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BLUE LETTER

October 2022
No. 3846



FROM THE DIRECTOR

Making Connections

As 2022 progresses, it seems that my schedule is getting fuller. It's a good feeling to be actively participating in Extension functions, especially out in some counties.

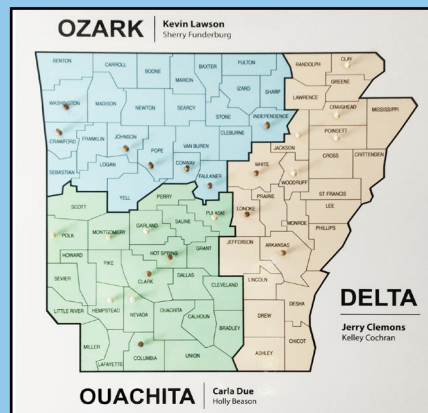
At the first of the month, we had a long overdue safety meeting at the State Office - the first one since I've been director. It was exciting to see everyone who attended in person. Facilities Management Director Graham Peterson did a great job educating us on active shooter scenarios. This video is available online for anyone to watch, and I suggest you all do! Also, I've been traveling across the state participating in the Regional Retiree Meetings. We've held meetings in Jonesboro, Hope and Batesville, Fayetteville and Little Rock. These have been a great way to get out in the state, meet our retirees, and find out what's important to them as retirees and stakeholders.

I've also used the opportunities for travel to visit many of the county offices. I'm really working on getting a pin in every county for the map on my office wall. I've probably been to every county in the Delta District, but not as Director. In one day, I stopped by four offices. I have thoroughly enjoyed talking to our employees, listening to their concerns, and

learning what we can do to make their career with Extension better.

We are still interviewing faculty positions in several departments and look forward to the new faculty who will be hired. Once these new faculty come on board, reach out to them, send them an email, and let them know the issues you face in your counties that pertain to their new jobs. Interviews for the Assistant Vice President - 4-H and Youth Development are under way. I hope to have the new Assistant VP hired by the beginning of 2023.

The county agent intern program has started accepting applications for the 2023 season. This program was a great success in my mind last year as a number of these 11 young people expressed a strong interest in joining Extension in some capacity once they graduate. This program has born fruit in other ways too as the presence of these interns has been noticed by county judges as well as local state representatives. District directors tell me that their presence at university visits and job fairs is also being noticed and acknowledged to a greater extent this year than last. I want to thank everyone involved with his program last year, and I am excited about our next group of interns. ■



INSIDE SCOOP

- ArDROP Wayfinding Signage Project
- Online Beekeeping Course
- Extension Employee Conference
- 4-H Pumpkin Decorating Contest
- Leadership Log
- Tech Corner
- Arkansas Conservation Webinar...And much more!

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ArDROP Wayfinding Signage Project Implemented

ArDROP has partnered with the Helena-West Helena mayor, local stakeholders, Thrive, Inc., and State Physical Activity and Nutrition Program (SPAN) to implement a wayfinding signage project connecting local trails and the downtown area. Planning for the signage project began in 2019, with walkability assessments and community feedback. Thrive, Inc. designed the signage, and with city approval, installation was

Square Park, and other walkable everyday destinations. Additionally, the project aims to attract more recreational tourists to the area to enhance the local economy.

The Delta Heritage Trail runs through Phillips County and extends nearly 85 miles south. Cyclists and hikers using the trail can visit Helena-West Helena, as the main trail head is only six miles west of the city. Helena-West Helena is home to the new Harbor View Trail bordering the Mississippi River and is part of the Helena River Park adjacent to the downtown area. The Harbor View trail is a 1.3-mile project that was constructed through a collaboration between Thrive, Inc. and SPAN. ■



The Levee Walk, Historic Cherry Street, and North Helena Park are shown on a sign in Helena-West Helena.



Points of interest such as the Elaine Massacre Memorial, the Freeman Playground, the Music Playground, and everyday destinations like the Convenience Store are shown on a sign in town.

completed in early October 2022.

One goal of the project is to increase resident access to physical activity opportunities by pointing residents and visitors to areas of interest including the trails, Court

SNAP-Ed Transitions to New Reporting System

Over the FY22 program year, the UADA SNAP-Ed Program transitioned from reporting detailed information in AIMS to utilizing the Program, Evaluation & Reporting System (PEARS). PEARS was developed by Kansas State University and is currently used in more than 30 states for SNAP-Ed reporting. PEARS enables SNAP-Ed to track direct education, indirect education, policy, systems and environmental (PSE) change efforts, and evaluation data in a much more detailed way to better show the impact of this multi-level program.



