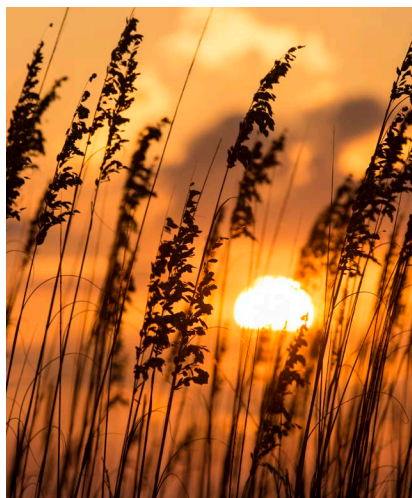


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UF/IFAS Extension *Comings and Goings* is a monthly newsletter distributed by the Office of the Dean for Extension via e-mail and on the UF/IFAS Extension web site at <http://extadmin.ifas.ufl.edu>.

If you have any suggestions or would like to submit your own recognition or short article of interest, please send them to Valkyrie Aldrari.

Please feel free to also forward any questions or comments about this periodical to Valkyrie Aldrari at valkyriea@ufl.edu.

UF/IFAS Extension *Comings & Goings*

FROM THE OFFICE OF THE DEAN FOR EXTENSION



Professional Development Mini-Grant Issue

Each year since 2007, UF/IFAS Extension administration offers the opportunity for state and county Extension faculty to compete for a Professional Development Mini-Grant. Professional growth and development are key factors to job satisfaction and effectiveness. We have set aside funding to support local, state, national, and international initiatives. Each year the Office of the Dean for Extension sends out the current application, guidelines and timeline. In 2018 we were pleased to offer 32 Professional Development Mini-grants worth a \$50,000 to UF/IFAS Extension faculty. This issue of UF/IFAS Extension *Comings & Goings* features the reports of last year's awardees.

RANDALL PENN

Program Extension Agent II, Sarasota County



Randall Penn was awarded a \$1,300 mini-grant to attend the National Urban Extension Leadership (NUEL) Southern Region & 1890 Professional Development Conference. The Sarasota County waste reduction agent was selected to present a lightning talk during the opening day of the conference. The topic was strategies for reaching new audiences.

Proposal Outline: The sports industry is much more than the teams that are taking the field. In today's world of sports, managers must be aware of all components of their organization, including their ability to impact and influence our communities. A handful of schools are leading the way by addressing the global concern for increased environmental and ecological sustainability in the sport industry. Additionally, organizations like the Green Sports Alliance are bringing together members and partners within the sports industry to engineer positive environmental and social impacts.



Using the power of sports to impact change, University of Florida IFAS Extension (UF/IFAS) partnered with Sarasota County to create a composting program with the goal of reducing landfill and environmental

impacts at rowing events hosted at Nathan Benderson Rowing Facility. Collecting food waste and compostable material is not new to sporting events; what is unique about the program is that the materials collected are being processed within the park. The closed-loop collection project allows for composted material to be reused while also reducing costs and environmental impacts.

The project required a number of steps to become reality. First, a series of partnerships between UF/IFAS, Sarasota County Government (Parks, Solid Waste), Suncoast Aquatic Nature Center Associates, Inc. (SANCA), and the World Rowing Association needed to be built. Next, a pilot project was done

STEPHANIE TOELLE

FCS Extension Agent IV, Duval County

With the support of the UF/IFAS Professional Development Mini-Grant, I attended the annual conference of the National Council on Family Relations, held in San Diego in 2018. This conference provided me several opportunities to support my career as an Extension agent specializing in family and couple relationships. I was co-presenter of two poster sessions that featured groundbreaking work on our state team's SMART Couples Florida project. Along with Dr. Brian Visconti, we fielded questions and shared our different types of involvement in the project. Further, attendance at sessions provided me the CEUs needed to maintain my certification, the CFLE (Certified Family Life Educator), which encompasses 10 content areas for this field of study. The theme of the

