

Ohio State University Extension Family and Consumer Sciences Internal Self-Study

Better Lives.
Stronger Communities.



February 2020



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

extension.osu.edu

CFAES provides research and related e0ducational programs to clientele on a nondiscriminatory basis. For more information, visit cfaesdiversity.osu.edu. For an accessible format of this publication, visit cfaes.osu.edu/accessibility.

Preface

Purpose

The purpose of an internal self study or program review is to guide program development on a continual basis. A program review is a process that evaluates the status, effectiveness, and progress of programs and helps identify future direction and priorities. Program reviews are a standard practice in higher education (Barak, 1082; Barak and Berdahl, 1978; Berrett, D., 2011). The Ohio State University family and consumer sciences (FCS) program review is a voluntary practice for self-study and external review. Our purpose in conducting this program review is to guide FCS program development and identify future directions, opportunities, and priorities.

The Review Includes Input from Five Elements

1. The State of Family and Consumer Sciences in Ohio
2. Ohio State University Extension Family and Consumer Science Internal Self-Study
3. Ohio State University Extension Crowdsourcing Insight Summary: Family and Consumer Science Program
4. External committee visits and final report
5. Key stakeholder communication throughout the process

Context

Ohio State University Extension embarked on a multi-year effort to build the Extension organization of the future. That journey began with the [*Vice President's Conversation on the Future of Extension*](#). The overall goal of that effort was to ensure that OSU Extension remains relevant and responsive to the needs of Ohioans well into the future. Data gathered through the *Vice President's Conversation* was used as a foundation for a designEXT effort to put ideas into action. One of the designEXT steps includes partnering with individuals and communities to co-create multi-faceted solutions for current and emerging issues.

OSU Extension family and consumer sciences is the last in a series of OSU Extension program reviews. The first two reviews included 4-H youth development and community development. The family and consumer sciences and agricultural and natural resources program reviews are being conducted simultaneously to complete the series. This project timing coincides with a national search for a new associate dean and director of Extension.

ONE Thing

*OSU Extension delivers knowledge from Ohio State to every county in Ohio, and we work **WITH** people right where they live to strengthen their own lives and communities.*

(excerpt from OSU Extension Interim Director update,
Jackie Kirby-Wilkins, August 2019)

Contact

Ohio State University Extension program reviews are conducted on behalf of Dr. Jackie Kirby Wilkins, interim director of OSU Extension in the College of Food, Agricultural, and Environmental Sciences. The OSU Extension family and consumer sciences program review was led by Greg Davis, Ph.D., with support from Pat Bebo, Terri Fisher and Sydney Angle.

<https://extension.osu.edu/strategic-initiatives/ohio-family-and-consumer-sciences-fcs-program-review>

Table of Contents

Executive Summary	4
Introduction	4
Purpose and Function of the State Family and Consumer Science Office.....	10
FCS Program Staffing.....	12
State FCS Staffing.....	12
County FCS Staffing.....	18
Ohio FCS Select Program Descriptions and Select 2019 Outcomes.....	23
Key Program Partners.....	26
Contributions to Scholarship	26
Contributions to Service	27
Conclusion for Extension Family and Consumer Sciences in Ohio.....	29
Appendices	30
Appendix A	
Appendix B	
Appendix C	

Contributors

Pat Bebo, OSU Extension county and state FCS professionals

Editors

Dr. Greg Davis and Terri Fisher

Executive Summary

Ohio State University Extension's family and consumer sciences (FCS) program dates back more than 100 years starting with the passage of the Smith-Lever Act. The OSU Extension FCS program encompasses the many primary focus areas in the field including food science and nutrition, health management and wellness, human/child development and family relations, and personal and family finance. We delineate these topics into three areas of emphasis, respectively:

- Healthy People
- Healthy Relationships
- Healthy Finances

The OSU Extension FCS educational programs align with the six OSU Extension priority areas, specifically:

- Health and Wellness
- Workforce Development
- Thriving Across the Lifespan
- Sustainable Food Systems
- Engaged Ohioans, Vibrant Communities
- Environmental Quality

Extension FCS professionals partner with local, county, and statewide organizations and agencies. In addition, cross state collaborations, especially with the 12 states of the National Institute of Food and Agriculture (NIFA) North Central region, are fruitful, as are national level organizations. These partnerships create opportunities for new and shared knowledge in the form of program materials (creative and scholarly works) that are shared more broadly through professional networks. These include National Extension Association of Family and Consumer Sciences (NEAFCS), Supplemental Nutrition Assistance Program Education (SNAP-Ed) and the Expanded Food and Nutrition Education Program (EFNEP) annual meetings and presentations. Such materials are often acknowledged by peers through awards and other forms of recognition.

Extension FCS professionals serve the community, the university, and professional organizations in a variety of ways. They serve on local coalitions and committees, frequently as conveners and facilitators. They serve on department, college, and university committees, as well as serving their profession, often holding leadership and committee roles in organizations such as NEAFCS.

Introduction

There are four OSU Extension program areas: 4-H youth development, agriculture and natural resources, community development, and family and consumer sciences. The staff and administration of these four program areas are continually engaged in ongoing exercises both at the state and national levels to review and revise focus and priorities to meet the ever changing needs of communities that we serve. A majority of the activity in OSU Extension program areas depends on the coordination of public funds — from federal, state, and counties — for financial support.

From Catherine Beecher's 1841 book titled [A Treatise on Domestic Economy; For the Use of Young Ladies at Home and at School](#) to the 1914 Smith-Lever Act that provided farm women with education in home economics to the celebration of the 100th anniversary of the Smith-Lever Act, family and consumer science professionals have worked to create a stable home and community for all people to thrive. Extension staff and faculty in land-grant university family and consumer sciences are engaged in frontline research and education focused on helping individuals, families, and communities be healthy and productive. Extension family and consumer sciences is a highly pragmatic and proactive discipline focused on tangible results, with an active focus on nutrition, physical activity, health and well-being, child and human development, and personal financial management.

The OSU Extension FCS program has proudly served the people of Ohio for more than 100 years. The modern discipline of family and consumer sciences covers many content areas that have traditionally been part of the field, as well as others which reflect the growing recognition of the importance of social, cultural, and economic issues impacting the well-being of individuals, families, and communities.

Through education programs, OSU Extension family and consumer sciences equips individuals and families with the tools, processes, and knowledge required for living healthy and productive lives. In addition to direct education, a train-the-trainer approach is often used, whereby the research-based solutions are transferred to professionals or volunteers at family serving agencies, non-profit providers, and other organizations that are in direct contact with local audiences. FCS professionals also engage in programming with the public health focus of policy, systems, and environment change efforts.

Selected State of Ohio Demographics

POPULATION (2018)	VALUE
Total People	11,689,442
Children (Under Age 18)	2,593,325
INCOME AND POVERTY (2018)	VALUE
Median Household Income	\$56,111
Rank Among States (Best to Worst)	34
Total People Living In Poverty	1,578,673
Poverty Rate	13.9%
Rank Among States (Worst to Best)	17
Children (Under Age 18) Living In Poverty	495,616
Child Poverty Rate	19.5%
Rank Among States (Worst to Best)	17
Total People Living Below 185% of Federal Poverty Level	3,213,724

Resource: https://www.frac.org/research/resource-library/state-of-the-states-profiles?post_type=resource&p=4483&state=Ohio

Race/Ethnicity

White 78.5%; Black or African American alone 12.2%; Hispanic or Latino of any race 3.9%; two or more races 2.7%; Asian alone 2.3%; some other race alone .17%; American Indian or Alaskan Native .16%. Resource: <https://www.statista.com/statistics/306050/ohio-population-ethnicity-race/>

In 2018, 17 percent of Ohio adults report fair to poor health and 1.5 percent of children report fair to poor health; top 10 causes of death include heart disease, cancer, diabetes, stroke and suicide. Resource: <https://odh.ohio.gov/wps/portal/gov/odh/explore-data-and-stats/interactive-applications/2019-Online-State-Health-Assessment>

OSU Extension Vision, Mission, Values

Vision

Ohioans have the knowledge and resources they need to actively engage in creating conditions in which they thrive.

Mission

We create opportunities for people to explore how science-based knowledge can improve social, economic, and environmental conditions.

