

## AUTUMN 2014

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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.**

# Chi Epsilon Sigma News

Extension Support Staff Fraternity

Alpha Chapter



**Great things never came from comfort zones.**

I found this while searching for inspiration to write this last note as your CES President.

It struck me because this sums up my past year. I was working so far out of my comfort zone. I like working behind the scenes, inconspicuously. I'm comfortable out of the line of vision. But this year has been good because I realized that I may never have experienced the great things that I did if I hadn't taken on the role of president.

I found more great friends and colleagues, great memories, greater knowledge about Chi Epsilon Sigma, Ohio State University Extension and its Administration. I found out that getting beyond my comfort zone was ok. I lived through it and I may just have to see what else is outside "the zone."

We are looking for officer candidates. Whether it's right up your alley, or will make you s-t-r-e-t-c-h the limits of comfort. Michelle Moon, CES Vice-President, would love to hear from you. She can be contacted at [moon.317@osu.edu](mailto:moon.317@osu.edu).

I look forward to seeing you at the Chi Epsilon Sigma annual meeting on Tuesday, December 9, 2014. The meeting will begin at 9:30am in the Cartoon Room 2 of the Ohio Union. On Tuesday evening, we hope you will be meeting us at Cap City Diner. This is an invite to all Support Staff and is dutch treat. You will reserve your spot when you complete your Extension Annual Conference registration.

Be sure to let Beth Young, [young.1414@osu.edu](mailto:young.1414@osu.edu), know your basket theme for the Silent Auction. She also would really appreciate a picture so that it can be advertised. Encourage others to create a basket. These are the funds for staff awards, recognition, and primarily the Excellence Award.

We will also be having our annual canned goods collection at the registration desk of the Annual Conference. Pass the word to your co-workers. Cans and/or cash, either will feed a hungry family.

I want to close by saying thank you to all those who taught me the ropes, held the ropes, and picked them up when I dropped them. It has been a wonderful experience that I will always carry with me. I look forward to being able to thank you personally when I see you at the Extension Annual Conference, December 9-11, 2014.

*Marianne Guthrie*  
President

**2014**  
**Annual Conference**  
**Colloquium**  
**and**  
**Association**  
**Meetings**

❧

**December**  
**9-11**  
**at the**  
**Ohio Union**

❧

**Register by**  
**November 26 to**  
**avoid Late Fees.**

## TERSSA Update

Recognize the person 4th from the left? Linda Good, CES West Region Director (and Past President of CES) was elected Vice President of TERSSA at their Annual Meeting in September.



2015 TERSSA Executive Board: (left to right): Sandra Walton, AL, Webmaster; Lisa Dudley, MS, President; Karen Bixler, AL, Membership Secretary; Linda Good, OH, Vice President; Christine Barrier, NC, Recording Secretary; Glenda Jenkins, MS, Treasurer

## Your CES Board

**Marianne Guthrie, President**

740.702.3200

[guthrie.76@osu.edu](mailto:guthrie.76@osu.edu)

**Michelle Moon, Vice President**

330.627.4310

[moon.317@osu.edu](mailto:moon.317@osu.edu)

**Lisa Murphy, Secretary-Treasurer**

614.292.4191

[murphy.533@osu.edu](mailto:murphy.533@osu.edu)

**Ann Meyer, Membership Secretary**

419.523.6294

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

**Patty Corfman, Past President**

614.688.5601

[corfman.4@osu.edu](mailto:corfman.4@osu.edu)

**Deborah Delp, Annalist**

513.695.2064

[delp.4@osu.edu](mailto:delp.4@osu.edu)

**Crystal Ott, Historian**

614.688.1454

[ott.109@osu.edu](mailto:ott.109@osu.edu)

**Lee Ann Hiatt, Mentor Coordinator**

937.372.9971

[hiatt.32@osu.edu](mailto:hiatt.32@osu.edu)

**Amanda Forquer,  
Staff Advisory Council**

614.292.6942

[forquer.13@osu.edu](mailto:forquer.13@osu.edu)

**Beth Young, Administrative Liaison**

513.887-3722

[young.1414@osu.edu](mailto:young.1414@osu.edu)

