



2015 EXTENSION
ANNUAL CONFERENCE
INNOVATION
IN ACTION

DECEMBER 8 and 9 | OHIO UNION | 1739 N. High Street

Focus Session and Poster Descriptions

Innovation, while often used to refer to technology, can be a broad topic encompassing many things. It is the action or process of introducing something, or changing something established, through new methods, ideas, or products. To better focus our innovation during the 2015 Extension Annual Conference, we have identified three main areas on which to focus: programming, relationships, and operations. Presentations being offered have been grouped into “tracks” based on these three areas. Some of the presentations may cross over into other tracks, but they have been placed in the best-suited match. These tracks are not meant to be limiting, and you may attend any session you would like, regardless of its assigned track. We hope you find this helpful to identify focus sessions within the area(s) of most interest, and which are directly applicable to you, so you may have an enjoyable and meaningful 2015 OSU Extension Annual Conference!

Focus Session and Poster Session Times:

Focus Session I – Tuesday, December 8, 2:45pm – 3:45pm

Poster Judging and “Meet the Author” – Tuesday, December 8, 5:15pm – 6:15pm

Focus Session II – Wednesday, December 9, 10:15am – 11:15am

Focus Session III – Wednesday, December 9, 12:45pm – 1:45pm

Focus Session IV – Wednesday, December 9, 2:00pm – 3:00pm



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

COLLEGE OF EDUCATION AND
HUMAN ECOLOGY

Focus Session I: Tuesday, December 8, 2:45pm – 3:45pm

FOCUSED RELATIONSHIPS

Innovation and Change: Ideas and Strategies for Moving and Keeping Extension Ahead

Innovation and the need to change are topics that are discussed, but often without specific directions or examples of how we do them in Extension settings. This session starts with the question “Is our organization changing as fast as the rest of the world?”. It then discusses the following topics:

- What cutting edge trends and issues can impact OSU Extension?
- What is innovation? What makes it different? A discussion of current definitions and how they differ from other change processes, including why they are critical in today’s organizational climate.
- Why do people resist change? A review of current theories from neuroscience, behavioral economics, organizational change and other disciplines on the science behind why most of us do not look forward to change, and tips to help Extension professionals as change agents.
- What are modern innovation strategies used by private and non-profit organizations?

A virtual handout with references and links will be provided.

Presenter: Jerold Thomas, leader, Innovation and Change

Innovation in Extension: Helpful Tools for Thinking Creatively

What does innovation mean to you? Are you an innovative leader? How does a leader create innovation in his or her organization? How do you avoid groupthink and foster thought diversity in your teams? Learn what Extension directors and administrators shared about innovation in their organizations across the country from a recent nationwide study on “Innovation in Extension.” We will also provide some simple tools on how to foster innovation and creative thinking in your work.

Presenters: Debby Lewis, leader, Program Development and Evaluation; Keith Smith, professor emeritus, ACEL; Amy Elhadi, program evaluation specialist

How to Have Effective and Enjoyable Conversations with Public Officials

Our goal when interacting with public officials, whether we are talking with them directly or supporting opportunities for clientele to speak on our behalf, is to convey the message that OSU Extension is an investment that is invaluable to their constituents. We need to communicate our impacts and build good will. Whether we are speaking with officials ourselves or preparing our clientele for meetings with officials, one of the challenges is designing and delivering effective messages so officials know us and clientele know how to help officials know us when speaking for us.

Our purpose in this program is to teach the skills of effective messaging, particularly in conversations with public officials and with clientele whom we ask to present our story to public officials. We will focus on skills that ensure our conversations with public officials convey our impacts and help to strengthen our relationships.

Presenters: Cynthia Torppa, Northwest regional director; Gwen Wolford, director, CFAES Government Affairs

FOCUSED PROGRAMMING

Safety for Women Educators

Currently, 67 percent of all Extension educators in Ohio are female. Even in ANR, which has traditionally been predominantly male, 50 percent of new educators hired since 2011 are female. This shifting demographic presents an opportunity to reevaluate the expectation of how Extension employees interact with community and clientele. Women educators face different safety concerns while approaching field visits, late-night meetings, one-on-one consultations with male clientele, and performing other outreach methods and job responsibilities. A panel of female educators will discuss topics including:

- Unique safety concerns for women in the field;
- Recognizing, avoiding, and mitigating risky situations;
- Maintaining a professional reputation.

Presenters: Amanda Douridas, Extension educator; Mary Griffith, Extension educator; Dianne Shoemaker, field specialist

Bridging All Program Areas with Creativity and Structure

Are you in 4-H? FCS? Ag? CD? CES? No matter what program area or responsibility you have in Extension, The BRIDGE: Issue Management Process can make your life easier! Alber Enterprise Center has developed The BRIDGE for individuals or small teams to resolve complex issues that have many components, where changes to one component may adversely impact others. This facilitated process will not only bring clarity to the situation but will provide a tangible road map to solve the challenges. Logic models will become easier to create by using The BRIDGE!

The BRIDGE has also proven itself to be a great tool for imbedding into young learners those critical job skills most sought by employers: information gathering, problem-solving, critical/creative thinking, organizing, planning, decision-making and teamwork. This high-level view will use a sample issue familiar with Extension participants to demonstrate how The BRIDGE works.

Presenters: Myra Wilson, program director; Frank Gibson, program manager; Anne Johnson, program manager

FOCUSED OPERATIONS

Operating on All Cylinders: Organizing Your Time and Space for Optimal Results and Limited Stress

Finding a balance between work responsibilities and workplace wellness is often lost behind the paperwork, emails, phone calls, time with clientele, and general business of Extension life. Tools and strategies to help Extension professionals find workplace wellness through effective organizing will be shared in this informative, motivational, and idea-provoking session (e.g., tips, tricks, products, and apps). Morgan and Jackie will focus on time organization (calendar, lists, prioritizing), communications organization (email, record keeping, and phone messages) and physical organization (filing, storing, triaging paper), along with so much more! Participants will be engaged in activities to identify how their time is currently spent versus the desired use of time, identify time wasters, and identify space issues. Participants will be able to share their challenges and learn strategies for putting ZING into their organizing.

Presenters: Morgan Domokos, Extension 4-H youth development educator; Jacqueline Kirby Wilkins, Northeast regional director

Taking an Objective-Driven Approach to Technology Use in Extension

Technological advancement is mind-boggling. With so many new apps and tech tools, it is easy to get overwhelmed when deciding which tool to use for what purpose. Participants will learn how to take an objective-driven approach to technology use in Extension by using the POST method. By first identifying program objectives, staff will be better prepared to identify tech tools and decide where those tools fit into their programmatic efforts. Session will be primarily participant-driven. Come prepared to vote on the content you would like to see covered during the session. Participants are encouraged to bring an app or tech tool you would like to share with the group!

Presenters: Danae Wolfe, educational technology specialist; Jamie Seger, director, Educational Technology

Big Data and Extension Outreach: Improving Social Media Strategies with Data Aggregators

Social media allow Extension practitioners to reach diverse audiences in innovative ways. A key element of social media use is monitoring conversations surrounding topics of interest to both OSU Extension and its stakeholders. Annie and Ashlan will demonstrate the use of Sysomos MAP, a social media monitoring platform and data aggregator, for Extension outreach. Using a social media data aggregator, Extension practitioners can listen in on discussions related to programming and research in their respective fields. Data aggregators also provide information on key contributors to those conversations, allowing practitioners to direct communications to influential users and their networks.