AMANDA MAREK

FFL EA I, Marion County

With the financial assistance of the 2018 Extension Professional Development Mini-Grant, I was able to attend the 47th Annual North American Association for Environmental Education (NAAEE) Conference in Spokane, Washington. Not only did I learn that the city is pronounced "Spo-can," but I also learned new skills in accomplishing strategic goals with volunteers using asset mapping, insights into new ideas for engaging the public in citizen science projects for conservation, and interactive teaching strategies to educate youth about watersheds. From Peru and Canada to Colorado, Arizona, and New England, this conference provided a myriad

to ensure that the collection process was feasible and that all partners were comfortable with the process. Then, UF/IFAS created a composting team of staff and volunteers to assist with the food waste collection. Finally, composting bins were purchased and education materials created. UF/IFAS decided on 42 UF-branded orange composting collection bins that had instructions as to what could be composted and what could not. UF/IFAS is responsible for oversight of the project, fan engagement, volunteer coordination, and data collection.

To learn more about the UF/IFAS Environmental Sports programs:

Playing Greener <https://blogs.ifas.ufl.edu/sarasotaco/2018/09/17/playing-greener-using-sports-to-bring-environmental-change/>

Florida Sweep High School Championships <https://blogs.ifas.ufl.edu/sarasotaco/2018/05/03/2022/>

World Rowing Championships <http://blogs.ifas.ufl.edu/sarasotaco/2017/10/16/from-2-bins-to-3-composting-at-the-world-rowing-championships/>

Green Sports UF <http://blogs.ifas.ufl.edu/sarasotaco/2017/07/07/gators-past-and-present-unite-at-the-green-sports-alliance-summit/>

conference was Families and Cultural Intersections in a Global Context: Innovations in Research, Practice, and Policies. This topic was particularly applicable to current work that I've been involved in, including an EDIS publication on intercultural relationships and work overseas with staff at military air bases. Sessions I attended covered topics including: 1) how the study of high levels of cultural diversity prepares a country for the future of families; 2) family life education in other countries; 3) the diversity of relationships and parenting plan structure; 4) military family strengths; and 5) child well-being in regards to the United Nations' 169 Sustainable Development Goals. I plan to share the information I gained in the sessions with our SMART Couples action team.

of opportunities to learn from educators from across the world on how to approach difficult environmental education topics with my own clientele in Marion County through new perspectives and teaching strategies.

SHARI BRESIN

FCS EA I, Pasco County

The mini-grant that I was awarded is to obtain my certification as an Accredited Financial Counselor. Money management is a big program area of mine; however, working with others on this subject has been new territory for me, especially when doing one-on-one credit-counseling sessions. Even though I have not yet taken the exam to earn the certification, the textbooks that I am reading as part of my studying have been very helpful. I see a difference in how I work with clients. Besides explaining the actual financial material, the readings also talk about listening, communicating, and interacting

CRYSTAL SNODGRASS

Agriculture CED II, Manatee County

As a new CED with only a vegetable production and entomology background, I was desperately in need of some training. I sought out leadership development opportunities both within and outside of IFAS. I happened upon a program through a local Manatee County-based business called Leadership Simplified. This 12-week program included a wide variety of leadership topics including communication, priorities, delegation, and effective meetings, presentation and public speaking skills, time management, financial management, interviewing/coaching and performance management, and many more. Eight professionals (including me) enrolled in the program, which met for two hours weekly. The sessions were engaging and encouraged participation, and the small size of the group allowed for group feedback. I used this opportunity to boast about different Extension

with clients. I find myself asking the clients questions to get them to come up with their own solutions. By facilitating sessions this way, this makes the ideas more personalized to them, and they are more likely to follow through. Some clients I have followed up with have made steps toward paying off debts and raising their credit scores. One even cut up all their credit cards! As I continue reading to prepare for my exam, I look forward to working with more clients and implementing techniques that will encourage positive financial behavior changes.