Values

Teamwork and partnerships
Integration of science and local knowledge
Respectful community engagement
Credibility, honesty and integrity
Innovation, flexibility and adaptability
Relevance and responsiveness
Leveraging resources
Lifelong learning
Diversity in all of its forms

The contributions of all people toward achieving organizational and societal goals

As Extension educators and specialists we:

- Focus on critical economic, environmental, leadership, youth, and family issues.
- Engage people in lifelong learning.
- Apply knowledge and practical research to the diverse needs and interests of Ohioans in rural, suburban, and urban communities.
- Extend resources of The Ohio State University.
- Recruit and develop volunteers to multiply Extension's efforts while developing their leadership potential.
- Enhance teamwork through networking and connectedness.
- Link youth, family, and community needs to scholars in Ohio and nationwide.
- Teach with cutting-edge strategies using new technologies and approaches.

Organizational Context

The Ohio State University

The Ohio State University is the model 21st-century public, land-grant, research, urban, community-engaged institution.

Its four institution-wide goals that are fundamental to the University's vision, mission, and future success (<https://oaa.osu.edu/mission-vision-values-and-core-goals>):

- Teaching and Learning
- Outreach and Engagement
- Research and Innovation
- Resource Stewardship

Academic Units within Other Colleges at The Ohio State University

The following Ohio State colleges work with FCS in OSU Extension to carry out programming:

- College of Education and Human Ecology (five state specialists within the Department of Human Sciences which includes Human Nutrition, Human Development and Family Sciences, and Consumer Sciences)
- College of Public Health (one state specialist)
- College of Pharmacy (one state specialist)
- College of Medicine (one state specialist)

College of Food, Agricultural, and Environmental Sciences

The College of Food, Agricultural, and Environmental Sciences (CFAES), the cornerstone college of The Ohio State University, has honored its legacy as a land-grant institution for nearly 150 years. The college's world-class teaching, research, and outreach impacts local, state, national, and global communities. OSU Extension is a department in CFAES.

CFAES has depth in its three divisions – food, agricultural, and environmental – and the interdisciplinary work; breadth in three key mission areas of research, teaching, and Extension; and three distinct campuses – Columbus, Wooster, and statewide. CFAES uses these advantages to tackle today's grand challenges:

- Sustainability – Supporting and enhancing the economic viability of agriculture, while protecting and remediating the environment and ecosystems. Focus on food security and environmental sustainability simultaneously through production, precision agriculture, controlled environments, food systems and distribution, food waste, value added components, and water quality.
- One health – Integration of human health, animal health, and environmental health.
- Rural-urban interface – Focus on policy, economic issues, and consumer communications and education.
- Leadership – Preparing the next generation of scientists and leaders.

CFAES is one college ensuring and building student success, focusing on discovery and scholarship, engaging stakeholders and partners, and enhancing efficiencies and resources.

Vision

We sustain life.

We focus on sustainability through:

- production efficiency and technologies,
- food security and safety,
- economic and policy analysis,
- preservation of the environment, ecosystems, and water quality.

We foster economic development through technologies and value-added products.

We strive to ensure human, animal, and environmental health.

We prepare our future leaders and scientists.

<https://cfaes.osu.edu/about>

CFAES Support Units

In CFAES there are many units that assist FCS in its work:

- Business Operations
- Communications and Marketing
- Advancement
- Grant Development
- Human Resources
- Legislative Affairs

Connections to Academic Units within CFAES

CFAES faculty and staff in many departments help to provide the OSU Extension family and consumer sciences (FCS) program with expertise and resources. The following academic units work with one another to help FCS carry out Extension programming:

- Agricultural Communications, Education, and Leadership (ACEL)
- Department of Food Safety and Technology

Ohio State University Extension

As stated previously, Extension has six priority areas:

- Health and Wellness – helping people make healthy choices and catalyzing the creation of healthy homes, schools, workplaces, and communities.
- Workforce Development – helping individuals not only acquire the skills they need in their current jobs, but those they will need in the future positions to which they aspire.
- Thriving Across the Life Span – helping Ohioans flourish within families and the various social structures in which they live. Perhaps most notably, Ohio 4-H uses a youth development approach to help young people develop characteristics that build a foundation for a positive adulthood.
- Sustainable Food Systems – bringing science-based information to the process of making decisions about food and the way it is produced, processed, distributed, stored, prepared, and consumed.
- Engaged Ohioans, Vibrant Communities – mobilizing people in ways they need to engage in meaningful dialogue focused on positive change and collective impact that meets local needs.
- Environmental Quality – help people make informed choices and lead local efforts aimed at maintaining or improving environmental quality for future generations. Through their involvement in these programs, participants gain a greater understanding of their role in a global community and become stewards of the planet.

From: <https://extension.osu.edu/about/vision-mission-values/osu-extension-priorities-and-program-areas>

Organizational Structure

OSU Extension is a department in the College of Food, Agricultural, and Environmental Sciences (CFAES). Dr. Cathann Kress is the CFAES dean and vice president for Agricultural Administration. Dr. Jackie Kirby Wilkins is OSU Extension's interim director. Each of the four Extension program areas and their assistant directors are:

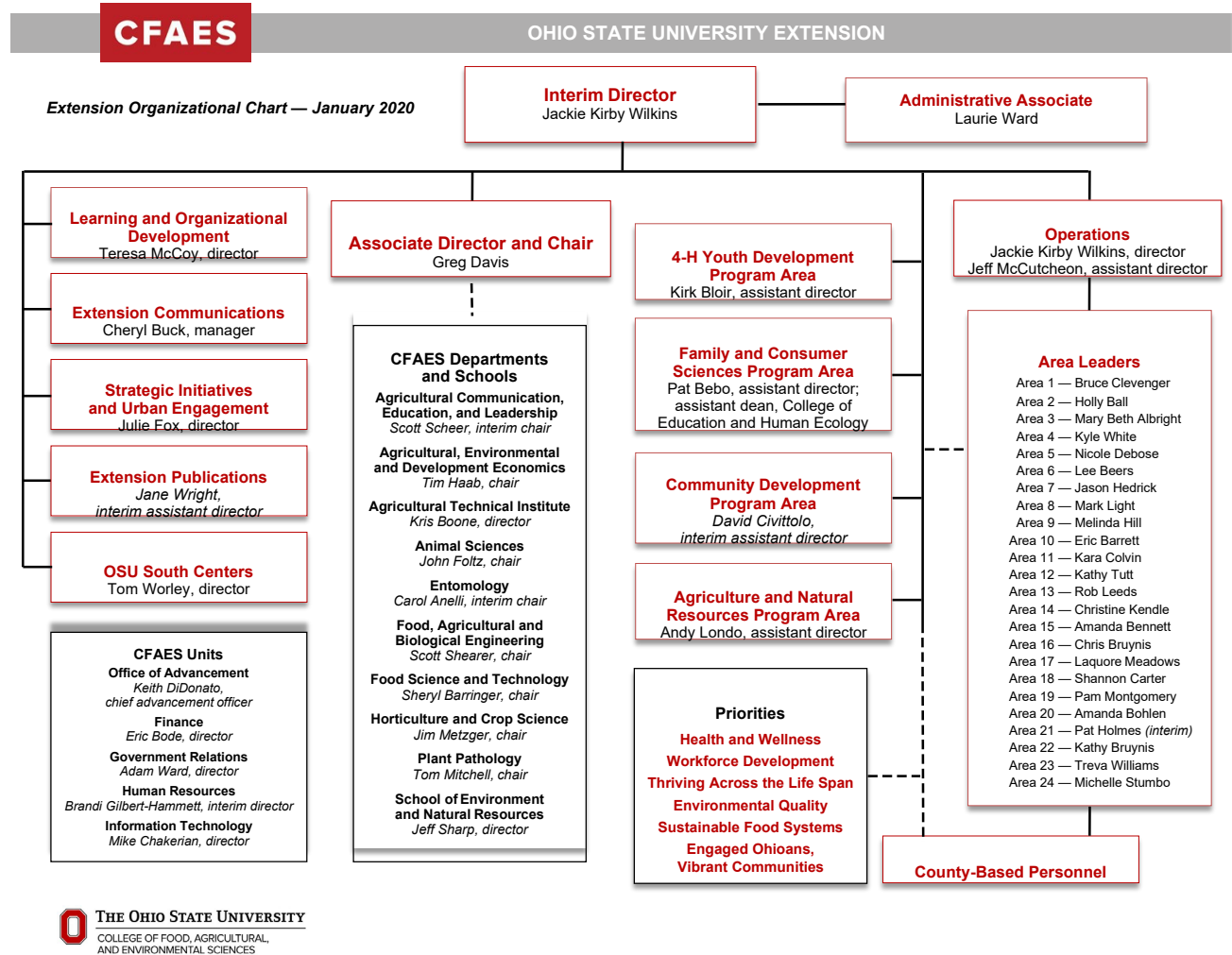
- Agriculture and Natural Resources – Sam Custer (interim)
- Community Development – David Civittolo (interim)

- Family and Consumer Sciences – Pat Bebo. Bebo also holds an assistant dean appointment in the College of Education and Human Ecology (EHE)
- 4-H Youth Development – Dr. Kirk Bloir

In addition to the four program areas, OSU Extension has four functional areas:

- Operations – Leadership provided by a director and assistant director of Operations, currently Drs. Jackie Kirby Wilkins and Jeff McCutcheon, respectively
- Learning and Organizational Development – Dr. Theresa McCoy
- Strategic Initiatives and Urban Engagement – Dr. Julie Fox
- Extension Publishing – Jane Wright (interim)

OSU Extension also is a non-degree granting, tenure-initiating departmental unit. Leadership for the Department of Extension is vested in an associate director of programs and department chair. Dr. Greg Davis holds this position. Following is an organizational chart of OSU Extension.



