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BLUE LETTER

August 2023

No. 3856



FROM THE DIRECTOR

Change is Vital for Progress

There is an old saying about the weather in Arkansas, “If you don’t like the weather just wait a minute, and it will change.” I think this is a saying that floats around a lot of states because I heard it growing up in Oklahoma a lot too! Most of you have probably seen that there are several administrative changes going on around the Cooperative Extension Service and the Division of Agriculture in general. Most recently, there was the announcement that we will soon be looking for a new Human Resources director, and Dr. Vic Ford has announced his retirement from his position as Associate Vice President of Agriculture and Natural Resources. Of course, you know that we are currently undergoing a search for my replacement as director as well as a replacement for the head of our development office and really a lot of other jobs. I want to assure and remind you that change is not always bad. For example, for many years we have been stagnant on entry-level salaries, which has hurt our recruitment and retention of new employees. This has recently changed for the positive. Change is inevitable in an organization and is necessary to maintain health. I am also proud that we have changed our FCS/4-H assistant

vice president position into two separate assistant VP positions and believe that this will be good for both programs in the long run.

As humans, we tend to get caught up in the changes that are going on in an organization and frankly a little worked up. However, my advice, having been through a number of changes, is that you simply continue to do your job and perform at the highest level possible in your position. Things happen which are outside of our/your control. During these times, I suggest focusing on what is in your control. It is important for us to continue to provide the programs and leadership that is expected out in the counties, with our state program, and in 4-H activities that our clients have come to expect.

I know that many of you are very busy with county fairs, harvest, and other programs. I encourage you to keep up the good work. I believe we will have some more positive changes to announce soon concerning our promotion process, reporting our contacts, new hires, and funding. I encourage you to tune into “On the Job with Bob” in September for more information. ■

INSIDE SCOOP

2. Another Successful 4-H O-Rama
3. Soybean Science Challenge
4. SNEB Annual Conference
5. Produce Safety Team Season Wrap-Up
6. Beef Research, Education
7. Tech Corner...And much more!

Arkansas Cattlemen's Convention & Trade Show

Animal Science faculty, county extension agents, district directors and students attended the 65th Annual Arkansas Cattlemen's Association Convention & Trade Show in Hot Springs. It was great to visit with current supporters of our program and make new friends at our trade show booth, providing extension materials and Bumpers College information to attendees. We are already looking forward to next year's convention. ■



Animal Science Participates in AR Cattlemen's Convention and Trade Show in Hot Springs.

Arkansas 4-H Professionals Team Help Deliver

Another Successful O-Rama



In July, youth from across the state converged on the University of Arkansas campus in Fayetteville for the annual State O-Rama. Annual planning is led by Priscella Scott-Thomas, and O-Ramas rely on the efforts of many county and state extension professionals serving as contest facilitators, judges, chaperones and cheerleaders. Youth demonstrated skill development in state competitions for individual and team events.



Jack B. receives Arkansas 4-H's highest honor, Governor's Scholarship. Pictured from (left to right) John Thomas, Dr. Deacue Fields, Darlene Millard, Jack B., Dr. Debbie Nistler, and Dr. Bob Scott.



Carissa W. is a member of the Magazine 4-H Club in Logan County and won 3rd place in Bait Casting & Sport Fishing.

More than \$105,000 in scholarships were awarded to 33 graduating seniors who celebrated with statewide donors and supporters. State Officers help lead State O-Rama programs, and Ashley Dingman has led the coordination of our officers all year and provides an extra level of support and engagement at State O-Rama. Thank you and shout-outs go to all our state and county staff! ■

Bumpers College Welcomes 4-H O-Rama

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Bumpers College, along with each of the academic departments, were proud to welcome youth from over 65 counties to Fayetteville for the 2023 Arkansas 4-H O-Rama in July. The theme this year was “The Clover System”. This key event represents the culmination of 4-H members’ efforts over the past year. With around 40 competitive

events, various educational workshops, tour opportunities and much more, Animal Science was excited to welcome participants to explore

all this event had to offer. The opening session was hosted by the Ouachita District with a welcome from Mike Looper from Animal Science.

