



## Breakout Session and Poster Descriptions

The 2021 virtual conference highlights how our efforts to meet the challenges of today are helping us to reflect, reconnect and refocus. Participate in a variety of sessions presented by your colleagues, as well as faculty and staff from other units throughout Ohio State who are in some way engaged in Extension work.

### Breakout Session and Poster Forum Times:

- Breakout Session 1: Tuesday, December 7 ■ 9:30-10:00am
- Breakout Session 2: Tuesday, December 7 ■ 10:15-10:45am
- Breakout Session 3: Tuesday, December 7 ■ 2:30-3:30pm
- Breakout Session 4: Wednesday, December 8 ■ 11:00am-12:00pm
- Breakout Session 5: Wednesday, December 8 ■ 1:00-1:30pm
- Virtual Poster Forum: Wednesday, December 8 ■ 1:45-2:15pm
- Breakout Session 6: Thursday, December 9 ■ 9:15-10:15am

## Breakout Session 1: Tuesday, December 7 ■ 9:30-10:00am

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### **Beginner's Guide to Grant Writing (*Improving Partnerships*)**

If your community had \$100,000 or even \$1M, how would you improve its social or public infrastructure? Join community development educators Godwin Apaliyah, Gwynn Stewart, and Kyle White and family and consumer sciences educator Melissa Rupp as they present grant success stories and share more about the new *Beginner's Guide to Grant Writing* curriculum available to Ohio communities.

**Presenters:** **Gwynn Stewart, MS** – educator, community development; **Kyle White** – educator, community development, Medina and Lorain counties; **Godwin Apaliyah, PhD** – educator, community development; **Melissa Rupp, M.Ed.** – educator, family and consumer sciences

### **It's About RELATIONSHIP! and Balance (*Improving Processes*)**

Relationships drive outcomes. Event + Response = Outcomes. How you respond to events can strengthen or weaken relationships. And positive outcomes foster better relationships, keeping in mind work-life balance.

**Presenter:** **Thomas deHaas** – educator, agriculture and natural resources

### **Helping Youth Thrive: A New Positive Youth Development Model for the Non- (or New) 4-H Professional (*Improving Products/Programs*)**

The national 4-H program has recently adopted the 4-H Thriving Model to guide our youth development efforts. The 4-H Thriving Model predicts that participation in high-quality youth development programs helps youth thrive, and thriving youth achieve key developmental outcomes. The model illuminates the process of positive youth development with theoretical and practical applicability to programs employing a positive youth development approach (Arnold & Gagnon, 2019). This model is based on the extensive body of research in youth development and builds on the 5Cs model in the *4-H Study of Positive Youth Development* (Lerner & Lerner, 2013). While our 4-H professionals may take the lead in youth development efforts, Extension is comprised of highly collaborative, supportive teams; and all members can benefit from a greater understanding of the theory behind the countless hours of programs, planning, training and life-changing experiences.

**Presenters:** **Nate Arnett** – educator; **Jenna Hoyt** – educator; **Kirk Bloir** – assistant director, 4-H youth development

### **Tools and Techniques to Promote Sustainable Actions (*Improving People*)**

Healthy water, soil, food and air are often taken for granted. However, pollutants such as vehicle exhaust, household chemicals, disposable plastics, and food waste continue to degrade natural resources. Consumers can make small behavioral changes which collectively could reduce pollution and waste. We seek to highlight Extension resources that promote these simple everyday actions, including short videos, tip sheets, a potential 4-H idea starter, a sustainable meeting guide, and a 3-D virtual home tour. Finally, we will address how these products can be integrated with current Extension programs, suggest potential community partnerships, and discuss evaluation strategies.

**Presenters:** **Dan Remley** – field specialist; **Alisha Barton** – educator; **Audrey Dimmerling** – educator; **Courtney Woelfl** – educator; **Jill Bartolotta** – educator; **Laura Stanton** – educator; **Candace Heer** – educator

### **Partnership and Collaboration Leads to Metro Beet – An Urban Ag and Community Garden Self-Guided Summer Tour (*Improving Partnerships*)**

Working together to create something new can sometimes have a mixed bag of results. In the midst of the pandemic, our group chose to develop a self-guided tour of community garden and urban agriculture sites in northwestern Ohio, in Lucas and Wood counties. You will learn more about the program, the Metro Beet, that was offered two days a month in June, July and August, and you will hear about the process of collaboration. Both of Ohio's land-grant universities, Central State University and The Ohio State University, were part of the team that brainstormed, planned and implemented the summer tours in 2021. The event was new to our area and not offered before. A perfect opportunity for a partnership that we hope will continue to grow and meet the needs of our area.

**Presenters:** **Amy Stone** – educator; **Michelle Wallace** – regional educator, Central State University

## Breakout Session 2: Tuesday, December 7 ■ 10:15-10:45am

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### **Networking and Relationship Building: The Importance of Professionalism (*Improving Processes*)**

One of the great privileges of working for OSU Extension is the degree to which each of us – in every role – is entrusted to perform our duties and responsibilities with autonomy, flexibility – using our good judgment to work as effectively and efficiently as possible as we work to achieve our mission and vision. In other words, each of us is allowed – and expected – to demonstrate professionalism in everything we do – ranging from hosting state legislators to managing our schedules appropriately. Unfortunately, professionalism is not a subject we studied in school – so how do we know what actions demonstrate professionalism and which do not? After this brief presentation and an opportunity to talk together with peers about some common situations that require us to make sound judgments about professional conduct, we'll all feel comfortable and confident in the future.