Opportunities with Central State University Extension

Central State University, an Historically Black College/University (HBCU), was granted federal 1890 land-grant university status in 2014. OSU Extension and Central State University Extension established operating principles in a memorandum of understanding (MOU). The initial MOU was finalized in 2015 and covered 2016-17. The agreement provided detail around the cooperative prioritization, development, and delivery of programming focused in the following counties in which CSU Extension and OSU Extension were originally co-located: Butler/Hamilton, Cuyahoga, Franklin, Greene, Lucas, and Montgomery. Transitions in Central State University Extension leadership have constrained hiring of personnel with which Ohio State University Extension FCS professionals might partner.

Purpose and Function of the State Family and Consumer Science Office

The state FCS office provides statewide vision, infrastructure support, professional development and training to the Ohio FCS program in programmatic and administrative areas.

Vision and Mission of OSU Extension Family and Consumer Sciences

OSU Extension Family and Consumer Sciences Vision

Ohioans have the information, tools, and resources to actively engage in creating conditions in which they thrive as individuals, families, and communities.

OSU Extension Family and Consumer Sciences Mission

We facilitate opportunities for people to explore how science-based knowledge can improve physical, social, and financial health.

Our educational programming and applied research are aligned under three areas of emphasis:

Healthy People

Healthy People programming seeks to educate and engage Ohio's individuals, families and communities on maintaining or improving physical health across the lifespan. The Healthy People programs address topics such as healthy eating and cooking, physical activity, sun safety, food preservation and food safety.

Healthy Relationships

Healthy Relationships programming offers relationship programs with a primary focus on strengthening individuals and families so they may thrive throughout the lifespan. Extension educators trained in family-life education are committed to helping people improve and nurture healthy relationships addressing topics such as aging, parenting, co-parenting, early childcare, and mental wellness.

Healthy Finances

Healthy Finances programs are sensitive to the economic challenges families and their communities are facing. Healthy finances professional address these issues through topics that include personal and family finance, housing, and money management.

OSU Extension family and consumer sciences work addresses the following OSU Extension priority areas:

- Health and Wellness
- Workforce Development
- Thriving Across the Lifespan

- Sustainable Food Systems
- Engaged Ohioans, Vibrant Communities

Areas of Emphasis

(selected educational topics and programs listed based on depth of delivery and impact)

Healthy People

- Supplemental Nutrition Assistance Program Education (SNAP-Ed)
- Expanded Food and Nutrition Education Program (EFNEP)
- Dining with Diabetes and Dining with Diabetes Beyond the Kitchen
- Food Safety and Preservation
- Live Healthy Live Well
- Farm to School

Healthy Relationships

- Parenting
- Co-parenting
- Aging
- Matter of Balance
- Mindful Wellness
- Mental Health First Aid
- Early Childhood Education
- Universal Design

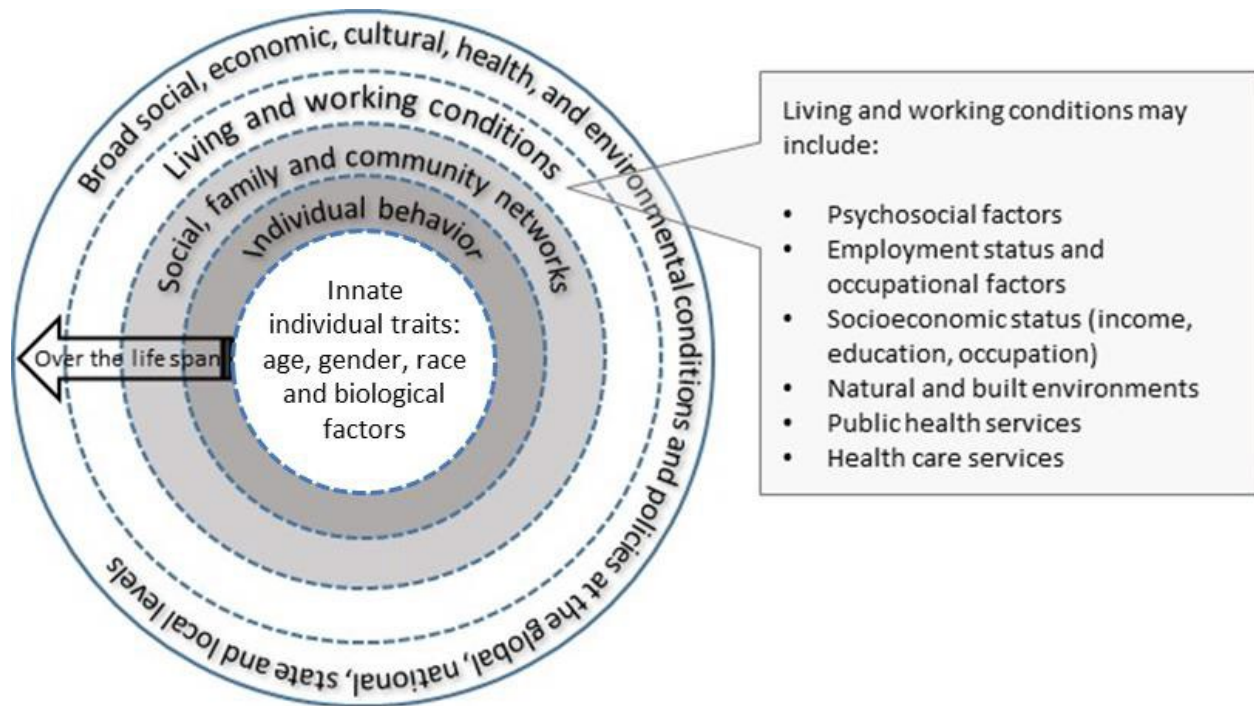
Healthy Finances

- Real Money. Real World.
- Manage Your Money
- HUD approved housing counseling agency
- Homebuyer Education
- Ohio Saves

Body of Knowledge Model of Family and Consumer Sciences

The family and consumer sciences program in Extension uses the Human Ecological System Theory¹ as the theoretical basis of its work — a theory that explicitly recognizes that individuals develop within the contexts of family, communities, and society, and that their developmental outcomes are influenced through interactions with these various contexts. This paradigm is reflected in the recent expansion of family and consumer sciences-based Extension activities from basic educational programming directed at individuals and families, to the creation and support of infrastructure within communities to support healthy living. In this context, the word “infrastructure” does not refer to physical structures, but rather to the underlying framework — including the resources, trained personnel, processes, and mindset — needed at a community level to support healthy living. At the highest level in the human ecological system, the family and consumer sciences program of Extension is involved in policy efforts to help create an environment in which healthy living is the accepted societal norm.²

Figure ES-1: The Family and Consumer Sciences Human Ecological System Theory³



¹ Myers-Walls J, Ballard S, Darling S, and Myers-Bowman K, 2011. "Reconceptualizing the domain and boundaries of Family Life Education"

Family Relations: Interdisciplinary Journal of Applied Family Studies, 60, pp. 347-372.

