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BLUE LETTER

December 2019

No. 3812



Season's Greetings!

December has arrived and we are all worn out from a year of relentless effort. Thanks!

As is our custom, we celebrated our year of effort in the annual faculty and staff conference a couple weeks ago, recognizing those colleagues who received special accolades for 2019. And, we enjoyed updates on facilities from Sam Boyster, cutting edge ag technology from Jason Davis, and new info on our efforts to educate all about the ongoing and developing health-related epidemics like vaping among teens from Laura Balis. It was a day.

To all of those recognized during the conference for their outstanding achievements, I add my utmost congratulations and thanks for fantastic work in the face of ever-increasing complexity. You are examples to all of us. And, I especially remind us about the Employee of the Year Award, signifying incredible work and the highest ideals of our profession that is Addie Wilson. Congratulations again!

I hope you take the time to read the Blue Letter, it is filled with good stuff, and I appreciate all who create and contribute to this newsletter. Its quality and content reflect our excellence.

In this issue, please take note again of the diversity of programs and support operations we engage in, another reflection of excellence, endurance and effort of you. Fantabulous. Most of you know that I strongly relate to creativity, and creative approaches to programming and support. This issue is filled with such, from the White River Bridge fundraiser to Aquaculture

Medicine to Share Grounds Local Foods to Census Awareness – all great examples of creative 21st Century Extension Education.

I note in this newsletter important information for the website and the myriad changes coming now and in the next few months in organization, appearance and performance thanks to Amy Cole and many others involved in the “revamp” of our site. We hope these changes will address changes in technology as well as suggestions from colleagues over the past couple of years. I also commend those conducting Tech Tuesday and other tech helps to our colleagues, these are very valuable and are designed for maximum learning with minimal time commitment. I hope you take advantage of ‘em to keep your skills updated and improve efficiency in getting “techy” things done – this is more and more a part of our work life, so stay current please.

I know that right now, we are all tired from the year just ending but I hope that you will take the upcoming holiday time off to “reboot” with family and friends, and come back in January ready to go again. 2019 was a great year for the Division of Agriculture and Cooperative Extension, but 2020 will be greater. Because you will make it so, and I hope I read about it in the Blue Letter.

My heartfelt wishes for the best holiday season of your lives, and please, enjoy every moment with those you love. ■



FROM THE DIRECTOR

INSIDE SCOOP

2. Ensuring Your Community Gets Counted in the 2020 Census.
3. Lesson Learned About the Bridge.
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5. Website Refresh Update.
6. New Lynx Rice Variety Released.
7. Dr. Lewis Recognized and many more articles!

Ensuring Your Community gets Counted in the 2020 Census

During Sept. 8-12, a delegation of 15 county extension agents, along with retired agent and ACAA life member Jesse Clark, and District Director Jerry Clemons attended the National Association of County Agricultural Agents Annual Meeting and Improvement Conference in Fort Wayne, IN. Participants and their families had a wonderful opportunity to experience professional improvement tours, workshops and programs to gain new ideas for educational programming and share successful local programs with agents from all over the country. Four of the Arkansas county agents presented posters or talks showcasing their county educational programs or research. Stewart Runsick and Allison Howell were National Finalists, and Amy Tallent was a National Winner.

Three members received the Achievement Award from the national association. This award is given to agents with

10 years or less of service in Cooperative Extension Service who exhibited excellence in the field of extension education. This year's award recipients were Brett Gordon, Woodruff County; Matt Fryer, Pulaski County; and Terrell Davis, Pike County.

Three members received the Distinguished Service Award, which encourages and recognizes excellence in the field of professional extension for members with more than 10 years of service. This award is given to less than 2 percent of the membership, who are workers and are approved by the State Director of Extension. Recipients are held in high esteem by their fellow workers. This year's Distinguished Service Award recipients were Bill Robertson, Jackson County; Amy Simpson, Clark County; and Brad McGinley, Grant County. ■

The Community, Professional and Economic Development Unit Invites You to Attend...