Presenters: Annie Specht, assistant professor; Ashlan Wickstrom, graduate research assistant

Focus Session II: Wednesday, December 9, 10:15am – 11:15am

FOCUSED RELATIONSHIPS

Innovation in the City

It's an exciting time for OSU Extension in the City, as the team learns from the past and prepares for the future. Indications of support for urban outreach include a university-wide focus on Ohio State's urban mission, collaboration between the Extension's Committee on Organization and Policy (ECOP) and the National Urban Extension Leaders (NUEL), and OSU Extension's positioning, programs, personnel, and partnerships.

Presenters: Julie Fox, assistant professor; James Stiving, program assistant; Laquore Meadows, county Extension director; Nicole Debose, county Extension director; Mike Hogan, ANR educator; Beth Boomershine, 4-H educator; Myra Moss, CD educator; Dan Remley, field specialist; Laryssa Hook, 4-H educator; Rob Leeds, county Extension director; Carol Keck, program coordinator

A Positive Workplace Starts with You

Soft skills are critical to an individual's success. Communication, teamwork and collaboration, adaptability, problem solving, conflict resolution and critical observation are among the top soft skills necessary for an individual in a work setting; many individuals struggle with them in the work environment and even in social circles.

Every day, Extension professionals work with, and rely on volunteers, interns and youth to represent Extension programming. Preparing them for a productive opportunity will not only add to a successful program, it will guarantee a positive personal and interpersonal experience; it will also save you time, resources and prevent undue stress. Learn how to successfully combine Extension programs, disciplines and practices to craft your own unique plan for workplace success workshop for your group of individuals.

Presenter: Shawn Ochs, FCS educator

Strengthening Conflict Management Skills

Innovation is rarely a simple process; oftentimes it is coupled with conflict. If we hope to implement innovative solutions in Extension, we need to be prepared to address conflict in an equally novel way. This workshop will introduce basic principles of conflict management for Extension professionals through dialogue, reflection, and the application of knowledge to Extension-specific workplace conflict scenarios. As a result of completing this workshop, attendees will be able to effectively analyze conflict, communicate with empathy, and articulate strategies for more productive conflict communication. Understanding high-stakes conflict communication strategies will result in more constructive and positive workplace outcomes.

Presenters: Kaitlyn Murray, OSU Leadership Center graduate research associate; Jeff King, OSU Leadership Center, Department of Agricultural Communication, Education, and Leadership

FOCUSED PROGRAMMING

Aging Ohio: Addressing the Need for Aging Curriculum and Outreach

Get an overview of the new FCS initiative to create an increased focus in OSU Extension on the materials, programs, and support being given to the aging Ohio population. The need for an increased emphasis on creating programs and resources to serve this population will be described through statistics showing the changing Ohio demographics. Steps for OSU Extension to take in addressing this increasing need will be explained through the description of a new online Aging Smart toolkit. This toolkit will be highlighted through an explanation of its intended uses, audiences, and collaborators. Recommendations for the development of new communication modes and teaching methods will be offered, and goals for an aging initiative will be identified. Attendees will also be able to sign up for more information on the initiative.

Presenters: Amanda Woods, program specialist; Shawna Hite, program specialist

Adding A Youth Flavor to Extension’s Signature Programs

One of OSU Extension’s signature programs, Local Foods, had not established a statewide approach to engage youth in its movement. “Adding A Youth Flavor to Extension’s Signature Programs” project leverages internal and external collaboration and peer education to increase awareness and interest of local foods in Ohio youth. One of the objectives of the project is to create recommendations on how youth can be incorporated into existing and future programmatic efforts that may not have a clear link to youth development.

The presenters will review the project’s current status, including data collected through formative evaluations. Attendees will map connections they might be able to make to engage youth and external partners in their geographies for activities in Extension’s other program areas (i.e. CD, ANR, and FCS). The project is funded through a 2015 OSU Extension Innovative Grant and the Patricia Kunz Brundige Youth Development Fund for Positive Youth Development.

Presenters: Hannah Epley, 4-H camping and older youth specialist; Dustin Homan, graduate fellow; Patrice Powers-Barker, Extension educator, Lucas County; Heather Neikirk, Extension educator, Stark County

Pipeline Easement and Right-of-Way Agreements

An Extension educational pipeline program has been designed to increase landowner knowledge and address issues about right-of-way agreements. Specific terms of right-of-way agreements in Ohio are often difficult to obtain, because many companies do not allow landowners to discuss contract details with others. Many uninformed individuals have signed agreements not understanding how management of their land may change, what some of the provisions in a document mean, and the monetary compensation companies are willing to pay for easements. Post-meeting evaluations indicate knowledge was gained by clientele from the educational programs and participants are better equipped to understand and negotiate easement agreements.

Presenters: Mark Landefeld, ANR educator; Clif Little, ANR educator

FOCUSED OPERATIONS

How Can I be Successful in the Promotion and Tenure Process?

Are you new to Extension or are thinking about promotion sometime in the next few years? Is faculty status one of your goals? Learn about the value of the promotion and tenure process, plus focus on the “long-range plan” for progress and academic success to get successfully promoted within the Department of Extension. Special attention will be made toward the overall vita, but focus will also be on developing themes, narratives, and curriculum. Get a heads-up on what catches the eye of promotion and tenure committees. Learn about challenges that may occur within the promotion and tenure process and how candidates can make the best use of the “team players” that could be of assistance. Participants should bring a copy of their current vita as a resource toward planning their future teaching, creative works and service.

Presenters: Judy Villard Overocker, Extension educator; David Civittolo, field specialist

Breaking Down Barriers to Social Media

With more than 70 percent of adults online using at least one social media platform, it is obvious to see why social media has become an integral part of networking, communication, and education. Extension has the opportunity to reach large audiences through social media, but barriers to social media adoption have been difficult to overcome.

In this discussion-based roundtable, we’ll help break down the barriers of social media use by exploring analytics and reporting, social media content strategy, and branding. We’ll also have an opportunity to highlight how Extension professionals are effectively using social media to reach new audiences. Participants can share successes and constraints in their use of social media as they rotate through roundtable discussions.

Presenters: Danae Wolfe, educational technology specialist; Jamie Seger, director, Educational Technology; Debby Lewis, leader, Program Development and Evaluation; Kim Showalter, program accountability specialist, Program Development and Evaluation; Mitch Moser, social media specialist, CFAES

Focus Session III: Wednesday, December 9, 12:45pm – 1:45pm

FOCUSED RELATIONSHIPS

Building Community Relationships Through Innovative Teen Leadership Programming

The motto of the LOOK to Clermont teen leadership program is “Preparing Tomorrow’s Leaders Today.” This motto is achieved through participation in the Foundations of Personal and Professional Leadership course, place-based "experiential" learning activities and community service projects. Each of the nine monthly school-day sessions include local leaders involved in guided, experiential instruction based on locally identified topics that expose all dimensions of leadership. The presenters will share program successes and challenges, identify community partnership strategies that capitalize on local opportunities and resources, and share program evaluations and impacts compiled over the past three years.