² Battelle. 2015: *Analysis of the Value of Family and Consumer Sciences Extension in the North Central Region*. Retrieved from <http://www.ncea.org/multistate-activities/fcs-battelle-report-2015/>

³ Bronfenbrenner U, 1979, "The Ecology of Human Development: Experiments by Nature and Design", Cambridge, MA: Harvard University Press, (ISBN 0-674-22457-4)

FCS Program Staffing

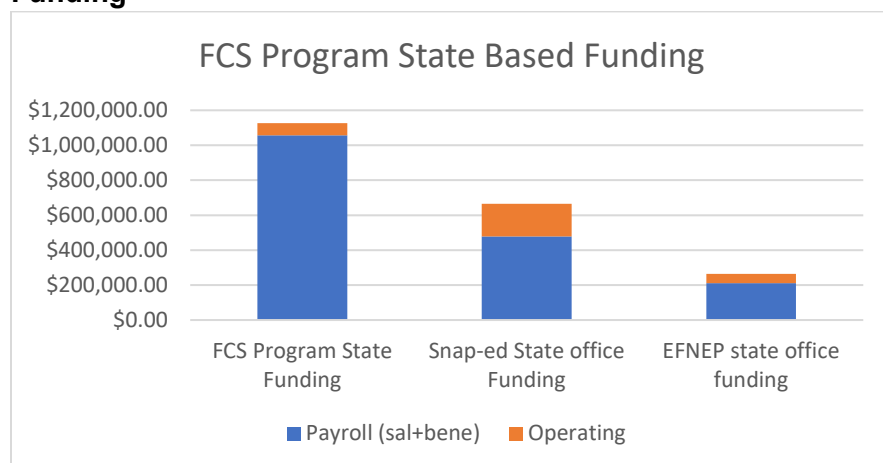
State FCS Staffing

Space

Administrative offices: EHE Campbell Hall

Staff locations: Campbell Hall, Cunz Hall, Parks Hall, Atwell Hall

Funding



Budget/Financial 2020

	Payroll	Operating
<i>FCS</i>	\$1,057,017	\$70,000
<i>SNAP-Ed</i>	\$479,104	\$185,246
<i>EFNEP</i>	\$210,842	\$54,052

State-based FCS Positions Campbell Hall and Associated Position Descriptions

Assistant Director FCS Extension, Assistant Dean, EHE

Appointment 60% FCS (30% Extension, 20% SNAP-Ed, 10% EFNEP) 40% EHE

Leads state and field-based Extension specialists, SNAP-Ed and EFNEP state program leadership and county-based educators in the development of individual, family and community capacity to strengthen the social determinants of health in order for Ohioans to thrive throughout the life span.

- Provides overall program leadership and direction
- Interprets and communicates university, college and Extension policies and procedures
- Provides budget oversight for state FCS Office
- Conducts performance reviews for state Extension FCS, SNAP-Ed and EFNEP staff and faculty
- Provides performance input for state and field specialists

Healthy Program Specialist (3)

Appointment 100% Extension

General description, variations will exist within each specialization: Collaborates with state and field specialists and county educators to develop and prepare educational materials for both print and on-line use; Collaborates to create and disseminate marketing materials, social media efforts. Collaborates and helps give leadership to evaluation efforts, data analysis and reporting; suggests and communicates updates for the 'Healthy People, Finances or Relationships' webpage content. Collaboratively coordinates with educators on professional development and other in-service education opportunities, implement new FCS educator in-person orientation sessions; plans, schedules, and organizes logistics for programs, meetings, and events. Assists with monitoring budgets and expenses for programmatic efforts. Works together with Extension

faculty and staff to support team, grant, and applied research efforts. Assists, as needed, with the preparation of proposals for sponsored program, grants and contracts.

Selected accomplishments for 2019 include (representative and not inclusive): Development and implementation of Successful Co-Parenting online, Real Money Real World content update and relationship development with Treasurer's office, development of Walk with A Doc/Ohio Health Plan relationship and implementation with Dining With Diabetes in select communities, organized and co-facilitated 12 work planning meetings and more than 30 program content in-services.

Evaluation Specialist

Appointment: 30% FCS 30% SNAP-Ed, 40% Extension Learning and Organizational Development (LOD)

Direct, coordinate, and lead the evaluation of FCS programs by working with FCS program teams and LOD. Develop, direct, and coordinate the implementation of formative and summative evaluation conducted through statewide teams to document the quality and effectiveness of statewide FCS programs. Collaborate with state specialists, and program teams to incorporate strong program evaluation in grant applications. Prepare reports and conduct special studies to complete the FCS aspect of the federal report and plan of work. Manages national DWD evaluation, RMRW and SCP input and analysis. Report impacts of FCS annually to CFAES, Extension and NEAFCS.

Marketing Manager

Appointment: 34% FCS, 33% SNAP-Ed, 33% EFNEP

Facilitates the design and/or redesign of statewide FCS/SNAP-Ed and EFNEP program curricula and publications that are consistent with Ohio State and OSU Extension branding standards, OSU Extension messaging, and FCS marketing plan. Works with teams to conceptualize, design, and produce products for timely use in statewide programs. Serves as the primary point of contact in FCS for design projects with CFAES Communications. Serves as the point of contact for FCS related communications and marketing strategies that are in alignment with college and organization plans. Works in close partnership with FCS content specialists, CFAES Communications staff, and FCS/EHE systems developer to ensure social media and web presence is maximized as a tool to deliver educational content, and as a strategy to communicate program opportunities and impact. Ensures that all programs are conducted in compliance with CSREES, USDA, state, and university Affirmative Action policies.

Training and Professional Development Specialist

Appointment: 34% FCS Extension, 51% SNAP-Ed, 15% EFNEP

Develop, plan, evaluate, and implement new FCS educator in-person orientation sessions. Serve as point of contact for questions and mentoring during an educator's first year of employment. Provide leadership for development and implementation of FCS-related meetings and all FCS annual conference.

Recommend, develop, and implement new and existing training programs for EFNEP and SNAP-Ed program specialists and program assistants. Propose, select, coordinate, and evaluate seminar topics, instructional materials, and speakers. Co-facilitate trainings as needed

for the community nutrition programs. Plan, implement, and evaluate development training programs for professionals in community nutrition programs including new personnel orientation, Navigating for Success training, Taking the Helm, mid-year community nutrition conferences, and SNAP-Ed regional trainings.

Systems Developer

Appointment 50% OSU Extension FCS, 50% College of Education and Human Ecology
Consults with OSU Extension family and consumer sciences faculty, educators, and administration in creating, maintaining, and supporting web development initiatives and professional learning opportunities through platforms such as Canvas LMS, Qualtrics, Zoom conferencing, Drupal, and WordPress. Understands the technical needs of customers and translates provided content into reliable web-based applications and courses for public facing courses. Assists with the creation of multimedia for learning purposes including, but not limited to narrated presentations, screencasts, explainer and animation video, data visualization, infographics, animated GIFs, and course banners, icons, and other graphics.

Field Specialist (4)

100 % FCS Extension, TIU is the Department of Extension/CFAES

Full time, 12-month tenure eligible positions within the Department of Extension. They are charged with developing and implementing a comprehensive and balanced teaching and applied research agenda.

- Dan Remley, Ph.D., Associate Professor Food, Nutrition, and Wellness
<https://livesmartohio.osu.edu/author/remley-4osu-edu/>
- Carol Smathers, Associate Professor Youth Nutrition and Wellness and Ohio representative for Ohio Farm to School, Ohio 4-H Living Advocates
<https://fic.osu.edu/members/directory/s/smathers-carol.html>
- James Bates, Ph.D., Associate Professor Family Wellness
<https://u.osu.edu/bates.402/about-me/>
- Open Position, Food Safety and Preservation

TIU Expectations: Applied research, successful grantsmanship, publications and two to three journal publications per year, curriculum development, Extension teaching, creative works, awards, etc.

Extension Education: Teaching location and audience: state-based, team meetings and in county as needed; Teaching subject matter and curriculum development: based on needs identified by partners focused on specialization.

State Specialist (6)

51% EHE (tenure initiating unit (TIU) college), 49% FCS Extension

- Caezilia Loibl, Ph.D., Associate Professor, EHE Department of Human Sciences (Consumer Sciences) Focus area: Financial Decisions of Families
<https://ehe.osu.edu/human-sciences/directory/?id=loibl.3>
- Carolyn Gunther, Ph.D., Associate Professor, EHE Department of Human Sciences (Human Nutrition) Focus area: Overweight and obesity among underserved children and youth. <https://ehe.osu.edu/human-sciences/directory/?id=gunther.22>
- Michael Betz, Ph.D., Assistant Professor, EHE Department of Human Sciences (Human Development and Family Sciences) Focus area: How local economic conditions impact a wide range of individual, family, and community wellbeing indicators and is particularly

interested in the differences between rural and urban areas. <https://ehe.osu.edu/human-sciences/directory/?id=betz.40>

- Irene Hatsu, Ph.D., Assistant Professor, EHE Department of Human Sciences (Human Nutrition) Focus area: Food insecurity in underserved populations and chronic disease <https://ehe.osu.edu/human-sciences/directory/?id=hatsu.1>
- Sanja Ilic, Ph.D., Assistant Professor, EHE Department of Human Sciences (Human Nutrition) Focus area: Microbial food safety and Safety of foods including fresh produce, milk dairy, and meat <https://ehe.osu.edu/human-sciences/directory/?id=ilic.2>
- Lauren Jones, Ph.D., Assistant Professor, EHE Department of Human Sciences (Consumer Sciences) Focus area: policy-based research on child and family wellbeing, especially in the areas of consumer protection, social policy and health <https://ehe.osu.edu/human-sciences/directory/?id=jones.2846>

TIU Expectations: teach two university classes per year, basic and applied research, successful grantsmanship, publications and outlets (two to three journal publications per year, state media, state, national international conferences), advising undergraduate/graduate/ doctoral student providing mentorship and demonstrating success.

