

# BLUE LETTER

The University of Arkansas Cooperative Extension Service Monthly Letter

No. 3728 • December 2012

## FROM THE DIRECTOR

In many ways, it seems as though January 2012 just started, and, yet, here we are about to end the year.

Much has happened in 2012. We have witnessed a weather pattern of extremes, including an extended drought, which continues, along with unseasonably mild temperatures, as we move into the final month of this year.

Have a great holiday, and return safely and ready to work together as we begin 2013.

— Tony Windham

## An improved Online Employment System is coming

In 2006, Cooperative Extension began using an online employment system called PeopleAdmin. While this system has been instrumental in documenting and streamlining our hiring process, the technology for our current version is somewhat outdated, so we will update it in January 2013, offering a revised platform, a new look and easier navigation for the applicant and the Extension user.

Human Resources will hold training sessions in January and February to prepare Extension users for the update. We encourage all administrators, department heads and those who frequently participate in the online hiring process to attend a training session.

We apologize for any inconvenience this upgrade might cause, but we are confident that the new system will be more useful and powerful.

***The web addresses will not be changing for either the applicant or Extension user site.***

New features include:

- Easier navigation and updated look
- New ad-hoc reporting and keyword search tools available to all users
- New bookmarking tools and self-service features available to all users
- New hiring proposal feature that will streamline the selection and hiring process
- Applicants will be able to refer job postings to others with a new “share” feature
- Improved ADA compliance

***For questions or additional details on the implementation, please call Jill Lambert, Employment Manager at 501-671-2149. ■***



**DIVISION OF AGRICULTURE  
RESEARCH & EXTENSION**

*University of Arkansas System*

University of Arkansas,  
United States Department of  
Agriculture, and County  
Governments Cooperating

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**PeopleAdmin**

**DR. TONY WINDHAM**  
Associate Vice President for  
Agriculture - Extension and  
Director, Cooperative Extension Service



## Entrepreneurs complete Operation JumpStart Training

On November 8, five entrepreneurs from Izard, Fulton and Sharp counties graduated from Operation JumpStart, a small business training program.

County agents and staff from the three counties partnered with Ozarka College to organize the program. Staff from Community and Economic Development facilitated the course.



**From left to right: Stacey McCullough, Brenda Andis, Evelyn Mizner, Martha Wilson, Sharon Mitchell, Joe Dockins and Bobby Hall**

Additional funding and support were provided by Arkansas Women's Business Center, Winrock International, U.S. Small Business Administration and the Delta Regional Authority. Local experts were brought in as guest speakers to help expand the support network for participants.

During the six-week program, participants applied what they learned to develop a feasibility plan for their business idea. They developed skills in business planning,

market research, financial management, marketing and other aspects of starting and running a business.

Participants unanimously rated the course as excellent. Becoming familiar with other resources and tools available was one of the biggest benefits of the course cited by participants. In addition, evaluation results showed participants gained a greater understanding of what Extension does across all four program areas and plan to utilize their county offices more extensively.

For the most current news about what Extension is doing to support entrepreneurial development, "Like" us on Facebook at <https://www.facebook.com/UACommunityDevelopment>. ■

## Samy Sadaka publishes five papers

Samy Sadaka, assistant professor and Extension engineer, biosystems, has kept two professional journals busy in 2012, writing and publishing five papers from his research in agricultural engineering.

His most recent piece, along with an earlier paper, was published in *Biofuels, Bioproducts and Biorefining*, a peer reviewed online journal. He is listed along with two co-authors in the Nov.-Dec. 2012 issue.

He also published three articles in the *Journal of American Society of Agricultural and Biological Engineers* based upon his research. ■

## 4-H'ers say thanks to Farm Bureau



**Randy Veach (left), Arkansas Farm Bureau president, accepts a card from 4-H leaders Meredith Williams (center) and Lauren Ince (right). The card was signed by 4-H youth who attended 4-H O-Rama in July and expressed the appreciation of 4-H youth statewide for Farm Bureau's support at the local and state levels. The card was presented on November 29 during the Farm Bureau Convention.**

# Meet the *new* employees!

## **Mary Jane Cody**

County Extension Agent - Family and Consumer Sciences  
Perry County

### • **What's your background?**

My background includes almost 20 combined years of experience with the Arkansas Department of Health WIC Program and National Park Community College's Early Childhood Program.

### • **What knowledge, skills and experience are you bringing to Extension?**

Knowledge of public health nutrition, extensive work as a lactation consultant, and five years as director of the Early Childhood Program at NPCC.

### • **What are one or two things you would like your colleagues to know about you?**

I've lived in ten states, but I am thankful to call Arkansas home.

