

# Extension Huddle



June 12, 2025

# Today's Huddle Talk

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- **Promotion and Tenure Announcements**
- **Educator Promotion Committees**
- **Educator and Assistant Promotion Webinars**
- **Community Resource Database**
- **“Down the Road” Professional Development**
- **Engaging this Summer**
- **Business Center Updates**
- **NACEB Summer Meeting**
- **Open Q&A**
- **Important Calendar Dates**







# Promotion and Tenure Announcements

PART



# **Associate Professor – Granted Tenure**

**Heather Akin** – Agricultural Leadership,  
Education and Communication

**Louise Lynch-O'Brien** – Entomology



# **Promoted to Professor**

**Mary Drewnoski – Animal Science**

**Javed Iqbal– Agronomy**

**Andy Little– Natural Resources**





# **Promoted to Associate Extension Educator**

**Connor Biehler – Livestock Systems**

**Michelle Garwood – 4-H Youth Development**

**Megan Hanefeldt – 4-H Youth Development**

**Erin Kampbell – Food, Nutrition and Health**

**Kyle Koch – Water and Cropping Systems/HLES**

**Jordan Luxa – Food, Nutrition and Health**

**Cole Meador – 4-H Youth Development**

**Mariah Newmeyer – Food Nutrition and Health**

**Jordan Rasmussen – Rural Prosperity Nebraska**

**Nathan Rice – 4-H Youth Development**

# Promoted to Extension Educator

**Ashley Benes** – 4-H Youth Development

**Jen Epp** – 4-H Youth Development

**Jim Jansen** – Ag Profitability

**Shawn Kaskie** – Rural Prosperity Nebraska

**Deb Kuenning** – 4-H Youth Development

**Darci Pesek** – 4-H Youth Development

**Chris Proctor** – Water and Cropping Systems

**Nicole Stoner** – Horticulture, Landscapes and  
Environmental Systems





# **Promoted to Extension Associate**

**Rachel Adam – 4-H (Thayer County)**

**Jayd Krueger – 4-H (Madison County)**

**Elizabeth Thilges – 4-H (Lancaster County)**





# Extension Educator 2025-2026 Promotion Committees

# 4-H Youth Development Committee

- Angela Apts (2027) F
- Kerry Elsen (2026) A
- Jennifer Epp (2028) F
- Jennifer Hansen (2026) F
- Rhonda Herrick (2026) F
- Beth Janning (2027) F – Chair
- Brett Kreifels (2027) A
- Sarah Paisley (2027) A
- Julia Schultz (2026) A



# Ag and Natural Resources Committee

- Ben Beckman (2026) A
- Elizabeth Exstrom (2026) F - Chair
- David Lott (2028) F
- Brent Plugge (2028) F
- Wayne Ohnesorg (2027) F
- Jason Tuller (HS) (2027) AO
- Todd Whitney (2027) A





# Human Sciences Committee

- **Cindy Brison (2026) F**
- **Kayla Colgrove (2027) F**
- **Ben Dutton (2028) F – Chair**
- **Hannah Guenther (2026) A**
- **Alyssa Havlovic (2027) A**
- **Kayla Hinrichs (2027) F**
- **Jackie Steffen (2027) F**



# Campus/Statewide Committee

- Donnia Behrends (2026) (HS) F
- Jill Goedeken (2027) (4H) F – Chair
- John Hay (2026) (AG) F
- Glennis McClure (2027) (AG) F
- Beth Nacke (2027) (HS) A
- Tracy Pracheil (2027) (4H) F
- Natalie Sehi (2027) (HS) F



# Promotion Webinars

Extension **Educator** Promotion Webinar

June 18, 10:00 – 11:30 a.m.

Extension **Assistant** Promotion Webinar

June 19, 10:00 – 11:30 a.m.

Extension **Specialists** – Request that Extension administration meet with your respective P&T Committee to discuss with your unit.





# Community Resources Database

**SPIT**



# Explore UNL's Resources for Nebraskans

## Community Resources Database

### Explore UNL's Resources for Nebraskans

The cards below include links to resources and information from the University of Nebraska–Lincoln for individuals, families, and communities across the state. Filter the cards by resource type or UNL unit.

Discover where UNL is making a difference through our [Engagement and Outreach Map](#).