2020 CENSUS WEBINAR

Wednesday, January 8 from 10:00-11:00 AM

- Hear from guest speaker Kara Wilkins, AR Complete Count Coordinator, about 2020 Census efforts across the state.
- Discover tools/resources to help educate community members about the 2020 Census.
- Explore ways to incorporate 2020 Census education into existing programming.
- Learn how to answer questions about the 2020 Census timeline, process, and data security.

Access the webinar using the information below <http://bit.ly/CPED-2020-Census>



From left: Joan Burcham, Tim Burcham's wife; Tim Burcham; Bert Greenwalt, A State professor of ag economics; and Charlott Jones, local CPA.

NERREC Director Named Ag Business Person of the Year

Dr. Tim Burcham, director of the Northeast Rice Research and Extension Center, received the 2019 Ag Business Person of the Year Award from the Jonesboro Regional Chamber of Commerce at the 2019 Chamber Gala. This was the first event held in the new Convention Center located on the campus of Arkansas State University. ■

Lessons Learned About the Bridge

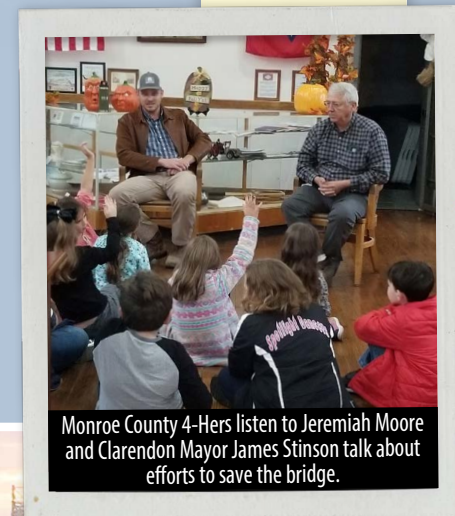
Raffles are a great way to raise funds, and most anything can be used as the prize - even the chance to implode a bridge.

The historic White River Bridge in Clarendon was to be imploded, but rather than be a sad occurrence, County Agent Valerie Turner turned the bridge's destruction into a profitable, positive, learning adventure for Monroe County 4-H.

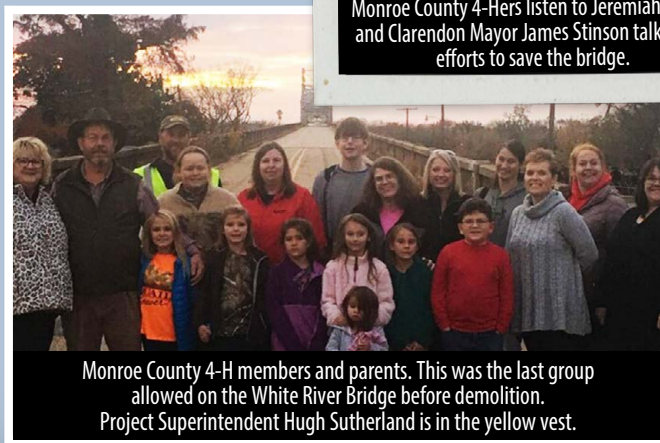
Members of the Friends of the White River Bridge, a group instrumental in efforts to save the bridge from destruction, taught 4-Hers about the White River Bridge and its historical significance as well as the governmental processes associated with saving and destroying the bridge.

Youth learned the importance of staying informed and being involved in their communities as well as taking a stand for the things they believe in, even when it means speaking against governmental rule. As the last group to ever be on the bridge, 4-H members were led to the top by the bridge's project superintendent where they learned about all the components to demolish and remove a bridge. Monroe County

4-H made more than \$1,200 on the raffle while learning about history, government, demolition, and what it means to be part of something bigger than themselves. ■



Monroe County 4-Hers listen to Jeremiah Moore and Clarendon Mayor James Stinson talk about efforts to save the bridge.



Monroe County 4-H members and parents. This was the last group allowed on the White River Bridge before demolition. Project Superintendent Hugh Sutherland is in the yellow vest.