County FCS agents worked hard alongside the LRSO SNAP-Ed team to learn and implement the PEARS system. Staff attended an eight-session Zoom training series led by KSU in the summer of 2021. The LRSO SNAP-Ed team created step-by-step user guides, walk-through videos, and

an FAQ document as easy-to-use resources to assist FCS Agents with their SNAP-Ed reporting. Zoom “office hours” were hosted as a resource for Agents, along with daily support from the LRSO SNAP-Ed team. FCS Agents quickly adapted to the new reporting system and were able to report impactful information about their FY22 SNAP-Ed programs. Over the program year, FCS Agents reported reaching 32,931 unduplicated participants with direct education.

The top settings where programming (direct, indirect and PSE) took place included food pantries, reaching 58,936; K-12 schools, reaching 50,343; early care centers, reaching 19,340; and senior centers, reaching 12,376. A big thanks to agents for all their time and efforts in learning and using PEARS for SNAP-Ed reporting! ■

Extension Online Beekeeping Course Now Available

Curious about beekeeping? Want to know if it's right for you? The Cooperative Extension Service's new online beekeeping course is now available to help answer your questions! Dr. Jon Zawislak, extension apiculture specialist, teaches the multi-topic course. The series covers the structure and function of each component of a modern bee hive, basic tools and equipment needed and information about safe practices and protective clothing.

Zawislak also covers basic honey bee biology and behavior, honey production and harvesting and honey bee health, including how to recognize and treat honey bee diseases, parasites and hive pests. The online beekeeping course also includes information about the practice's challenges. It is available online to anyone, at no cost, to provide people with a solid foundation of knowledge for keeping honey bees. This information will benefit

beginners before they get started and can be a good refresher course for experienced beekeepers, who may have never taken a formal class.

The free Complete Beekeeping Short Course is available at uaex.uada.edu/bee-class. ■

Dr. Jon Zawislak



New Opportunities for Youth



The Arkansas 4-H Camping Program recently added many new opportunities for youth participants, including introducing campers to a variety of wood working projects. This summer, campers completed a variety of projects including wooden pens, cutting boards and coasters.

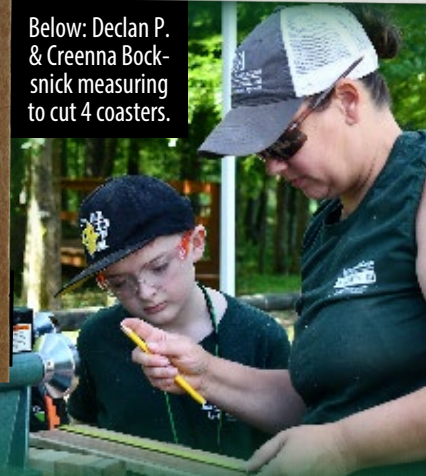
They also learned a variety of STEM-related skills throughout the process. Plans are being made for a training system for wood working and other tools and supplies to be made available for county check out. For more information about camps or tools that will be available for check out please contact Creenna Bocksnick, cbocksnick@uada.edu. ■



Savannah L. & Elektra L. adding a coat of mineral oil to their cutting boards.



Faelan E. turning a wooden pen.



Below: Declan P. & Creenna Bocksnick measuring to cut 4 coasters.

NEAFCS-AR Receives Recognition at Annual Session

Twelve members of the Arkansas affiliate of the National Extension Association of Family and Consumer Sciences attended the NEAFCS annual session in Raleigh, NC. Pam Pruett was recognized with the Arkansas Distinguished Service Award.

Joy West and Casey Ford were part of a multistate team that won 1st place central region and 1st place national Excellence in Multi State Collaboration for Connection, Collaboration and Commitment to Purpose: Key to Intentionally Recharging Virtual Teams. This same team also won 1st place western region marketing package and 2nd place southern region innovation in programming.

Heather Wingo and team members Dr. Bryan Mader, Karen DiCicco, and Ryan Hood brought home the 1st place southern region and 2nd place national educational curriculum award for the Walk Across Arkansas Curriculum.