On day two, Bumpers College Coordinator of Undergraduate Student Recruitment, Laykyn Rainbolt, gave an overview of the college and introduced representatives from each department. Laykyn discussed student recruitment strategies with extension agents and heard from Becky Alverson regarding scholarship opportunities the college provides (more than \$1.1 million in scholarship funding is available each year).

We look forward to hosting State O-Rama again next summer! To learn more about how you can get involved in 4-H, check out: <https://4h.uada.edu/about/default.aspx>. ■



State 4-H officers 'Call the Hogs' during the opening session of the State 4-H O'Rama. WPS!

B & B Legacy Farms Helps Support

Soybean Science Challenge

The Soybean Science Challenge is sending a big shout out to B & B Legacy Farms, who have supported our school and community garden outreach program this year. The edamame seed packets provided by B & B Legacy Farms to the SSC were planted in 150 school and community gardens across 13 states this summer. Participating states included Arkansas, Arizona, California, Florida, Georgia, Illinois, Iowa, Louisiana, Mississippi, New Mexico, New York, North Carolina and Virginia. The California group sent a thank you note for the seeds and a picture of the students who planted them.

B & B Legacy Farms' generosity has made us partners in nutritional trail blazing. B & B, located in Beedeville, Arkansas, is owned and operated by Dr. Karen Ballard and family. Dr. Ballard, a former extension CPED professor, retired in January 2022 to build a collaborative soy food system from the ground up. The Challenge is honored to be part of her whole soy food outreach and education program. Visit B & B Legacy Farms, LLC



Rachel Bizzotto's 7th Grade Science class at Sandburg Middle School, Glendora, California after planting their edamame seeds provided by SSC and B & B Legacy Farms.

website at <https://www.bandblegacyfarms.com/>. For more information on The Challenge, contact Dr. Julie Robinson, jrobinson@uada.edu or Diedre Young, dyoung@uada.edu. ■



SNEB Annual Conference



FCS agents and the state SNAP-Ed team presented two posters at the 2023 Society for Nutrition Education and Behavior, or SNEB, Annual Conference in Washington D.C. SNEB serves as a platform for nutrition educators from around the world to showcase their nutrition education programs.

The posters featured SNAP-Ed's garden-based nutrition education programs in Grant and Madison Counties. The poster titled, "*Gardening is a SNAP!: A SNAP-Ed Garden-Based Nutrition Education Program for Arkansas Seniors*," highlighted a garden-based nutrition education project led by Susan Thomason at a senior center in Grant County. The project promoted gardening, healthy eating, physical activity, and policy, systems, and environmental (PSE) change interventions. The poster titled, "*Empowering Food Citizens Through a Coordinated SNAP-Ed Garden-Based Nutrition Education Program*," detailed



a nutrition and gardening-based program delivered by Caramie Edwards at an elementary school in Madison County, which facilitated PSE change interventions.

The presentations were well received at the conference, enhancing the visibility of nutrition education programming conducted by SNAP-Ed and FCS agents through the University of Arkansas System Division of Agriculture's Cooperative Extension Service. ■

Mississippi County Extension 4-H



Cooking & Etiquette Summer Camps

Mississippi County Extension 4-H agent, Kamella Neeley, and FCS agent, Pam Pruett, partnered with Arkansas Northeastern College Department of Community Education, Northeast Arkansas Research and Extension Center, or NEREC, and Big River Steel to provide summer camps on cooking and etiquette. Big River Steel is the corporate sponsor for NEREC site participants.



Miss. Co. 4-H Etiquette Essentials Camp participants hold their certificates with Camp Instructors, Extension Agents Pam Pruett, FCS, on the left and Kamella Neeley, 4-H, on the right.



Participants practice knife skills at the Miss. Co. 4-H Food and Fun Cooking Camp at NEREC.

Food and Fun Cooking Camps were offered in the north end of the county at Arkansas Northeastern College and in the south end at NEREC in Keiser. Participants learned basic food preparation skills, prepared several recipes each day and received 4-H information and basic nutrition facts. Etiquette Essentials camp participants wrote invitations with RSVP requests and thank you notes, practiced making introductions, learned about table setting and more. The camp culminated in a formal tea with invited guests at the ANC Governor's Ballroom.