Have additions, corrections, or suggestions? Please fill out: [CRDB Survey](#) or contact Jentry Barrett at [jbarrett3@unl.edu](mailto:jbarrett3@unl.edu)

Resource Type

- Any -

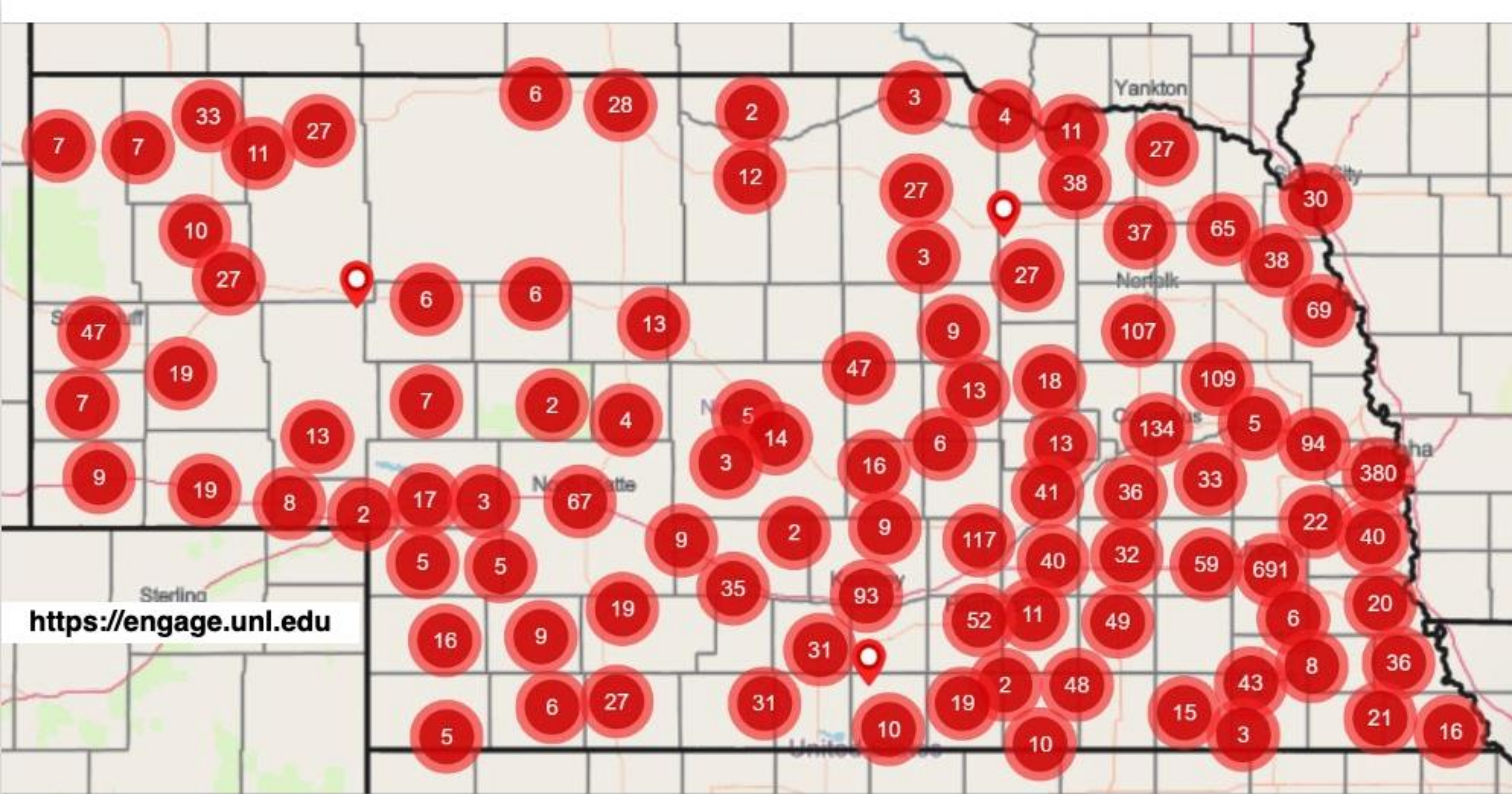
Unit/Department

- Any -

Apply

<https://engage.unl.edu>







# Portable Engagement Kiosk





# **“Down the Road” Professional Development**





**“Down the Road”**





Which Road are You Taking Each Day?