programs and impacts, resulting in enhanced community partnerships. I am currently using the skills learned in conjunction with those gained from the UF Leadership Cohort to improve my skills as a mentor, coach, and educator to 29 faculty and staff at UF/IFAS Extension Manatee County. Thus far my focus has been on improving communication, having meetings with targets, and spending more time developing faculty. In May 2019, I invited the company owner to a half-day offsite team-building event for all faculty and staff that consisted of activities for both team-building and improving public speaking skills. Because our team is often siloed by program area, this event allowed us to get to know each other better and gain valuable speaking skills, a necessity for every role in Extension. I plan to continue to implement the skills I've learned as I move forward in my career.

SHELLY KRUEGER

Sea Grant EA I, Monroe County

Thanks to the Extension Professional Development Mini-Grant, I was able to enhance my programming efforts by presenting at the World Aquaculture Conference in New Orleans, the largest international aquaculture conference. I started the PhD program at UF in Fisheries and Aquatic Sciences, and this opportunity for professional development allowed me to interact with aquaculture specialists from around the world in fish and shellfish species as well as lesser-known aquacultured species like abalone and giant clams. This opportunity allowed me to highlight my current PhD research on sponge restoration aquaculture, which is very unique and, to my knowledge, only occurring in the Florida Keys. Furthermore, I am the outreach and education lead for the Community Sponge Restoration program, a successful UF/IFAS Extension research-outreach partnership with the Florida Fish and Wildlife Conservation Commission, Old Dominion University, The Nature Conservancy, Bonefish and Tarpon Trust, and the Florida Keys Environmental Fund. Sponges are the dominant filter feeders in the Florida Keys, and their ecological

significance is equivalent to the Eastern oyster in Florida estuaries. Furthermore, sponges provide essential habitat for spiny lobster and bonefish, two major economic drivers in Monroe County. Considering that an average basketball-sized sponge can filter 425 gallons of water per hour, our goal to return 15,000 sponges to Florida Bay could reinstate water filtration capacity by 153 million gallons every 24 hours! That's not to mention the indirect contributions sponges make to the local economy as nurseries for juvenile spiny lobster, for which commercial landings alone generate ~\$45 million dockside annually. Recreational values for spiny lobster and bonefish are also considerable in terms of revenue from tourism. When sponges are absent in the nearshore waters, juvenile spiny lobster and bonefish literally have fewer places to hide from predators. The conference inspired me to consider the economic and ecological impacts of sponge restoration aquaculture, which, like oyster reef restoration, extend far greater than the physical footprint.

LISA LESLIE

FCS EA IV, Hillsborough County

The 2018 Professional Development Mini-Grant made it possible for me to attend the 2018 Association for Financial Counseling & Planning Education (AFCPE) Symposium in Norfolk, Virginia. At the symposium, I learned the latest research on behavioral aspects of personal finance education, strategies to engage program participants, and ways to measure program impact. It was also an opportunity to network with Extension faculty from all parts of the country. In addition, I earned continuing education credits needed to

maintain the AFCPE Accredited Financial Counselor (AFC) designation. I am grateful for the grant funds that made this experience possible. I encourage other faculty members to seek out opportunities for professional development. I am happy to see that many FCS agents programming in personal finance are using these grants to earn the AFC designation. This designation demonstrates our continued commitment to professional excellence.