**Presenter: Jenna Hoyt** – educator

### **Dreaming Alongside Youth for Racial Justice (*Improving Partnerships*)**

The OSU Extension – Marion County staff elevated Black, Indigenous, Youth of Color (BIYOC) as experts in community-based leadership and racial justice work. Though land-grant universities and Cooperative Extension have made recent symbolic commitments to racial justice, for decades, program participation among BIYOC has not improved. For that reason, Whitney led an innovative program and research study, Marion Dreamkeepers. Using photography, storytelling, and civic engagement, the young people documented school and community features that BIYOC identified as representative of justice or injustice. In addition to a final report and Equity Day, their findings will be shared in this session. Whitney also will share lessons learned and draw comparisons between historical and current features of Extension programs and aspirations for aligning future programs based on racial justice and equity.

**Presenter: Whitney Gherman** – educator, family and consumer sciences/DEI specialist

### **Don't Lose Your Marbles – Refocusing Your Priorities (*Improving People*)**

Not many positive aspects can be attributed to the COVID-19 pandemic, but the move to telework and general shut down in 2020 provides a once in a career opportunity to reset schedules as we return to "normal." We only have 168 hours each week to divide into home, work, sleep, and other activities. Finding a balance in these hours to promote happiness in our careers can be challenging, and many of us struggle to make it work and lose our marbles. Lee will provide a framework to help prioritize programs, events, and other daily tasks that will help OSU Extension professionals find a happy balance for the 168 hours each week.

**Presenter: Lee Beers** – area leader/educator, agriculture and natural resources

### **Once Upon a Time: Outreach Through Writing (*Improving Products/Programs*)**

According to Pew Research from 2020, there are few disparities between gender, income, and race as to social media use. However, there is still a difference with age. Fewer than half of adults over 65 years old use a social media site, while more than 75% of other age groups do. Social media is important, but newspapers and radio are still very much alive and used by clientele as a reliable and trusted information source. Emily has received first place columnist for Division 1 in the 2020 Ohio Associated Press media editors newspaper contest. She has written close to 450 personal columns for the daily paper and provided more than 400 local radio segments during the past 9 years. Attendees will brainstorm timely and relevant topics to write or talk about. Embracing this aspect of community can be very fulfilling and increase the reach of Extension's mission. You get to share little pieces of your life and your heart with readers and listeners.

**Presenter: Emily Marrison** – educator, family and consumer sciences

## How to Immerse Your Clientele Through the iFarm Immersive Theatre

### *(Improving Products/Programs)*

Do you want to share immersive experiences with your community? Want to learn more about how you can bring the iFarm Immersive Theatre to your county? Learn more about how to make your own 360-degree videos to work with the iFarm Immersive Theatre system and how you can bring it to the communities you serve.

**Presenter:** **Brooke Beam** – educator

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## Breakout Session 3: Tuesday, December 7 ■ 2:30-3:30pm

### **If You Build Them (Relationships, that is) They Will Come** *(Improving Partnerships)*

“Your product or service can make you a hit, but it’s your people that make you a success,”-Shea Heaver. Research shows that building relationships is one of the most important jobs of a leader. According to the Center for Creative Leadership, “Relationship and people skills, and not merely job performance, are what separates a successful [leader] from the rest.” We are all leaders because leadership is an action, not a title. The success of a leader is based on their ability to build and maintain positive relationships with their teammates, volunteers, and key stakeholders. The ability to build solid relationships by bringing diverse people together to improve the quality of the lives of our citizens is part of our organization’s mission. The majority of our work is done through successful collaboration with others. Collaboration can only be an effective tool if the collaborators have healthy relationships.

**Presenters:** **Kyle White** – area leader/educator, community development; **Beth Flynn** – program specialist, leadership

### **Reflections on Extension's Roles in Early Childhood Education: Refocusing and Reconnecting to Support Child Health and Workforce Development in Ohio** *(Improving People)*

A panel of family and consumer sciences colleagues from Extension’s early childhood education (ECE) team will outline five pressing issues affecting early childhood in Ohio: 1) the early childhood education workforce; 2) nutrition and food access; 3) co-parenting; 4) father engagement; and 5) the childcare tax credit. Panel members will highlight relevant statistics and recent policy changes. They will then share existing innovative and impactful Extension resources and programs the ECE team is developing to address these needs in their local communities and throughout the state. The facilitator will engage participants through online polls and quizzes, encouraging them to reflect on how these issues/resources may impact their personal or professional lives. Attendees will have the opportunity to connect with panel members during an interactive Q&A session, followed by an input session to explore future cross-programmatic efforts within Extension to address these issues.