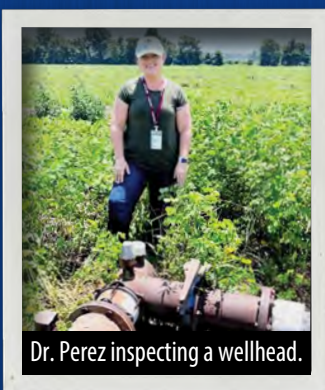
Two Cooking Camp participants said, "I liked this class because we got to bake different things I've never tried, and "I liked how you helped me learn new skills." One Etiquette Camp participant said, "What I liked best about the class was meeting new people and learning about manners." ■

Arkansas Produce Safety Team Wraps Up Farm Visits Season

Each year from April through August, extension's [Arkansas Produce Safety team](#) visits produce farms around the state to walk through safety practices and to review record-keeping with growers during harvest season. These are called On-Farm Readiness Reviews, or OFRRs, and their purpose is to provide an opportunity for education around the FSMA Produce Safety Rule in preparation for upcoming inspections by the Arkansas Department of Agriculture.

This season, the produce safety team — lead by Dr. Amanda Philyaw Perez, food safety specialist with the Extension Service — noticed several challenges, including worker training and illness reporting, wildlife intrusion, pack-line renovations and sanitation, water source testing and wellhead maintenance. The team provided

real-time technical assistance to growers as well as the chance for follow-up after the visit concluded to address these risks. This visit, along with produce safety resources and grower trainings offered in-person and virtually throughout the year, provide opportunities for growers to understand and implement safe farming practices to reduce microbial contamination on their farms.



Dr. Perez inspecting a wellhead.

Included are photos of OFRR visits during the 2023 season. If you know of a farm that would like a visit from our team, please contact Dr. Perez at aperez@uada.edu. ■



Cabbage damaged by wildlife.

Hempstead County 4-H Hosts



Livestock Showing Basics Clinic

On July 14, thirteen 4-H youth from Hempstead and surrounding counties gathered on a rainy day for an introductory-level show clinic at the Southwest Arkansas District fairgrounds in Hope. For most participants, this is the first year they will be exhibiting their project animal, so instructors started from the ground up, explaining what makes a successful show animal and showman. Allison Harman, 4-H youth livestock instructor, used a hands-on approach for the cattle session with 4-Her Huck Plyler's former show heifer named Darling as her side kick. Agents Stacey Stone and Cindy Ham from Nevada and Clark Counties, teamed up to teach the sheep, goat and swine sessions in a classroom-style setting, emphasizing the importance of selecting for proper structure, providing quality care of show animals, and the work that goes into finding

success in the ring. The 4-H'ers enjoyed their experience at the clinic and several commented about their goals for the future. Hempstead County Extension would like to express our appreciation to Allison Harman, Stacey Stone and Cindy Ham for lending their expertise to teach these young exhibitors, and to Huck Plyler for the use of Darling and his assistance. ■



Clark County 4-H agent Cindy Ham (right) shows Jace M., a first-time swine showman, her favorite feeder during her session on swine projects.



4-H youth livestock instructor, Allison Harman (far left), leads the cattle session at the Hempstead County 4-H Livestock Showing Basics clinic.

Beef Research, Education Supported by Arkansas Beef Council

Animal scientists with the University of Arkansas System Cooperative Extension Service and Agricultural Experiment Station were awarded over \$96,500 by the Arkansas Beef Council this year to continue research and educational programs on beef production. Most of the Arkansas Beef Council funds awarded to the Division of Agriculture will go toward research on consumer preference and beef quality.

Research Support

Daniel Rivera, associate professor of animal science, was awarded \$23,940 for his study on *“Alternative methods for finishing beef cattle: effects on performance, carcass quality, and meat characteristics”*. By evaluating alternative finishing options for cow-calf producers in Arkansas, this work has the potential to aid producers in direct marketing of cattle by retaining consumers through the production of high-quality beef.

Education Support

The Arkansas Beef Council awarded \$6,100 for the Division's Youth Beef Quiz Bowl. The quiz bowl is open to members of 4-H and Future Farmers of America. Bryan Kutz, teaching assistant professor and extension youth specialist, said the activity provides students in Arkansas an incentive to learn more about management, food safety, forage nutrition, quality assurance and the final

beef product. The funding also supports development of material for county extension agents and vocational agriculture instructors to further the learning process beyond that of beef 4-H and FFA projects.