CARISSA WICKENS

Assistant Professor, Department of Animal Sciences



This past year, I had the pleasure of hosting an undergraduate student intern from the Animal and Agronomy Sciences Department at the University of Costa Rica (UCR). Ana Margarita Arias spent five months, from February to June 2018, in my lab assisting with research and Extension efforts. Supervision of this student's internship experience resulted in a strong collaboration with faculty at UCR, which led to the development and delivery of a full-day equine nutrition workshop. A total of 60 students, horse owners, and equine industry professionals attended the workshop held in San José, Costa Rica, in early October. Topics included Impact of Feeding Management on Equine Well-Being, Promoting Health and Performance with Dietary Fiber, and a Hay Quality and Selection demonstration and discussion. Dr. Lori Warren (UF Equine Nutrition faculty) and I assisted UCR faculty and students with program planning and served as guest

presenters. Responses to program evaluations indicated attendees found the information very useful (61%) or useful (31%), respectively, with 76% indicating the program met all their expectations. On an individual farm level, we were given opportunities to interact directly with horse owners/farm managers at four different stables during our visit. During these interactions, we were able to exchange information regarding nutrition and feeding as well as management strategies and training techniques to help address nutritional and behavioral problems. We have continued to stay in touch with two of these equine operations to provide additional resources

and recommendations. The University of Costa Rica was able to cover lodging and meal expenses; however, matching funds were needed to cover my airfare and other transportation costs. The UF/IFAS Professional Development Mini-Grant provided the funding support necessary for travel to Costa Rica. This was an amazing opportunity to learn about and provide outreach to the Costa Rican equine industry and to further establish collaborative ties between faculty and students at our respective institutions. Further outcomes of this experience and exchange with UCR have included Ana Margarita's decision to pursue her master's degree in Equine Science under my supervision (effective July 1, 2019), and Ana's academic advisor Dr. Luis Villalobos' recent visit to UF (March 2019) to discuss and begin drafting a more formal agreement between UF and UCR.

SARAH ELLIS

FCS EA I, Citrus County

I used my professional development funds to become a Master Trainer for the Matter of Balance program. I learned how to lead teams and recruit others to offer this fall-prevention program. Currently my program assistant Stephanie Clamer and an FYCS volunteer are running this program in Citrus County. I will be training more agents in October.

In Citrus County we have held six classes, and 69 participants have completed the eight-week program. One program

participant reported that after 42 surgeries she was unable to get out of a chair unassisted. She joined the Matter of Balance program and was committed to coming to the program for all eight weeks. During that time she learned a variety of exercises designed to help prevent falls as well as how to get up out of a chair unassisted. She practiced the exercises daily outside of class, and at the end of the eight weeks she was finally able to get out of a beach chair without assistance. She was thrilled!

ANDREA NIKOLAI

FCS EA II, Polk County



I had the opportunity to attend Health Meets Food: The Culinary Medicine Conference put on by Tulane University and the Goldring Center for Culinary Medicine at the New Orleans Culinary & Hospitality Institute in June 2019. It was a mix of presentations from experts in the fields of nutrition and food sustainability (one of our speakers was from the University of Kentucky Extension!) and hands-on cooking modules done with chefs. We had to do preconference readings and quizzes to better prepare for the conference, and

the hands-on cooking modules were accompanied by case studies that we discussed after cooking. We formed small groups of two or three to do the cooking and prepared about four recipes. Each recipe was created not only to be nutritious and delicious but also to include ingredients that were low cost and easy to find. For one of my three cooking modules, I chose the seafood skill-building class because this was an area I wasn't particularly confident in. I learned how to properly fillet and cook a fish, prepare shrimp, and get out crab meat. I can now understand why lump crab meat is expensive; it takes some effort and time to get to it! Consuming more fish has lots of health benefits, so I'm excited to be able to take what I learned and teach others and have the confidence to field questions that come my way. I took away a lot of tips for programming, including easy ways to better organize food demonstrations, great recipe ideas, and cutting-edge nutrition information that I look forward to sharing, including why it might be better for you not to toast your bread. Thank you for your support! I felt fortunate to be able to go.

YOLANDA Y. GOODE

4-H EA III, Gadsden County

I was able to attend the Navigating Difference: Cultural Competency Train-the-Trainer (level 2) in October 2018. The completion of this training allows me to teach this award-winning cultural competency training. Currently, there are only two certified trainers in Florida. I hope more people choose to become certified trainers because the team needs to grow to meet the demand.