**Presenters:** **Heather Reister** – educator, family and consumer sciences; **Marie Economos** – educator, family and consumer sciences; **Carol Smathers** – associate professor, family and consumer sciences/field specialist, youth nutrition and wellness; **Stacey Baker** – healthy relationships program specialist, family and consumer sciences; **Margaret Jenkins** – assistant professor/educator, family and consumer sciences

### **Revisiting the History of the Land-Grant University: Implications for OSU Extension to Reflect, Reconnect, and Refocus** *(Improving People)*

Cooperative Extension systems began with the passing of the Smith-Lever Act in 1914 connecting the support and partnership between federal, state, and local levels of government. Extension systems would not exist without the passage of the Morrill Act of 1862, 1890, and 1994 (Equity in Educational Land-Grant Status Act). All of these established what we know today as the land-grant university system (LGUs). LGUs have a tripartite mission to create, promote, and support teaching, research, and service or outreach to benefit the citizens of the states they serve. Extension is key for LGUs to function as originally intended and directed through the Smith-Lever Act. Historical perspectives of access and equity remain today for LGUs and its Extension systems. Lessons from the past will be shared to inform us to improve inclusion and diversity in Extension.

**Presenters:** **Amy Collins-Warfield** – Ph.D. candidate, Department of Agricultural Communication, Education, and Leadership; **Scott Scheer** – professor, Department of Agricultural Communication, Education, and Leadership; **Jera Niewoehner-Green** – assistant professor, Department of Agricultural Communication, Education, and Leadership

### **Understanding Your Supplemental Retirement Fund (Improving People)**

Did you know that Ohio State has optional supplemental retirement funds? Did you have a 403b or 457 plan, and are now unsure of what the recent changes mean? Join our Ohio State human resources team to discuss what 403b and 457 plans are, how they differ from OPERS/STERS, how to enroll, and learn what happened in the transition from our previous plans to the new Fidelity management program. What happens to them if you leave Ohio State? Come with your questions and gain knowledge to plan for your future! NOTE: Our HR staff are not financial advisers and cannot recommend nor advise on retirement plans, but they will answer your questions about the process and changes!

**Presenters:** **Julie Hovance** – associate director, Retirement Benefits, Ohio State Office of Human Resources; **David Estes** – senior analyst, Retirement Benefits, Ohio State Office of Human Resources; **David Estes** – senior benefits analyst, Retirement Benefits, Ohio State Office of Human Resources; **Karen Gainer** – benefits analyst, Retirement Benefits, Ohio State Office of Human Resources; **Ryan Gregson** – benefits analyst, Total Rewards Shared Services, Ohio State Office of Human Resources

### **Check it Out! Online Course Quality Made Easy (Improving Products/Programs)**

A major factor in the success of any online course is course quality. The newly developed online course quality checklist will take the guesswork out of creating exceptional online courses for your audience. Join this session to discuss the importance of course quality, discover elements of consideration in course quality assurance and view the new online course quality assurance checklist. This session will also include a guided experience for participants to use the checklist to identify strengths and areas for improvement in an online course.

**Presenter:** **Amy Kohmetscher** – instructional development specialist

### **Discover and Discuss: Knowledge Exchange (KX) Tools (Improving Products/Programs)**

Ever wondered how to use some of KX's data tools? Want to help make KX tools even better? We will train participants on the KX Ohio Food System Map and Knowledge Explorer, both built to streamline data and data visualizations that Extension professionals use often. Then, based on the training we provide, we'll ask you – What more would you like to see? How can we improve these tools for you and your needs? How would you use them, and what data are we missing? We hope you'll leave knowing how to use a new data tool to start more informed conversations with your clientele; and we'll know how to support your needs for the future.

**Presenters:** **Kimberly Winslow** – knowledge integration program manager; **Sean Quigley** – knowledge technologies program manager; **Katie Phillips** – KX technologies specialist, data management; **Wajihah Baig** – KX systems specialist, GIS

## **Breakout Session 4: Wednesday, December 8 ■ 11:00am-12:00pm**

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### **The Importance of an Informal Network (Improving People)**

The first O.N.E. Extension cohort shares their “lessons-learned” – highlighting the impacts of a continued informal network that spans program areas and positions. We will highlight the benefits of being a part of an informal network, and how to share those benefits with leadership so others may prioritize the connection, collaboration, and innovation that stems from this work.

**Presenters:** **Erin Ruggiero** – educator, family and consumer sciences; **Bridget Britton** – field specialist, behavioral health; **Courtney Woelfl** – program specialist, healthy finances; **Laura Stanton** – educator, family and consumer sciences; **Aubry Fowler** – educator, 4-H youth development; **Roseanne Scammahorn** – educator, family and consumer sciences; **Stephanie Karhoff** – educator, agriculture and natural resources

### **Investing in Self: ACEL Graduate Degree Program (Improving People)**

Do you have your bachelor's degree and want to explore what's next? Why not consider the online master's degree through the Department of Agricultural Communication, Education and Leadership (ACEL)? Or you may have your master's degree and you are curious about the benefits of a Ph.D. These degree options will not only potentially provide additional employment options; this is also an investment in your own development as a person of influence with your program area or office. We will focus on the ACEL online master's program and the

Ph.D. program. Get insight on the application schedule and process, enrollment and course options, committee process, and being able to distinguish the difference between the master's project and thesis options as well as the dissertation process.