**Kathy Mohler, Emeriti Director**

[katmohler@gmail.com](mailto:katmohler@gmail.com)

### REGIONAL DIRECTORS

**Cathy Minor, North East**

513.887.3722

[minor.81@osu.edu](mailto:minor.81@osu.edu)

**Tami Combs, South Central**

937.393.1918

[combs.155@osu.edu](mailto:combs.155@osu.edu)

**Linda Good, West**

937.440.3945

[good.72@osu.edu](mailto:good.72@osu.edu)

**Visit our website!**  
**ces.osu.edu**

## Watch For It!

### Good News Direct to Your Inbox

**Amanda Forquer, SAC Representative**

Watch your email messages for the **first edition** of the CFAES Staff Advisory Council (SAC) Newsletter that will be coming out this month. This will give you an overview of what SAC is doing to advocate for you.

When you receive the newsletter, please take a few minutes to review the content. Don't miss the survey link on the first page. This short survey will answer several questions for SAC that will help us better serve you.

If at any time you have ideas or issues that you would like to share with me to convey to SAC, please feel free to contact Amanda anytime at [forquer.13@osu.edu](mailto:forquer.13@osu.edu) or by phone at 614-292-6942.

## CES Membership Update

**Ann Meyer, Membership Secretary**

*We appreciate your continued confidence and support!*

There are currently **81** active and emeriti members of which **14** are new to CES!

Several members will be recognized for year of service at our Annual Meeting. New members will receive their membership pin and notebook.

**Be there and celebrate with them!**

	2013-14	2014-15
<b>New Members</b> <i>also included in totals below</i>	<b>13</b>	<b>14</b>
<b>Campus</b>	9	6
<b>North East Region</b>	16	21
<b>South Central Region</b>	24	17
<b>West Region</b>	27	28
<b>Total Paid Memberships</b>	<b>76</b>	<b>72</b>
<b>Emeriti</b>	19	9
<b>Honorary</b>	20	20
<b>Total Membership</b>	<b>115</b>	<b>101</b>

## 5 Passwords You Should NEVER Use

The news is filled with stories about hackers cracking passwords. You can help avoid being a victim by never, ever using these passwords:

### Password

Believe it or not, this is still a common password. Don't use it.

### Letmein

We recommend that you use passphrases that are memorable. Just don't use this one. It ranks high on several lists of the most-used passwords.

### Monkey

This common word appears on many lists of popular passwords. It's also too short. Make passwords at least eight characters—the longer the better.

### Your pet's name

While you're at it, don't use any passwords that can be easily guessed, such as the name of your spouse or partner, your nickname, birth date, address, or driver's license number.

### 12345678

Avoid this and other sequences or repeated characters such as 222222, abcdefg, or adjacent letters on your keyboard (such as qwerty).

## Bonus Password Tips

### Don't use the same password for multiple sites.

Cybercriminals can steal passwords from websites that have poor security and then use those same passwords to target more secure environments, such as banking websites.

### Change your passwords regularly.

This is particularly true of those that safeguard your computer, important accounts (like email or Facebook), and sensitive information, like financial and health data.

For more password guidance and a password checker, see [Create strong passwords](#) on the Microsoft website.

# 2014 Professional Development Award

A report from Linda Good, 2013 Award recipient

## White Shrimp, Peacocks, Ethical Orientation, Southern Hospitality -- What do these things have in common?

They were all components of the TERSSA (The Extension Research and Support Staff Association) Annual Conference held October 1 & 2, 2014 in Baton Rouge, Louisiana. The 2014 Theme was: "Coming Together."

The conference opened with a warm welcome extended by Dr. William Richardson, LSU Ag Center Vice President of the College of Agriculture AND Dr. Gina Eubanks, Southern University Vice Chancellor for Extension and Program Leader for Food & Nutrition, LSU Ag Center.

