Barb’s Notes and Quotes...

Dear Southwest Region Educators and Staff:

Spring Greetings! I hope you all had a great day celebrating your Mom this past weekend. Spring programs are in full swing and ready to usher in a busy summer. All but one performance review will be completed by Tuesday, May 10 after visiting Fayette and Warren Counties this week. Please send me dates when I can come and visit your 4-H camps, field days, classes, etc. I have a goal to visit and do a teaching observation for each Educator this year. I’m about half way through, so please let me know some times I can come to visit.

Please send pictures of your events so we can put them in the newsletter. It would be fun to have some office staff pictures, too!

Be inspired! Enjoy every day!

Sincerely,
Barb
Happy May Birthdays…

- May 1 Stephanie Sommers, Program Assistant, Montgomery County
- May 8 Jo Brown, Office Associate, Clark County
- May 12 Tracy Bedford, Program Assistant, Hamilton County
- May 13 Patty House, Extension Educator, Clark County
- May 31 Demetria Woods, Extension Educator, Miami County

Southwest Region Forum

An Excerpt from *Attitude: The Remarkable Power of Optimism!* by Nido R. Qubein

**The Power of Positive Influence**

Surround yourself with positive influences. When you are surrounded by negative thinkers, image, or materials, it is easy to get bogged down in hopelessness.

Read inspiring books and magazines. Listen to motivational recordings and speakers. Attend positive-thinking seminars or programs. Make it a point to read or watch or listen to something positive and inspiring at least once every day.

Associate with positive people. Look for friends who feel good about themselves, people who have the attitude of gratitude. People who need to tear down others are not happy with themselves and are not good for you or your attitude.

**Don’t Sit on the Sidelines**

Life should be an adventure, to be savored from beginning to end. It is a game of constantly changing odds, constantly developing challenges, constantly opening opportunities.

To win it, you have to play it. Sitting on the sidelines won’t do. Even after you’ve achieved all you ever hoped to achieve, it’s no time to stop living.

**Easy Ways for Teams to Celebrate**

Develop a collage of team accomplishments (team photos, names, mission statements, etc.) for others to see.

**Conflict of Interest Clarification . . . (Source Cindy Buxton)**

Provost Bruce McPherson sent out an email regarding the 2016 Conflict of Interest Disclosure (e-COI). Many CFAES employees received this email and must complete the e-COI. There was a travel section added last year which caused confusion. This question is only asking about travel which was reimbursed to you by an outside entity, external to OSU. If your travel was submitted for reimbursement through OSU or OSP, this does NOT qualify to be included on your e-COI.

Questions? Contact Angie LeMaster (LeMaster.124@osu.edu or 614-292-6470).
Mark Light

I started with Extension in June 2006, so I am finishing my 10th year. I began my Extension Career in Allen County, but in 2009 our funding was cut to zero. I was able to keep my position afloat through fundraising, but when the Hardin County 4-H position came open in the fall of 2010, I applied for this position in my home county.

I live in Ada, Ohio with my wife Kim, and teenagers, Justin who is a sophomore, and Megan who is in 7th grade. Both are active in 4-H and take sheep and a variety of other projects. My kids are involved in a variety of sports including football, basketball, volleyball, tennis, and track. Both of them are really tall, as my son is 6’-7” and my daughter is 5’9”. My wife is the school treasurer at the Ada Schools.

Ada is also where I went to undergrad at Ohio Northern University and met my wife. My major was Civil Engineering, so I have a different background than most of my colleagues. After graduation I worked at ONU for 10 years as the campus engineer, and then as the Director of Housing. I received my masters in College Student Personnel at Bowling Green because at the time I was working in the Student Affairs field. This fall I went back to school for my Phd where I am majoring in Agricultural and Extension Education with an emphasis in Educational Technology.

My specialty in Extension centers around STEM and anything to do with emerging technology. This connects well with my engineering background, but also helps youth in our rural area get access to technology. I have been successful at several grants around technology. Our Tech Wizards after-school grant has allowed me to bring robotics, iPads, a 3-D Printer, drones, and circuits to our county over the past 6 years. In 2015, I was awarded a National eXtension grant towards an innovative project we call the Spark Lab. This space in our office has the goal of trying to create the classroom of the future. We a goal of sparking ideas in the minds of Hardin County residents. This space gives them access to try out new technology. In creating this space we started looking at our office spaces in terms of purpose versus person. It was for this reason, that my old office became a video production lab, complete with green screen, HD camera, and video editing software.

Creativity and innovation is what keeps me excited in my job. Also by staying fresh and relevant, as Extension we can continue to be the go to information people. One of our goals with the Spark Lab is to make our office a destination for learning in the age of the Internet. One of my favorite quotes is from Henry Ford is “If I had asked people what they wanted they would have said faster horses.” Sometimes in Extension we need to be out front leading our communities and showing them the possibilities that COULD exist. Besides the opportunity to work for Ohio State University, this opportunity for innovation and teaching makes my job worth it.
Reminder for Bi-Weekly Paid Employees . . . (Source: Amy Burns)

As you may remember from previous benefit communications, staff paid biweekly now have health and welfare deductions taken from 24 pays instead of 26 pays. For two months during the year, the biweekly pay schedule contains three pays during the month. Health deductions will not be taken from the third pay. This includes deductions for medical, dental, vision, flexible spending, short-term disability, voluntary group term life and dependent group term life insurance. This also applies to PHA/PHS for these pay periods. OHIO STATE UNIVERSITY EXTENSION This Week Southeast – April 25, 2016 Page 3 April is the first month to contain three biweekly paydays, so we wanted you to be aware no deductions will come out of the upcoming April pay. Specific benefit questions should be directed to OHR customer service at 614.292.1050.

Children in the Workplace: A Reminder

With the constant changes in weather bringing on a variety of illnesses and the summer upon us, when children are not able attend school, it is a good time to remind everyone that children are not to be accompanying you to the workplace. The workplace should never be used in lieu of having regular child care arrangements. The workplace should not be a place where children are brought before or after school, camp, or on holidays when school in not in session or children are home for the summer. Bringing children to the workplace is a significant distraction for office colleagues and for the parent and can present safety and liability risks to the organization.

Parents are responsible for having regular childcare and should plan alternative care well in advance for situations that might require backup care, such as a sick child. If you are experiencing circumstances where you need to identify alternative care, please do not hesitate to talk to your regional director or to OSU’s Employee Assistance Program personnel.

Additional Resources:

OSU Employee Assistance Program
https://www.osuhealthplan.com/members/ohio-state-employee-assistance-program-eap

Ohio Department of Jobs and Family Services: Finding Child Care
http://jfs.ohio.gov/cdc/families.stm

Ohio Child Care Resource & Referral Association (OCCRA)
http://www.occrra.org/

Child Care Resources, Inc.
http://www.childcareresourcesinc.org/