**Presenters:** **Jeff King** – associate professor and co-director, OSU Leadership Center; **Emily Buck** – professor; **Joy Rumble** – assistant professor; **Amanda Bowling** – assistant professor; **Mary Kivel** – program coordinator, ACEL graduate program

### **Think Again! (Improving People)**

Extension professionals need to have the ability to react. And not only react, but rethink and unlearn. All of us can think of something that was once considered fact, but is now no longer valid. Ideas, practices, and teaching methods change as people continue to learn and conduct research. As research-based professionals, we should continually question what we are teaching and how we teach it if we want to grow and excel in our careers. In the book *Think Again: The Power of Knowing What you Don't Know*, author Adam Grant, an organizational psychologist by trade, presents ideas on how people can open their minds to rethink even their strongest-held beliefs. We will dive into Grant's ideas and share concepts relevant to Extension professionals and how we can change not only our own thinking, but also open the minds of others. This is key in changing behavior and increasing adoption, which is the long-term goal in almost every program we deliver.

**Presenter:** **Amanda Douridas** – educator

### **Creating Extension Programs That Yield Measureable Impact: Reflections From a State Specialist (Improving Products/Programs)**

This session will focus on the importance of creating Extension programs that yield measurable impact. Creating impact improves visibility of our programs at the local, state, and national level and generates support for our programs. Participants will understand the importance of needs assessment, creating program objectives aligned with state and national targets; and they will gain knowledge and skills on the use of current scientific knowledge, theoretical models, and/or previous experience in developing impactful programs.

**Presenter:** **Ingrid Adams** – associate professor/state specialist

### **Building a Community of Collaboration. The Advancement E-Toolkit (Improving Partnerships)**

Establishing relationships that lead to major gifts takes time. There is an advantage to partnering with the CFAES Extension focused advancement team as they have the experience and knowledge to help potential donors understand the tax incentives and various vehicles that could help them grow a large gift for your local program. This session will share a brief introduction to the function of the CFAES Advancement team and how you can make best use of their expertise. We will then introduce to a new e-toolkit platform that will help provide you with greater access and information to build collaboration that will grow gifts for your programs.

**Presenter:** **Trish Raridan Preston** – associate director of development, CFAES Office of Advancement

### **Building an Entrepreneur-Friendly Community (Improving Partnerships)**

#### **Engage in 5 Session ■ 11:00-11:05am**

Do you want to help your community grow an environment for successful and sustainable entrepreneurs and small businesses? You can help local leaders understand their critical role in building an entrepreneurial culture AND how they can build entrepreneurial growth through the OSU Extension *Building an Entrepreneur-Friendly Community* program.

**Presenters:** **Gwynn Stewart** – educator, community development; **Myra Moss** – professor/educator, community development

## **Embracing Diversity, Equity, and Inclusion (DEI) in Ohio SNAP-Ed Social Marketing**

### ***(Improving People)***

#### **Engage in 5 Session ■ 11:05-11:10am**

We will focus on the creative application of diversity, equity, and inclusion (DEI) within Ohio SNAP-Ed's Celebrate Your Plate social marketing campaign. We will present the various ways in which DEI is utilized throughout the program, and will challenge other programs within Extension to further DEI efforts in their own outreach.

**Presenters:** **Melissa Eperjesi** – program manager, Ohio SNAP-Ed, Celebrate Your Plate; **Blaire Beavers** – program coordinator, Ohio SNAP-Ed, Celebrate Your Plate

## **Successful V Team Formation in the Presence of Continued Adverse Circumstances**

### ***(Improving Processes)***

#### **Engage in 5 Session ■ 11:10-11:15am**

Maria will share the story of our Ohio EFNEP staff during the last 18 months (COVID-19), including a reflection on common teamwork efforts, qualitative and quantitative outcomes; and furthermore, observed staff attitudes and behavior that facilitated success. numeration of elements, examples in the field, and results. Conclusion: there are elements of the teamwork process that I observed that are especially suited for a teamwork effort in the presence of change and adverse circumstances over the long haul and that can be replicated. That same V formation is suggested to be applied on our next segment of the road.

**Presenter:** **Maria Carmen Lambea** – director, Ohio EFNEP

## **Getting from Languish to Flourish *(Improving People)***

#### **Engage in 5 Session ■ 11:15-11:20am**

When people ask you how you are doing, do you say “fine?” What do you really want to say? If your answer is “meh,” you’re not alone. That feeling of blah, which is somewhere in between depression and thriving is called languish. It means wilted or faded, sort of just there. Has the stress of all you’ve endured over the 21 months taken away your ‘joie de vivre’ or ‘joy of living?’ If that describes how you’ve been feeling, imagine how much more this phenomenon affects those we serve through our Extension programs. Learn some strategies to get beyond ‘meh.’ Learn where to get more information that will help you (and those you serve) get from languishing to flourishing.