The 2nd place southern region and 2nd place national Childhood/Childcare award went to Anna Goff and team members Trudy McManus, Caramie Edwards and Rebecca Simon for Best Care – Virtual and Better Than Ever.

Anna Goff, Trudy McManus, Jane Maginot, Meghan Post and Trish Ouei won 2nd place southern region and 2nd place national marketing package award for Do Your Part and Walk Across NWA.

Terrie James and team members Janet Cantrell, Jean Ince, Amy Monk, Carla Due, Lauren McGarr, Bridgett Martin, Rachel Chaney, Tristin Boulton, Charla Hammonds, Pam Luker, Casey Ford, Shannon Autrey, Leigh Ann Bullington, Anna Goff, Tammy Allen, Kris Boulton, Karalee Black, Anna Harlan, Julie Goings, Mary Beth Groce, Dr. Bryan Mader, Trudy McManus, Debbie Miller, Vivian Okanume, Katrina Sellers, Valerie Turner, Torrie Smith, Shaw Nee Tichenor, Joy West and Megan Wells brought home the 3rd place southern region and 3rd place national food safety award.

Tristin Boulton won the 3rd place southern region SNAP-Ed / EFNEP educational program award. ■



Leigh Ann Bullington, Joy West, Anna Goff and Kris Boulton accept the 3rd place National Award for Food Safety



Arkansas Delegation States Night Out Dinner Joy West, Valerie Turner, Anna Goff, Rebecca Simon, Jessica Vincent, Heather Wingo, Keith Statham-Cleek, Bryan Mader, Leigh Ann Bullington, Laura Hendrix, Carla Due, Kris Boulton and spouse James Boulton.

Extension Employee Conference

10 a.m.

Monday, December 5, 2022

Little Rock State Office Auditorium



Howard County 4-H

Inaugural Pumpkin Decorating Contest



Howard County 4-H members were excited to display decorated pumpkins in October as part of National 4-H Month. Pumpkins were displayed at the Howard County Courthouse as part of a promotional event for 4-H. Age divisions for the contest were 5-8, 9-13, 14-19 and a special division for parents and adult leaders. Those

participating were encouraged to use their imagination when coming up with an idea for their pumpkin. No theme was given for this year. The event had 23 participants; organizers said they hope to see it grow over the years. ■



Top left: Senior Pumpkins and Adult Leader Decorations (ages 14 and older) – Raccoon winner. Bottom Left: Junior Pumpkin Decorations (ages 9-13) – Pumpkin Carriage (in white) winner. Top Right: Cloverbud Pumpkin Decorations (ages 5-8) – Sonic Hedgehog winner.

Franklin County Kicks off

National 4-H Month with Community Fishing Derby

Franklin County 4-H sponsored an Arkansas Game and Fish Commission Fishing Derby on Oct. 1 to kick off National 4-H Month. There were more than 60 attendees with youth ages 2 to 15 years old. Awards were given for the smallest fish, biggest fish and the biggest stringer for the 8 and under age division and the 9 - 15 age division. The biggest fish caught was 4.56 pounds, and the biggest stringer was 18 pounds. ■



Over 60 people found spots on the banks of the pond hoping to reel in the biggest fish.



Franklin County Agriculture & 4-H Agent Ethan Parker weighed each fish as parents and youth waited in anticipation.





LEADERSHIP LUNCH & LEARN
UofA DIVISION OF AGRICULTURE
RESEARCH & EXTENSION
University of Arkansas System | feed your mind



LeadAR Class 19 International Study Tour

LeadAR Class 19 followed in the rich LeadAR tradition of traveling on an international study tour providing participants with an experience, information and diverse perspectives to be used to analyze complex cultural and economic issues facing individuals and their communities. More details available [here](#). ■

iLEAD Virtual Seminar Exceeds Expectations

iLead Virtual Session #2 was a great official start to the virtual component of the cohort.

With our iLead leaders scattered around the globe

for other leadership trips, Emily Smith, a program associate in community and economic development, did a phenomenal job lining up an agenda for this session. Read blog post by Brad Runsick, County Extension Agent-Staff Chair, Baxter County [here](#). ■

Leadership Lunch and Learn—Diversity, Equity, Belonging, and Inclusion

Diversity and inclusion are more than policies, programs and headcounts. Equitable employers outpace their competitors by respecting the unique needs, perspectives and potential of all their team members. As a result, diverse and inclusive workplaces earn deeper trust and more commitment from their employees. Read details or watch the recording [here](#).