Extension Expectations: Teaching location and audience: primarily at state level to statewide staff (conference presentations, team presentations, or webinars); Teaching subject matter: communicating emerging issues and knowledge through personal research findings or findings based on literature review; curriculum development based on findings of personal research findings or findings based on literature review as well as needs identified by internal/external partners; advises statewide initiatives.

SNAP-Ed State-Based Staff

PI, Assistant Director, Extension

Overall programmatic and fiscal responsibility for all facets of Ohio SNAP-Ed from development of state plan to final reporting, to be the liaison for SNAP-Ed Admin unit among the Ohio Department of Jobs and Family Services, Office of Sponsored Projects, Department of OSU Extension, Department of Human Nutrition in EHE.

Co-PI Director

Oversees program planning, development, evaluation, management and training, build collaborations with other partners and provide leadership for implementing pilot projects; to be the liaison for the SNAP-Ed Admin unit among partners such as Ohio Department of Job and Family Services, Ohio Department of Education, Ohio Department of Aging, Ohio Department of Health and MW Region Food and Nutrition Service.

Program Coordinator, Admin

Provide support to SNAP-Ed Administration (evaluation and administration)

Program Specialist, Research

Develop tools that are reliable and validated to evaluate SNAP-Ed; to collect, manage, and summarize participant demographic data and participant end-of-program evaluation to document that the program is reaching the intended audiences and to determine participant behavior changes; tabulating data for EARS; analyzing data to make project management recommendations.

Cooking Matters Program Coordinator
Cooking Matters

Social Marketing Program Coordinator
Celebrate Your Plate

Social Marketing Program Assistant
Celebrate Your Plate

Office Associate
Conduct general office tasks shared appointment with EFNEP SNAP-Ed

Fiscal Associate
Direct liaison between SNAP-Ed and CFAES business/ finance, county finance and Office of Sponsored Projects

Finance Coordinator
Admin to conduct fiscal operations shared appointment with EFNEP

EFNEP State-based staff

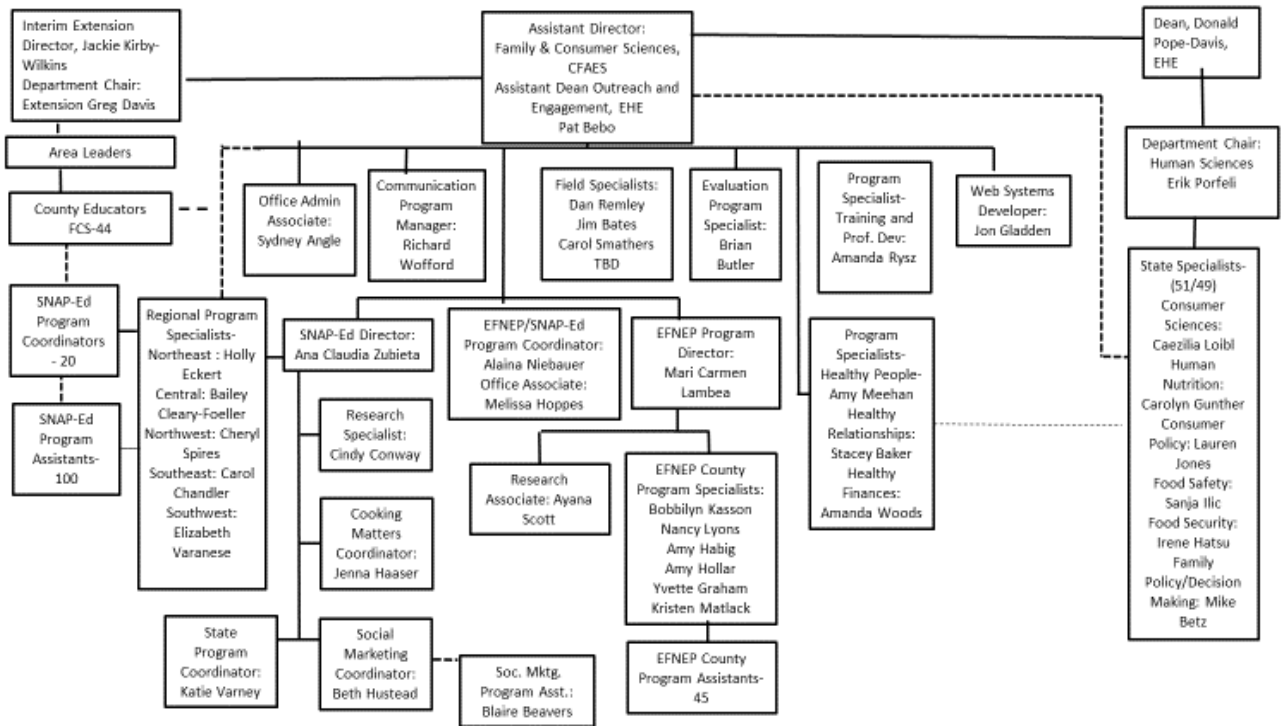
Program Director
Oversee program management, training and reporting, build collaborations with statewide partners, manage budget, develop and manage statewide plans of work

Research Associate
Responsible for all Web-Based Nutrition Education Evaluation and Reporting System (WebNEERS) analysis and reporting

Finance Coordinator
Admin to conduct fiscal operations shared appointment with SNAP-Ed

Office Associate
Conduct general office tasks shared appointment with EFNEP SNAP-Ed

OSU Extension Family & Consumer Sciences (FCS)



Updated: 12/1/19

County FCS Staffing

Extension County Staffing Funding Model

OSU Extension county staffing patterns for the four program areas are based on the availability of local cost share for educator positions (not including the community nutrition education programs-SNAP-Ed and EFNEP, which are situated under FCS administratively).

State funding for Extension (and Ag Experiment Stations) work is provided by the state legislature via the bi-annual budget process, with each being a separate line item in the state budget. With the exception of directed funding mandates, overall allocation of state and federal funds for Extension rests with the vice president and dean in consultation with the associate dean and director.

County educator funding decisions are currently made by Extension Operations in consultation with the Extension director. Other county Extension professional staffing decisions for program and office support staff are made by the area leader given local budget availability. As local budgets increase additional program support positions are added as local budgets increase to support 100 percent of those positions' salaries and benefits.

Family and Consumer Sciences Program staffing throughout Ohio (12/19)

OSU Extension has a two-track system for county educators: Administrative and Professional (A&P) Staff; and Faculty, tenure-track. County educators are hired in on the A&P track and progress through the levels given exemplary performance.

County A&P educator levels are:

- Educator 1: Bachelor's degree
- Educator 2: Master's degree and three years exemplary performance as Educator 1

- Educator 3: Master's degree and 10 years of direct experience and consistent pattern of satisfactory performance
- Educator 4: Master's degree, 10+ years direct experience, and consistent pattern of documented exemplary performance

Once Educator 4 is achieved and there is a consistent pattern of exemplary performance, county educators can request a transfer to faculty tenure track without meeting the University requirement of being the successful candidate from a national faculty search. They then have seven years to meet OSU Extension, CFAES, and Ohio State standards for promotion and tenure. Current faculty ranks are assistant, associate, and full professor. (Tenure at the rank of instructor was granted for some county faculty who were hired before January 1993.)