Produce Safety Team Attends Southern Region Meeting

The Produce Safety Team attended the annual Southern Region Integrated Produce Safety (SRIPS) meeting in late October in San Antonio, where they visited with other states about progress, challenges, and solutions in implementing the FSMA Produce Safety Rule.

Arkansas tomato growers Michael and Beth Hensley joined

the team at the meeting to speak on their experience with the Arkansas food safety program. Mr. Hensley spoke on behalf of Arkansas

farmers about how the Produce Safety Education Program helped his farm operations team better understand food safety risks for contamination. His experience as a large-scale tomato grower and his history with other food safety audits gave him insight about the limitations of third-party audits in managing risks for farms.

Hensley shared that the new produce safety education program teaches farmers the "why" behind the practices. "When we know the why, it helps us know what to do," he said, "and then we can take those recommendations and do something about it."

The Produce Safety Team continues its efforts to educate produce farmers on the Produce Safety Rule. Three more trainings are scheduled in the spring. Visit www.uaex.edu/producesafety for dates and locations. ■



The Arkansas Department of Agriculture (DOA), the CES Produce Safety Teams and tomato grower at the annual SRIPS meeting. Left to right: Scarlet Waters (DOA), Tammy Winsor (DOA), Mark Stoll (DOA), Angela Gardner (CES), Michael Hensley (Harrod and Hensley Tomato Co), Amanda Philyaw Perez (CES), John Lansdale (DOA) and Julia Fryer (CES).

4-H Livestock Skillathon Team Competes at Nationals



The state-winning Arkansas 4-H Livestock Skillathon team from Washington County competed at the National 4-H Livestock Skillathon Contest in Louisville, Kentucky, on Nov. 18. In the individual portion of the contest, they had to identify equipment, retail meat cuts and livestock

breeds. They also had a hay judging class, wool judging class, individual quality assurance exercises and a 30-question quiz.

The team portion of the contest consisted of meat and carcass evaluation and marketing, management, performance, and marketing problem, livestock feeding, animal breeding scenario, and a team quality assurance exercise. The team includes Josiah A., Lydia A., Alana C., Mason M. and coach Denise Trotter. Alana won 3rd overall individual in quality assurance. ■



From left to right: the Washington County Livestock Skillathon team consisted of Josiah A., Lydia A., Alana C. and Mason M.



Alana C. was 3rd overall individual in Quality Assurance at the National 4-H Livestock Skillathon Contest.

Livestock Judging Team Competes at National 4-H Livestock Judging Contest

The state winning Arkansas 4-H Livestock Judging team from Benton County competed at the National 4-H Livestock Judging Contest Nov. 19 in Louisville, Kentucky, where they judged 12 classes of cattle, sheep, goats and hogs.

The team placed 10th in sheep/goats. Team members were Hayden H., Paige B., Julie G. and Ryan L. The team was coached by Jessica Street. ■



The Benton County Livestock Judging team consisted of Hayden H., Paige B., Julie G. and Ryan L.

Accessibility – How to use a Scanned Image in an Accessible Document

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Often information is received to include in a newsletter that is a scanned document, such as a flyer announcing an event. It is sometimes possible to track down the original Word document to include in the PDF, but not always. Recognizing scanned pages is the first step to remediation. If individual letters on the page cannot be selected with a cursor, the page is a scanned image and not text. Scanned information is actually an image, and if that image is used to convey a message, the text must also be provided in the newsletter. Using Adobe Acrobat Pro, the Accessibility Wizard can be used to

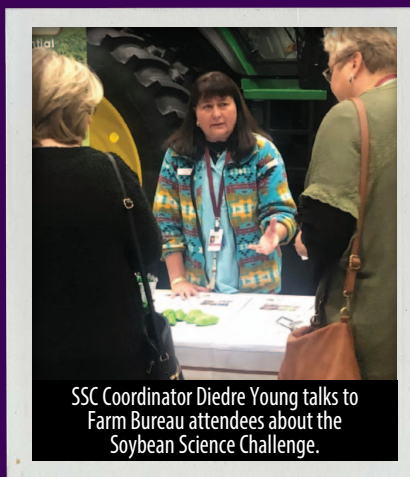
convert scanned documents to text, which provides the text needed to be accessible.