Accessibility Corner

Social Media Posts

How to make your social media posts more accessible:

1. **Include alt text or an image description.**

This allows anyone who can't see your content to still understand what is going on.

2. **Avoid adding text to your post images.** If you do include text in an image, just make sure that the same information is repeated in your post.

3. **Avoid acronyms and jargon.** This allows people who are unfamiliar with your program or resources to still understand what you are talking about.

Have accessibility questions? Contact accessibility@uada.edu. ■



Beware of Ransomware

What is Ransomware?

Ransomware is a type of malware that is delivered to your computer system through infected email attachments, drive-by-downloads, socially engineered malware, “malvertising” or hacked websites. Once on your system, ransomware begins encrypting and locking down your files. It then demands that you pay a ransom, usually via a pop-up on your computer screen asking you to deliver a ransom in a currency that may include BitCoin or other cryptocurrency. In exchange for payment, they will send you a key that will unlock your inaccessible files, folders and data. If you don’t pay, they threaten to erase all data and render your computer useless.

How can I get infected with Ransomware?

These are the most common ways of getting infected with Ransomware:

- Spam email campaigns that contain malicious links or attachments.
- Security exploits in vulnerable software.
- Internet traffic redirects to malicious websites.
- Legitimate websites that have malicious code injected in their web pages;
- Drive-by downloads (unintentional download of a virus or malicious software when downloading a legitimate file).
- Malvertising campaigns (online advertising used to spread malware).
- SMS messages (which apply to ransomware that targets mobile devices).
- Self-propagation (spreading from one infected computer to another).

What can I do to protect myself from Ransomware?

- Make sure your files are protected with some form of backup: Carbonite, domain/file servers, cloud drive, etc...
- Never click on pop-ups.
- Ensure your operating system and browsers are up to date and/or patched.
- Never respond to spam emails.
- Only open known or expected email attachments.
- Do not click on links in emails. Always copy and paste links to a browser.
- Avoid using a personal email account to register for random or short-term services.
- Avoid using peer-to-peer (P2P) network programs.

How do I know if I am infected with Ransomware?

You know that you are a victim of ransomware when you find that your files, images & data have been encrypted and you are unable to open them. In addition to this, you may see a popup screen asking you to pay a ransom, or face the deletion of your files.

What do I do if I think I have been infected with Ransomware?

FIRST: Isolate or shut down the infected computer. If you’re on Wi-Fi, turn off the Wi-Fi. If you’re plugged into the network, unplug the computer. Infected systems should be removed from the network as soon as possible to prevent ransomware from attacking the network or shared drives.

SECOND: Desktop computer - unplug the power cable. Laptop computer – unplug the power cable and remove the battery.

THIRD: Contact the Helpdesk at 501-671-2255 or email at callcenter@uada.edu.

Think before you click!

Zoom Pro Tip – Zoom Security Basics

Keep your meetings secure with some simple recommendations for settings for your Zoom meetings and account.

Using meeting registration, preventing participants from joining before the host and enabling waiting rooms can make your meetings more secure. Find more [recommendations for securing your meetings on the employee site](#) or [earn your Zoom Security Champion badge](#) through Zoom Learning. (Note: you will need to log into the Zoom Learning portal with SSO.)

Hacks from Hump Day

[Adding Time Zones to Your Outlook Calendar](#) – Outlook
[Introduction to Accessibility Training Course](#) – Accessibility
[Getting Started with Pivot Tables](#) – Excel
[Creating Theme Colors](#) – PowerPoint

Join us for November Social Skills: Events Marketing and Advertising. [Register and check out past Social Skills sessions.](#) ■

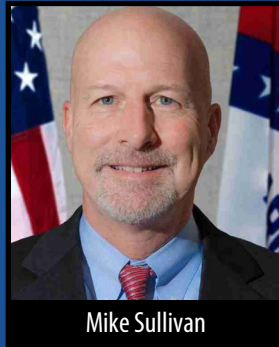
2022 TECH TUESDAYS WEBINARS

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 October Tech Tuesday [Getting Started with Microsoft OneNote](#)? Check out the recording and resources.



