



# CES Newsletter

Autumn 2012

*The only constant is change, continuing change, inevitable change, that is the dominant factor in society today. No sensible decision can be made any longer without taking into account not only the world as it is, but the world as it will be.*  
— Isaac Asimov

Dear Fellow CES members:

It is hard to believe 2012 is winding down. The Chi Epsilon Sigma Annual Association Meeting and Annual Conference are rapidly approaching. The CES Board is making preparations for these events, emailing information, providing details on awards, updating nomination rosters, and reviewing the Constitution and Bylaws.

In the midst of all these preparations is change: changing wording, changing deadlines, updating changes. We all know change. Some changes we can steer, some are thrust upon us. As stated above, change is inevitable – in our personal and professional lives. I do like the added note that sensible decisions must be made taking into account how the world will be, not how it currently is. To only make decisions going by how the present is – we fall behind, constantly reacting to change instead of being proactive in planning. And we take the chance of losing out on innovations that would make our lives better and our association more relevant. Ohio State University Extension and Chi Epsilon Sigma strive to be the best – now and in the future.

The Future - CES has the wonderful opportunity to become a major player in a nationwide support staff fraternity. TERSSA is currently taking the lead on this. We in CES do not want to lose sight of the importance and strength a nationwide fraternity would bring to support staff. Five to ten years down the road – how will a national Support Staff Fraternity function? How will it impact Extension? In the future, CES will also have the opportunity to join JCEP (Joint Council of Extension Professionals), or develop a format that will enable CES to further interact with Administration in areas such as: personnel support, professional improvement, marketing, etc. To keep support staff represented at the planning table, CES needs to actively continue our relationships with Administration, Faculty and Program Staff. What other CES innovations are ahead of us? It is up to us to flesh them out. What will Extension look like and how will Support Staff contribute?

The BIG question is: what do we want CES to be in the future? What do YOU want CES to be in the future? What does CES want to accomplish and what will CES look like? It is all in our hands. The first step is to embrace change and plan for the future.

This is my last newsletter article as President. As I embrace the change of my leadership responsibilities, I want to thank each of you for your love, kindness and support in this last year and a half. I was proud to watch your CES board grow and fearlessly take on new responsibilities. To boldly go where CES had never gone before (JCEP) and bravely, thoughtfully make decisions to plan CES' future and how it can best serve Extension Support Staff. I can confidently state – CES is in good hands.

May everyone have a wonderful holiday and I look forward to seeing you at the 26<sup>th</sup> Annual CES Association Meeting and The OSU Extension Annual Conference.

*Safe travels to all.*

*Linda S. Good*



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**The purpose of this fraternity shall be to maintain the standards and ideals, uphold the morale, prestige and respect of Ohio State University Extension support staff, to develop an effective working relationship and a spirit of fraternal fellowship among the present and emeriti employees of Ohio State University Extension, and to encourage professionalism within Extension.**

**Don't Forget to VOTE!****CES BYLAWS & SLATE OF OFFICERS**

Again this year an on-line survey is being used to vote for proposed amendments to the Chi Epsilon Sigma Constitution & By-Laws and for the Election of Officers and Board members.

Please vote before Monday, December 3, 2012. Election results will be announced at the CES Annual Meeting on December 4, 2012. A copy of the proposed changes to the Constitution & By-Laws were emailed to all eligible members on November 16.

All eligible CES members should have received a link to the survey. Contact Past President Linda Newman to confirm your eligibility to vote.

These documents are also available on the CES website along with other information you will need to play an active role in this year's meeting.

**Silent Auction to Benefit CES Awards**

*Again this year, CES will be holding a silent auction at the Annual Conference featuring themed baskets.*

**Chocolate Indulgence, "Me Time", Cold Nights Made Warm, Movie Night Baskets for Crossword Addicts, Gardeners, Bookworms, Golf Nuts, Fishermen, Pet Lovers, Scrapbook Junkies, Coffee Lovers and Outdoor Chefs**

Please consider supporting the Silent AND Secret Auctions at Annual Conference on December 5th. CES sponsors these auctions as a fundraiser to honor their best via awards such as the Extension Support Staff Excellence Award. The Silent Auction allows the bidder to write their bid on a sheet of paper in full view and the highest bid wins. This year we will also be offering a Secret Auction on some selected items. In the Secret Auction, you will write your bid on a slip of paper, along with your name and phone number, and put it into a container and no one will know where the bid stands until the slips are opened and the highest bid wins.

