Dear Southwest Region Educators and Staff:

This week is a short one! Thank you to all of our veterans for the sacrifices they have made for our freedom. Take time this week to reflect on our country and the wonderful opportunities we have living in America!

Thanks to all who were able to attend the mental health in service last Thursday. It was a good day, and many found the information to be very helpful, both personally and professionally. Special thanks to Kathy Michelich and Jami Dellifield and their committee for their efforts in organizing the day. Let’s be diligent in being sensitive to our clientele and co-workers, and when appropriate assist them in learning about the resources available to them.

I continue to enjoy our county visits and getting to know all staff better. This week are Montgomery, Auglaize, and Hardin Counties. Then just three more next week.

Comp Time and Overtime - For employees eligible for these, it is mandatory that you receive preapproval from your immediate supervisor to work extra hours or take comp time.

In my announcement of my retirement, I talked about “using me up” in these last months, and I really mean that. It would be my honor to assist you with individual and /or county goals. Please don’t hesitate to contact me if I can help you to make a difference and make an impact in your work. Time is short, so let’s get to it now!

Have a great week! Don’t forget that county highlights are due to me on November 10.

Live with intention and purpose!

Happy Veterans Day!

Barb
Director’s Drop-In…

I am pleased to announce that I have tasked Karen Argabright to lead an effort in 2017 to conceptualize a model that effectively serves, promotes, and facilitates the learning and growth of all OSU Extension professionals. Karen will focus on this work in her current role as a graduate associate and doctoral candidate in the Department of Agricultural Communication, Education, and Leadership (ACEL) focusing on community and Extension education. Karen is no stranger to Extension.

Her passion for building individual and organizational capacity is evident through her graduate work focusing on organizational development. You may recall having met or worked with her in any number of roles over the past few years.

As a graduate student, she has: coordinated professional development events such as new educator workshops, New Employee Welcome Festival, CED Assessment Center, and the Extension Action Leadership Retreat; re-designed OSU Extension’s new employee onboarding process which led to the current New Employee Day 1 Orientation; researched organizational culture via the North Central Region Extension organizational culture assessment; and supported the work of the steering committee and the organization in the Vice President’s Conversation on the Future of Extension. Her motivation and desire to facilitate individual and organizational learning and growth expands our capacity to achieve our goals, thus making her ideally suited to focus on this objective. I hope you’ll look forward to hearing more from Karen regarding this exciting and important work for OSUE.

Happy November Birthdays…

- November 5    Courtney Michael, Program Assistant, Fayette County
- November 7    Linda Newman, Office Assistant, Clark County
- November 8    Godwin Apaliyah, Extension Educator, Fayette County
- November 9    Connie Veach, Office Assistant, Miami County
- November 11   Melanie Hart, Extension Educator, Greene County
- November 13   Rebecca Supinger, Educator/Director, Greene County
- November 15   Pat Holmes, Extension Educator, Montgomery County
- November 23   Pam Dixon, Program Assistant, Hamilton County

Barb Brahm’s Schedule

- November 07    Montgomery/Shelby
- November 08    Auglaize/Shelby
- November 09    Hardin
- November 10    Admin Cabinet/Logan
- November 11    Holiday
Profile for Sara Creamer  
Fayette County

Hi. My name is Sara Creamer and I wear two hats here at the Fayette County Extension Office. I am the Master Gardener Coordinator. It has been my dream job for many years. I have an FCS appointment to develop a Financial Management Program for low income populations. This allows me to expand the work I have been doing with the county food pantry. I have been working for Extension since March of 2016 but have been a MGV here since 2000.

I am originally from Indiana and have a Bachelor of Arts in Anthropology specializing in archaeology-seems like another life. While in Illinois digging, I discovered horticulture and went back to school for a Master of Science Degree in Plant and Soil Science from Southern Illinois University in Carbondale (still digging). My degree brought me to Ohio to work for OSU where I met my husband, Don (also a Master Gardener), volunteering at the Chadwick Arboretum. It is nice to be an OSU employee again.