Arkansas Conservation Partnership First Webinar was a Success

The Arkansas Conservation Partnership's first webinar was held Sept. 15. Mike Sullivan, Arkansas state conservationist with the U.S. Department of Agriculture Natural Resources Conservation Service (USDA NRCS), spoke briefly about their history and some of their programs and partners. Lee Riley, program associate in the Crop, Soil and Environmental Science (CSES) department, served as host.



Mike Sullivan

This new grant series is funded by NRCS and awarded to Dr. Julie Robinson, associate professor, in Community, Professional and Economic Development (CPED). It is designed to educate Arkansas NRCS field personnel, landowners, extension agents, and other conservation partners about programs offered by the USDA NRCS.

The grant integrates the efforts of the Arkansas Discovery Farm, Arkansas NRCS personnel, Conservation Districts and the Arkansas Soil Health Alliance with the University of Arkansas System Division of Agriculture. Content from upcoming webinars and podcasts will be used to build an online certification course.

Twenty-two participants from two states watched. The recording can be viewed at <https://youtu.be/E6sstdMahGA>. For more information and/or to be added to our email distribution list, please contact series coordinator Rita Watson - virtual education program associate in Community, Professional and Economic Development (CPED) at rwatson@uada.edu. ■



Lee Riley

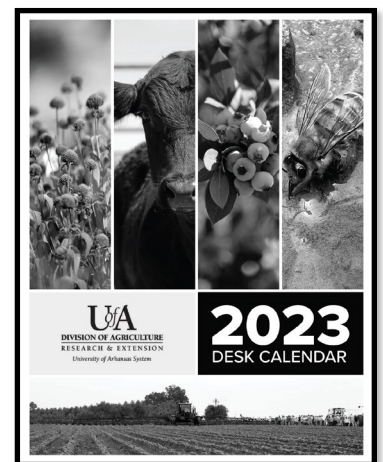
2023 UADA Desktop Calendar Available

The 2023 Desktop Calendar is now available to order. This monthly planning calendar (8.5 x 11 size, bound on the left) is available each year for Extension employees to order and is printed by the Extension print shop as each order is received.

Orders for COMM01, Calendar 2023, must be made through the Extension Online Publications Order System (as you normally do for other Extension publications). Because this calendar is only offered to employees, enter the order system with your zip code, then select CES Employee Login on upper right to enter your Active

Directory password. You may access the Publications Order System by clicking the following link: <https://pubs.uada.edu/pubsWebuser.asp>.

Once logged in using your employee password, use the keyword search to find the pub number COMM01. Enter the quantity and continue to checkout. ■



Grants & Contracts

PROJECT TITLE	AWARD AMOUNT	PI	GRANTING AGENCY
2022-2023 Southern Model State Program (MSP22)	11,000	Amanda L McWhirt	University of Georgia
4-H National Mentoring Program (4-H NMP 12)	30,559	Angie Freeland	National 4-H Council
Farm and Ranch Stress Assistance Network: Southern Region (9.1.22-8.31.23)	90,103	Brittney Schrick	University of Tennessee
Lawrence County 4-H Bass Fishing Club	1,000	Courteney Sisk	Walmart Foundation
The Arkansas ARP ESSER III Afterschool and Summer Learning Competitive Grant Program (Round 2)	150,000	Creenna Bocksnick	Arkansas Out of School Network
2021 Arkansas Extension Implementation Project (YR2)	180,000	Glenn Studebaker	USDA - NIFA
Enhancing Sustainability of Insect Management in Furrow-Irrigated Rice in the U.S. Mid-South	75,000	Nick Ryan Bateman	Louisiana State University
Crop Insurance Navigators Pilot Program	1,390,068	Ron Rainey	USDA Risk Management Agency
Southern Risk Management Education Center (9/1/2022-8/31/2023)	2,121,750	Ron Rainey	USDA - NIFA
TOTAL AWARDS FOR SEPTEMBER 2022: \$4,049,480			

New Publications:

(You know you want to look.)
<https://www.uaex.uada.edu/publications/new.aspx>



Margin Protection Crop Insurance: A Way to Manage the Risk of High Input Costs

Author: John E. Hume, Agricultural Economics and Agricultural Business

This publication explains how margin protection crop insurance works, how to choose a policy, and how to manage the risk of high input costs. It also discusses the benefits of margin protection and how to work with your insurance agent.

Quick Guide: How to Create a County-Based Leadership Program

Author: Julie Robinson, Community, Professional & Economic Development

This guide provides a step-by-step process for creating a county-based leadership program. It covers the importance of leadership, the role of the county, and the steps involved in developing and implementing a program.