Presenters: Kelly Royalty, 4-H youth development educator/county director; Margaret Jenkins, FCS educator; Nannette Neal, ANR educator

eXtension Educational Technology Learning Network:

Building Bridges to Innovation in Extension

The Educational Technology Learning Network (#EdTechLN) provides Extension professionals with a platform to learn from, teach, and support each other while integrating technology into their work. Now in its second year, the Learning Network is utilizing a unique combination of blogging, social media, regularly held TweetUps, videos, and in-person meetups to engage members across the country. Learn how you can get involved in this highly collaborative and informal network – and experience a Live TweetUp in-person!

Presenters: Jamie Seger, program director, Educational Technology; Danae Wolfe, educational technology specialist; Jerry Thomas, leader, Innovation and Change

Expanding Your Cultural Intelligence:

An Innovative Way to Address Ohio's Changing Demographics

Unlike previous generations in our country, today’s educators and professionals at every level of an organization and in every location, interact with more individuals and groups whose cultural backgrounds differ from their own. In these situations, some professionals may feel ill equipped to function effectively.

This interactive session is designed to provide attendees with information to help them increase their cultural intelligence (CQ). Activities will provide attendees with information about CQ drive, CQ strategy, CQ knowledge, and CQ action--essential skills for improving one's CQ. Interactive turning point technologies (clickers) will be used to engage participants and teach key concepts of CQ.

Presenters: Steve Brady, Extension 4-H educator; Joseph Maiorano, Extension FCS educator

FOCUSED PROGRAMMING

Successfully Leading a Team into Social Media Programming

“We don’t have a choice on whether we DO social media; the question is how well we DO it.” (Qualman 2014) Come discover how your team can embrace the ever-changing climate of social media options (blog, challenges, Facebook, Twitter and YouTube), and efficiently provide enticing and engaging online programming. Determine what social media avenues will work best for your team. Team management tools for providing online programming will be shared and discussed. Explore how social media can expand your programming, and discover how to lead your team in social media programming.

Presenters: Patricia Brinkman, Extension educator; Michelle Treber, Extension educator; Lisa Barlage, Extension educator; Cindy Shuster, Extension educator

Chunking and Structuring – Writing Technical Information for Understanding

OSU Extension brings university research and knowledge directly to the citizens of Ohio to provide scientifically-based information to better their lives, businesses, and communities. However, writing for the average person to understand the research and technical knowledge can be a daunting task. Cindy will discuss these writing techniques to make technical information readable and understandable for a broad audience. Techniques such as “chunking” help the reader identify central concepts and build understanding. Other techniques such as “structuring” take complex, technical information and create a learning structure for the reader. Examples will be used from Extension publications to show how chunking and structuring can help reader understanding.

Presenter: Cindy Folck, program manager

Culturally Responsive Teaching

Culturally responsive teaching is very important and has been examined by several researchers (Gay, 2002; Walker, 2013; Villegas & Lucas, 2007). Culturally responsive teaching is reflected in constructivist view. Thus, students can use their prior knowledge and experiences to make sense of the new information they come across in schools (Villegas & Lucas, 2007). It is imperative that teachers understand the various norms, expectations and ethnic groups in order to create an effective culturally responsive classroom environment (Martins-Shannon, & White, 2012) and employ different strategies to enhance students learning and success. According to Gary (2002), many teachers are not adequately prepared when it comes to teaching ethnically diverse students. Therefore it is vital that teachers become culturally responsive to their ethnically diverse students and schools and communities work together and provide factual information regarding ethnic groups.

Presenter: Kevin Harris, Extension educator

FOCUSED OPERATIONS

Organized Chaos: Innovative Leadership Begins with Your Calendar

Ever wonder why Extension keeps talking about innovation? Short answer: higher education lags behind industry in promoting innovative work environments (Bryan & Wilson, 2015). Building this environment requires employees to be something better than spinning hamsters. So how can Extension professionals move beyond perpetual chaos and prepare themselves for innovation?

Robertson and Cooper (2011) suggest that employees are at their best when experiencing a high level of well-being. According to Seligman (2013), this well-being is achieved by accomplishing many small tasks on a regular basis, which is best promoted by disciplined time management strategies. Relying on this theoretical framework, learn 12 daily time management segments Extension professionals should utilize to promote personal well-being. Tim will describe these segments in a local context and discuss cultural and clientele barriers to implementation.

Presenter: Tim Tanner, county Extension director

RiV(olution): The Evolution of Research in View (Part 1)

URS → OSU:pro → RiV... have you been around for the entire evolution of our online reporting system? We have been told that Research in View (RiV) is “going away,” but when? In this two-part, two-hour long session, you will get to be actively involved in the next step of the RiV(olution). Join members of the OSUE Program Development and Evaluation unit (PDE) and Office of Distance Education and eLearning (ODEE) as they demonstrate a mockup of the proposed, new reporting system, including explanations of functionality and planned new features. Let them know what you liked and disliked about previous reporting systems. Help PDE and ODEE “dream big” by brainstorming to identify new ideas and features that will make the new reporting system a tool that will work *for* you!

Presenters: Debby Lewis, leader, PDE; Kim Showalter, program accountability specialist, PDE; Chip Styer, resource planning analyst, CFAES; Vedu Hariths, associate director of eLearning App Dev, ODEE; Alex Anderson, eLearning systems developer, ODEE; Bryce Bate, senior eLearning developer, ODEE; Cricket Nardacci, support and training analyst, ODEE; Joan Qin, eLearning systems developer, ODEE; John Wilkins, eLearning systems developer, ODEE

Focus Session IV: Wednesday, December 9, 2:00pm – 3:00pm

FOCUSED RELATIONSHIPS

Publishing in Peer-Reviewed Journals: A Great Way to Innovate

As an educational and scholarly organization, OSU Extension benefits when its program staff, including specialists and educators, publish in academic journals. County-based research and program information that appear in scholarly journals raise the visibility and credibility of OSU Extension in general, and the county in particular. But often Extension professionals face serious obstacles to publishing via peer-reviewed journals. Learn the keys to identifying and overcoming the barriers to publication, as well as taking advantage of the opportunities we have in Extension to get our work published in a variety of peer-reviewed outlets. Participants will see that the efforts at publication and local program are actually complementary to one another – and even synergistic. They will also leave with an understanding of the personal rewards they can achieve, along with a plan of action for how to get started on the road to publication.

Presenter: Thomas Blaine, associate professor

Building a Mentoring Network for Support Staff

Whether you are new to Extension or a “seasoned” employee, support staff will gain a basic knowledge of what outreach education is available to assist you with meeting your widely varied responsibilities. Once we have sparked your interest, an open discussion is planned to provide you with an opportunity to voice what you as new support staff would like to see in a mentoring network. Long-established support staff are needed to provide valuable insight about where and how mentoring will assist in your personal and professional development.