Janeal Yancey, program technician, was awarded \$9,650 to continue holding the Beef Short Course. The course is part of the Arkansas Cattlemen's leadership class and will be held Nov. 6-8. Participants will process a beef carcass side into wholesale and retail cuts. The Arkansas Beef Council also awarded Yancey \$5,000 for the enhancement of her “Mom at the Meat Counter” blog, and beef products for the 4-H Meats Judging Contest and youth education.

Maggie Justice, assistant professor and beef cattle specialist, received \$8,400 in funding to coordinate Arkansas Beef Quality Assurance (BQA) Program activities. The BQA Program is to encourage the consistent production of high-quality beef by focusing on responsible management of live cattle. BQA programming provides information and training to beef producers on common sense management techniques including animal handling and accepted scientific knowledge on optimum herd health and environmental management. Animal Science greatly appreciates the Arkansas Beef Council's support of our research, demonstrations, and youth education programs. ■

Save the Date!
March 28-29
2024 Support Staff Conference

**SAVE THE
DATE!**

Mark your calendar for the 2024 Support Staff Conference dates, Thursday-Friday, March 28-29, 2024, at the Vines Center.

Help us identify your professional development needs! Be on the lookout for the conference Needs Assessment Survey soon after Labor Day.

Join the FUN (Fantastic-Unbelievable-Networking) Opportunity!

Ready for Windows 11?

Windows 11 is the biggest major Microsoft operating system update since 2015. With the release of this new operating system, Microsoft will stop support for Windows 10 in October 2025. What does this mean for us? All Cooperative Extension computers will need to be upgraded to Windows 11 or replaced with a new computer with Windows 11 installed by October 2025. There are a few exceptions listed at the bottom. With only a little over 2 years remaining, it is time to start our full migration for all computers. We will do the upgrades in phases:



Check the validity of available Wi-Fi hotspots. If more than one hotspot appears claiming to belong to an establishment that you're in, check with the staff to avoid connecting to an imposter hotspot.

- Phase 1 – Testing (completed).
- Phase 2 – Volunteer migration.
- Phase 3 – Required migration.

Volunteer Migration - Phase 2

We are now in phase 2 of the migration, which is completely voluntary. For those wanting to move forward with the Windows 11 upgrade, fill out the [volunteer request form](#) for each computer.

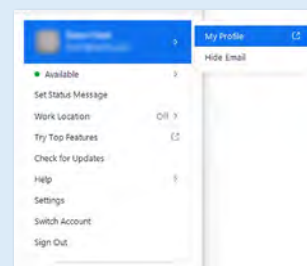
Mandatory Migration - Phase 3

In early 2025, any computer requiring an upgrade will be upgraded to Windows 11 unless they qualify for an exception. Exceptions will only be approved for the following devices:

Any device that is used strictly with research\testing\networking equipment and not connected to the internet.

Zoom Pro Tip – Zoom App Menu Changes

A recent Zoom update has changed the way the dropdown menu in your Zoom desktop app looks. Several options have been nested to provide a shorter, cleaner-looking menu.



By hovering over your name in the dropdown menu, you'll find the "My Profile" link and "Show Email" option. Hovering over the status in the dropdown menu will show you additional status options to choose from including a new "Out of Office" status. As always, you can find your profile information in the Zoom Web Portal at <https://uada.zoom.us/>.



Hacks from Hump Day

- [5 Quick Tips for Canva](#)
- [Present Mode with Microsoft Forms](#)
- [Quick Captioning in YouTube Studio](#)
- [More Captioning Resources](#) ■

2023 TECH TUESDAYS WEBINARS

Have you missed any past Tech Tuesday webinars or want to join future webinars? Check out the recordings and other resources on the [Tech Tuesday Blog page](#). More Tech Tuesday topics coming soon! Did you miss July's [Digital Marketing 101 Tech Tuesday](#)? Check out the recording and resources.



Get Moving this Fall with Walk Across Arkansas!