FCS Educators (45 people representing 41.75 FTE, including three faculty)

The educator will be responsible for a broad range of basic to complex duties that could include but are not limited to: Providing guidance and/or leadership for family and consumer sciences programming targeted to local and regional needs including: health, food and nutrition; consumer sciences including financial education; human and family development and relationships; and addictive issues and behaviors. Utilize appropriate methods, both formal and informal, of community assessment to identify educational needs and opportunities of local community. Teach educational programming, based on these needs, to groups and individuals comprised of adults and/or youth. May also convene and facilitate community coalitions focused on those needs. The educator may be required to replicate and adhere to existing programs that meet the needs of his or her local community. The educator will develop promotional material, work with and/or lead committees and volunteers, and establish and maintain partnerships within the community that support the achievement of the program goals. The educator evaluates educational programs and dissemination methods, as well as, utilizes existing evaluation instruments to evaluate the teaching effectiveness, program quality and results of local programs. Participate in discussions with county representatives concerning program funding and may be responsible for the management of the county budget. May also be responsible for securing external funds to support local programming. Participate as a member of county, multi-county, and/or state Extension teams to further the overall mission, vision and values of both Ohio State University Extension and the family and consumer sciences program.

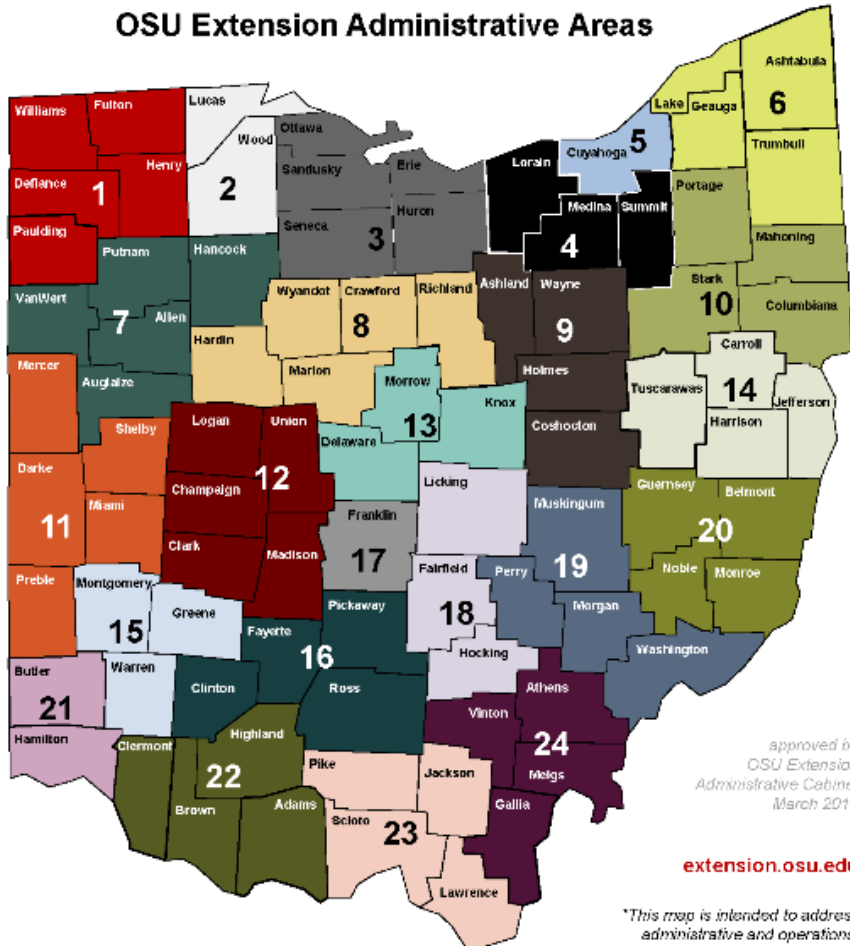
County FCS Educator Supervisory Structure

Supervision of county Extension professionals, including FCS, is vested in 24 area leaders (refer to "OSU Extension Administrative Areas" map). With the exception of four urban counties/areas (Franklin (Columbus), Cuyahoga (Cleveland), Hamilton (Cincinnati)/Butler County, Lucas (Toledo)/Wood County), the remaining 20 area leaders (at a 50 percent FTE appointment) provide administrative oversight over groupings of three to five counties. They also provide local programming in their assigned program area for the remaining 50 percent of their time. Seven of the area leaders have FCS program assignments. The four area leaders in the urban counties/areas are a 100 percent administrative appointment.

The FCS AD provides input for the annual performance reviews of county FCS educators to the 24 area leaders. Available ratings include Consistently Exceeds Expectations; Occasionally Exceeds Expectations, Meets Expectations; or Does Not Meet Expectations. Qualitative comments are also provided. Performance review input for county FCS professionals in job

roles other than county educators is provided as needed. The FCS AD also provides an assessment of FCS field faculty's performance to the OSU Extension department chair as part of that annual review process.

OSU Extension Administrative Areas



approved by
OSU Extension
Administrative Cabinet
March 2018

extension.osu.edu

**This map is intended to address administrative and operational functions and does not reflect or impact programming partnerships.*

SNAP-Ed County-Based Staffing

Regional Program Manager

(five people, representing 5.0 FTE)

Qualifications: Master's degree in Nutrition, Public Health or health-related field with three years supervisory experience, bachelor with five to seven years of experience. Responsible for hiring, training, supervising, observing, coaching and evaluating all SNAP-Ed county-based staff.

Policy, Systems and Environment Change Specialists

(three people, representing 3.0 FTE)

Qualifications: Master's degree in Public Health, Nutrition or health-related field with three years relevant experience, bachelor with five to seven years of relevant experience. Provides leadership to state, regional and county staff to understand, plan, implement and evaluate PSE approaches that focus on the promotion of health through nutrition and physical activity,

prevention of obesity and reinforcement of direct education. through the delivery of community-based interventions for limited resources.

Program Coordinator

(9 people, 9 FTE)

Qualifications: Bachelor's degree in nutrition, family and consumer sciences, other health-related field. Three to five years of experience in program planning and implementation is required. Community outreach and teaching experience with diverse audiences is necessary.

Serve as a liaison to organizations inquiring about Supplemental Nutrition Assistance Education (SNAP-Ed) programs, and clarifies policies, procedures, and services. Plan, coordinate, and teach nutrition education programs to SNAP-Ed eligible populations. Develop and promote SNAP-Ed programming through outreach to, and participation in, local community committees and advisory boards to promote SNAP-Ed programs. Plan and coordinate programming. 50 percent direct education and 50 percent focused community outreach.

Program Assistant

(127 people, 122.5 FTE)

Qualifications: Bachelor's Degree in Nutrition, FCS or related field.

Use standardized curriculum materials to teach food, nutrition, food resource management, and other related topics to low-income adults, youth, and/or families as part of the Education branch of the Supplemental Nutrition Assistance Program (SNAP-Ed) in a variety of community settings. Use standardized evaluation instruments to assess program participants' knowledge, skills, attitudes, and behaviors to determine educational needs and impacts. with community agencies and programs, as well as using other tools of promotion.

Regional Office Associates

(four people, 3.75 FTE)

Qualifications: Six months experience: using computers to generate a variety of materials ranging from basic to complex; in office practices and procedures; in customer service.

Assists the regional SNAP-Ed program specialist with program administration; maintain record keeping and the fiscal reconciliation process; enter human resource actions into system; coordinate appointments and maintain calendars for the regional program specialist and other program staff; serve as primary point of contact for regional SNAP-Ed county staff and manager.

EFNEP County-Based Staffing

Program Managers

(seven people, 6.55 FTE)

Qualifications: Master's degree In Nutrition, Public Health or health related field with three years of supervisory experience, bachelor with five to seven years of experience. Implement and manage the components of the Expanded Food and Nutrition Education Program (EFNEP); provide functional and administrative supervision over paraprofessional and support EFNEP staff; work with the EFNEP program director and the area leader to supervise core responsibilities of EFNEP Program Assistants; promote EFNEP to community-based agencies that work with the EFNEP target population