Our 2 days were filled with networking, camaraderie, and extended dialogue of ideas and experiences. Professional Development sessions included:

### RECOVERY FROM HURRICANE KATRINA

Thomas Hymel, LSU Ag Center, discussed the issues affecting the Louisiana seafood industry after the devastation of Hurricanes Katrina and Isaac in 2012. Out of these disasters Louisiana Direct Seafood, a marketing initiative administered by LSU Ag Center and Louisiana Sea Grant, with funding by the Gulf State Marine Fisheries Council was born. Their mission is to help coastal fisherman connect directly with consumers and build community support for fresh, local products "straight from the boat" (think "From Sea to Table" equivalent to our "Farm to Table" initiatives). Check out [louisianadirectseafood.com](http://louisianadirectseafood.com) to view the success of this initiative. I was really wishing they could ship this wonderfully fresh seafood up to Ohio!

### BETWEEN A ROCK AND A HARD PLACE: DEALING WITH ETHICAL ISSUES

A study in how our ethical orientation affects our approach to ethical decision making. Hint: our ethical

orientation is either Ethics of Justice (relying on principles of justice, fairness, equality or authority) or Ethics of Care (based on sense of responsibility to reduce actual harm or suffering). Lively discussion helped us to understand that the answers aren't always clear.

### CREATING A WORK LIFE BALANCE: WALKING THE TIGHTROPE

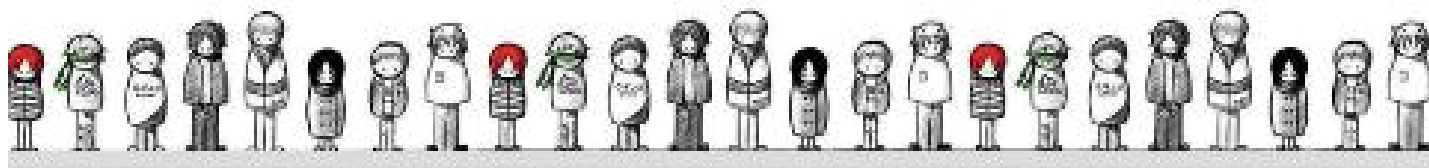
What are today's challenges? What are our areas of conflict in creating balance? How do you define priority based time management and plan strategies to create more balance in our lives? Information all of us can use in our daily work and home life.

### IF YOU WANT THEM TO DO IT ... YOU HAVE TO TELL THEM

How do we do this? What is our style of approach and response and do we understand the style of the person or people we are working with? Do you (or they) need reassurance (a dove), crave action and interaction (a peacock), need understanding of principles and details (an owl) or need a fast pace for moving toward a goal (the eagle). Understanding these types of behaviors can help in reducing tension by providing what that person needs most.

The Professional Development sessions were secondary to the warm hospitality of our hosts. Cherished old friends, great new friends, succulent southern cuisine and fulfilling professional growth embodied the 2014 TERSSA Conference.

**Start planning now to make some discoveries of your own at the 2015 TERSSA Conference in Mississippi!**



## What's Stopping People from Reaching for the Stars?

### *Remind yourself that you deserve to fulfill your dreams*

When it comes to achieving your dreams, what's stopping you? Don't let a bad experience or person keep you from fulfilling your heart's desire. There are millions of other reasons why people don't take their shot at happiness. Here are a few of the main ones.

**Being too shy to ask.** Whether it's asking someone out on a date or for a job, many of us are too shy to actually approach another person. These days, much of our communication can happen virtually, but nothing takes the place of a face-to-face request. It's much harder to say no to someone directly than it is to not return a text or email.

**You feel you don't deserve it.** If you have doubts about your worthiness when it comes to life and interpersonal relationships, you need to take a long look into your internal mirror. What negative messages are you sending to yourself? Why do you believe that you are not good enough? Asking yourself these questions will help you develop positive alternative thoughts. Remember that you deserve happiness.

**You question your ability.** You may be able to ask for what you want, and you may feel you deserve it, but you still wonder if you are up to the task. Maybe you think you don't have the talent or the leadership ability to get the job done. Look, most people learn on the fly. You have to just dive in and expect to make a few mistakes along the way. You will get the hang of whatever it is, soon enough.