### • **What would you like to accomplish your first year with Extension?**

Discover the best way I can serve the residents of Perry County.

### • **What brought you to Extension? What was it about Extension that you value?**

Since graduating from the University of Arkansas, it has always been my heart's desire to work in Extension. I value the fact that we as Extension faculty can serve our communities through education to empower individuals and families to be the best they can be.

### • **What are your interests or hobbies outside of work?**

Time with my husband, children and grandchildren; gardening and canning in the summer; fishing; and following the Razorbacks! ■

## **Lauren Copeland**

Program Technician - Health LRSO



### • **What's your background?**

I'm originally from Paragould in Greene County. I have a bachelor's degree in Health Promotion from Arkansas State University, but I also have some background in 4-H, agriculture education and livestock production. I showed sheep and swine for 12 years as a 4-H'er, and I was a state 4-H officer.

### • **What knowledge, skills and experience are you bringing to Extension?**

I have very diverse knowledge and skills in areas related to health, education and animal science.

### • **What are one or two things you would like your colleagues to know about you?**

I am pretty easy to get along with, I like to try and make everything fun, and I don't mind getting a little dirty to get the job done.

### • **What would you like to accomplish your first year with Extension?**

I would like to meet all the FCS agents throughout the state, and I want to learn as much as I can about the current and upcoming health promotion/education programs. I would also like to go back to school to start work on my master's degree.

### • **What brought you to Extension? What was it about Extension that you value?**

I was in 4-H for 12 years, and I always enjoyed working with our county agents on my livestock projects, community service projects and O-Rama competitions and teams. Working with Extension always felt like the right career choice for me, and I'm so glad to be here.

### • **What are your interests or hobbies outside of work?**

I like to read and hang out with my family and friends. ■



**Marie Golden**  
Program Assistant - SNAPEd  
Van Buren County

• **What's your background?**

I graduated from Clinton High, attended North Arkansas Community College in Harrison, and have substituted at Clinton schools Pre-K through 12.

• **What knowledge, skills and experience are you bringing to Extension?**

As well as being a mom to two wonderful children, I have had many years of working one on one with children and find that I learn new things every day.

• **What are one or two things you would like your colleagues to know about you?**

I am a mom with two children in 4-H, as well, and they have had a wonderful time. I have had fun watching and learning with them. I am looking forward to getting to know and working with not just everyone in this county but everywhere.

• **What would you like to accomplish your first year with Extension?**

I would like to get at least one new club started.

• **What are your interests or hobbies outside of work?**

I like anything outdoors at any time of the year, but fall is probably my favorite time to get out and do things with my girls.■

**Shannon Mashburn**  
Administrative Specialist II  
LRSO



• **What's your background?**

After PROUDLY serving my country in the U.S. Army as a Combat Medic, I took a position as a purchasing agent and materials

manager until I was in a near-fatal car accident in 2002. I decided to begin college and became a stay-at-home mom when my first son was born September 2003. I worked from home as a medical and legal transcriptionist and volunteered with numerous organizations, including Special Olympics and several clothing and food ministries. While working with 4-H, I plan on pursuing my teaching degree.

• **What knowledge, skills and experience are you bringing to Extension?**

I enjoy working with people of all ages, and I have a passion for resolving conflicts and using common interests to bring people together.

• **What are one or two things you would like your colleagues to know about you?**

I can talk and listen at the same time, and if you think I should learn about any programs offered, I would love to, so please forward the information to me!

• **What would you like to accomplish your first year with Extension?**

I would like to start an after-school program at my son's school and raise awareness of all the benefits 4-H clubs have to offer.

• **What brought you to Extension? What was it about Extension that you value?**

This position started out with me applying to "just another" state job. When I learned of all the programs and camps offered by 4-H, and how involved in the community we are, I felt like I was going to be a part of a family. I cannot wait to introduce my two boys to 4-H and community involvement. We are particularly excited to work with Operation Military Kids.

• **What are your interests or hobbies outside of work?**

I enjoy reading, hiking, and playing board games with my two boys, Matthew (9) and Isaac (6). We enjoy supporting and encouraging others. One of the things we do is compete to see how many people we can make smile, and I just realized we have never figured out who "won." ■





**Kimberly M. Sanders**  
4-H Program Assistant  
Crittenden County

- **What's your background?**

I graduated from Mid South Community College with an Associate of Arts General Studies and am a student at University of Central Arkansas majoring in Health Science Addiction Studies.

- **What knowledge, skills and experience are you bringing to Extension?**

I am all for youth development. I am ready and willing to get these kids on the path to a brighter future. I can relate, and I have the passion and patience for working with youth.

- **What are one or two things you would like your colleagues to know about you?**

I love working with the youth, and I try my best to stay organized.