Being culturally competent does not focus on the macro areas of diversity like race and ethnicity, which so many programs tend to focus on when doing diversity training. Being culturally competent helps us work with all people. The five areas of this cultural competency training were awareness, knowledge, understanding, interaction, and sensitivity. For me, this training was a combination of personal and professional development. Being culturally competent transcends a person's race, ethnicity, and gender.

This training is applicable to all those who engage with other people. Laura Valencia and I have taught Cultural Awareness, the only standalone component, at three district trainings (southwest, southeast, and central) and one conference (2019 Symposium) to 66 attendees (Extension Faculty and Staff), as well as the Level 1 full training to 12 attendees. The demand for the Cultural Awareness component alone justifies the need for the team to expand.

I will weave tips from this training into my local volunteer training. When our schedules permit, we plan to offer training to outside user groups for the revenue enhancement. I never really had an area of expertise as an agent, and I definitely was not interested in the traditional diversity training. This training expanded my understanding and finally gave me an area I wanted to develop in and help those around me to become culturally competent. PDM-G

"Awareness is the beginning of growth."

LYNN BARBER

FFL EA II, Hillsborough County

UF/IFAS Extension Hillsborough County Horticulture agents Lynn Barber and Susan Haddock attended The 13th International Conference on Agriculture & Horticulture in Zurich, Switzerland. As a team, we presented Florida-Friendly Landscaping™ (FFL): A Grass-Roots Residential Program That Promotes Urban Environmental Stewardship. The oral presentation provided information on the nine principles of Florida Friendly Landscaping™ (FFL), the "Water 2070" report as it relates to population growth and future water needs, and Florida state legislation that states that the ongoing FFL program is fundamental to reducing future water demands

and protecting water quality. The presentation highlighted statewide water conservation data from 2017 and summarized Green Industries Best Management Practices (GIBMP) program results from 2008 through March 2018.

Conference attendees were impressed that FFL water conservation programs utilized 89 UF/IFAS Extension faculty to reach 60,600 residents, of which 93% reduced irrigation to two days/week, 90% reduced irrigation in winter months, 87% reduced irrigation during adequate rainfall, and 69% switched to low-maintenance plants.

Conference attendees were equally impressed by the GIBMP program structure and impact. Many attendees were surprised at the scope of coursework offerings—online, in-person, or DVD and in three languages. That wide scope provides many options to enhance green industry professionals' knowledge and judgment and brings awareness to their role in protecting Florida's water and environmental resources.

Four attendees were from the United States. Other presenters were from Australia, South Africa, India, Vietnam, China, Mexico, Azerbaijan, South Korea, Japan, Hungary, and Chile. There were many interesting professor and student presentations, most involving research projects and results. Topics included improving crop production in developing countries; quantifying and correcting for clay content effects on soil water measurement by reflectometers; modern techniques for walnut propagation; sewage water effects on okra growth affected by organic matter; effects of day length on mineral concentration; chlorophyll content and yield of kale microgreens; and fabrication and evaluation of novel slow release agrichemicals for improving nitrogen uptake.



As a result of the presentation, several conference participants asked for a copy of our presentation and business cards, took our handouts, and gave us their contact information due to interest in developing a similar program in their country. The conference was an excellent experience and the contacts we made will be valuable for potential future collaborations. Thanks to Esen Momol, PhD, CJ Bain, John Bossart, Claire Lewis and Don Rainey for their input and assistance in this endeavor, and the Dean's office Extension Service Professional Development Mini-Grant and our District Director, Brenda Rogers, for financial assistance.

WITH 4-H, YOU CAN DO THAT

Jack Payne, UF Senior Vice President for Agriculture and Natural Resources

Jamie Burrow won the Grand Champion 4-H Citrus Tree prize at the Central Florida Fair in 1998, but the real prize was discovering the intersection of her talent and her passion for citrus.