Program Assistants

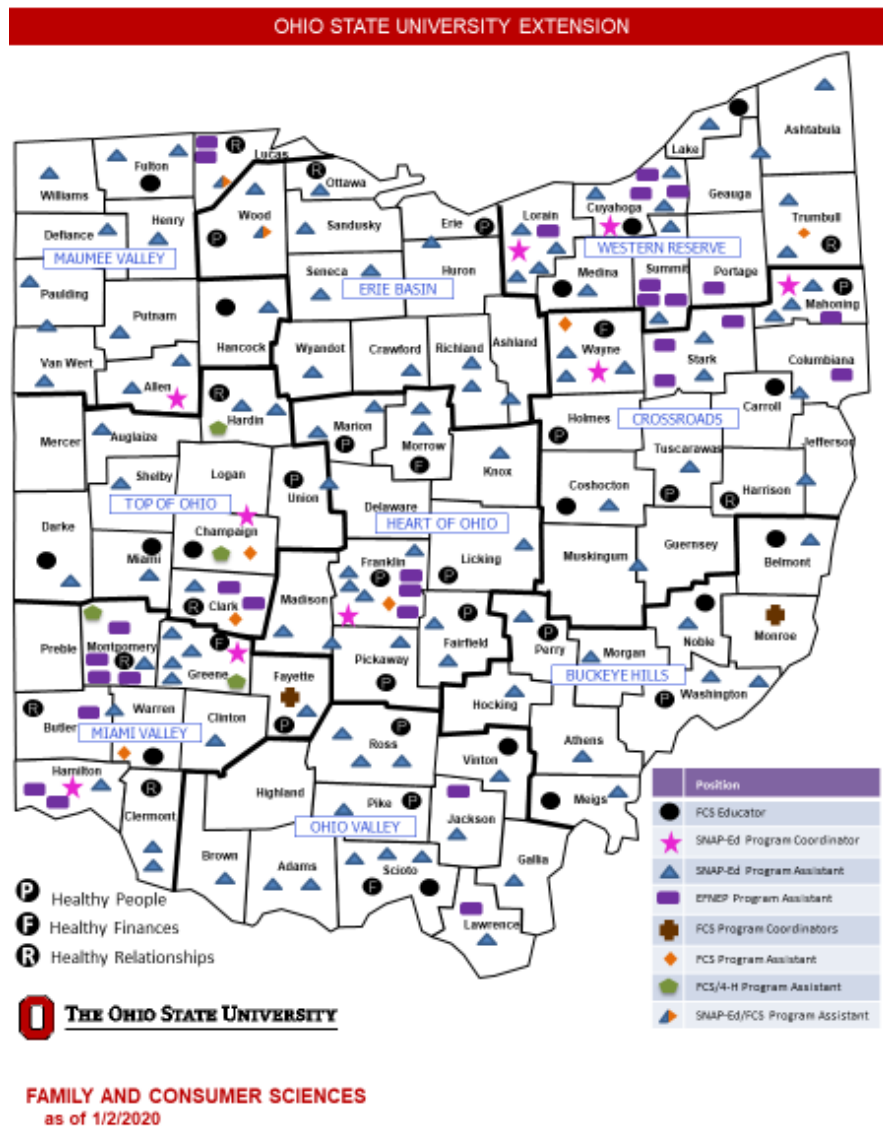
(38 people, 34.3 FTE)

Qualifications: High School Diploma or GED Teach food and nutrition topics (nutrition/food safety/thrifty food shopping/food preparation/physical activity, using standardized curriculum materials, (training will be provided)- to low income adults, and/or families and low income youth grades K to 12 as part of the Expanded Food and Nutrition Education Program in a variety of community settings. Use standardized evaluation instruments to assess program participants' knowledge, skills, attitudes and behaviors to determine educational needs and impacts.

Office Associates

(14 people, 4.25 FTE)

Qualifications: Associate degree The EFNEP Office Assistant is responsible for entering EFNEP participants as well as EFNEP program data in the EFNEP Reporting system (WebNEERS) and other data needed for the management of the program.



Ohio FCS Select Program Descriptions and Select 2019

Outcomes

Successful Co-Parenting (Healthy Relationships)

OSU Extension signature program (now graduated), a two- to three-hour class designed to equip parents with the knowledge, skills, tools, awareness and strategies to help their children adjust to divorce now and in the future.

2019 Reach: 1289 participants

2019 Outcomes: 93 percent of participants in Successful Co-Parenting report learning new information from the program and 97 percent plan to use the information that they learned. 92 percent report being more prepared to co-parent as a result of the program. New addition: SCP Online (Available September 2019)

Mental Health First Aid (Healthy Relationships)

Mental Health First Aid is an international training program proven to be effective. Peer-reviewed studies show that individuals trained in the program:

- Grow their knowledge of signs, symptoms and risk factors of mental illnesses and addictions.
- Can identify multiple types of professional and self-help resources for individuals with a mental illness or addiction.
- Increase their confidence in and likelihood to help an individual in distress.
- Show increased mental wellness themselves.

Source: <https://www.mentalhealthfirstaid.org/about/research/>

Reach: November 2016 through December 2019, an estimate of individuals trained by Ohio State Mental Health First Aid Instructors is more than 1,400 individuals.

Homebuyer Education (Healthy Finances)

A program provided through the Ohio Housing Finance Agency

Qualified buyers are required to complete free homebuyer education. OHFA's streamlined education program also allows you to complete a course offered by any U.S. Department of Housing and Urban Development (HUD)-approved counseling agency in Ohio. OHFA homebuyer education is not completed until after the homebuyers submits their loan application with their loan officer.

2019 Reach: 680 homebuyers were served by eight educators; the homebuyers bought homes of an average value of \$133,850

ServSafe Level 2 NRA (Healthy People)

2019 Reach: 1250 participants

After taking ServSafe Level 2, 99 percent of participants (mostly managers of restaurants) reported being comfortable talking with coworkers about increasing the safety of food in their establishment, compared to just 56 percent before the class.

Dining with Diabetes (Healthy People)

Focused on disease management and prevention, Dining With Diabetes covers topics such as healthy eating, being active, monitoring, taking medications and reducing risks. Classes include research-based education, cooking demonstrations and healthy recipe tasting. Dining with Diabetes helps participants to build food skills through cooking while learning self-management strategies to better manage, prevent or delay complications surrounding diabetes. Seven states are currently implementing and participating in a joint evaluation process.

2019 Reach: 220 individuals

2019 Ohio Outcomes: 72 percent of Dining with Diabetes participants began fitting exercise in as a part of their daily routine after taking the classes. A total of 90 percent are cooking more at home as a result of the program.

Live Healthy Live Well (Healthy People)

OSU Extension signature program (now graduated). The family and consumer sciences' Live Healthy Live Well program encourages healthful habits to improve participants' well-being, reduce the need for health care services, lower absenteeism rates at work and help control costs for employers. The program utilizes group face-to-face teaching and innovative approaches such as email wellness challenges, online programming and social media to distribute reliable, evidence-based health and wellness information to busy Ohioans. Possible "Lunch and Learn" topics for your

LHLW Blog: 91 articles in 2019, more than 9,400 views <https://livehealthyosu.com/>

2019 Email challenges (2):

Spring 2019, 2451 participants, pre/post results: 95 percent reported learning new information, 87 percent reported adopting one or more recommended nutritional practices that reduce the risk of chronic diseases.

Fall 2019, 3,239 participants in partnership with Michigan State University Extension, pre/post results, 95 percent reported learning new information, 95 percent reported using coping techniques to manage stress three days or more, 94 percent reported using the new information they learned.

Facebook: Daily posts reach between 300 to more than 3,000 views

Food Preservation (Healthy People)

2019 Reach: 550 participants

After taking a food preservation class, 85 percent of participants reported that they will always use current USDA and Ohio State University Extension canning and freezing recommendations. Before the class, only 13 percent of participants were always using the guidelines.

Real Money Real World (Healthy Finances)

OSU Extension signature program (now graduated). Developed and implemented jointly with 4-H. RMRW is financial literacy program ideally suited for youth ages 13-16. Four classroom lessons are provided followed by a real-life spending simulation where students use their new knowledge. "Learning by doing" is followed by a session during which students connect what they learned to real-life situations.

2019 Reach: 13,981 participants

2019 Outcomes: 13,981 youth reach with 450 community partners participating. After participating in RMRW, 54 percent of students indicated a positive change in seeing the importance of having a spending and savings plan; and 61 percent indicated a positive change in how important it is to have a spending plan.