I am named after a woman from Fayette County and grew up knowing about Washington CH, Ohio. Proves to me it is a small world. Now I live here with a husband and 4 cats on 11 acres located on the last gravel road in the county. We like to cook, birdwatch, volunteer, and read.
"The true sign of intelligence is not knowledge, but imagination." ~ Albert Einstein

"Leaders think and talk about the solutions. Followers think and talk about the problems." ~ Brian Tracy

"Challenges are what make life interesting and overcoming them is what makes life meaningful." ~ Joshua J. Marine

"There is only one way to avoid criticism: do nothing, say nothing, and be nothing." ~ Aristotle

"Failure is the opportunity to begin again more intelligently." ~ Henry Ford

Pictures from Barb

See If You Recognize These People

The Yes-People
They’ll agree with any commitment, promise any deadline, yet...they rarely deliver. While they’re always sorry (and often charming), you just can’t trust them to do what they say.

The No-People
Negative and pessimistic, they’re quick to point out why something won’t work. Worse, they’re inflexible and resist change. They can throw a wet blanket over an entire organization.

The Know-It-Alls
They’re experts on everything. They can be arrogant, and they usually have an opinion on any issue. Yet when they’re wrong they pass the buck or become defensive.

The Complainers
Is anything ever right with these people? You get the feeling they’d rather complain about things than change them. Even though they’re often right, their negativity and nit-picking turn people off.

The Passives
You can spot them with their dead-pan faces, their weak handshakes, their blank stares. Avoiding conflict and controversy at all costs, these people never offer ideas or opinions and never let you know where you stand.

The Dictators
They bully, cajole and intimidate. They’re blunt to the point of being insulting. They’re constantly demanding and brutally critical. These folks can cause ulcers.
Our Connection Page

ESP National Meeting Report . . . (Source: Lisa Barlage, President and Travis West, President-Elect)

President-Elect, Travis West represented Ohio at the Public Issues Leadership Development Conference April 10 – 13, 2016 in Crystal City, Virginia.

At the National ESP Conference in Cape May, New Jersey, the Alpha Eta Chapter was recognized with a Chapter of Merit Award, receiving the Platinum Chapter Award, the highest award a chapter can receive. Ohio is currently the largest ESP chapter in the country with 306 members in 2016! The Alpha Eta Chapter was recognized with a Gold Award in Achievement in Chapter Membership. Professionals from Ohio who served on National ESP committees included: Mary Beth Albright, David Crawford, and Travis West. Graham Cochran served most of 2016 as the President Elect for ESP and Chair of the National Resource Development and Management Committee. Voting delegates for the 2016 meeting included: Travis West, Kirk Bloir, and Lisa Barlage.

OSU Extension Won Six 2016 ESP Regional Awards

Epsilon Sigma Phi (ESP), the professional development organization for Extension professionals, recognized Vacant to Vibrant, Ohio Urban Agriculture project team as the winner of the Diversity/Multicultural Award for the North Central Region. The team members are: Suzanne Mills-Wasniak, Tony Nye, and Brad Bergefurd

The Water First for Thirst Team has received the Distinguished Team Award for the North Central Region. Team members include Carol Smathers, Shawna Hite, and Theresa Ferrari.

Receiving Region Individual Awards are:
- Patricia Brinkman, Mid Career Award.
- Mark Light, Early Career Award.
- James Hoorman, International Service Award.
- Jacqueline Kirby Wilkins, Visionary Leadership Award.

National Concurrent Sessions for 2016:
- “Turn Your Team to Successful Social Media Programming”, Patricia Brinkman, Lisa Barlage, and Michelle Treber.
- “College Access for Rural Youth: Using Your University Connections”, Travis West.
- “Cooperative Extension and Health Literacy: A National Focus”, Lisa Barlage, with Sarah Bercaw (of Delaware) and Belinda Letto (of Tennessee).
- “Five Things We Learned by Piloting Educational Technology Specialist”, Jerold Thomas and Jamie Seger.


Poster Sessions:
- “Extension Professionals: Driving Tides of Change or Anchored Safe in Harbors?”, Kirk Bloir
- “Turning the Tide of ESP Award Nominations: Increasing Numbers and Educating Members”, Travis West.