## Road Show Discussions

Overcoming Stressors & Challenges  
Staying Focused on What Truly Matters  
Thriving as an Extension Professional

## Ongoing Support & Professional Development

 Mile Marker Mondays - #7

 Roadside Reflections - #6

 Rest Stop Chats - #1





<https://myextension.unl.edu/down-the-road/>

Last fall, we came together at our Extension Road Shows to talk about the real challenges we face—managing stress, staying focused on what matters, and thriving as Extension professionals. Those conversations were powerful, and they still matter just as much today, maybe more.

That's why we're kicking off a new series called "Down the Road." Each week, you'll receive a quick, practical message—something to help you stay grounded, supported, and intentional in your work and well-being, developed from the ideas gathered from all of you at the Road Shows.

All of the *Down the Road* topics are grounded in the conversations and insights gathered during our Fall Road Shows. This [document](#) highlights the key themes that emerged from those sessions. These takeaways have served as the inspiration and foundation for the *Down the Road* series. We're sharing this as a reference point to connect our ongoing work back to the voices and experiences that shaped it.

### Mile Markers

WEEKLY INSIGHTS + SIMPLE ACTION STEPS

- [📍 Mile Marker 1: Welcome to Down the Road](#)
- [📍 Mile Marker 2: Develop a Robust Local Presence](#)
- [📍 Mile Marker 3: Prioritize and Simplify](#)
- [📍 Mile Marker 4: Maintain Work-Life Balance and Self-Care](#)
- [📍 Mile Marker 5: Build Strong Support Systems](#)
- [📍 Mile Marker 6: Adapt and Focus on What You Can Control](#)
- [📍 Mile Marker 7: Leverage Tools and Resources](#)

### Roadside Reflections

SHORT VIDEO TIPS FROM COLLEAGUES AND LEADERS

Roadside Reflection #1: May 8, 2025

- [Watch Now](#)
- [Handout](#)

Roadside Reflection #2: May 15, 2025

- [Watch Now](#)
- [Handout](#)

Roadside Reflection #3: May 22, 2025

- [Watch Now](#)
- [Handout](#)

Roadside Reflection #4: May 29, 2025

- [Watch Now](#)
- [Handout](#)

Roadside Reflection #5: June 4, 2025

- [Watch Now](#)
- [Handout](#)

### Rest Stop Chats

DISCUSSIONS FOR REAL TALK AND PEER SUPPORT

Rest Stop Chat #1 - Together in the Tough Stuff: Building a Culture of Respect - June 4, 2025

- [Discussion Guide](#)
- [Tools & Takeaways](#)

### Down the Road Tracking

TAKE A MOMENT TO EMPHASIZE THE VALUE—AND IMPORTANCE—OF TRACKING YOUR CONTRIBUTIONS.

[Reporting Link](#)



## What specific action did you take based on what you learned?

Taking a step back to be more patient and understanding of co-workers and all clients and families that I may interact with.

Thinking about everyone's stress level at this time of year.

I took a deep breath and wrote down all the things that need to get done / that are happening this week so I can prioritize them and see my progress.

I shifted my focus to what is within my control. Instead of getting stuck on the unfairness of certain policies, I concentrated on how I could advocate for clients, elevate their concerns, and support them with resources and encouragement. I also reminded myself of the positive outcomes and resilience I see in clients every day, which helped restore my motivation.

Redirected the conversation and tried to move to something constructive.

I already entered my time off in Firefly.