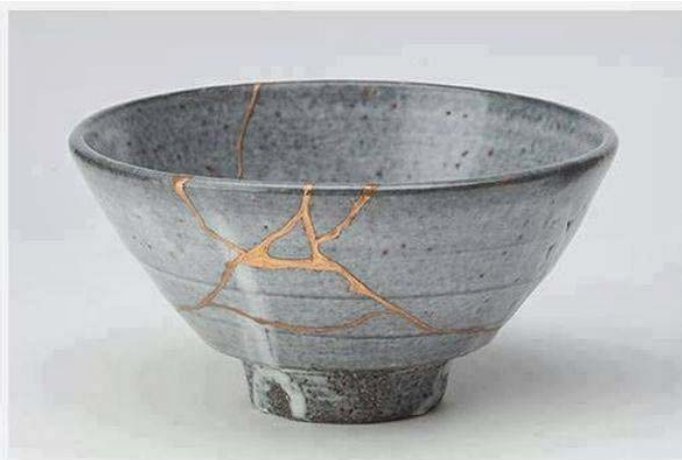
**You feel that you don't have the time to take on anything more.** Everyone I know who has successfully started their own business began working on it in their spare time. Anything you want to achieve is worth the extra work.

**You tell yourself that there's someone who is better than you.** There will always be people who are better looking, have more money, higher degrees, greater experience, and more amazing personalities. But they aren't the same as you. You bring your own set of talents, your personal vision, and your values to any situation or person with whom you're involved. Trust that what's inside you is as good as it gets. Now go for it.

**You're trying to keep a low profile.** You may think that you shouldn't stand out, because you're afraid you might get hurt.

**You have the talent, the energy, and the gifts to fulfill your dreams. Don't let yourself or anyone else talk you out of going for them.**

*Source: Barton Goldsmith, McClatchy-Tribune News Service (Dayton Daily News November 1<sup>st</sup>, 2014)*



### kintsukuroi

(n.) (v. phr.) "to repair with gold"; the art of repairing pottery with gold or silver lacquer and understanding that the piece is more beautiful for having been broken

### Secret Friends Update

2014 Secret Friends will be revealed at the CES Annual Meeting on Tuesday morning.

All CES members who have been Secret Friends in 2014 as well as those who have signed up for 2015 are encouraged to stop by the Secret Friend table.

*Be There for the "Big Reveal"*

# What Happens at the CES Annual Meeting?

*In general, an annual meeting is a meeting that associations are required to hold. It is held every year to elect the board of officers and directors and inform their members of previous and future activities. It is an opportunity for the members to review the organization's financial report for the past year and asking any questions regarding the directions the group will take in the future.*

## The CES Annual Meeting

A business meeting is part of the day's agenda. This year's annual meeting will be held first thing in the morning of Tuesday, December 9 at 10:00 a.m.

Members in attendance will be asked to:

- ◆ Approve the minutes of the last annual meeting (held on December 3, 2013.)
- ◆ Elect officers and directors to fill open seats on the Executive Board.
- ◆ Review the 2014 financial report and approve the 2015 proposed budget.
- ◆ Approve any proposed changes to the association by-laws.

The business meeting will close with a special ceremony honoring our members with special awards and recognition, followed by the installation of our 2015 Executive Committee.

## Shopping Galore!

The fundraising committee plans to continue the Tradition (We all know that **TRADITION is BIG at OSU**) of holding a Silent Auction featuring themed baskets during Annual Conference.

If you have questions, ideas for basket themes, or can schedule some time to help with the Auction. Contact chairperson Beth Young at [young.1414@osu.edu](mailto:young.1414@osu.edu).



**Bring your donation to the conference on Wednesday, December 10 ready to display.**

Join Us for our First Ever

## Staff Night Out

**Tuesday, December 9, 2014**

at

**Cap City Fine Diner**  
**Grandview Heights, OH**  
 1299 Olentangy River Road

### Dinner at 5 p.m.

Open to all Support Staff  
at their own expense

## Proposed 2015 CES Executive Board

Office	Name	Term ends
President	Debbie Delp	2015
Vice President	Crystal Ott	2015
Past President	Marianne Guthrie	2015
Secretary-Treasurer	Lisa Murphy	2015
Membership Secretary	Ann Meyer	2015
Annalist	OPEN	2016
Historian	OPEN	2016
Administrative Liaison	Beth Young	2016
Staff Advisory Council	Amanda Forquer	2016
Mentor Coordinator	Lee Ann Hiatt	2016
Campus Director	OPEN	2015
Emeriti Director	Kathy Mohler	2015
West Director	Linda Good	2015
North East Director	Michelle Moon	2016
South Central Director	Tami Combs	2015