Presenters: Michelle Moon, office associate; Crystal Ott, program assistant, 4-H; Lee Ann Hiatt, office associate; Amanda Forquer, 4-H program coordinator; Marianne Guthrie, office associate; Deborah Delp, office associate

FOCUSED PROGRAMMING

Ohio Healthy Eating, Active Living:

Mapping Attributes using PhotoParticipatory Surveys (HEAL MAPPS)

In community-based participatory projects (CBPR), researchers work in partnership with communities to define social ecological influences and identify solutions to make positive changes (Israel et al., 1998). Healthy Eating and Active Living Mapping Attributes using Participatory Photographic Surveys (HEAL MAPPS) is a CBPR tool that can engage communities to address healthy food access and active living issues. Using photography and mapping, HEAL “MAPPERS” navigate regular routes in their community, telling the story of what makes it easy or difficult to access healthy, safe food in socially acceptable ways. Working with OSU researchers and Extension professionals (who have already been trained), participants will have the opportunity to share their experiences and engage with community stakeholders and decision makers. The end result is a community action plan to make communities healthier and more food secure.

Presenters: Dan Remley, field specialist, Food, Nutrition, and Wellness; Irene Hatsu, assistant professor; Kevin Harris, Extension 4-H educator; Kareem Usher, post-doc; Bernadette Hanlon, associate professor; Glennon Sweeney, research associate

Digital Storytelling in Extension Programming

This session is designed for Extension program staff (educators, program assistants, specialists, etc.) who want to share their teaching practices via short, engaging videos that can be shared through various platforms such as blog and social media. Queenie Chow, a core member and facilitator of the OSU Digital Storytelling Program, will lead participants through the process of creating a digital story, including writing a script, gathering royalty-free images, recording audio, and publishing a finished piece.

Presenters: Queenie Chow, manager, Digital Union; Jamie Seger, program director, Extension Educational Technology; Danae Wolfe, educational technology specialist; Mitch Moser, social media specialist, CFAES

FOCUSED OPERATIONS

Learn How to Live Stream

One of the newest and most innovative technologies available to Extension professionals today is live streaming. With the creation of live streaming mobile applications such as Periscope and Meerkat, anyone with a mobile device and a WiFi or mobile network connection can record and stream programs and events as they are happening.

Participants in this hands-on session will learn how Periscope and Meerkat apps are currently being used by Extension professionals nationwide. Information about how live stream video can be captured, stored, and shared will also be given. We'll walk through downloading which live streaming app is best for which mobile device, as well as give participants the opportunity to test the app. Recommended best practices for live streaming as an Extension professional will also be provided. At the end of the session, participants will participate in an activity to brainstorm how they will utilize live streaming in their daily work.

Presenters: **Jamie Seger, program director, Educational Technology; Danae Wolfe, educational technology specialist**

Project Management for Extension Professionals: Moving Beyond Activity to Action

Most Extension professionals are very busy with a wide range of responsibilities to lead and execute numerous events, committees, and programs. Project management principles have been widely adopted by other busy professionals in numerous industries including construction, manufacturing, software development, sales, business management, healthcare and others to allow them to stay organized, focused, and highly productive. Get an overview of commonly used project management techniques and highlights of various software products, apps, and other tools that busy Extension professionals can use to help them effectively manage projects and timely completion of goals, tasks, committee work, mailings, events, lesson planning and other responsibilities.

Presenters: **Doug Foxx, Extension 4-H educator; Jackie Kirby Wilkins, Northeast regional director**

Navigating the Administrative and Professional Promotion Process:

Getting a Grasp of the Basics

For the new Extension professional, or the long-time employee who has not pursued promotion previously... Learn lots of tips and resources for those navigating the administrative and professional promotion process. While the choice is up to you, ensure that you have accurate and up-to-date information when making the choice as to whether or not you seek promotion. The opportunity, as well as the choice, is yours...

Presenters: **Lisa McCutcheon, Extension educator; Jeff McCutcheon, interim Southeast regional director**

RiV(olution): The Evolution of Research in View (Part 2)

Continued from "Part 1"... URS → OSU:pro → RiV... have you been around for the entire evolution of our online reporting system? We have been told that Research in View (RiV) is "going away," but when? In this two-part, two-hour long session, you will get to be actively involved in the next step of the RiV(olution). Join members of the OSUE Program Development and Evaluation unit (PDE) and Office of Distance Education and eLearning (ODEE) as they demonstrate a mockup of the proposed, new reporting system, including explanations of functionality and planned new features. Let them know what you liked and disliked about previous reporting systems. Help PDE and ODEE "dream big" by brainstorming to identify new ideas and features that will make the new reporting system a tool that will work **for** you!

Presenters: **Debby Lewis, leader, PDE; Kim Showalter, program accountability specialist, PDE; Chip Styer, resource planning analyst, CFAES; Vedu Hariths, associate director of eLearning App Dev, ODEE; Alex Anderson, eLearning systems developer, ODEE; Bryce Bate, senior eLearning developer, ODEE; Cricket Nardacci, support and training analyst, ODEE; Joan Qin, eLearning systems developer, ODEE; John Wilkins, eLearning systems developer, ODEE**

Poster Judging and “Meet the Author:” Tuesday, December 8, 5:15pm – 6:15pm

Ag Adventures Powered by Innovative Partnerships

Educational Outreach Poster #1

Since 2004, OSU Extension – Scioto County and the Scioto County Farm Bureau have collaborated to host more than 450 fourth-grade students from the county's 12 school districts at Ag Adventures Day. Learn how students rotate through 18 10-minute sessions at the event, and gain knowledge about topics such as great grains, eggs and poultry, hydroponic crops, bees, ag engineering, biofuels, label reading, and much more. The sessions are taught by Extension professionals, Farm Bureau members, 4-H teens and volunteers. In post-event evaluations, 95 percent of the 21 classroom teachers indicated an increased knowledge and awareness by their students about the importance of agriculture in their everyday lives. Additional evaluation results and planning tools will be shared. This poster will also show how sessions are planned, presenters are identified, and how the day is organized. Handouts of promotional pieces will be available, as well as copies of evaluation findings.

Authors: Josi Brodt, 4-H youth development program coordinator; Jo Williams, Extension 4-H youth development educator; Leanne Fuhrmann, 4-H volunteer and Farm Bureau member

Eastern Ohio Shale Development and Private Water Supply

Educational Outreach Poster #2

This poster highlights the various agencies involved in water monitoring of shale development. The poster displays a map of well pads in the area, along with trends that have been developing in the past four years. In our poster, we wanted to combine what is done with water sampling and testing and how it applies to shale development. Whether drilling was on your land or your neighbor's, water quality became a major concern for landowners, especially those with private water sources. According to the Ohio Department of Natural Resources (ODNR), the predominant oil and gas related contaminants in ground or surface waters are chloride and sodium (principal components in brine waters). Our workshop steered landowners toward accredited labs in the state and educated them on the major contaminants related to oil and gas development, along with an update on what is happening around them concerning shale development.

Authors: Daniel Lima, ANR educator; Sarah Cross, ANR educator

Alternative Spring Break: College Access for Rural Communities

Educational Outreach Poster #3

Alternative Spring Break (ASB) is a collaborative project between OSU Extension – Vinton County and the OSU Office of Student Affairs' Buck-I-Serv program. Ohio State students spend their spring break week interacting with more than 1,400 students in Vinton County schools, helping youth consider a variety of post-secondary options. OSU Extension – Vinton County coordinates the experience for the students and works with teachers and administrators at Vinton County Local Schools to make the week a success. When not dialoguing with students, the group explores local tourist attractions, visits with college staff from the Rio Grande Community College – McArthur Center, interacts with the Vinton County Local School Board, and meets with the local Extension advisory committee to expand their knowledge of the county and barriers that students face in rural, low-income counties.