Registration will open August 28, 2023, with the competition starting September 11 and ending November 5. Walking does not require a gym membership or expensive equipment! Join a team this fall to compete against other teams over eight weeks. Registration can be found here: <https://walk.uada.edu/walk/>. The benefits of walking include improving sleep, mental health, cognitive function, and more. Start getting your teams together (up to 30 participants per team), and we hope to see you walking with us this fall. ■



Hot Spring County 4-H Hosts Veterinary Science Camp

Hot Spring County hosted a veterinary science camp for 30 4-H members from five counties to learn veterinary skills, explore animal health careers and increase their knowledge of the veterinary science field.

Providence Veterinary Care, Nashville Animal Hospital and Arkansas Game and Fish Commission partnered with Hot Spring County to provide youth with an opportunity to work alongside professionals.



4-Hers learning how to insert IV catheters.

4-H'ers learned about educational opportunities, including undergraduate programs and requirements for veterinary school, from a Southern Arkansas University representative and a current student at the University of Arkansas. Recent

graduates from Mississippi State University College of Veterinary Medicine shared the realities of veterinary school and what to expect. Dr. Jennifer Ballard presented on public health careers and the importance of internships. Speakers also covered differences in veterinary technicians, technologists and specialists. They also discussed how Arkansas' new practice laws will affect these fields.

Real skills are an important component of this camp as well. 4-H'ers learned how to place IV catheters, palpate a ruminant digestive tract, evaluate if an animal was in critical condition based on vital signs, age animals based on their teeth, and more. This was the second year for the Hot Spring County camp, and many campers are already excited for next year. ■



4-Hers learning how to check for respiratory and heart rates with Dr. Sophie Mauldin.

Craighead County

4-H Celebrates August Achievements



One thing we all know about 4-H is that it is unparalleled in its ability to create well rounded, diversified opportunities. Craighead County 4-H has proven that point this month. Earlier in the month, Abigail C. reached out to snag the first green officer's jacket to be worn in Craighead County in two decades. Abigail will represent the Delta district as their new Vice President. While cheering Abigail on from afar via the live feed, three 4-H members were competing at the Shetland Pony National Congress in Saint Louis, Missouri. This young, tough team — comprised of Maleigh S., Macie S. and Callie C. — took home two National Championship titles, four Reserve National

Championship titles and 10 top-ten placings. Allyson F. brought home first place in Barrels at the Southern Regions 4-H Horse Show for Arkansas and Craighead County. Finally, in a storybook ending, the first ever Craighead County 4-H Food Challenge team, "Team Sauteed and Flambeed," competed at the UA-PTC Culinary Arts and Hospitality Management Institute in Little Rock. Team captain Gabrielle L., Gus F. and Daniel L. worked diligently to learn new recipes, ideas, presentation skills and MyPlate information. Their hard work paid off with first place within the junior division. Keep an eye out for their performance at the national competition. ■



Team Sauteed and Flambeed take top honors at the 4-H Food Challenge!

LEADERSHIP LOG



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LeadAR

In her own words, Jody Harris, co-owner of Harris Valley Springs Farm in Fayetteville and a member of LeadAR Class 20, reflects on her experience in the LeadAR seminar held recently in Hot Springs. Read the full story [here](#). ■



iLEAD



but there was sunshine in the iLEAD program. Dr. Steve Siegelin and Dr. Julie Robinson, with their smiling faces,

Genean Butler, associate for administration and member of iLEAD Cohort III, writes about her experience in the July virtual seminar. "The day started as a stormy Friday,

introduced the iLEAD Cohort III. We opened the session by introducing ourselves and telling the location in which we worked and the job that we were blessed to hold. We had a lengthy discussion on what it means to be a leader and the different leadership styles." Read the full story [here](#). ■

Leadership Lunch and Learn

The July 2023 Leadership Lunch and Learn (LLL) book review series featured The



Four Agreements:

1) Be impeccable with your word, 2) Don't take anything personally, 3) Don't make assumptions, and 4) Always do your best. The book was written by Don Miguel Ruiz and reviewed by Karl Bradley, leadership development specialist, Extension Foundation, and Emily Gratopp, extension educator, University of Nebraska-Lancaster. Watch the recording [here](#). ■

Benefits Corner



Dependent Eligibility Audit and Self-Correction Opportunity

As part of the ongoing management of the health, dental, and vision plans, the University is preparing to conduct a dependent eligibility audit.