Highlighted positions must be elected at the Annual Meeting on Tuesday, December 9, 2014 →

## CES Annual Service Project

<b>Chi Epsilon Sigma's 2014 Community Service Project</b>	 <p>Mid-Ohio Foodbank</p>	
<p><b>Donations will be collected at Annual Conference!</b></p> <p>Every gift counts: For every \$1 given to us by donors, MOFB can distribute \$10 worth of groceries to people in need. And for every partnership they have with a grocer, food company, or farmer, they're able to find a valuable purpose for foods that otherwise may have gone to waste.</p> <p>In 2014, Mid-Ohio Foodbank distributed 21.2 million pounds of fresh fruits and vegetables to families in need.</p>	<ul style="list-style-type: none"> <li>•Let's stock the shelves for Mid-Ohio Foodbank!</li> <li>•Help make the biggest impact with your monetary donation!</li> <li>•Bring the Essentials:                             <ul style="list-style-type: none"> <li>Chili with beans</li> <li>Canned fruit Tuna</li> <li>Canned vegetables</li> <li>Canned meat</li> <li>Soup with Vegetables</li> <li>Peanut Butter</li> <li>Pasta: Dry or canned</li> </ul> </li> </ul> <p><small>Please note: We are not able to accept perishable, homemade, home-canned, outdated food, and bulk packages weighing more than five pounds.</small></p>	   
		

Once again, we, the members of Chi Epsilon Sigma, will conduct our Community Service project during Extension's Annual Conference. CES members will be collecting non-perishable food and personal care items, along with monetary donations for the Mid-Ohio Foodbank as part of our Community Service efforts.

### A little background on the Mid-Ohio Foodbank (MOFB):

Through a network of more than 550 partner agencies in central and eastern Ohio, MOFB provided over 50 million pounds of food and groceries for hungry people in our area, equating to more than 107,000 meals each day.

More than 35 percent of food requests Mid-Ohio Foodbank receives from food pantries are for children, and another 15 percent are for senior citizens.

Mid-Ohio Foodbank is able to transform your \$1 donation into \$10 worth of groceries!

Find out more at <http://www.midohiofoodbank.org/>.

**Note from Teresa:** In coordinating this service project over the years, it has become a very real and personal experience for me - rewarding and extremely humbling. As I've delivered the collected items to Mid-Ohio Food Bank, I've encountered many people, dropping off donations, getting lists of needs, volunteering their time. This is all very rewarding to know that others are doing projects like we do and offer their time to give to others. But the real, "knock the breath right out of you" experiences are the ones when I encounter a family picking up the box of food they so desperately need to make it through the week to feed their children, or the neighbor that brought the elderly lady to the food pantry because she doesn't have enough money to buy both medicine and food. These are the needs that you and our fellow Extension co-workers help fill each year and why we need to continue this project.

As I've talked with these folks, they are so deeply grateful! And the real kicker...they're not unlike you or I, real people, with real skills, most had real, full-time jobs, and today they either can't get a full-time job or the 2 or 3 part time jobs they have still can't put enough food on the table! I always think how truly blessed I am to work at OSU and the wonderful benefits we are afforded. And I know, that if I lost my job tomorrow, that could be me at the food pantry, maybe not next week, or next month, but maybe next year.

**Talk about IMPACT.** I don't know how you measure that in Extension, but these experiences have definitely influences my life and I know that the donations we collect each year make a huge IMPACT on the lives of many.

**Volunteers Needed!** We do need volunteers to staff the Collection Center at Annual Conference. Please participate in this Doodle poll to volunteer for a shift or two for the our Community Service Project: <http://doodle.com/dkrzniydpw2s3z7r>. Unfortunately, I won't be able to join you at this year's Annual Conference as duty calls me to assist with the Green Industry Short Course in Sandusky that week. I will be with you in spirit and will miss all of you and your camaraderie.

For your continued support of our Community Service Project and the Mid-Ohio Food Bank or your support of your local Food Pantry...I salute you and thank you. Let's keep our "impact" moving forward and make this year's food drive our most successful yet!

**Teresa Funk**

CES Community Service Project Coordinator