Author: Travis West, county Extension director

Transforming a Successful Extension Program to a Signature Program

Educational Outreach Poster #4

As we look into the future of Extension, the need for programs that can be replicated and delivered with fidelity while measuring significant statewide impact will be even more imperative. Therefore, it is critical that Extension professionals understand the process of how we make our programs of high value and the significance of signature program status. Transforming a successful Extension program into a signature program solidifies the purpose and value for OSU Extension programs and professionals in the future. Extension professionals will become familiar with the brand new signature program, Successful Co-Parenting and learn how signature programs are born.

Authors: Kristen Corry, Extension FCS educator; Carmen Irving, Extension FCS educator

Equine Body Condition Scoring – We Have an App for That!

Educational Outreach Poster #5

This poster, presented at the NAE4-HA Conference and the Ohio 4-H Professionals In-Service, focuses on equine well being as related to body condition scoring. The poster illustrates how the scoring is done and why it is important. This scoring system can be used by 4-H youth and horse owners to enhance proper health care. Additionally, first responders and animal welfare personnel can use this system to evaluate the condition of horses. The poster shares educational resources on equine body condition scoring along with a new app to assist with the scoring process and to record body condition scores using a smart phone.

Author: Lisa Bradley, Extension 4-H youth development educator

Professional Networking Through Membership in Soil and Water Conservation Society

Educational Outreach Poster #6

Networking through membership in the Soil and Water Conservation Society provides an opportunity for Extension educators to expand their outreach to other professionals with similar interests. One can develop leadership skills by serving on the executive committee. There are scholarly work opportunities via journal article authorship, conference presentations, and posters at local, state, national and international events.

Authors: Alan Sundermeier, Extension educator; Jim Hoorman, Extension educator

Smart Eating for Young Children: A Novel Publication for Childhood Nutrition

Educational Outreach Poster #7

Smart Eating for Young children is a unique OSU Extension publication featuring novel modes of communication. This publication uses real-life pictures, plain language, and a team of educators' expertise to create easily understandable information on 'Smart' Eating for children between 0 and 5 years old. The book has been created to present beautiful images and easy-to-read information in both ebook and print formats. Future focus groups discovering readers' opinions and uses of the book will guide the continued creation and use of similar publications. The novel creation of this book can be replicated by any Extension professional seeking to reach a community audience with research-based information that remains easily understandable and attractive.

Authors: Pat Holmes, FCS educator; Shawna Hite, Healthy People program specialist

Delivering Pesticide and Fertilizer Applicator Training Programs in Field Day Settings

Educational Outreach Poster #8

Champaign and Greene county educators used a team-teaching approach to deliver PAT/FACT programs in a field-day setting, enabling educators to engage participants through experiential learning such as scouting for insects, weeds, and diseases; sprayer calibration; soil sampling; and other hands-on activities. This gave farmers the practical skills to apply university research-based information proven to enhance their operations. Field demonstrations provide an interactive teaching environment that increases audience participation and fosters discussion, strengthening relationships between participants and teachers. While ANR educators receive extensive training and resources on how to deliver PAT/FACT in a lecture format using PowerPoint

presentations, curriculum and training for implementing these programs in field-day formats is lacking. The objective of this poster is to share teaching methods and activities to guide educators in creating their own PAT/FACT field days.

Authors: Mary Griffith, ANR educator; Amanda Douridas, ANR educator; John Schoenhals, graduate Extension associate

Fun in the Sun: Exploring the Power of Solar Energy

Educational Outreach Poster #9

The U.S. Department of Energy 2015 *EIA Annual International Energy Outlook Report* estimates that global energy consumption will increase 47 percent from 558 quadrillion BTUs in 2014 to 819 quadrillion BTUs in 2040. As our demand for energy continues to grow, future generations will face critical issues related to the social economic and environmental impacts of energy. In response to environmental impacts of electrical generation from fossil fuel combustion, many states have established energy policies that foster the development of renewable energy technologies. Due to advancements in technology and the reduction in cost, photovoltaic solar is expected to play a significant role in the advancement of renewable energy. This poster will help participants better understand energy trends, critical challenges, and realize how they can incorporate a photovoltaic solar activity into existing 4-H camps and after-school programs.

Authors: Eric Romich, assistant professor and OSU Extension field specialist, energy development; Mark Light, assistant professor and Extension 4-H youth development educator, Hardin County

Developing an Effective Community Gardening Program

Educational Outreach Poster #10

Community gardens serve multiple purposes: to make gardening opportunities available for residents in neighborhoods where they would not otherwise have it; reutilize vacant property in a productive way; increase social capital; and increase the amount of fresh foods accessed and consumed by gardeners and those with whom they share. County Extension offices are well positioned to establish systems and networks that increase the viability of community gardens so they are able to provide their intended impacts. We will demonstrate how good planning, incentivized educational opportunities, gardener networks, and evaluation help gardens and programs achieve long-term success.

Authors: Erin Richardson, Summer Sprout program coordinator; Nicole Wright, program coordinator

Innovative Agricultural Research Initiative (iAGRI) Leadership Webinar Series

Educational Outreach Poster #11

iAGRI (Innovative Agricultural Research Initiative) is a US-AID project designed to strengthen training and collaborative research capacity of Sokoine University of Agriculture (SUA) and the Tanzanian National Agricultural Research System (NARS) to improve food security and agricultural productivity in Tanzania. The iAGRI Leadership Fellows Webinar program is an outreach and engagement partnership focused on enhancing the leadership capacity of Tanzanian graduate student fellows as they pursue graduate degrees in agricultural disciplines. Although the original goal of iAGRI was to develop technical knowledge and skills, after returning home, the iAGRI fellows found that they lacked the knowledge and confidence needed to initiate change within their organizations. Therefore, this partnership was formed to address this need by conducting the iAGRI Leadership Fellows Webinar program designed to enhance the leadership capacity of the participants using a range of educational tools.

Presenters: Bob Birkenholz, professor; Amy Jo Baughman, graduate associate; Jeff King, associate professor

Managing a Growing County SNAP-Ed Program

Educational Outreach Poster #12

When successfully adding sites and program audiences to your county Supplemental Nutrition Assistance Program Education (SNAP-Ed), it's important to plan for handling the increased volume of paper, equipment, supplies, personnel and team meetings to keep everyone up to date and working together smoothly. Through collaboration, creative thinking and belief in the program, managed growth is handled and further drives personnel to reach even more participants. Personnel take pride in their work as well as program expansion as an indicator of their successful program delivery.

Author: Melanie Hart, FCS educator

Funding to Support Connecting and Collaborating

Educational Outreach Poster #13

Do you want to build or expand a relationship with a partner on campus? Are you working on a regional Extension program and want to expand your relationship with the community? Are you looking for funding to support these efforts? The Ohio State University is making available Connect and Collaborate grants that will provide more than \$500,000 in grants. These grants support partnerships across campus, service-learning curricular development and partnerships with the community. Learn more about the grants and brainstorm ideas that can make you competitive for this funding. And, if you provide insight on the barriers and opportunities for partnerships between OSU Extension and the rest of Ohio State, you will be eligible for a prize drawing to take home!

