It is with pleasure that I write this message to you in my new capacity as the Director of Cornell Cooperative Extension. We are 100 years old and face exciting opportunities as we embark on a new century of meeting the future needs of New Yorkers. I look forward to working with you to raise the profile of this great and dynamic system by improving how we tell our stories to the residents of New York State and other stakeholders. You will be hearing more about that in the coming months.

This is also a good opportunity to make sure that you are aware of other system issues. Andy Turner and Jennifer Tiffany, respectively, are filling the critical leadership positions as the Statewide 4-H Program Leader and the New York City extension office (CUCE-NYC) Executive Director. We are developing strategies that set both programs on strong and stable paths to the future.

Please let me know if you have ideas and suggestions. I welcome your feedback.

Chris B. Watkins, Ph.D.
Director, Cornell Cooperative Extension

Spread the Word!

- CCE on the web: http://cce.cornell.edu
- Like us: CornellCooperativeExtension
- Follow us: @ccecornell
- Watch us: CCECornell
The spring semester brings many new webinars and workshops offered by Extension Administration... make some time to pursue your professional development goals!

Upcoming Opportunities

- **4/11** 9:30 AM to 11:00 AM: Strengthening Programs using Logic Models
- **4/15—4/16** 9:30 AM to 11:00 AM: Virtual Tech Fair
- **4/22** 10:00 AM to 3:00 PM: Enhancing Diversity and Building Inclusion at CCE
- **5/7** 9:30 AM to 10:30 AM: Overcoming STEM Obstacles
- **5/9** 9:30 AM to 11:00 AM: CCEPDC 152 Showcasing Successes to Stakeholders
- **5/16** 9:30 AM to 11:00 AM: CCEPDC 154 Writing to Show Impact
- **5/21** 9:30 AM to 3:30 PM: NYS 4-H 101 Club Management Training
- **6/4** 9:30 AM to 10:30 AM: Getting Youth Engaged in the Environment
- **6/6** 9:30 AM to 11:00 AM: CCEPDC 150 Using the Program Development & Reporting App
- **6/13** 9:30 AM to 11:00 AM: CCEPDC 104 Assessing Local Needs—new course!
- **6/25—6/26** CCE Research Navigator Training

More professional development to be scheduled this Spring!

Check the Staff Site for the most current list of opportunities with more information and registration links.
EXECUTIVE DIRECTORS AND ADMINISTRATIVE STAFF ATTEND LEADERSHIP PROGRAM

In January, 18 Association Executive Directors and 4 staff from Extension Administration attended the Cornell University Harold Craft Leadership Program.

- Ave Bauder (Seneca)
- Beverly Mancuso (Genesee)
- Cathy Maloney (Niagara)
- Chuck Brooks (Columbia-Greene)
- Danielle Hautaniemi (Schuyler)
- David Skeval (Onondaga)
- Don Smyers (Schoharie)
- Elizabeth Claypoole (Wayne)
- Jeanne Darling (Delaware)
- Ken Schlather (Tompkins)
- Ken Smith (Chenango)
- Kevin Jordan (Jefferson)
- Laura Hunsberger (Allegany-Catt.)
- Laurie Livingston (Chautauqua)
- Lisa Richards (Administration)
- Lucy Joyce (Orange)
- Melissa Reif (Administration)
- Nicole Landers (Yates)
- Paul Forestiere (Oswego)
- Paul O’Connor (Administration)
- Peter Landre (Administration)
- Vicki Giarranto (Broome)

This week long experience allowed these leaders to focus on individual effectiveness, the power of dialogue and communication, team building, and personal mastery.

We are considering offering this program again for Executive Directors who were unable to attend in January. For more information contact your State Extension Specialist.

ASSOCIATION LEADERSHIP TRANSITIONS

**Greg Sandor** is the new interim Executive Director for Nassau County. Prior to this position, Greg was the Executive Director for Sullivan County. Greg earned a BS and MS in viticulture from Cal State Fresno and Cornell University, respectively, and founded and managed several wineries in the Finger Lakes and on Long Island. Other professional positions include Director of “From the Ground Up” with the Capital Area Food Bank/Chesapeake Bay Foundation, Regional Director for Habitat for Humanity, and Director of the Agricultural Sciences Department, Chemetka Community College in Salem, OR.