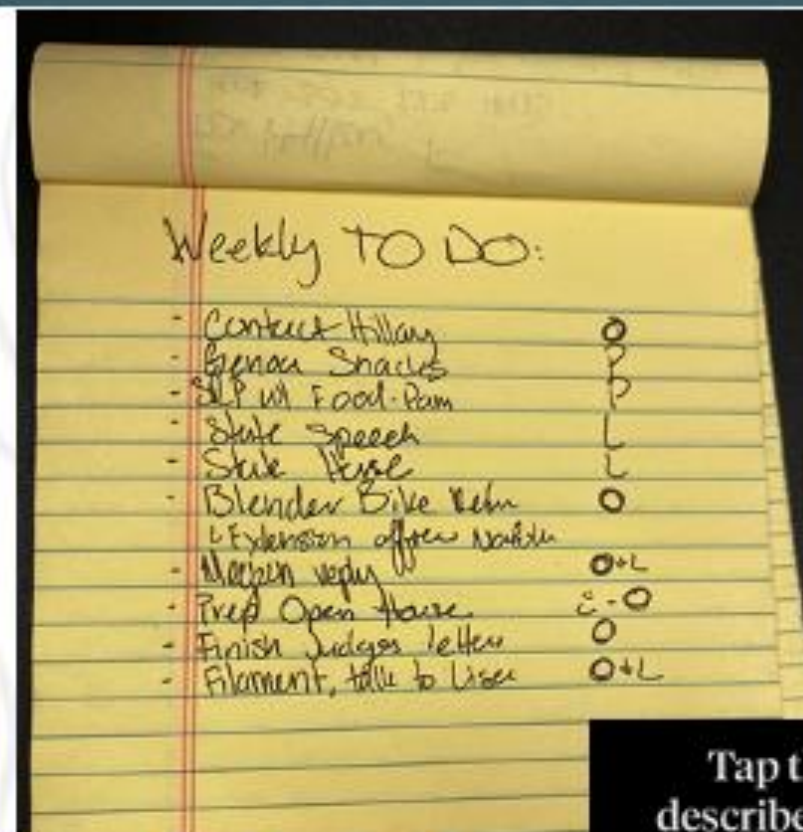
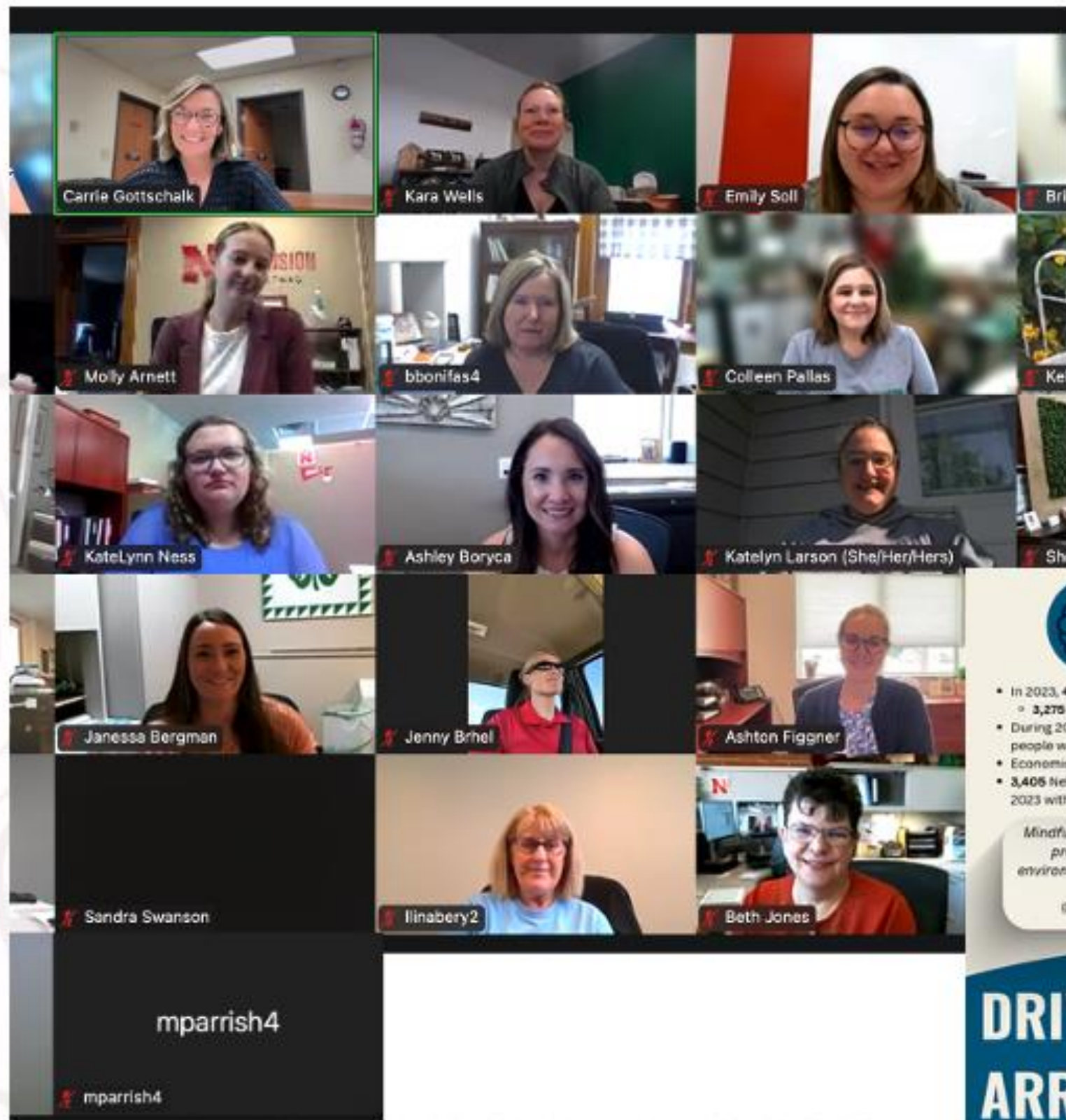
I referred to my 7 Habits workbook and read specifically about what I have deemed to be my overall priorities in life and the type of legacy I want to leave.