Author: Karen Bruns, leader, OSU CARES

The Ohio Clean Marinas Program: 10 Years of Educating the Marina Industry

Educational Outreach Poster #14

The Ohio Clean Marinas Program is a proactive partnership designed to encourage marinas and boaters to use simple, innovative solutions to keep Ohio's coastal and inland waterway resources clean. The basic goal of the program is environmental stewardship by making marina owners/operators and boaters more aware of environmental laws, rules and jurisdictions, to incentivize marinas to follow best management practices, and ultimately to recognize them as "Clean Marinas." Since 2005, the program has provided training, educational outreach, and assistance to the Lake Erie marina community to address nonpoint source pollution and other environmental impacts on-site. Of the approximately 270 Lake Erie marinas, 47 are currently Certified Ohio Clean Marinas. A Clean Boater program has been initiated to further educate the boating community on environmental best management practices. Learn more about the successes, challenges, and lessons learned from this program over the past 10 years.

Author: Sarah Orlando, program manager

Preserving 4-H History – Starting at the Local Level

Ideas in Action Poster #15

4-H history can be found in almost every county in the United States, yet preserving this history and sharing it with future generations can be a challenge. The Wood County 4-H program worked in collaboration with the Wood County Historical Museum to produce a permanent 4-H history room at the county museum. This continually changing exhibit displays meaningful items from past 4-H members and volunteers. The 4-H program had been working with the museum for a number of years on a temporary display. In 2014, the 4-H program was awarded a prestigious permanent room now home to all of its memorabilia.

Author: Jennifer Morlock, 4-H program assistant

Supporting Healthy Lifestyles via a “Cloverbud Family Fun” Series for Youth and Their Caregivers

Ideas in Action Poster #16

The Lawrence County 4-H and EFNEP partnership supports healthy lifestyles via a “Cloverbud Family Fun” series for youth and their caregivers by providing an opportunity for hands-on nutrition and physical activity lessons for Cloverbud youth (5-8 years old) and EFNEP lessons with parents/and caregivers. Lessons were given as part of a four-week series aiming to implement consistent messaging about nutrition, physical activity, food safety, and food resource management to parents and their children at the same time. The program also offers an alternative to the four-week series. A kit was created to provide the youth lessons to Cloverbud 4-H advisors including physical activity supplies, as well as a recipe book, OSU Healthy Eating Guidelines for Meetings, and flyers promoting the EFNEP open-site classes. The poster will provide background, goals, methods, and results to Extension professionals looking to expand multi-programming efforts.

Authors: Rachael Fraley, Extension 4-H educator; Amy Habig, EFNEP program specialist, Highland County; Debbie Carpenter, EFNEP program assistant, Lawrence County

Breakfast On The Farm: Cross Program Area Collaboration

Ideas in Action Poster #17

Breakfast On The Farm is a free public event to help people learn about modern food production practices and introduce them to the farm families who work hard to produce a safe, wholesome food supply for Ohio communities and the world. Fulton and Lucas counties are located near and drain into Lake Erie; farming and modern farming practices have come under fire in the news as a result of Lake Erie algae blooms. Building the public trust is essential to the future of farming. Breakfast On The Farm allows the community to visit local farming operations, have a close-to-home agriculture experience, and interact with the farm families. Adults and youth gained knowledge through first-hand experience at the farm as well as the educational displays at the event. Learn how to conduct an event within your county or region.

Authors: Jill Stechschulte, county Extension director, 4-H youth development educator; Eric Richer, Extension ANR educator; Melissa Welker, Extension FCS educator; Patrice Powers-Barker, Extension FCS educator; Amy Stone, county Extension director, Extension educator

Conversation, Conflict and Consensus

Ideas in Action Poster #18

When engaging in meaningful and constructive conversation, conflict is inevitable. But, it doesn't have to be divisive. Consensus can be reached in nearly any situation if both parties enter the conversation working to resolve the question and concerns at hand. Learn about personal examples and struggles using consensus to develop relationships and create an institutional structure to ensure that Extension work is successful. Learn why consensus can build relationships and open doors, as well as how consensus can lead to the creation of essential and viable programs in a variety of communities.

Author: Tony Staubach, program manager, 4-H youth development

Experiential Extension Education and Career Development in Young Students

Ideas in Action Poster #19

Of the many challenges facing young students (grades K-6), developing an interest in a career or subject area is among the most important. To formulate an interest in a subject area or career provides valuable context for educational attainment and the formation of those early goals which help the students develop self determination. Through targeted experiential education, provided by Extension programs, a group of third-grade youth in a city center were engaged in an intense year-long program with the goal of learning about careers in agriscience. The students met weekly with an Extension professional and were provided with regular science lessons, discussion of how to apply new technologies, experience with the engineering design process and connections to mathematical education across the curriculum.

Author: Tony Staubach, program manager, 4-H youth development

Report on the 2015 North Central Region Family and Consumer Sciences Battelle Study

Ideas in Action Poster #20

This poster will share results from an independent study that assessed the value of FCS Extension and will guide Extension professionals to be positioned for the future.

Author: Pat Bebo, interim assistant director, FCS

Transformation Tuesday

Ideas in Action Poster #21

“Transformation Tuesday” may be one of the latest hashtags used by society, but in Meigs County it has developed a deeper meaning. During 2014 and 2015, a group of young people met as a 4-H special interest group. They worked to develop practical skills and a safe emotional outlet for expressing themselves by completing the 4-H photography project.

Author: Michelle Stumbo, Extension 4-H youth development educator

We are "One Voice – For Strength, Unity and Shared Vision" in 2016

Ideas in Action Poster #22

This poster will highlight the October 2016 national conference for The Extension and Research Support Staff Association (TERSSA), which will be held in Columbus. Employees will gain insight into the mission, purpose and opportunities that will be available not only for support staff of Extension, but for all those who wish to participate. Chi Epsilon Sigma will be hosting the conference, which should have Extension support staff from seven states in attendance.

Authors: Michelle Moon, office associate; Vickie Snyder, office associate; Linda Good, office associate; Deborah Delp, office associate; Crystal Ott, program assistant, 4-H; Marianne Guthrie, office associate; Kathryn Mohler, OSU Extension emeritus

Adding A Youth Flavor to Extension’s Signature Programs

Ideas in Action Poster #23

One of OSU Extension’s signature programs, Local Foods, had not established a statewide approach to engage youth in its movement. “Adding A Youth Flavor to Extension’s Signature Programs” project leverages internal and external collaboration and peer education to increase awareness and interest of local foods in Ohio youth. One of the objectives of the project is to create recommendations on how youth can be incorporated into existing and future Extension programmatic efforts that may not have a clear link to youth development. The poster will present an overview of the project’s status, data collected through formative evaluations, and recommendations on how Extension professionals might consider engaging youth and external partners for activities in other program areas (i.e. CD, ANR, and FCS). The project is funded through a 2015 OSU Extension Innovative Grant and the Patricia Kunz Brundige Youth Development Fund for Positive Youth Development.