**Diane Held** is the new Executive Director for Erie County. Diane earned her BS in agriculture from Cornell University and her MS in Environmental Studies from SUNY Buffalo. Diane worked for CCE in Erie and Orleans Counties, as Agriculture and 4-H Educator respectively, and in the Natural Resources Department at Cornell University where she developed youth programs. While working in Erie County she also served as interim Executive Director for six months. Most recently she managed projects for American Farmland Trust (AFT) across New York State.

**Jennifer Wagester** is the new Association Program Director for Orleans County. Jennifer earned her BS in crop and soil sciences from Michigan State University and a MS and PhD in extension education, with a focus on volunteer development, from MSU. Most recently, Jennifer worked as a freelance writer for Country Folks and as an educational research consultant.

JUNE ELC

JUNE 11-12, CORNELL CAMPUS

Board presidents will be invited to attend, with their Executive Director, the Executive Leadership Conference on the Cornell campus. The goals for the conference will be to strengthen association and campus connections, continue the Strategic Plan dialogue (focusing on competitive funding and regional networks), and to provide opportunities for board volunteer interaction. More details will be sent directly to the executive directors.
OPENING DOORS DIVERSITY WORKSHOP

Eight staff members representing five county associations (Erie, Oneida, Seneca, Tompkins, and Ulster) completed the Opening Doors workshop held March 19-21, 2014 at Camp Asbury in Perry, NY. The workshop is designed to enhance participants understanding of diversity and inclusion through a lens of power and privilege. Participants explored individual dimensions of diversity and identified strategies that promote partnership at the interpersonal and organizational level. As a result of their recent participation in Opening Doors, several CCE staff members are developing ways to share learning and strategies from the workshop with association colleagues.

PLANNING FOR DIVERSITY

Executive Directors received an update from the Organizational Development and Accountability team at the February ELC. The presentation included a framework and logic model for Educator Excellence recently drafted for our system. Review of the framework revealed that many outcomes are tied to a system with staff skilled at facilitating work with diverse audiences and inclusive programs. EDs explored local data/county demographics and compared that with program data. EDs also explored the cultural competency continuum and talked about available training in this area.

CONTACTS

Overall OD&A—Sarah Dayton
Compliance & Risk Management—Sarah Dayton
Diversity & Inclusion—Eduardo Gonzalez
Federal Reporting—Celeste Carmichael
Professional Development—Kimberly Fleming
Program Development—Celeste Carmichael
Title VI Civil Rights Compliance—Sarah Dayton
Volunteer Involvement—Kimberly Fleming

REGIONAL TRAINING:
ENHANCING DIVERSITY AND BUILDING INCLUSION AT CCE

Developed and launched in 2013, this workshop is a component of CCE’s commitment to promoting and sustaining diversity and inclusion. The workshop is designed to increase staff awareness and understanding of the importance, purpose and impact of cultural competence; examine individual and interpersonal dimensions of diversity; practice skills for effectively engaging across difference; and develop a personal action plan that aligns with and furthers CCE’s ongoing diversity and inclusion efforts. The next workshop will be held at CCE Orange on Wednesday, April 22, 2014. Email Lucy Joyce in CCE Orange at (ltj1@cornell.edu) with registration inquiries.

CCE Plan/Report for NIFA

CCE and the Cornell University Applied Research Experiment Station partners are required to report annually to NIFA about accomplishments and to propose a Plan of Work. Submission of success stories by counties is a major component of this process.

Success stories are searchable through the Program Development and Reporting (PD&R) Tool in the Business Systems Launch Pad – and collected and available by topic. Data from previous years is also available and searchable – which may help for you to plan and implement future programs, write reports, and make decisions about program offerings.