Consider this an opportunity for a team project and donate something for the silent or secret auctions. Pick something unique about your county. For example, Pickaway County is known for their Pumpkin Festival – their basket could be pumpkin related items. The price range is really up to each office. .

**If possible, bring your donations to the CES Board meeting on November 27, so baskets can be prepared and photographed for publicity purposes. Otherwise, bring it to the conference ready to display.**

**Your CES Board****Linda Good, President**

937.440.3945

[good.72@osu.edu](mailto:good.72@osu.edu)**Patty Corfman, Vice President**

614.688.5601

[corfman.4@osu.edu](mailto:corfman.4@osu.edu)**Kris Simpson, Secretary-Treasurer**

419.668.8219

[simpson.22@osu.edu](mailto:simpson.22@osu.edu)**Peg Meents, Membership Secretary**

937.422.3851

[meents.1@osu.edu](mailto:meents.1@osu.edu)**Linda Newman, Past President**

937.521.3860

[newman.221@cfaes.osu.edu](mailto:newman.221@cfaes.osu.edu)**Deborah Delp, Annalist**

513.695.2064

[delp.4@osu.edu](mailto:delp.4@osu.edu)**Amanda Forquer, Historian**

614.292.6942

[forquer.13@osu.edu](mailto:forquer.13@osu.edu)**Lisa Murphy, Mentor Coordinator**

614.292.4191

[murphy.533@osu.edu](mailto:murphy.533@osu.edu)**Teresa Funk, Staff Advisory Council**

614.292.3510

[funk.67@osu.edu](mailto:funk.67@osu.edu)**Vickie Snyder****Administrative Liaison**

740.732-2381

[snyder.252@osu.edu](mailto:snyder.252@osu.edu)**Theresa Fisher, Campus Director**

614.688.4486

[fisher.456@osu.edu](mailto:fisher.456@osu.edu)**Kathy Mohler, Emeriti Director**[mohler.1@osu.edu](mailto:mohler.1@osu.edu)**REGIONAL DIRECTORS****Jenny Lindimore, South Central**

740.962.4854

[lindimore.1@osu.edu](mailto:lindimore.1@osu.edu)**Marianne Guthrie, South Central**

740.702.3200

[guthrie.76@osu.edu](mailto:guthrie.76@osu.edu)**Leah Meranda, West**

513.732.7070

[meranda.9@osu.edu](mailto:meranda.9@osu.edu)**Ann Meyer, West**

419.523.6294

[meyer.524@osu.edu](mailto:meyer.524@osu.edu)

**Visit our new website!**  
**[ces.osu.edu](http://ces.osu.edu)**

# Chi Epsilon Sigma 26<sup>th</sup> Annual Membership Meeting

## Tuesday, December 4, 2012

Nationwide & Ohio Farm Bureau 4-H Center

*Professional Development, 5:00 p.m.*

Business Office Update

Laughing Your Stress Away

ACCESS 4-H: How Do I...

*Dinner, 6:00 p.m.*

*Annual Membership Meeting & Recognition, 6:45 p.m.*



Watch for CES sponsored projects and activities during the Annual Conference...  
Your participation and support are greatly appreciated.



**2012 Annual Conference**  
Ohio State University Extension



**Embracing the Past ■ Building the Future**

Wednesday, December 5 at the Ohio Union

For details go to:

<http://extensionhr.osu.edu/AnnualConf/annualconf.htm>

### SILENT AND SECRET AUCTIONS

This year we are adding a new option along with our traditional **Silent Auction** at Annual Conference. This new option is the **SECRET AUCTION** and is for those who can't get back to the bidding sheet to keep one-upping the highest bidder. You put your bid in once, make it high enough to ensure you'll be the highest bidder, and you could be the winner! The Exhibit Hall will be full of CES buying opportunities – You could be taking care of some Christmas shopping- at the same time helping CES raise money for special awards!