Authors: Hannah Epley, 4-H camping and older youth specialist; Dustin Homan, graduate fellow; Patrice Powers-Barker, Extension educator, Lucas County; Heather Neikirk, Extension educator, Stark County

Utilizing New Technology To Teach Basic Agronomic Principles

Ideas in Action Poster #24

The adoption of new technology is creating vast changes on many Ohio farms. The hottest topic and newest technology in agriculture is Unmanned Aerial Vehicles (UAVs). UAV technology combined with GPS and GIS technologies enables farmers to tailor their input applications according to exact location within a field. Sound agronomic decisions based upon best management practices have always been an integral part of agriculture. Principles such as economic thresholds, crop nutrient removal rates, crop scouting calendars, soil sampling methods, crop replant decisions and many more continue to evolve with agriculture. To remain viable to our clientele, our programs must change as their needs change. Utilizing today’s technology coupled with existing agronomic principles provides educators an excellent platform to teach agronomic best management practices. This poster will highlight educational teaching opportunities that this new technology offers Extension educators.

Authors: John Barker, Extension educator

Not Just a Drop in the Bucket:

Water First for Thirst Focuses 4-H Healthy Living Youth Advocacy Efforts

Ideas in Action Poster #25

The Water First for Thirst project started out small and focused to address a big issue – childhood obesity. By gathering key partners and exploring current research, the project team focused on the research that links consumption of sugar-sweetened beverages with weight gain and obesity. The team integrated studies showing teens to be effective advocates for healthy living opportunities in their communities with the current emphasis on fostering policy and environment changes to promote health. From that grounding in the research and with seed grants and other financial support, the project bore fruit and sprouted in new directions, including new curriculum, more funding, and broadened youth advocacy efforts. This poster will highlight the program's evolution, explore the connections between focused relationships and focused programming, and encourage participants to envision similar program development efforts in their program areas.

Authors: Theresa Ferrari, Extension specialist; Carol Smathers, field specialist

Ohio Local Foods Week 2015

Ideas in Action Poster #26

The Ohio Local Foods Week 2015 poster serves as a dynamic example of an "Idea in Action." In January 2015, a planning team representing all four Extension program areas, across various parts of the state and with different job responsibilities, began work on the first-ever Ohio Local Foods Week campaign as a way to highlight this broad topic and engage Ohio producers, consumers, OSU Extension staff and community partners to feature the work being done with local foods throughout the year. The week-long event was not only about getting consumers to enjoy the tastes of local foods and products, but also about raising awareness, and educating Ohioans on the nutritional, economic, and social benefits that local foods provide to our state and local communities.

Authors: Heather Neikirk, Extension ANR educator; Patrice Powers-Barker, Extension FCS educator

Gleaning Knox County

Ideas in Action Poster #27

The act of gleaning is not a new concept, but how many Extension workers are systematically using this opportunity to aid in public health initiatives by helping connect local farmers with food pantries? Gleaning can help food-insecure families access fresh produce that is difficult to obtain. Gleaning is the act of collecting leftover produce from farms and gardens where it would otherwise go to waste. Gleaned produce is donated to local food pantries for distribution. This poster presents a method that Extension educators may use to recruit volunteers for gleaning projects to help food-insecure populations.

Authors: Sabrina Schirtzinger, ANR educator; Kayla Arnold, Kenyon College intern

Challenges and Successes of Developing an Interactive Digital Publication

Ideas in Action Poster #28

Ohio 4-H has published the first interactive digital project book, the *Leadership Road Trip iBook*. The process included many unexpected turns, challenges, and successes. After enrolling in the Office of Distance Education and eLearning book launch program, a team of educators and staff relied on expert guidance to retrofit a print project book to an iBook format, gaining understanding of the complexities involved in the production of digital publications. Content was altered, widgets were developed, and page layouts were perfected to create a project book that evoked the same hands-on experience as its print counterpart.

Authors: Jane Wright, curriculum program manager; Erica Clark-Covert, curriculum program assistant; Mark Light, 4-H educator; Cassie Turner, 4-H educator; Gwen Soule, 4-H educator; Joy Sharp, 4-H educator

“Play It Safe . . .”

Ideas in Action Poster #29

Sometimes when time and manpower are limited, we need to be innovative to get our message across. This poster shows a method used to educate the general public about safety on the farm, taking advantage of their attendance at the county fair.

Authors: Laura Norris, 4-H educator/CED; Debbie Brown, ANR educator

OSU Extension's Innovative Grant Program: Support for Your Ideas in Action

Ideas in Action Poster #30

Looking for funding for your new and innovative ideas? The OSUE innovative grant program will be highlighted, including sharing results of past and current projects to stimulate your thinking.

Author: Ken Martin, associate director, programs

Evaluating the Use of UAVs in Cucurbit Pest Management

Research Poster #31

Properly managing crop insects and diseases represents a significant challenge in agricultural production. Reduced yields, lower produce quality, increased pesticide use, higher costs, and lower economic returns are some of the issues directly related to overall pest management. In certain crops like cucurbits, both insects and diseases significantly impact production, requiring rapid pest detection to initiate best management practices. Early detection is key to protect the \$41 million farm gate value of Ohio pumpkins, squash, cucumbers and melons (USDA NASS, 2014). In this research study conducted at the Western Ag Research Station, we designed and employed an efficient system for scouting and detecting key insect (striped and spotted cucumber beetles) and crop diseases (powdery mildew and downy mildew) to provide healthier fruit, protect against yield loss, and ensure economic viability of producers. Preliminary remote sense data was collected in 2015.

Authors: Jim Jasinski, IPM program coordinator; John Schoenhals, graduate student MPH

OSUE Guidelines for Healthy Eating at Meetings: Resource or Relic?

Research Poster #32

OSU Extension promotes healthy lifestyles, including nutritious eating and physical activity, through statewide programming efforts. Ecological models suggest that because behavior is influenced at multiple levels, it is important to implement strategies across multiple levels. Interventions that convey knowledge or behavior-change strategies without changing food environments are unlikely to effectively change eating choices. As such, it is important for OSUE professionals to model healthy choices and to create healthful food environments for all who work for and/or are served by Extension. The research-based Healthy Eating at Meetings guidelines are designed to help OSUE professionals use university resources to purchase healthful foods and beverages for meetings, programs, and events. This evaluation assessed the use of the Healthy Eating at Meetings guidelines at OSUE events held between July and October 2015 across program areas throughout the state.

Authors: Jenny Lobb, research associate; Carol Smathers, field specialist

Northern Ohio Sweet Corn Variety Trial

Research Poster #33

Sweet Corn is an important crop in both the fresh market and shipping market in Sandusky County and throughout north central Ohio, where a significant percentage of Ohio vegetables are grown. Many different varieties of sweet corn are grown by producers with fresh market roadside stands, and still others are grown for early, mid, and late-season shipping and processing markets, meaning growers demand a diverse selection of sweet corn varieties and maturities. Growers have indicated this diversity should include SH2 varieties with different stages of maturity, and variance in other traits. Many new varieties are becoming available to meet these grower demands, and this study sought to determine which ones would perform acceptably in northern Ohio, and which would have the desired traits growers are seeking. For this trial, SH2 varieties were grown in four replicated plots at Ohio State's North Central Agricultural Research Station near Fremont, Ohio.