I try to focus more on what is staying constant.

I made a list of all things I needed to do for the week and then communicated with coworkers to see how they could help me, or I could help them.

Scheduled Monday morning meetings with the office so that we can share not only our to do list but also insights and concerns.





**DRIVE PRESENT. ARRIVE SAFE.**

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# Engaging this Summer



*SPIT*

## **FAIR = FUN**

- A great week of celebrating youth in your counties.
- Highly visible community event, be ready to talk about the impact 4-H has on youth.
- Amazing opportunity to build connections, learn from youth and spend time with families and community members.

# SETTING THE STAGE: WHAT IS YOUR ROLE

## “Control the Controllables”

- Prioritize relationships
  - Which families need which kind of support?
    - Meet families with the support they need to ensure a quality experience.
    - Not all support looks the same – some families need more help
  - Focusing on clientele relations and ensuring accessibility for all youth
  - Create a welcoming environment for ALL
- Reminders in various forms – newsletter, emails blasts, social media posts, **phone calls**
- Assume good intent.

## What might this look like in practice?

Family A: attends YQCA training, struggles to finish post-test and submit certificate by deadline.

- Office emails, club leader sends a text message

Family B: Usually misses a deadline by 1 day.

- Office calls the family the day prior to the deadline with a friendly reminder

Family C: Long time 4-H members have not enrolled by June 10.

- Office sends an email to family asking if they plan to join, remind of deadline.

Family hasn't responded by June 12. Office calls the family and reaches out to club leader to ask if they have been attending meetings.





# SETTING THE STAGE: WRITTEN COMMUNICATION

## **“Control the Controllables”**

- Clear AND concise
- Do you have a regular cadence of messaging? How can people best parse through information to get to the things they need to know?

## What might this look like in practice?

- Weekly email blasts, same day each week, with only the most important information.
- Reminders one week prior to a deadline.
- Setting regular newsletter times for each month and sticking to the deadline.
- Communications calendar or plan for your office.
- Direct messages to families that need extra support.
- Send volunteers role descriptions and a schedule of when they should be present.
- Posted information at shows, contests, the office. (release times, premium payout, t-shirt pickup, office hours, show schedules, sponsor recognition, etc.)

## **FAIR = FUN**

- A great week of celebrating youth in your counties.
- Highly visible community event, be ready to talk about the impact 4-H has on youth.
- Amazing opportunity to build connections, learn from youth and spend time with families and community members.



# PLANNING FOR SUCCESS

- Empower volunteers
  - Let them volunteer!
- Think strategically
  - Utilizing volunteers in new and different ways
  - Schedule staff strategically

# PLANNING FOR SUCCESS EXAMPLES

- Empower volunteers
  - Set volunteers up for success
  - Communicate their role clearly
  - Let them serve in their role.

Example:

- You have a superintendent that has been provided the schedule, their role description and all supplies needed.
- Unless they are breaking 4-H policy or risk management procedures, let them volunteer.





# PLANNING FOR SUCCESS EXAMPLES

- Think strategically
  - Utilizing volunteers in new and different ways
  - Schedule staff strategically

Example:

- You are trying to create a livestock show program. However, you sit at the at front counter of the office where families are coming in.
- Recruit a 4-H council member to sit at the front of the office to assist families with getting backtags or an exhibitor shirt for a couple hours.

# PLANNING FOR SUCCESS EXAMPLES

- Think strategically
  - Utilizing volunteers in new and different ways
  - Schedule staff strategically

Example:

- You need a media relations volunteer at your fair to take photos of winners at your fair.
- Recruit an Extension colleague from a different program area to fill this role.