To find this option in Adobe Acrobat Pro, open the PDF document and select “Tools.” In the Customize section, select “Action Wizard.” Select “Make Accessible,” then “Recognize Text using OCR.” After processing, the scanned image is converted to accessible text. Keep this in mind as you create documents. For further assistance, contact Becky Bridges, accessibility manager. ■

Soybean Science Challenge Attends Arkansas State Farm Bureau Convention

The Soybean Science Challenge (SSC) hosted an educational booth Dec. 3-4 at the Arkansas State Farm Bureau Convention in the Little Rock Convention Center where SSC Coordinator Diedre Young handed out soybean promotional items, lesson plans, resource guides and educational brochures to more than 200 participants.

Young encouraged attendees to tell teachers to use soybeans in classroom research by using the free resources available on Extensions ‘soywhatsup’ website.



The Soybean Science Challenge is a farmer-funded, statewide, high school education program that seeks to increase student knowledge about the value of Arkansas soybeans to the Arkansas economy, to the labor force, and ultimately to feed and fuel the world. It is a partnership between the Arkansas Soybean Promotion Board and the University of Arkansas System Division of Agriculture Cooperative Extension Service. For more information, contact Dr. Julie Robinson, jrobinson@uaex.edu or Diedre Young dyoung@uaex.edu. ■

Website Refresh Update

The IT team has been reviewing thousands of pages for layout and quality assurance issues as part of the UAEX website refresh project. The good news is that the site will have revamped and updated content and a great mobile-friendly look and feel. The bad news is that the process is time-consuming (but worth it). We may reach out to you for advice on page content or if you can help review the site on

different browsers or devices. For a sneak peak at the website, go to <https://sandbox.uaex.edu> and start browsing (use your active directory credentials to access the site). Or go to a webpage on the live site and replace the “www” with the word “sandbox” to find the new page. If you see issues with any of the sandbox pages, email Amy Cole at acole@uaex.edu and she can fix it. ■

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New Lynx Rice Variety Released

The University of Arkansas System Division of Agriculture has released a new medium-grain rice variety to help Arkansas rice growers boost their production and improve their bottom line.

The new release Lynx (17AR1121), developed at the Rice Research and Extension Center, is an early-maturing, short-statured medium-grain variety with the excellent

grain yield and good grain quality. The pedigree of Lynx consists of Earl/3/Bengal//Mercury/Rico 1/4/Jupiter. On average, Lynx has an approximate 5-6 bushels per acre yield advantage over Jupiter and Titan. It has a similar disease package and the same excellent seedling vigor as Titan. Lynx also has the typical medium-grain cooking quality, low chalky and a plump kernel size similar to Titan. ■



Social Skills
U/A DIVISION OF AGRICULTURE
RESEARCH & EXTENSION
University of Arkansas System

Tech Corner



IT to Discontinue Duplication Services

Due to the rising cost of equipment, supplies and labor, the IT department will discontinue CD/DVD/USB drive duplication services as of Jan. 31, 2020. Several online vendors offer this service. Please visit our website for more details: <https://employees.uaex.edu/information-technology/it-resources>.

Not Finding What You Need?

Our new Employee Intranet website was unveiled Dec 2. <https://employees.uaex.edu>

We appreciate your patience during the adjustment period with the new site. Most of our feedback has been positive and people are loving the look and feel of the new site. However, some people have expressed concerns with regard to finding important links they use every day. Here are a few tips & tricks for finding what you need:

- On the main page, check to see if the link you're looking

for happens to be listed on the left or right navigation.

- Think about what support unit the item would be found under and choose that department. For example, if you're looking for hiring information, click on Human Resources. If you can't find an obvious link in that department's section, try using the search! (see next bullet).
- The search is probably the quickest and easiest way to find something. You can access the search feature in the upper right corner of all interior pages (not the home page).