**Presenter:** **Shannon Carter** – area leader/educator, family and consumer sciences

## **The Grandfather, the Vegan Volunteer and the Groundhog *(Improving Products/Programs)***

#### **Engage in 5 Session ■ 11:20-11:25am**

This is the story about an interaction between a Liberian farmer (the "grandfather") and a young white woman over a groundhog. When you have a nuisance animal eating your crops, what do you do with it? As you may think, the opinion of an elder Liberian farmer differs greatly from the young white vegan volunteer. In this story, farming realities collide with traditional urban ethical mores. This story is ultimately about how observing and intervening in this situation allowed Margaret to reflect on situatedness in food and agriculture.

**Presenter:** **Margaret Rivera** – educator, agriculture and natural resources

## **Can Big Foot Help Us Teach and Entertain Simultaneously? *(Improving Products/Programs)***

#### **Engage in 5 Session ■ 11:25-11:30am**

Learn about the making of the 360 video "Tracking Big Foot Through the Pumpkin Patch," which premiered at FSR and is now hosted on the IPM YouTube channel. The video seeks to not only to entertain, but to weave an interesting story of Big Foot into a basic education of the primary differences between pumpkin and squash.

**Presenter:** **Jim Jasinski** – educator/professor

## **Roadmap to Inclusion: Collaboration Across County Lines made EFNEP Programming Accessible to Latino Communities (*Improving Partnerships*)**

### **Engage in 5 Session ■ 11:35-11:40am**

Working in the virtual environment during the pandemic sparked new strategies for collaborating across county lines and Extension program areas. We will share how we developed new outreach initiatives with Extension professionals in other counties to better serve the Hispanic/Latino community. By providing bilingual resources and nutrition education to counties where language barriers prevent them from serving families in the Hispanic/Latino communities, we are able to help build a strong community involvement that leads to a more viable and sustainable environment for all members of the community. Partnering with family and consumer sciences colleagues in other counties to do outreach during a parenting program with Head Start parents resulted in EFNEP virtual series. Joining forces with an EFNEP colleague in northeastern Ohio resulted in an EFNEP series with Latino pregnant women. Collaborating with Extension colleagues across county lines enabled us to better serve and reach Latino families across Ohio.

**Presenters:** **Nora Hesse** – EFNEP bilingual program assistant, Franklin County; **Lucy Acevedo-Lopez** – EFNEP bilingual program assistant, Hamilton County

## **Successfully Using Incentives to Entice Participation When Conducting a Needs Assessment (*Improving Products/Programs*)**

### **Engage in 5 Session ■ 11:40-11:45am**

Marcus will provide attendees with the methods and incentives he used to achieve a 96% survey response rate. Out of 400 needs assessment surveys, 384 were completed. Using two different methods and approaches, he can relay which method was most effective by generated the most responses. Using method one, 84 out of 100 surveys were completed. Using method two, 300 out of 300 surveys were completed. Marcus will focus on how he was able to get such a high number of responses by explaining how he created awareness about the surveys and examining the incentives he used. His approach to conducting a needs assessment can be used by educators across the state to gain valuable data and information to help guide their programming, educational efforts and outreach.

**Presenter:** **Marcus McCartney** – educator, agriculture and natural resources

## **extensionpubs.osu.edu: Ordering is Easy! (*Improving Processes*)**

### **Engage in 5 Session ■ 11:45-11:50am**

Are you new to a county office support or programming position and interested in ordering print publications? Want a quick introduction and peek at our website and resources? This short tour will show you how. Learn about offering our 2022 free shipping option to your clients.

**Presenter:** **Dave Davisson** – media distribution, Extension Publishing

## **Breakout Session 5: Wednesday, December 8 ■ 1:00-1:30pm**

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### **MORE OHIO PAWPAW – A Multidisciplinary Research and Extension Industry Development Program (*Improving Partnerships*)**

This project investigated methods to improve the efficiency of pawpaw field production, and developed a research and Extension outreach program which resulted in the creation and start-up of an Ohio pawpaw production, marketing, and plant nursery industry in Ohio. New pawpaw varieties, production and management techniques, and marketing techniques were evaluated to educate Ohio farmers how to adopt and grow more Ohio pawpaws for the market. The purpose of our project is to improve the competitiveness of pawpaw crops by providing growers and landowners with the knowledge they need to successfully establish and manage pawpaw orchards, produce high-quality pawpaw fruit in reliable and commercially viable quantities, and effectively market their production. MORE Ohio Pawpaw provides the necessary preliminary unbiased, research-

based information and Extension training for Ohio landowners and growers interested in diversifying their current production to meet consumer demand.

**Presenters:** Brad Bergefurd – educator; Matt Davies – associate professor; Sarah Francino – graduate research associate; Joe Scheerens – professor; Guil Signorini – assistant professor; Thom Harker – research associate; Ann Chanon – educator

### **Using Dinner Theaters to Teach Stress and Mental Health Programs (*Improving Partnerships*)**

We all are trying to manage stress on a daily basis, and some of us struggle with talking about it. The OSU Extension farm stress team will share its dinner theater concept, and how making time to share a meal, and role-play difficult topics can spur conversation. These theaters lead people to open up about difficult topics, and they break down the stigma surrounding opening up about mental health. This concept is unique in that it can be branched across all program areas and combined to work together in a county or area to host one dinner theater on mental health. It also allows for partnerships outside of Extension to strengthen based on the audience to whom you market, where you host it, and who provides dinner.