# PLANNING FOR SUCCESS EXAMPLES

- Think strategically
  - Utilizing volunteers in new and different ways
  - Schedule staff strategically

## Example:

- There are three 4-H events happening at the same time on the same time at your county fair. How do you support them?
- If more than one 4-H staff member, divide and conquer. Create a staff schedule to communicate the plan.
- If only one 4-H staff member in the county, collaborate with an office colleague, colleague from a neighboring county or a volunteer to provide support.



# PLANNING FOR SUCCESS EXAMPLES

- Think strategically
  - Utilizing volunteers in new and different ways
  - Schedule staff strategically

Example:



# SET YOURSELF UP FOR SUCCESS: PRECIPITATING FACTORS

Precipitating Factors are factors that influence behavior. They could be temporary due to a recent event, or they could be something the person has been living with for a long time.

***Weather:*** Heat, drought, storms, floods, property damage, etc.

***Financial:*** Job loss, markets/prices, unexpected costs, etc.

***Stress:*** Running late, missing deadlines, loved one is upset, not feeling heard, etc.



# SET YOURSELF UP FOR SUCCESS: PRECIPITATING FACTORS

- Know your own precipitating factors and plan ahead

Examples:

- Get enough sleep
- Hydrate
- Prepare favorite snacks and drinks



# Greater Nebraska Business Center Updates



# End of Fiscal Year Financial Overview: Processes and Procedures

End of Fiscal Year Financial Overview: Processes and Procedures

 Tuesday, June 17

 10:00 a.m. – 11:00 a.m. Central Time

 Via Zoom



# FY26 Blanket Travel Authorizations

## FY26 Blanket Travel Authorizations

 Now available on the Nebraska Extension Employee Resources site:

*Unit Management > Financial Management > Forms*

 Reference:

**Travel – Instructions on How to Prepare a Blanket Travel Authorization**




# Employee Resources – Financial Management Section Updates

## Employee Resources – Financial Management Section Updates

-  Updated Engagement Zone Group Mailbox Reference Guide

Now includes current mailbox assignments and contact protocols.

-  Updated Employee Resource Guide to Policies, Procedures, and Best Practices
  - Refreshed and verified hyperlinks
  - Updated examples of Pepsi-brand products
  - Revised instructions for handling forms requiring federal taxpayer identification numbers
    - *Reminder: These forms must be fully redacted before submission*





# Onboarding New Employees

## Onboarding New Employees

- 🎯 **Goal:** Support a smooth and successful transition for new employees into their roles with **Nebraska Extension**
- 🗺️ Introduce key tools, resources, and contacts
- 🤝 Foster early connections with team members and support networks





# NACEB SUMMER MEETING

**LET'S COME  
TOGETHER AND  
CELEBRATE EXTENSION!**



**Friday, June 20**

McLean Beef  
3208 S Lincoln Ave., York

- **5:00 Welcome, social time**
- **Agenda:**
  - Dinner
  - Speaker - Farm Bureau President  
Mark McHargue
  - Director's Board Meeting**



**Saturday, June 21**

York Elks Lodge  
121 W. 6th St., York

**7:45 - 8:15 AM - Registration** ◀

**8:15 Welcome** ◀  
Randy Obermeir, York County Commissioner

**8:30 Local Tours** ◀  
Solar Farm, Nitrate Field, Pioneer

**11:30 Lunch** ◀  
Elks Lodge

**1:00 Afternoon Program** ◀  
Presentations by local Educators

**3:30 Closing Remarks** ◀  
**Extension Leadership**

**Register today!**

REGISTER using the QR code, or visiting <http://naceb.org>



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Q & A



# Important Calendar Dates

## **Extension EDUCATOR Promotion Webinar**

- June 18 - 10:00-11:30 a.m.

## **Extension ASSISTANT Promotion Webinar**

- June 19 - 10:00-11:30 a.m

## **NACEB Summer Meeting**

- June 22 - York

## **Extension Huddle**

- August 21 (Rescheduled from August 14)

## **Extension Educator and Assistant Promotion Files Due**

- October 1



# Important Calendar Dates

## Extension Road Shows '25

- November 13 – Scottsbluff/PREEC
- November 14 – North Platte/WCREEC
- November 17 – Grand Island/College Park Extension Office
- November 18 – Concord/Haskell Ag Lab
- November 21 – Lincoln/Nebraska East Union
- November 24 – Lincoln/Lancaster Conference Center





ENTERING  
SUMMER

NEBRASKA

DEPARTMENT OF TRANSPORTATION



*Thank you!*



**EXTENSION**



# Extension Huddle



June 12, 2025