The 2014 and 2015 Plans can be accessed in order to assist counties updating local plans of work. For help, please see the Program Reporting resources on the staff site or contact Celeste Carmichael: cjc17@cornell.edu.
VIRTUAL TECH FAIR 2014

This year’s Virtual Tech Fair will be held April 15-16, 2014. With 20 sessions covering many tools and topics, and all levels of tech comfort, it promises to be a fun and educational event! All sessions are free and are being held online. Don’t miss out! Register here by Friday April 11th.

TECH FAIR BADGES

This year’s VTF attendees will be receiving digital badges for participation. Digital badges are emerging as a new means of signifying accomplishments, skills or interest. For the VTF we’ll be awarding badges to participants in three topical areas: Productivity, Web and Social, and Technology Change Agent. We also have a special Presenters badge that will be awarded to all of our presenters.

These badges are tied to specific achievements – in this case participation in a predetermined series of VTF sessions – and will be awarded to participants at the completion of the event. Digital badges will be attached to each participants profile in Moodle, and can be exported to other badge system. Each badge also carries with it the specific details of what it took to earn, who issued the badge (in this case CCE) and when or if it expires.

Short Stories: Building a narrative with social media
3 one hour sessions
May 6, 13, and 20, Noon—1PM
120 Mann Library, Cornell campus

During these informal sessions we’ll work together to create short stories using a variety of tools and technologies. We’ll also explore how to take advantage of the power of social media as a tool for both creation and promotion.

Questions? Contact Paul Treadwell

Business Systems Updates

- 2013 Annual Report
  Now available on the CCE staff site

- Event Registration for Programs
  “Public” events will be automatically posted in the University’s Events Calendar; sign-up for the Virtual Tech Fair training sessions on Event Registration to learn about other new and upcoming features

- Kuali Financial System Upgrade
  The University will be upgrading their Accounting system by Fall 2014

- Cynergy Workflow Upgrade
  After the summer upgrade, we will work with IT Leads to review SBN document workflow needs

- Directory of Curated e-lists
  New descriptive directory of CCE e-lists is now available via the staff site and the organizational report.

- Business Systems Questions?
  Contact cce-db-support@cornell.edu

WEB—WHAT'S COMING

This year, look for:

- A new look on the CCE Public site

- Updated content and design on the CCE Staff site

- A move of the SharePoint team sites to CIT’s SharePoint Online offering
SHOW US CCE IN ACTION

We are seeking very short (7-10 second) videos of extension staff at work in New York State communities - in the field, in the classroom, you name it.

We will showcase the clips on the new CCE public website which will be unveiled this summer.

Details coming soon about prizes and deadlines.

Questions: communications@cornell.edu.

NEW MISSION STATEMENT

The Extension Administration Human Resources Team provides administrative oversight and guidance to the Cornell Cooperative Extension (CCE) System.

Acting as a liaison between Cornell University and the Cornell Cooperative Extension Association offices across New York State, we collaborate with Regional Human Resources Leads to support the achievement of organizational strategy for the CCE System, Regions and Associations through effective human resource policies, procedures and practices.

The Regional Human Resources Lead Team provides leadership and management of human resource operations for Association offices located within their designated regions. The Leads work in conjunction with Extension Administration HR, each other and CCE Association managers, supervisors, employees and volunteers to provide direct support in the development and implementation of local, regional and statewide policies, procedures, and practices.

Together, the collaborative relationship between Cornell University, Extension Administration Human Resources, the Regional HR Lead Team and the Associations contributes to the current and future success of the CCE System.

ACCPAC GUIDE

Check out the updated version of the ACCPAC Guide/Manual, which includes easy to follow instructions and screen shots.

Next up, the addition of recorded trainings!

QUESTIONS?

Don’t forget that there is plenty of finance related information on the CCE Website Finance section of the Staff site for Associations, Extension Administration and Cornell Departments.

CONTACTING US

The cce.finance@cornell.edu mailbox is available and is already helping us help you more efficiently. Please make sure to use this mailbox with any questions for Extension Administration Finance.

Please include the date, amount, and E-Doc number with account transaction questions.