**Presenters:** Bridget Britton – field specialist, behavioral health; Dee Jepsen – professor, Department of Food, Agricultural and Biological Engineering; Sarah Noggle – educator, Paulding County; Chris Zoller – associate professor/educator, agriculture and natural resources, Tuscarawas County; Jamie Hamptom – educator, agriculture and natural resources, Auglaize County; Ken Martin – professor, community development

### **Making Teams Work: Reflections from an Extension Team with Over Two Decades of Productivity (*Improving People*)**

Teams have been used in OSU Extension since its beginning, which are often organized around programs to address community needs. Teams are critical today in each of the primary program areas, and they operate as specialization, design, and program-content teams. Teams can be highly productive to accomplish program goals and objectives; especially those with energy, creativity, and shared commitment (Pentland, 2012). The preadolescent education team in 4-H youth development started in 1996 as a work team, a precursor to 4-H design and specialization teams that started years later to foster professional development and educator expertise. The team has learned much over the years and has always consisted of new and seasoned members. Team members will share research about the science of teams, strategies for success, and how it has evolved over the years to achieve its goals and objectives to help advance other teams throughout OSU Extension.

**Presenters:** Rhonda Williams – educator, 4-H youth development; Christy Millhouse – educator, 4-H youth development; Bruce Zimmer – educator, 4-H youth development; Erin Simpson-Sloan – program assistant, 4-H youth development; Scott Scheer – professor; Rebecca Supinger – educator, 4-H youth development; Jana Mussard – educator, 4-H youth development; Tracie Montague – educator, 4-H youth development

### **Identifying and Engaging New Audiences with Cultural Competency (*Improving People*)**

Cultural competence is the ability of a person to effectively interact, work, and develop meaningful relationships with people of various cultural backgrounds. The United States has always enjoyed an ethnically diverse population. In recent years, there has been a dramatic shift as migration has changed the landscape. One example is the Hispanic population that is expected to comprise 25% of the population by 2050. The U.S. Census Bureau estimates that by 2043, the United States will become a “majority minority” country. The question to consider: is Extension keeping up with these migration changes? Do Extension professionals have cultural competence – an important skill set for the 21st century? Just as the land-grant university system continued to meet needs evolving from 1862, 1890, and 1994, Extension must also continue to evolve to create opportunities for people to explore how science-based knowledge can improve social, economic, and environmental conditions.

**Presenter:** Emily Masters Kahrs – educator, 4-H youth development

## **Minor Makeover: An Overview of the New Youth Activities & Programs Policy (Improving Processes)**

The “minors policy” now called the “youth activities and programs policy” is getting a fresh coat of paint in the new year. This informational session will update you on policy changes including simplified abuse and neglect reporting requirements, greater compliance clarity, and the secret to how we accomplished a policy revision that shortened the policy by over 20%!

**Presenter:** **Ryan Brownfield** – director, youth program and engagement, Ohio State Office of Institutional Equity

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## **Breakout Session 6: Thursday, December 9 ■ 9:15am-10:15am**

### **Health Issues Affecting Youth in Ohio: What Do the Data Show and How Can Extension Respond? (Improving Products/Programs)**

Good physical and mental health is important for adolescents to thrive today and to lay the foundation for navigating their path into adulthood. How healthy are Ohio youth? How do they measure up on key indicators of health and well-being? Statistics show that many Ohio youth do not meet recommendations related to nutrition and physical activity, struggle with mental health issues, and engage in risk behaviors. COVID-19 has exacerbated many health issues and exposed health disparities. However, we also know that young people can be leaders in their community. What does this mean for Extension programs? How can we provide the supports and opportunities that youth need? Members of the 4-H healthy living design team will review current data, trends, and sources for information related to key areas of child and adolescent health. Participants will have an opportunity to reflect on the implications for how they might refocus existing or new programs.

**Presenters:** **Carol Smathers** – field specialist, youth nutrition and wellness; **Theresa Ferrari** – Extension specialist; **Pam Montgomery** – area leader/ educator, 4-H youth development; **Tyler Kessler** – educator, 4-H youth development; **Aubry Fowler** – educator, 4-H youth development

### **Get (Inter)Active in ScarletCanvas! (Improving Products/Programs)**

Have you ever wished you could make your ScarletCanvas courses more engaging? Maintaining learner interest and engagement in online courses can be challenging. Learn about the knowledge and skills needed to create interactive elements in your ScarletCanvas courses using only Microsoft PowerPoint and tools native to Canvas. Summer will demonstrate how to build Canvas Quizzes that operate like interactive lessons, as well as how to use Canvas Pages and clickable buttons created in PowerPoint to branch from one page to another as learners progress through a lesson. Time will be provided for questions.

**Presenter:** **Summer McLain** – instructional aide associate

### **Getting to Cloud 9 (Improving People)**

How are you feeling today? In a world full of 24-hour news that tends to focus on negative events, an ongoing global pandemic, and growing divisiveness, “happy” might not be the first emotion that comes to mind. According to NORC (National Opinion Research Center) at the University of Chicago, only 14% of American adults said they were very happy in 2020, which is the lowest percentage since the poll has been conducted over the past 50 years. If you find yourself in the 86% of adults who are not feeling very happy, is there anything you can do about it? The wonderful (and happy) news is that the answer to this question is an enthusiastic “YES!” Positive psychology is the scientific study of what makes life most worth living. Scientists in the field have found proven ways to increase a person’s level of happiness. We will explore what happiness means, share evidence-based research that documents what happiness is, give you 10 keys to happier living, and create a map to get to Cloud 9.