Managing Haemonchosis in Sheep and Goats

Author: Chris Taylor, Ph.D., Program Associate, Animal Science

This publication discusses the management of haemonchosis in sheep and goats. It covers the life cycle of the parasite, the signs and symptoms of infection, and the various control strategies available to producers.

Arkansas Distribution of Fertilizer Sales by County

July 1, 2020 - June 30, 2021
Total Tonnage: 1,273,471

This map shows the distribution of fertilizer sales by county in Arkansas for the period from July 1, 2020, to June 30, 2021. The total tonnage sold was 1,273,471 tons.

Should I Buy or Rent?

Author: Laura Hinkle, Assistant Professor, Family & Consumer Sciences

This publication helps consumers decide whether to buy or rent a home. It discusses the pros and cons of each option and provides a checklist of factors to consider when making a decision.

Economic Implications for Arkansas Agriculture of State-Level Adoption of Section 179 Rules

Author: Ron Rainey, Agricultural Economics and Agricultural Business

This report examines the economic implications of the state-level adoption of Section 179 rules for Arkansas agriculture. It discusses the potential benefits and challenges of this policy change and provides recommendations for stakeholders.

Family and Consumer Sciences

This section contains various articles and resources related to family and consumer sciences, including topics like housing options, buying and renting, and financial planning.

Benefits Corner

Benefits Open Enrollment will last only 2 weeks this year!
October 31 – November 14, 2022

Open Enrollment is your once-a-year chance to add, drop or change your benefits coverage. Elections made during open enrollment will be effective Jan. 1, 2023. Be sure you and your family have the coverage you need for the coming year!

Open Enrollment is also your once-a-year chance to elect contributions to a Healthcare and/or Dependent Care Flexible Spending Account—your contribution elections don't roll over year to year.

You have until March 31, 2023, to submit documentation to UMR for eligible expenses incurred through Dec. 31, 2022.

Health Care Reimbursement Expenses include co-insurance, co-payments and physician charges that exceed medical plan

limits or "reasonable and customary" fees, annual physicals, routine lab exams and x-rays, dental work not covered by a plan, eye exams, glasses and contact lens, hearing exams and hearing aids, guide and service animals, specially designed shoes, guide for a handicapped individual, medical data maintenance and retrieval, and legal fees required for commitment to an institution or hospitalization.

Important! Don't forget to complete the Tobacco Pledge and Notice during Open Enrollment. The Pledge must be completed annually if you are enrolled in any of the University health plans. If you fail to complete the Pledge by Nov. 14, 2022, you will be charged the monthly \$50 tobacco surcharge beginning in January 2023.

Please make sure that your home address is up to date in WorkDay!

Have questions? Email Human Resources at yourbenefits@uada.edu. ■

Personnel Changes



Welcome Aboard:

James Bennett – Program Associate, Crop, Soil & Environmental Sciences, Little Rock
Brady Harmon – County Extension Agent - Agriculture, Jefferson County
Sara Jackson – 4-H Program Assistant, Pope County
Tasha Pauley – Administrative Specialist III, Pulaski County
Pamela Ray – County Extension Agent - Family & Consumer Science, Randolph County
Hannah Smith – Weed Specialist - Turfgrass, Specialty Crops, & Forestry, Horticulture, Little Rock
Timothy Wallace – County Extension Agent - 4-H/Agriculture, Jefferson County
Kristi Warren – County Extension Agent - 4-H, Lonoke County
Coni Woolley – Administrative Specialist I, Logan County

Farewell to:

Debbie Miller – County Extension Agent - 4-H, Polk County
Lori Canada – 4-H Development Coordinator, 4-H & Youth Development, Little Rock
Maureen Schlipf – Administrative Specialist I, Washington County
Amy Cole – Digital Media Program Manager, Information Technology, Little Rock
Clayton Spafford – Program Technician - AR Discovery Farm, Crop, Soil & Environmental Science, Little Rock
Brad Hufhines – County Extension Agent - Urban Stormwater, Washington County
Ashley McCormick – Program Technician, Newport Extension Center
Leah B Stewart – Administrative Specialist III, Lafayette County
Casey Ryan Battles – EFNEP Program Assistant, Miller County
Anna VonKanel – EFNEP Program Assistant, Phillips County