Authors: Allen Gahler, Extension educator

Needs Assessment of the Ohio Tourism Industry

Research Poster #34

Tourism is one of the fastest growing industry sectors in Ohio, growing two times faster than the overall employment in Ohio. Tourism accounts for almost 9 percent of jobs and \$11.4 billion in personal income. However, even as the industry grows in strength and concentration, there is an increasing disconnect between industry and education in regard to preparation of front-line workers to meet future industry needs. This poster discusses the public/private partnership between Extension and the Ohio Travel Association in developing a needs assessment study of the tourism workforce in Ohio.

Authors: Nancy Bowen, field specialist, community economics; Becky Nesbitt, Extension educator; Julie Fox, associate chair, Department of Extension

Organizational Change the Ohio JCEP Way

Research Poster #35

OSU Extension merged its two professional organizations open to professionals in all program areas into the Ohio Joint Council of Extension Professionals (OJCEP) to create improved efficiency and effectiveness for its members. In 2015, a survey of the membership was conducted to further garner members' thoughts and opinions concerning the merger. Members were encouraged to share their opinions about the positive outcomes of the merger, as well as areas of concern they may have. This poster focuses on the 'why' and 'how' of the merger, as well as the outcomes of the merger on the professional organization and on Ohio Extension professionals.

Authors: Mary Beth Albright, Extension educator; Nate Arnett, Extension educator; Kirk Bloir, associate state leader, 4-H

Show Me the Money: Connection between County Funding and Extension Employee Retention

Research Poster #36

This study describes the relationship between local county funding and the retention rates of Ohio Extension employees. Data on county per capita spending, fiscal volatility, and employee turnover rates from 2004-2014 was provided by The Ohio State University's College of Food, Agricultural, and Environmental Sciences. A descriptive analysis of the data indicates two key findings. First, counties experiencing high fiscal volatility (defined as two or more years with funding disruptions beyond one standard deviation from the mean) faced a 111 percent employee turnover rate in comparison to an 89 percent rate for counties with no fiscal volatility. Second, a linear relationship exists between per capita funding and employee turnover. Counties experiencing greater than 150 percent turnover received \$1.76 per capita, and those experiencing less than 100% percent turnover received \$4.68 per capita. These two analyses suggest a significant correlation exists between employee retention and county funding.

Authors: Katie Feldhues, 4-H youth development educator; Timothy Tanner, 4-H youth development educator

Fayette County Ohio Economic Impact Analysis (EIA) report for 2015

Research Poster #37

The purpose of this study is to increase the effectiveness of Fayette County Economic Development strategies by identifying the best industry sectors to target for recruitment for its more than 2,000 acres of land. Also, Fayette County is considered one of the best places to do business in the southwest region of Ohio because of its location, centrally located between Columbus, Cincinnati and Dayton. An IMPLAN Economic Impact Modeling System examined the overall local economy activities to provide an analysis of the expected economic impacts of the top five industrial economic sectors. Results show that, compared to the other industries for job creation, labor, and value added, logistics and distribution centers and food processing manufacturing contribute most to the economic growth of the community – hence business recruitment efforts should be geared toward those industrial sectors.

Author: Godwin Apaliyah, Fayette County economic development director and CD educator

The History and Future of Extension's Urban Mission

Research Poster #38

Urban Extension continues to develop, as leaders learn from the past and prepare for the future. Rural, suburban, and urban communities are mutually interdependent, and Extension should continue to reflect this fact. Through an assessment of national trends and a review of Extension literature, researchers identified three primary shifts influencing Extension's work in urban communities including demographic characteristics, community conditions, and urban-suburban-rural interdependencies. In addition, a content analysis of urban Extension conference proceedings, journal articles, and other historical documents resulted in identification of common urban Extension themes of positioning, programs, personnel, and partnerships. While there are many similarities to Extension's work in all geographic settings, dynamic situations in cities and large metropolitan areas present unique challenges and opportunities. Innovation in Extension is essential for urban Extension.

Authors: Julie Fox, associate chair, Department of Extension; James Stiving, program assistant

Exploring Similarities and Differences in Perceptions of Organizational Culture

by Generations Present in the Ohio State University Extension Organization

Undergraduate/Graduate Student Poster #39

The purpose of this study was to explore the relationship between the generation one belongs to and perceptions of the organizational culture of OSU Extension. Employees provided their perceptions of organizational culture using the Denison Organizational Culture Survey. The resulting reports revealed higher percentiles on the internally focused organizational traits and management practices for all three generations. There were many similarities and a few areas of difference among the organizational traits and management practices across the generations. Variances can provide important knowledge for leaders of the organization. Practical recommendations from this study include using the knowledge of generational difference to inform personnel and raise generational awareness as well as further research conducting a qualitative follow-up study to further explore the perceptions of organizational culture by personnel.

Authors: Jessica Bowen, graduate student; Graham Cochran, interim chair, ACEL; Jeff King, associate professor

Moving Extension Programming to the Online Platform

– Lessons from Dining with Diabetes: Beyond the Kitchen 2.0

Undergraduate/Graduate Student Poster #40

Online education is quickly becoming the way of the future in the traditional and non-traditional academic settings. Extension clientele are looking for Extension information and programs that are available and delivered via technology. Dining with Diabetes: Beyond the Kitchen is one of the many Extension programs that is transitioning to the online environment. The purpose of this project was to make revisions to the Dining with Diabetes: Beyond the Kitchen course based on best practices of online course design. The major changes that were made to the course were to the welcome unit, unit organization, and course structure and login instructions. This project found some common weaknesses among this and similar online courses including: lack of complete welcome units and the statement of course objectives. Moreover, this non-formal area of online teaching and learning is lacking research; especially in the areas of evaluation, completion, retention and success rates.

Authors: Tamara Combs, office associate; Graham Cochran, associate professor; Jerold Thomas, associate professor; Jamie Seger, program director

Creating the Productive Team – A Model of Social and Emotional Intelligence

Undergraduate/Graduate Student Poster #41

The foundation of work life for Extension professionals is focused around teams. There are projects, staff meetings, committees, etc. that all revolve on our ability to work as a team with other individuals. Often, this can lead to conflict. What do we do when that team is not working? Marcia Hughes and James Terrell, in their book *The Emotionally Intelligent Team*, have created a model that gives us insight to what skills are needed for a team to be successful. This poster will give Extension professionals a better understanding of the Collaborative Growth® Team Model and how to apply these skills to build team productivity, as well as emotional and social well-being.

Author: Crystal Ott, program assistant, 4-H youth development

Employee-Supervisor Relationship Quality Predicts Employee Readiness for Change

Undergraduate/Graduate Student Poster #42

Successfully managing and implementing change is a primary challenge all organizations face. Employee readiness for change plays a central role in effective organizational change. Understanding how employee-level variables influence, enable, support and promote organizational change is therefore essential. This poster presents results from a recent study that explored relationships among factors that influence employee readiness for change in OSU Extension. Findings show employees who have higher quality relationships with their supervisor, and those with greater basic psychological needs satisfaction tended to report higher levels of readiness for change. High-quality employee-supervisor relationships were found to predict greater employee readiness for change. Additionally, greater levels of dispositional resistance to change were found to predict lower levels of employee readiness for change.

Authors: Kirk Bloir, associate state leader, 4-H youth development; Scott Scheer, professor, ACEL