Eligible dependents are:

- **Spouse:** Your lawful spouse. Domestic partners, fiancés, and former spouses - even if you are under a court order to provide their coverage - are not eligible for the University plan.
- **Children:** Your natural born, legally adopted, stepchildren, a person under age 26 for whom you are the current legal guardian, and your disabled adult dependent children who became disabled before age 26 and were enrolled in the plan before age 26. Nieces, nephews, and grandchildren not meeting these requirements are not eligible participants. And no adult dependent children, disabled or otherwise, are eligible for enrollment at age 26 or beyond.

What you can do now:

It is extremely important to keep your contact information current in Workday. Please access your Workday Profile Page to manage your home address.

Contact your campus HR Office (yourbenefits@uada.edu) to make any needed updates in your enrollments now. The self-correction period through October 22nd, 2023, is your opportunity to update enrollments without penalty.

The formal audit process will require documentation of eligibility. You will receive details as that process begins but you can expect requirements to include marriage licenses, tax returns (redacted financials), birth certificates, court-issued adoption paperwork, and similar. Beginning to locate these documents now can alleviate the surprises and stress of last-minute searches. ■

Ranch Horse Camp

The Arkansas Ranch Horse Team hosted the second annual youth ranch horse camp on July 20-22. Eleven students ranging from 10 - 18 years old participated in the two-day camp. Students were divided into two groups and were taught by coaches Jordan Shore and Sidney Dunkel. Current U of A students and Ranch Horse Team members Brianna Keeling, Britnee Lynch, Kate Henderson, Jordan Shortt, and Taylor Priest assisted with teaching and demonstrating for the attendees.

During each morning and evening session, students learned and improved their abilities in the four events of ranch horse competition: working cow horse, reining, ranch trail, and ranch riding. During the heat of the day, students moved



The University of Arkansas Ranch Horse Team hosted a two-day horse judging camp in Fayetteville.

indoors to learn various activities like roping, judging ranch events, and participate in leadership games. Contact Jordan Shore at jtshore@uark.edu to learn more. ■

Grants & Contracts

PROJECT TITLE	AWARD AMOUNT	PI	GRANTING AGENCY
Arkansas High Obesity Project FY24	780,000	Bryan Mader	Centers for Disease Control & Prevention (CDC)
National Center for Mobility Management 2023 Learning Launch Grant	17,822	Bryan Mader	Community Transportation Association of America (CTAA)
Cyflumetofen Blackberry IR-4	7,778	Aaron Joseph Cato	University of Florida
2023 America's Farmers Grow Communities - Prairie County	5,000	Amy Greenwalt Tallent	Bayer Fund
2023 America's Farmers Grow Communities - St. Francis County	5,000	Marla Lane	Bayer Fund
Farm and Ranch Stress Assistance Network: Southern Region Amend 2	46,199	Brittney Schrick	University of TN
TOTAL AWARDS FOR JULY 2023: 861,799			

Personnel Changes

Welcome Aboard:

Anjanae Curry – Administrative Specialist II, Community, Professional, & Economic Development, Little Rock
Jacob Cole – Technical Support Specialist, Information Technology, Little Rock
Karen Collins – Administrative Specialist II, Community, Professional, & Economic Development, Little Rock
Jenni Peppas – 4H Program Assistant, Crawford County
Chiquita King – Administrative Specialist II, Jefferson County
Ashton Jordan – 4-H Program Assistant, Perry County
Jacob Holloway – County Extension Agent - Agriculture, Woodruff County
Bianca Ortega – Administrative Specialist III - 4H & Youth Development, Little Rock
Amanda Spradlin – County Ext. Agent - Agriculture, Sebastian County
Corbin Huffstutter – 4H Program Technician, 4H & Youth Development /4H Center Programs, Little Rock
Kailey Richardson – 4H Center Program Assistant, 4H & Youth Development /4H Center Programs, Little Rock
Jacob Ryan – Administrative Specialist III, Saline County

Farewell to:

Keith Perkins – County Extension Agent - Staff Chair, Lonoke County
Sherry Kaufman – Administrative Specialist III, Conway County
Jeffrey David Works – County Extension Agent - Agriculture, Poinsett County
Gaby Sanders – Program Associate - Food Systems & Food Safety, Little Rock