She didn't think of it as a career until she visited with John Jackson—four years after she aged out of 4-H. John, who now runs the Citrus Hall of Fame, was then a UF/IFAS Extension citrus agent.

Jackson suggested she pursue a citrus degree. "You can do that?" she replied. Then she did that. She's now an Extension program manager at the UF/IFAS Citrus Research and Education Center.

She also volunteers running the citrus project at the Osceola County Fair, a job she wanted to continue when her dad, Jim Yates, passed away 11 years ago. Burrow's own 4-H project 20 years ago proved a gateway into a career in science, yes, but also into lifelong community service.

UF/IFAS has built an unparalleled citrus-related research and Extension operation so there's a citrus industry for future Jamie Burrows. It spends comparatively little assuring that there will be citrus professionals to populate that industry. We need a greater investment in our youth.

I have asked my people to think big. Michael Gutter, the UF/IFAS state program leader for 4-H, hasn't disappointed. He makes a bold call for taking us from a current

enrollment of about 200,000 and growing it to 300,000 within a decade.

I hope the Legislature agrees and incorporates the UF/IFAS budget proposal for 4-H funding into its spending plan. It would set us on a course to give 100,000 more kids a shot at discovering what Burrow discovered.

I can't think of a better way to inculcate in Generation Z an appreciation for agriculture. Most importantly, whatever field these kids choose, participation in 4-H makes it more likely that they'll be a leader in it.

In 4-H, they sell trees to real growers at auction, and they reflect on the challenges and joys of the experience. Ashlinn McCullah, then 11 years old, wrote to longtime citrus project supporter Mickey Page shortly before his death two years ago, "Some problems I have had, though, is our goats ate some of our trees. Thank goodness we had three extra trees! We also had lots of leaf miners. Those were not fun."

Ultimately, though, Ashlinn wrote that she was in her fourth year of the project because it was so much fun, and "My favorite thing I did this year was meeting new friends and seeing my friends get awesome prizes for their hard work."

Our push to expand 4-H requires funding. This is about more than money, though. A budget signals priorities. Kids get this on a basic level. They either know people like 4-H

agents and volunteers, or they wonder where the adults are. Too many of our youth are in that wondering category.

The budget determines what story we can tell kids about their future. In the case of citrus, it's a story that acknowledges the current challenges and presents the opportunities for the next generation to participate in solutions.

We need agents to recruit and vet volunteer club leaders, to develop curricula, and to organize events like public speaking contests and showing animals at the county fair.

You get it. John Jackson gets it and has even established an endowment for citrus project participant scholarships. Phil Rucks gets it and Ryan Atwood, who buy trees most years at the 4-H auction, gets it.

Over the next six or seven weeks, I'll continue to try to get policy makers in Tallahassee to get it. I hope you'll help. Tell people how much 4-H means to you, your family, and your industry.

Jack Payne is the University of Florida's senior vice president for agriculture and natural resources and leader of the Institute of Food and Agricultural Sciences.

COMINGS AND GOINGS

We would like to welcome the following newly hired and transferring faculty. These individuals were hired following a highly competitive search, screening and selection process. In some cases, candidates interviewed both on the UF campus in Gainesville and in a county Extension office. Selection was often difficult because we typically have two or three suitable candidates. These faculty are truly the best of the best!

HIRES

Michael Shawn Jackson, 4-H CED II, Lafayette County

Christopher Kerr, Environmental Horticulture, EA II, Duval County

Mark Warren, Agriculture EA III, Levy County

Chandler Mulvaney, 4-H EA I, Marion County

We would like to wish the following agents the best of luck in their future endeavors.

DEPARTURES

Sol Looker, Residential Horticulture EA I, Flagler County

RETIREMENTS

Jana Hart, FCS/4-H CED IV, Lafayette County

Celeste White, Commercial Horticulture Program Courtesy EA I, Orange County