### TOTE BAG SALES AT CONFERENCE!

Check it out! The same bags that we had ordered in 2006 are back and still in style!! Could make great office gifts or just handy for yourself... they are red and black, have the OSU Extension logo on the front and will be sold for \$10.00. Please spread the word! Find them in the Exhibit Hall close to the Silent & Secret Auctions and Apparel Order tables.

### OSU EXTENSION APPAREL

If you didn't get an order in, or if you saw someone wearing something you wish you had ordered, or for any reason at all- there will be another chance to place apparel orders. There will be a table set up with order forms and a SAMPLE ITEMS to check out the Quality & Sizes in the Exhibit Area, close to the Silent & Secret Auction and Tote Bags for Sale tables. Look us up and place an order. The proceeds will help with CES future awards.



### Chi Epsilon Sigma Community Service Projects

During the 2012 Ohio State University Extension Annual Conference, you can drop items off during registration, between 7:30 - 8:45am, at the donation table.



### Items Needed:

- Peanut Butter
- Soup with vegetables
- Tuna
- Canned meat
- Canned vegetables
- Canned fruit (in juice or light syrup)
- Chili with Beans
- Other Non-perishable Food Items



The Mid-Ohio Food Bank covers 20 counties in central and eastern Ohio. In this tough economy, food banks are struggling to keep up with demand.



### Lions Clubs International

#### Lions for Sight



Help others by donating old glasses that are no longer needed.

Bring your old, used glasses (prescription & readers) to the 2012 Ohio State University Annual Conference and donate them to Lions Club International Lions for Sight.

Enter your glasses into to *Ugliest Pair Contest* or bring several pairs and be entered into to *Most Glasses donated Contest*.

According to The World Health Organization, 153 million people have uncorrected refractive errors (near-sightedness, far-sightedness or astigmatism). Most of these vision impairments are quickly diagnosed and easy to treat with corrective lenses.



### HAVE YOU FOUND YOUR BASKET THEME YET?

Please consider donating a Theme Basket/Box/Bag of goodies, or even a single item, that could be part of our annual Silent and/or Secret Auction at conference.

Your donations make this event one of our best CES fundraisers and we hope your dedication is rewarded in winning some wonderful prizes yourself!





## Expand Your Thinking

### Extension HR Diversity Development

**Diversity:** values a welcoming and inclusive environment

**Unity:** faculty, staff and students are committed to each other

**Community:** offers a sense of belonging for all

#### Diversity Professional Development Opportunities for 2013

4:00 - 5:30 pm, Room 214, 4-H Center

January 22 Food Deserts

March 28 Pure Orange Sunshine

#### Lunch and Learn Opportunities

11:30 - 1:00, Room 214, 4-H Center.

Lunch is provided, register required.

February 15 "Amish"

May 10 "Latinos in Agriculture"

June 7 "The Genetics of Race"

#### Second Annual Diversity Leadership Symposium

April 23, 2013 8:30-4:00, 4-H Center

Keynote: Cultural Intelligence featuring David Livermore

Just a few thoughts to get you started. For more info, contact [Kathy Lechman](#),  
Leader Diversity Development, a member of the [Diversity Catalyst Team](#) or  
visit the [website](#).

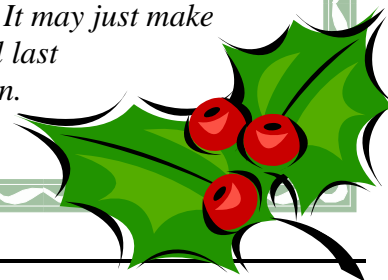
## Secret Friend

### The Big Reveal...

#### Learn the identity of your Secret Friend at the CES Annual Meeting!

All CES members who have been Secret Friends in 2012 as well as those who have signed up for 2013 are encouraged to stop by the Secret Friend table.