TIP: The employee site search ONLY searches three different groups of information to help you streamline the search process:

- Employee site content
- Policies and templates (UAEX site)
- Support units (UAEX site)
- When you find what you are looking for, bookmark it for future use. If you need help with this, contact the call center at callcenter@uaex.edu. ■

4-H Livestock Quiz Bowl Team Competes at Nationals



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WASHINGTON COUNTY

The state winning Arkansas 4-H Livestock Quiz Bowl team from Washington County competed Nov. 19 at the National 4-H Livestock Quiz Bowl Contest in Louisville, Kentucky where they made it to the fifth of eight rounds.

The team was quizzed on livestock questions pertaining to cattle, sheep, goats, hogs, forages and current events. The team includes Alana C., Madeline L., Mason M., Kale S., alternate Lydia A. and coaches Denise Trotter, Sierra Burnett and Shannon Burnett. ■



The Washington County Livestock Quiz Bowl team were front row: Mason M., Alana C., Kale S., and Madeline L. back row: coach Sierra B., alternate Lydia A. and coach Shannon Burnett.

4-H Member Wins National Turkey BBQ Contest

FRANKLIN COUNTY

Franklin County 4-H Member Meredith H. won first place at the National Turkey BBQ Contest in Louisville, Kentucky. Contestants are judged on their grilling techniques, appearance and taste of finished product and their oral presentation on the economic impact of the turkey industry and turkey cooking methods, safe food handling techniques and nutritional information. Meredith has been in 4-H for 11 years and has been competing in the 4-H BBQ contests since becoming a Jr. 4-H member. Meredith is the daughter of former Franklin County Agent, Susan Holman. ■



Meredith H. wins the National Turkey BBQ Contest.

Dr. Lewis Recognized

Outreach Coordinator for the Department of Entomology and Plant Pathology, Dr. Carolyn Lewis, was recently recognized as the University of Arkansas-Fayetteville Part-time Employee of the Year.

Carolyn has a special skill for communicating the excitement and science of entomology to groups of all ages. Carolyn has given countless demonstrations to school groups, garden

shows and citizen groups around the state. She also maintains a live arthropod zoo. She trains teaching assistants, conducts insect identification studies for researchers from around the country and has served as an excellent role model for students in the program. ■



University of Arkansas-Fayetteville Part-time Employee of the Year Dr. Carolyn Lewis.



UPCOMING TECH TUESDAY WEBINARS

Thanks to everyone that completed the annual Tech Tuesday survey! Your feedback helps us plan for 2020.

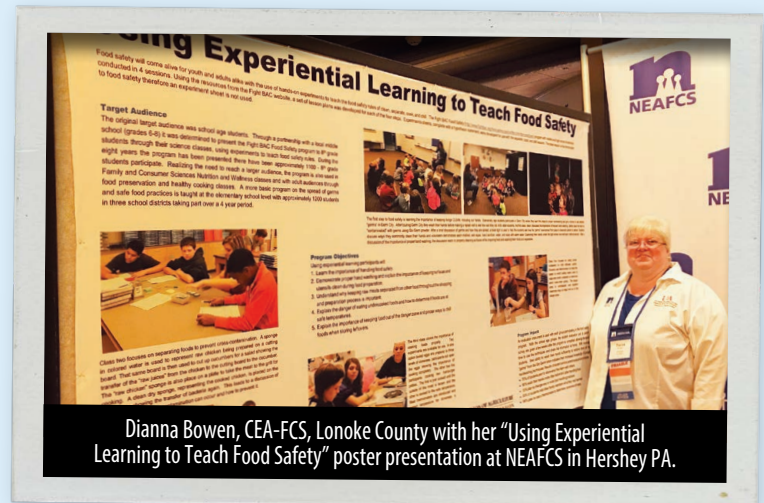
Second Tuesday of every month, starting at 9 a.m.

For the 2020 Tech Tuesday schedule, and to view all the Tech Tuesday recordings <https://uaex.edu/techtuesdays>.