**Presenters:** **Shari Gallup** – educator, family and consumer sciences; **Laura Stanton** – educator, family and consumer sciences

## **We've Spent Over a Year Doing It: What Best Practices Have We Learned in Remote and Hybrid Work? (Improving Processes)**

After several months of working from remote settings, what have we learned? This session builds on a previous session from last year's annual conference about remote work. Our team's focus since then has been to explore what we have learned about remote work and how that may apply to a hybrid model (combining work in the office with remote work). Some of the questions our research explores include:

- What type of work is best done remotely versus at the office?
- What does supervision look like in a hybrid or remote office?
- What do county commissioners and others think about remote/hybrid work?
- Do our clientele have the tools and resources to access us online?
- What jobs can be done in a remote/hybrid setting?

We will share our research from five groups of OSU Extension professionals including support staff, support services (IT, marketing, business, HR, etc.), county professionals, state and field specialists, and administrators.

**Presenters:** **Jerold Thomas** – leader, Innovation and Change; **Julie Aldridge** – research assistant professor

## **Drafting Inclusive Job Descriptions (Improving Processes)**

Creating a diverse and inclusive environment takes intentional effort from the beginning of an employee's life cycle throughout their time at Ohio State. A job description is one of the first impressions for a potential employee and sets the tone for their employment experience. Join this session to learn how to draft a job description that aligns with Ohio State's values and sets expectations for applicants. This session covers inclusive language, essential job functions, job requirements, and other considerations to help you attract a diverse pool of talented applicants.

**Presenters:** **Molly Peirano** – director of education and engagement, Ohio State Office of Institutional Equity; **Terra Metzger** – director, AA/EEO, Ohio State Office of Institutional Equity

## **Operations Fiscal Update and Q&A – (Improving Processes)**

In this session, Jesse Buxton will provide a general update on current topics in finance.

**Presenters:** **Jesse Buxton** – fiscal officer, OSU Extension Operations



## **Virtual Poster Forum: Wednesday, December 8 ■ 1:45-2:15pm**

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### **EDUCATIONAL OUTREACH POSTERS**

#### **Farm to School: How Extension Can Help Schools Purchase, Serve, and Teach About Local Foods (poster 1)**

Farm to School initiatives help schools to better purchase, serve and teach about local foods. A critical component of Farm to School is providing hands-on learning activities for kids, to help them understand where food comes from, how it grows, where it grows, who grows and processes the foods we eat, and why we should care. Farm to School helps encourage healthier eating habits and develop an appreciation for nature and seasonality among children and youth, as well as a greater awareness of agriculture-related career

opportunities. Farm to School also connects farmers to expanded market opportunities. This poster will describe specific current Farm to School initiatives and suggest ways that Extension professionals in any program area can offer valuable support for Farm to School. Learn tangible ways that Extension professionals can provide teaching, technical assistance, and service to help their communities realize the benefits of Farm to School.

**Authors:** **Carol Smathers** – associate professor/field specialist, youth nutrition and wellness;

**Haley Scott** – program assistant; **Lauren Preston** – Farm to School project assistant

### **Ohio EFNEP Reconnects in Rehabilitation Centers (poster 2)**

Through serving in rehabilitation centers, Ohio EFNEP has had a positive impact on individual's lives. During the pandemic, there has been an increase in substance use across the country due to a lack of stability and a sense of community. Strong relationships with rehabilitation centers have given positive impacts to EFNEP participants. Ohio EFNEP has taught more than community nutrition. Participants in rehabilitation centers have learned life skills needed throughout their daily lives. Ohio EFNEP has become a resource for participants. The successes of participants are shared with Ohio EFNEP through written testimonies and stories. The perception of these positive impacts is seen through the program assistants, EFNEP participants, and the coordinators. Creating rapport with Ohio EFNEP has led to healthy behavior change. Future work with rehabilitation centers will continue to create long-term positive impacts.

**Author:** **Udoka Durunna** – EFNEP research associate

### **EFNEP's Year in Review: Reflecting on a Year of Programmatic Milestones (poster 3)**

Take a journey in time with Ohio EFNEP as we review major program-related milestones, accomplishments, and outcomes throughout fiscal year and calendar year 2021. View our timeline depiction of significant milestones and accomplishments for the program. Outcome data and success stories from EFNEP staff will highlight how our efforts supported outreach, recruitment, retention, and behavior change with EFNEP partners and participants. Increase familiarity about our program by exploring Ohio EFNEP's goals and structure. Our rich 50+ year commitment to nutrition education for limited resource families did not waiver throughout the past year; and this poster will share how we remained committed to our mission by developing digital content, implementing curricula in-person and virtually, and stepping up to the plate to pilot several new projects. Links to our YouTube page, Facebook page, and revitalized EFNEP website will be included to showcase our digital efforts.