Healthy Living Resources Telecast (Healthy People, Finances, and Relationships)

Healthy Living Resources is a new telecast series presented by family and consumer sciences program specialists that focuses on health, wellness, and the impact that stress has on our lives. Whether it be financial struggle or chronic disease management, stress can creep up as a result of many of the day-to-day events that we face in our lives. There were 12 telecasts completed in 2019. <https://fcs.osu.edu/news/healthy-living-resources-telecasts>

SNAP-Ed

Infographic see [Appendix A](#)

EFNEP

Infographic see [Appendix B](#)

FCS- Selected Cost Recovery Programs (not comprehensive)

Healthy People

- ServSafe Level 2 training (National Restaurant Association)
- Food Handlers certification Level 1 training (ODH)
- Occasional Quantity Cooks (in-person and online)
- Food Preservation
- Dining with Diabetes

Healthy Relationships

- Early Childhood Education PD (state mandate of 20 hours/year for ECE teachers)
- Mental Health First Aid
- Successful Co-Parenting (in-person and online)
- Real Colors

Healthy Finances

- Homebuyer Phone Counseling
- Smart Path
- Manage Your Money

Professional Development

- One annual FCS Program area conference
- Monthly FCS Healthy Team meetings (zoom and quarterly in-person)
- Monthly in-person FCS In-service focused on one healthy area topic each month (schedule attached)
- Special topic specific meetings as needed
- Annual spring professional development meeting each for SNAP-Ed and EFNEP
- SNAP-Ed 6-month professional development regional meetings
- EFNEP monthly professional development webinars

Key Program Partners

External

Ohio Department of Jobs and Family Services
Ohio Department of Education
Ohio Department of Health
Ohio Department of Aging
Ohio Department of Agriculture
Supreme Court of Ohio
County domestic courts
Produce Perks
Case Western Reserve University
Ohio Housing Finance Agency
Treasurer's Office of the State of Ohio
Ohio Health
Columbus Department of Public Health
Walk with A Doc
United Way
Children and Family First Councils

Internal

College of Pharmacy
College of Public Health
College of Education and Human Ecology
Center on Education and Training for Employment
Center for Clinical and Translation Sciences (Community Engagement Section)
College of Social Work

Contributions to Scholarship

Popular Press/Webpages/Newsletters

OSU Extension FCS professionals are actively involved in a variety of media including blogs, local newspaper and radio, and county-focused electronic newsletters. Content shared ranges from upcoming or recent program news, to excerpts of recent publications (e.g. fact sheets, bulletins, tech reports, etc.), to creative content designed to drive the reader to a content "hub."

Fact Sheets

OSU Extension FCS professionals are responsible for peer reviewed fact sheets focused on content within the following:

- Healthy People
- Healthy Relationships
- Healthy Finances

Specific topics can be wide-ranging within these general topic areas.

To see a listing of recently published material, go to [https://ohioline.osu.edu/search/site/family%20and%20consumer%20sciences'?f\[\]=hash:pr1wnh&retain-filters=1](https://ohioline.osu.edu/search/site/family%20and%20consumer%20sciences'?f[]=hash:pr1wnh&retain-filters=1)

Conference Presentations and Posters

OSU Extension family and consumer sciences professionals are actively involved in sharing their scholarly work with peers. In a typical year they are responsible for multiple presentations shared with the following groups, for example: The National Extension Association of Family and Consumer Sciences, National Health Outreach Conference, Epsilon Sigma Phi, American Public Health Association, National Association of Extension 4-H Agents (NEA4-HA), National Farm to School, and the National Association for the Education of Young Children.

Journal Publications

OSU Extension family and consumer sciences professionals publish in the *Journal of Extension*, *JNEB*, *JADA*, *Journal of Human Sciences and Extension*, *Journal of Food Production*, *Journal of Health Behavior and Promotion*, *Journal of Hunger and Environmental Nutrition*, and *Journal of Intergenerational Relationships* among other academic journals.

Contributions to Service

OSU Extension FCS professionals are actively engaged in local, regional, and national service activities. They are also active in professional associations as well as in a variety of roles within Extension, CFAES, and Ohio State.

Impacts to Community

It is common for county-based OSU Extension FCS professionals to serve on a variety of local advisory boards, public and community health advisory boards, food policy councils etc. Several state-based and county-based professionals have served with regional and state-based organizations and associations.

Impacts to Profession

State and National Associations

Several key leadership positions in NEAFCS have been held by OSU Extension FCS professionals. For example, Carol Chandler served as NEAFCS national board president. Many staff serve on national committees. Current Ohio affiliate leadership positions are held by:

- President – Jami Dellifield (Hardin County)
- President -elect – Cheryl Barber Spires (regionally-based)
- Vice President Awards and Recognition – Lisa Barlage (Ross County)
- Vice President Professional Development – Jim Bates (state-based)
- Vice President Member Resources – Chris Kendle (Tuscarawas County)

Journals

OSU Extension FCS professionals serve as peer reviewers for a variety of journals, including: *JNEB*, *Journal of Human Sciences and Extension*, *Journal of Extension*, *Public Health Nutrition*

Impacts to Organizations/Institution

OSU Extension FCS professionals are very active with Ohio State faculty council committees, Statewide professional Extension associations such as Ohio JCEP and ESP. They have also been very active with state-level search committees and Extension promotion and tenure and diversity initiative committees.

Awards and National Recognition

OSU Extension FCS professionals receive recognition for their quality teaching, creative work, and service. For example, some of the most recent awardees include:

Statewide Excellence in Extension Award

Lisa Barlage (Ross County) awarded December 2019 at annual Extension Conference.

2019 CFAES Shirley Brooks-Jones Citizenship Award

Debbie Carpenter, EFNEP Program Assistant, Lawrence County

NEAFCS National award winners 2019

Lisa Barlage and team	Innovation in Programming
Patricia Brinkman and team	Food Safety Award, Innovation in Programming
Shannon Carter and team	Communications Educational Curriculum Package Award
Jami Dellifield and team	Communications Educational Publications Award
Dan Remley and team	Excellence Multi State Collaboration
Shannon Carter	Communications Award: National Curriculum Package
Jami Dellifield and team	Communications Award: Educational Publication

National Health Outreach Conference

2019 National Culture of Health Priester Award – Dan Remley - Multi-state project Voices for Food

2017 National Culture of Health Priester Award – Carol Smathers - Columbus Public Health's Growing Healthy Kids Columbus Coalition.

NEAFCS Central Region Award Winners 2019

Patrice Powers-Barker and team	Human Development/Family Relationships
Michelle Treber and team	Human Development/Family Relationships
Kathy Tutt and team	SNAP-Ed/EFNEP Education

FCS Endowment (Development) Fund

The Family and Consumer Science Extension Fund was established March 1, 1985 by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund from faculty, friends and associates of the Cooperative Extension Service. The name and description were revised July 7, 1995 and (date approved by Board). The annual distribution from this endowed fund is used to provide support for activities and projects of Ohio State University Extension, family and consumer sciences. Funds will be allocated upon the recommendation of the assistant director for family and consumer sciences in Extension and approval of the director of Ohio State University Extension.
Current Principal Value: \$105,231

Professional Awards Funded by the Endowment

Marilyn Spiegel Excellence in FCS Extension Award

This \$1,500 cash award recognizes an FCS Program employee for significant programmatic strengths, major contributions, and innovative approaches achieved over the course of his or her Extension career. It is named in honor and memory of former FCS assistant director, Marilyn R. Spiegel, and is presented yearly at the OSU Extension Annual Conference or recognition program. Funding is provided from the interest income generated by the FCS Extension Development Fund. 2019 Winner: Christine Kendle (Tuscarawas County educator)

Healthy Program Awards

The Healthy People, Healthy Finances, and Healthy Relationships Professional Development Awards are annual, cash awards of up to \$750 each. These three (3) awards are available to help support the professional development and/or program development pursuits of OSU Extension FCS professional and/or recognize FCS professional's work in these areas. Funding is provided from the interest income generated by the Family and Consumer Sciences Extension Development Fund. The Healthy People award is named in memory of Mary E. King, FCS educator, Crawford County who specialized in community nutrition education. Three are available each year. In 2019, one was applied for and presented to Misty Harmon (Perry County educator)

Conclusion for Extension Family and Consumer Sciences in Ohio

The OSU Extension family and consumer sciences program facilitates opportunities for Ohioans to explore how evidence-based knowledge can improve physical, social, relational, and financial health and productivity. Its vision is to ensure that all Ohioans have the information, tools, and resources to actively engage in creating conditions in which they thrive as individuals, families and communities.

The professionals providing FCS programming have been and continue to be of the highest quality and character; recognized by peers at home and across the U.S. with highly esteemed honors year after year. They are sought after as leaders in the profession and in their communities. The challenges facing communities are continuous and complex. While we have worked for more than 100 years to address public, community and individual opportunities, issues and concerns, there is an ever-growing need for Extension FCS programming throughout the state of Ohio to be responsive to continually evolving challenges and opportunities. In order to remain relevant through the next century, OSU Extension FCS must remain connected to communities through a focus on high tech/high touch programming and be attuned to changing individual and community needs. All the while remembering its foundations in evidence-based and impact driven education. How it can meet these needs and challenges will depend largely on increasing capacity through organizational decisions on funding models and allocations.

Appendices

Appendix A

SNAP-Ed Infographic

Appendix B

EFNEP Infographic

Appendix C

2020 FCS Professional Development In-services