Poster Presentation Brings National Attention

If you think being a member of your professional organization or taking the time to apply for a national award and/or poster presentation is not beneficial, think again. Wonderful things have recently unfolded for Dianna Bowen, CEA-Family and Consumer Sciences in Lenoke County. She created a poster presentation and session at the National Extension Association for Family & Consumer Sciences (NEAFCS) annual meeting in Hershey, Pennsylvania in October.

As a result of the poster and Ignite/World Café presentation, Dianna was contacted by the Partnership for Food Safety Education to share the Fight BAC food safety program she created. This program has been highlighted in the organization's monthly e-newsletter and monthly blog. Dianna also participated in a webinar with potential donors to show the impact of the program. Read the blog at the following link:



<http://www.fightbac.org/bac-fighter-dianna-bowen-boosts-8th-grade-science-curriculum-with-the-core-four/> ■

Extension Collaborates With USDA to Teach Veterinarians Aquaculture Medicine

Twelve veterinarians from across Arkansas convened at the Harry K. Dupree Stuttgart National Aquaculture Research Center (SNARC) on Dec. 5 to learn about aquaculture medicine. The course was part of the Food Animal Medicine Workshop Series coordinated by Extension Veterinarian Dr. Heidi Ward through funds provided by the USDA NIFA Veterinary Services Grant Program. The goal of the workshop series is to encourage Arkansas veterinarians to provide more food animal services. The course began with an overview of the aquaculture industry by Extension aquaculture specialist Larry Dorman. Dr. Pat Gaunt from Mississippi State University College of Veterinary Medicine covered fish anatomy and physiology, common fish diseases, treatment for the diseases and regulations concerning the aquaculture industry.

Bradley Farmer, a microbiologist from the USDA Agricultural Research Service, instructed the veterinarians on how

to practice biosecurity in aquaculture. Dr. Nilima Renukdas from the UAPB Fish Disease Diagnostic Laboratory joined Mr. Farmer to provide instruction on fish anesthesia, euthanasia, venipuncture, tissue sample collection, bacterial culture and microscopic examination. The workshop was well-received by all in attendance. The veterinarians received eight hours of continuing education credit for attending. Researchers at SNARC look forward to collaborating on similar programs in the future. ■



Drs. Amy Hawley, Julianne Fletcher and Denise Apperson practice drawing blood from fish as part of the hands-on rotation at the aquaculture medicine course.

2020 Market Trends and Business Opportunities

THROUGH THE SHARE GROUNDS PROJECT

On Dec. 7, the Food Systems and Food Safety Team hosted a Food Processing and Aggregation workshop at the Little Rock State Office for entrepreneurs interested in creating new food products or needing assistance with commercial production.

Thirty-seven participants and food system supporters attended the workshop with seven businesses indicating an intention to use a Share Grounds facility for product testing and manufacturing and four farms interested in supplying produce to these businesses and schools.

According to the 2017 Agricultural Census, the consumer shift to “locally made” and “locally grown” products continues

to grow. To have a successful food product, businesses must understand their target consumer, market competition and what value their food product adds to the marketplace. Market insights, released by OSU Kerr Center for Food and Agricultural Products and Whole Foods Market, show trending demand for veggie-centered snacks and carbohydrate alternatives, probiotics and unique nut butters and spreads. Additionally, consumers are seeking products associated with sustainability values like regenerative agriculture practices.