**Authors:** **Amy Habig** – EFNEP program specialist; **Nancy Lyons** – EFNEP program specialist; **Yvette Graham** – EFNEP program specialist; **Suzanne Sagesse** – EFNEP program specialist

### **Virtual Kitchen Table Conversations for Ohio Women in Agriculture at the Farm Science Review (poster 4)**

This poster features a creative twist on virtual delivery of programming topics that are often discussed around the farmhouse kitchen table. Check out the poster for topic ideas and how to deliver your programs (virtual or in-person) emphasizing educational dialogue and discussion to any audience.

**Authors:** **Gigi Neal** – educator, agriculture and natural resources; **Heather Neikirk** – educator, agriculture and natural resources

### **Connect Through Publishing (poster 5)**

Extension professionals who partner with Extension Publishing connect with current and new clients. See the analytics of the Extension store and Ohionline to discover how these platforms deliver professionally-produced content to an active audience that extends to Ohioans and the world. Statistical data from pageviews and sales provide powerful feedback on audience engagement that helps shape new content and identify the priorities for updating older content. Discover how audience-engagement data provides real-world leverage when applying for promotion and awards.

**Authors:** **Annie Steel** – project coordinator, Extension Publishing; **Tim Vargo** – technical editor, Extension Publishing

## OSU Extension Energy Outreach Program: Providing Education and Building Partnerships

### (poster 6)

The OSU Extension Energy Outreach Program educates and provides resources to address Ohio's evolving energy landscape. Extension staff and faculty can learn about opportunities for partnership with the program.

**Authors:** **Gwynn Stewart** – educator, community development; **Dan Lima** – educator, agriculture and natural resources; **Myra Moss** – professor/educator, community development; **Christine Gelley** – educator, agriculture and natural resources; **Erika Lyon** – educator, agriculture and natural resources; **Christopher Penrose** – professor/educator, agriculture and natural resources

## Economic Impact Reports Using IMPLAN (poster 7)

Regional reports are being prepared by an Extension community development team using IMPLAN to inform Extension area leaders and county educators about their unique economies and implications for programming. This poster will share a sample report for Extension areas and describe the meaning and implication of results.

**Authors:** **Nancy Ellzey** – field specialist, community economics; **David Civittolo** – assistant director, community development; **Eric Romich** – field specialist, energy development; **Joe Lucente** – associate professor, community development; **Gwynn Stewart** – educator, community development; **Amanda Osborne** – educator, community development

## IDEAS IN ACTION POSTER

### Ohio 4-H's Focus on Mental Health Month: A Team Approach (poster 8)

4-H members pledge their “health to better living” – that means mental health too. Mental health has always been important, but the need to focus on mental health was never more apparent than in the midst of the COVID-19 pandemic. January 2021 was designated Ohio 4-H Mental Health Awareness Month. For several months preceding the launch, our 4-H healthy living design team designed a variety of activities and resources for youth and volunteers to better understand the importance of positive mental health. This team effort consisted of a social media campaign with seven themes, daily blog posts with coordinated Facebook posts, a webpage with tip sheets and other resources, newsletter articles, a four-part mental health virtual volunteer training, and a six-session Healthy Body Health Mind virtual SPIN club. We have since repurposed the materials in various ways. The poster will share lessons learned about how to promote mental health awareness.

**Authors:** **Theresa Ferrari** – Extension specialist; **Amanda Raines** – educator, 4-H youth development; **Justin Bower** – educator, 4-H youth development; **Tyler Kessler** – educator, 4-H youth development; **Laryssa Hook** – educator, 4-H youth development; **Aubry Fowler** – educator, 4-H youth development; **Rachael Fraley** – educator, 4-H youth development; **Pamela Montgomery** – area leader/educator, 4-H youth development; **Jacki Baca** – educator, 4-H youth development; **Jessica Runkel** – program assistant, 4-H youth development/agriculture and natural resources; **Nancy Sydenstricker** – educator, 4-H youth development/family and consumer sciences

## RESEARCH POSTER

### Rural Economic Development Innovation Planning Supports Ohio (poster 9)

The USDA rural economic development innovation planning process provides research and a plan to guide future development efforts. In coordination with Purdue University's Center for Regional Development/Extension Community Development, University of Kentucky CEDIK, and OSU Extension, the southeast Ohio USDA Rural Economic Development innovation planning process provided research and a plan to guide a southeastern Ohio eight-county region's future development efforts. The project provided five USDA Agriculture and Rural Prosperity Task Force report themes, development of an in-depth data snapshot, technical assistance, coalition development of key stakeholder and public input for a final multiyear regional plan with outcome metrics, programs aligned with REDI themes, and potential funding opportunities. The plan's eight-county region included 260,000 residents 10,340 businesses (with 99% of those businesses having less than 99 employees) with 71,000+ jobs.

**Authors:** **Gwynn Stewart** – educator, community development; **Nancy Bowen** – associate professor/field specialist, community economics; **Lionel J. Beaulieu, PhD** – professor, Rural & Regional Development, Purdue University Agricultural Economics; **Roberto Gallardo, PhD** – director, Purdue Center for Regional Development and Community & Regional Economics Specialist, Purdue University Extension