*Consider bringing a small holiday gift for your Secret Friend... It may just make a smile form that will last throughout the season.*



## Membership Update

### Peg Meents, CES Membership Secretary & Co-Chair of Excellence Award Committee

**Thank you, thank you! I cannot say enough how appreciative I am for the encouragement and response to the CES membership drive as well as the support staff specialization project.**

There are currently 95 active and emeriti members of which 15 are new to CES! That is up 9 members from last year, and we only had one 2011 member who is still working in Extension who did not renew.

There are several members who will be recognized for year of service at our Annual Meeting and new members will receive their membership pin and notebook.

Membership scholarships were awarded to Tami Combs of Highland County (South Central Region) and Jenny Cudd of Coshocton County (North East Region).

Jenny is also the recipient of our Annual Meeting Scholarship. Here's an excerpt from her note. "Thank you so much to CES for awarding these scholarships to me. I really appreciate it. This will allow me to attend the CES Annual Meeting which I have never been able to attend. Thanks again!"

### Support Staff Specialization Project

All of the submitted specializations have been entered into a statewide spreadsheet file. That list includes approximately 40 people that did not report a specialization. I will follow up with a Lime Survey specifically for those people asking them to designate one specialization. Our goal is to complete this phase of the project by the end of the year.

	2011-2012	2012-2013
<b>New Members</b> <i>also included in totals below</i>	<b>8</b>	<b>15</b>
<b>Campus</b>	6	7
<b>North East Region</b>	18	19
<b>South Central Region</b>	13	20
<b>West Region</b>	28	29
<b>Total Paid Memberships</b>	<b>65</b>	<b>75</b>
<b>Emeriti</b>	21	20
<b>Honorary</b>	19	19
<b>Total Membership</b> <i>Emeriti &amp; Honorary members added to Total Paid Members</i>	<b>105</b>	<b>114</b>



## Update from Staff Advisory Council

As your CES representative to the CFAES Staff Advisory Council, I am honored to represent you, the members of CES, and I strive to serve as a link from your voice to the ears of CFAES Administration regarding any concerns that you might have and to issues that effect you in your job - performance, effectiveness, challenges, and yes, the good stuff too...pride, enjoyment and job satisfaction!

In 2012, SAC is very happy to once again provide funding toward a break at the Extension Annual Conference as a token of our appreciation for all that each of you do!

Each year, we (SAC) struggle to overcome the geographic disconnect of Extension's outlying offices as well as the logistical challenges of participating in appreciation events held on both the Columbus & Wooster campuses of CFAES. The sponsorship of the break is one way we've found to reach the vast majority of OSUE employees!

Additionally, each of you should have received a note of thanks and an appreciation token (magnet with photo punch-out) during August as part of OSU's Staff Appreciation Week. CFAES Staff Advisory Council sent these out to every CFAES employee located in an outlying office.

We're always looking for new ideas for "staff appreciation on a shoestring", so please contact me at [funk.67@osu.edu](mailto:funk.67@osu.edu) as I'd love to hear your suggestions!

Coming in the next issue of the CES Newsletter: Announcement of the CFAES Staff Advisory Council's three "Above & Beyond" awards: Key Values, Innovation, and Special Recognition in addition to our highest honor, the Shirley Brooks-Jones Citizenship Award. For award descriptions, go to <http://sac.ag.ohio-state.edu/> and click on "staff recognition awards".

New On-the-Spot recognition program- watch for details. We hope to roll this program out in 2013 and yes, it will include all OSUE employees, regardless of geographical location.

2013 will also bring the next "call for applications" for the CFAES SAC "Staff Professional Development Awards, also found at <http://sac.ag.ohio-state.edu/> under "staff professional development award". \$200 awards are given to help CFAES staff have access to a professional development activity/trip/course of their choosing. These awards are funded entirely through donations from Staff like you! Give to the SAC Training Fund for a tax deductible donation - FUND 312155. [Give Here!](#)

Once again, thanks for the opportunity to serve as your SAC representative and please feel free to stop by, call or e-mail any comments, questions, or concerns!

Happy Fall!