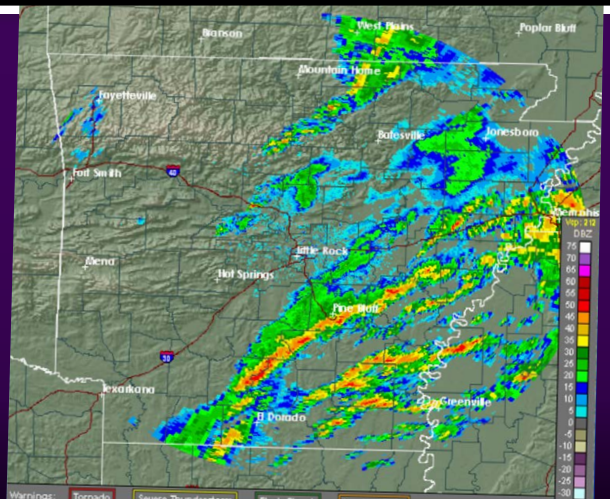
If you or anyone in your network or county is considering developing a food product, please contact our office for additional information on Share Grounds and ways to test new food products. ■



Attendees of the Taste for Food Business workshop held at LRSO.

Worrisome Weather Outlook Straight to Your Inbox

If you'd like to receive information from the National Weather Service at Little Rock about potentially hazardous weather situations, please email Mary Hightower at mhightower@uaex.edu. ■



Start 2020 with Living Well Challenge

ARE YOU MAKING HEALTHY CHOICES DURING THE HOLIDAYS?

Did you eat too much pecan pie? Have you been getting any physical activity besides shopping? Maybe you're thinking about getting healthy for the New Year and could use some help changing a few daily habits. Why not join the UAEX Living Well Challenge? You get support to make healthy choices, track your healthy habits, earn points and even win prizes! This eight-week challenge will help you learn six simple daily habits that will improve your health. Look for more information in your inbox and sign up at www.livingwellchallenge.uaex.edu. ■

Join the challenge!



#UAEXLivingWell

- MAKE HEALTHY CHOICES
- TRACK YOUR NEW HABITS
- EARN POINTS
- ENGAGE WITH OUR ONLINE COMMUNITY
- WIN MONEY AND PRIZES!

Registration: \$35

(FIRST 50 TO REGISTER WILL RECEIVE A \$5 DISCOUNT!)

www.livingwellchallenge.uaex.edu

Animal Science Hosts In-service Trainings for Agents

The Department of Animal Science hosted 25 county extension agents for a two-day in-service training at the Pauline Whitaker Animal Science Center in Fayetteville on Dec. 10-11.

Organized and presented by Chelsey Kimbrough and Bryan Kutz, the sessions included informative training classes for 4-H livestock judging and skillathon teams. ■



ANSC Hosts Quadrathlon: team members Cole C., Nathan D., Erin F. and Laykyn R. discuss questions on various livestock handling techniques



Bryan Kutz instructs the visiting county extension agents during session



Equine Judging Team Champions: from L to R: Laurel D., Paige W., head coach Jordan S., Anissa E., Eva Short, Madison P.)

Grants and Contracts

PROJECT TITLE	AWARD AMOUNT	PI	GRANTING AGENCY
2017 Arkansas Extension Implementation Program	209,961.00	Glenn Studebaker	National Institute of Food and Agriculture
4H Shooting Sports +One Movement Challenge Grant - Sebastian County	1,200.00	Araceli Oswald	National Shooting Sports Foundation, Inc.
A Collaborative Approach to Cotton Sustainability for the Mid-South Region of the United States	20,000.00	Bill Robertson	Better Cotton Growth & Innovation Fund
Arkansas Delta Region Obesity Project	844,492.00	Laura Balis	Centers for Disease Control and Prevention
Developing an Arkansas Specialty Crop Discovery Farm	53,177.00	Amanda McWhirt	Arkansas Agriculture Department
Developing Hops Production in Arkansas to support Specialty Crop Growth and Diversification	58,946.00	Amanda McWhirt	Arkansas Agriculture Department
Enhancing Farmer Productivity and Environmental Benefits in Cotton Production through Land Stewardship Programs	48,770.00	Matt Fryer	Soil Health Institute
Enhanced Pest Control System for Mid-South Soybean Production	29,000.00	Terry Spurlock	Louisiana State University
Growing Arkansas Soil Health Alliance	19,400.00	Julianne Dunn	Arkansas Association of Conservation District
MS4 Stormwater Education for the City of Pine Bluff 2020-2022	266,491.32	Stacey McCullough	City of Pine Bluff
MS4 Stormwater Education for the City of White Hall 2020-2022	23,512.17	Stacey McCullough	City of White Hall
We all Got to Brush Mini Grant	2,350.00	Tracy Courage	Delta Dental Foundation
Wheat Research Verification Program	11,000.00	Jason Kelley	Wheat Promotion Board
TOTAL AWARDS FOR NOVEMBER 2019: \$1,588,299.49			