- **What would you like to accomplish your first year with Extension?**

I would like to have been to all schools and all grade levels in Crittenden County, informing students and teachers about 4-H, have an after school program in most of the schools and have over 10 clubs with so many volunteer leaders each club will have more than enough.

- **What brought you to Extension? What was it about Extension that you value?**

I valued the fact that it provided some positive development for the kids.

- **What are your interests or hobbies outside of work?**

I am a mother of three so I am always busy with them and their extracurricular activities. I love to shop for clothes, decorate my home, dance and play cards. ■

## BENEFITS CORNER

### Use It or Lose It? No...Donate!

**Annual Leave** must be earned before it can be taken with approval from the appropriate supervisor. Annual leave is cumulative; however, no employee may have an accumulation in excess of 240 hours (30 days) on December 31 of each year. During the calendar year, accrued leave may exceed 30 days, but those days in excess of 30 will be lost if not used before December 31 of each year.

**Sick leave** must be earned before it is taken and may be taken for the illness or injury of the employee or an immediate family member; the death or serious illness of the employee's immediate family member; medical, dental or optical treatment

for the employee or an immediate family member. Sick leave is cumulative up to a total maximum of 960 hours (120 days).

#### **What can you do with unused, accrued leave? Donate it!**

Catastrophic Leave Bank annual **open enrollment** runs through December 31. Donations are made in one-hour increments. If the donation of leave would reduce your combined annual and sick leave balance to less than 80 hours, you are not allowed to donate. If you wish to donate, please complete form EBEN-103.

**What's new in publications? Find out at:**

[http://www.uaex.edu/depts/Administration/blue\\_letter/Monthly\\_Publications\\_Report.htm](http://www.uaex.edu/depts/Administration/blue_letter/Monthly_Publications_Report.htm)

# Grants and contracts

for Month Ending October 31, 2012

Project Title	Award Amount	Principal Investigator	Granting Agency
Pesticide Safety Education Program	\$ 10,000.00	Ples Spradley	National Institute of Food and Agriculture
To accelerate technology transfer and adoption of promising technologies and approaches to address natural resource concerns	969,296.00	Michael Daniels	Natural Resources Conservation Service
LeadAR Class 15 Cultural Diversity and International Study Tour Orientation Seminar	1,500.00	Joseph Waldrum	Entergy
Partners for Creating a Vibrant, Sustainable Future	24,329.00	Mark Peterson	Arkansas Coalition of the Ouachitas RMCC
Edge of Field Water Quality Monitoring at Two Sites	50,693.00	Michael Daniels	L'Angeuille Watershed Coalition
Edge of Field Water Quality Monitoring at Two Sites	3,000.00	Michael Daniels	L'Angeuille Watershed Coalition
Insect Management in Mid-South Cotton: AR I	9,000.00	Gus Lorenz	Cotton Incorporated
<b>Total New Awards</b>	<b>\$1,067,818.00</b>		

## Personnel changes

### Please welcome the following:

#### **Gary D. Armes**

County Extension Agent - Agriculture, Searcy County, effective November 26, 2012.

#### **Haley Nicole Burnett**

Program Assistant - 4-H, Drew County, effective November 6, 2012.

#### **Rachel Leigh Chaney**

County Extension Agent - Family and Consumer Sciences, Stone County, effective November 12, 2012.

#### **Krishna V. Ellington**

Program Technician, Community and Economic Development, effective November 13, 2012.

#### **Bernie Max Franks**

Program Associate - Procurement, Community and Economic Development, effective October 29, 2012.

#### **Marsha P. Horton**

County Extension Agent - Family and Consumer Sciences, Newton County, effective November 26, 2012.

#### **Shannon Marie Mashburn**

Administrative Specialist II, 4-H and Youth Development, effective November 5, 2012.

#### **Alan Dane Northcutt**

Program Associate - Cotton, Crop, Soil and Environmental Science, effective November 26, 2012.

#### **Kayla Donese White**

Administrative Specialist II, Family and Consumer Sciences, effective November 19, 2012.

### Extension says goodbye to:

#### **Rustico Casilan Bautista**

Program Associate, Bio and Agricultural Engineering, effective November 30, 2012.

#### **Dustin Warren Blakey**

County Extension Agent - Staff Chair, Ozark District, effective November 9, 2012.

#### **Carolyn K. Bryant**

Associate Designer/Editor, Communications, effective October 12, 2012.

#### **Joshua E. Eddleman**

SNAP ED Program Assistant, Phillips County, effective November 2, 2012.

#### **Margaret Alyne Rothberg**

Project/Program Specialist, Program and Staff Development, effective November 28, 2012.