*Teresa*

Teresa Funk  
CES Staff Advisory Council Liaison, Administrative Associate, ANR

## Reframing "obligations" into empowered choices

- *Feeding your cat, your dog, your kids, or any living creature who depends on you for food.*
- *Showing up at your job so you can earn a living.*
- *Caring for elderly parents or challenging aunts.*
- *Being on time.*
- *Suiting up and showing up for your team.*
- *Helping your brother stay off the streets.*
- *Attending funerals, family holiday dinners, and buying wedding gifts.*
- *Saying thank you for the thoughtful gift, even though you hate it.*
- *Honoring your word, your contract, your promise -- even when it's incredibly inconvenient.*

These are all obvious obligations, right? We're OBLIGATED to do these things, aren't we? If we don't do these things, we could be acting immoral, heartless, irresponsible, out-of-integrity.

"Obligation" is a heavy duty word. You can hardly squeeze a quarter cup of vitality from it. By it's very nature, it restrains, binds, and requires obedience.



**ENERGETICALLY, "OBLIGATION" BLOWS.**

**Strike "OBLIGATION",  
Insert "CHOICE"**

You've got free will. All of it is a choice. Even if you have to decide to rise to each committed occasion, you are *choosing* to be moral, loving, responsible, integritous. No victimhood, no obedience, no torture. Just free will. Freed.

***Don't you feel lighter already?***

Source: *Danielle LaPorte*,  
[positivelypositive.com](http://positivelypositive.com)

## Report from TERSSA Conference, 2012.....

Approx. 40 support staff representing 6 states gathered together on November 2nd in Montgomery, Alabama. The weather was gorgeous (70 to 80 degrees and sunny) and the fellow attendees were warm, gracious and inviting.

The 1st day of conference was jam packed with a Shakespeare Theater Tour followed by three professional development sessions:

Health/Stress Releaser Seminar - Kimberly Neloms, Extension Specialist, Alabama A & M University

Eat That Frog (Dealing with Daily Tasks) - Nancy Alexander, 4-H Regional Extension Agent, Alabama Cooperative Extension System

Dealing with Conflict—Jim Wohl, Ombudsperson Auburn University

Attendees were welcomed by Jimmy Smitherman, Montgomery County Extension Coordinator. The evening keynote speaker was Dr. Paul Brown, Associate Director, Alabama Cooperative Extension System.

Day 2 contained the TERSSA Annual Business Meeting of membership updates, financial reports, reporting of old and new business and installation of officers.

All sounds pretty cut and dried doesn't it? The total experience cannot be farther from the truth. The Shakespeare Theater Tour was informative and amazing. Ever wonder what happens backstage at a live theater? Now we know! The group was introduced to the prop design department, clothing designers, hat masters, the "green room", and a beautiful facility that cost over \$22 million to build. Each professional development session was informative, timely, current and participatory. Each speaker was engaging and interested in giving us resources to improve our personal and professional lives. Mr. Smitherman and Dr. Brown emphasized the importance and inclusion of support staff in every aspect of Extension and the impact the national association (TERSSA) has in lending credibility and professionalism to all Support Staff. Our contributions to Extension planning and connectivity to our clients is essential to Extension's success. How many times have we all had the question "Exactly what is it that you do?" Dr. Brown had a wonderful way of how we can explain what Extension does and how we differentiate in today's education marketplace: **Research based** programs, materials and educations and activities; establishing positive working **relationships** with clients, communities, partners and stakeholders; and **relevant** programming that addresses current societal challenges and opportunities.

Patty and I had the opportunity to network with other states, share ideas, share challenges, and discover what is great about each other. Other support staff were impressed with the size of Chi Epsilon Sigma. They were impressed that Ohio State University Extension Annual Conference includes ALL staff. They were amazed that our breakout sessions are facilitated by Extension staff. Ohio Extension Staff have a reputation for being cutting edge and current. We talked about budget challenges, staffing, local support and economies.

I want to thank CES and OSU Extension, Miami County for their financial support in making this experience possible for me. The experience and information I received were invaluable both personally and professionally.

If you have not become a member of TERSSA, I would encourage you to thoughtfully consider membership. The 2013 TERSSA Conference will be held on September in Charlotte, North Carolina. If you have any questions, please feel free to contact me or Patty Corfman.

Sincerely,

*Linda S. Good*

Linda S. Good

CES President



William Shakespeare



TERSSA tour attendees