Hard Numbers: Balis Begins Evaluating Health Programs

At a time when publicly funded programs are being more closely scrutinized, UAEX is working to ensure the effectiveness of its programs with empirically evaluated results.

“Accountability is everything,” said Laura Balis. “We need more than just anecdotal evidence or the endorsement of a participant to demonstrate that our programming works.”

She is taking on several high-profile programs for evaluation: Walk Across Arkansas, Extension Get Fit (formerly known as Strong Women or Strong Women and Men) and Yoga 4 Kids. All of these efforts will involve county agents, volunteers and program participants.

In more than a decade, Walk Across Arkansas has grown in to one of the state’s largest public health initiatives. “As far as I can tell, Walk Across Arkansas had not been evaluated beyond participant satisfaction and qualitative responses.

I added a pre-, post-, and six-month follow up evaluation,” Balis said. “It’s a pragmatic, valid measure called the L-Cat, which uses one question to assess physical activity levels.” L-CAT stands for Stanford Leisure-Time Activity Categorical Item. Balis has Institutional Review Board, or IRB, approval to publish results on Walk Across Arkansas.

“We’re also working on restructuring the Yoga 4 Kids program and going through a similar process to add a valid pre- and post-program measure and publish our results,” she said. “The program has been around for seven years and disseminated to more than 15 states, but we haven’t compiled any data to determine effectiveness.”

Balis expects the evaluations “will continue for the next year and be the beginning of a long-term process to iteratively evaluate and improve our programs for maximum benefit.” ■

Benefits Corner



Benefits Quick Reference Chart

- **UMR Medical Coverage:** 1-888-438-6105 (Classic, Premier, or Health Savings plans). List of providers: www.umar.com. Click on “Find a provider,” “Medical,” “UnitedHealthcare Options PPO,” and “Medical.”
- **MedImpact Prescription Drugs:** 1-800-788-2949.
- **Flexible Spending Account (FSA):** UMR Benny Card / 1-866-868-0145.
- **Arkansas Blue Cross Blue Shield (AR BCBS):** 1-888-223-4999. List of Dentists: <http://www.blueadvantagearkansas.com/portal/uasental/Default.aspx>.

- **Superior Vision:** 1-800-507-3800. List of providers: www.superiorvision.com. Click on “locate a Provider” (to select an eye care provider or ensure your current provider is part of the Superior Vision network).
- **Retirement Issues:**
Fidelity – 1-800-343-0860
TIAA-CREF – 1-800-842-2776
APERS – 1-800-682-7377
 (Not available for new enrollments)
ATRS – 1-800-666-2877
 (Not available for new enrollments)

UA employees eligible for retirement should provide Extension with a minimum of 90 days advanced notice and are urged to retire on the last working day of the month.

- **CES Human Resources:** 501-671-2219. ■

Personnel Changes



Welcome aboard:

Hannah McCoy - Administrative Specialist II, 4-H & Youth Development, 4-H Center

Chelsea White - Program Assistant - EFNEP, Crawford County, Van Buren

Amanda Welch - 4-H Youth Development Associate, 4H & Youth Development

Sauna McPherson - Institutional Printer, Print Shop, Little Rock

Farewell to:

John Fournier - Fiscal Support Analyst, Credit Union, Little Rock

Timothy Hicks - Procurement Counselor, Community, Professional & Economic Development, Little Rock

Steve Kelley - County Extension Agent – Staff Chair, Drew County, Monticello

John McMinn - Program Associate – Center for Agricultural & Rural Sustainability, Little Rock

Courtney Reed - Program Assistant – EFNEP, Clay County, Corning