

OHIO 4-H News & Notes  
March 10, 2013

Hi,

*The last week of February I was at an out-of state meeting. It is a little odd that the most memorable thing for me was not the meetings, workshops or networking time, but rather a placard that I saw on the wall of a restaurant where I ate one evening. It read, "The squeaky wheel does not always get the grease; sometimes it gets replaced."*

*Hmmm... that put a different perspective on that old saying; a saying that I have often used myself. I think there are a couple of ways that it can be interpreted. First, one might think that this statement means that someone should not speak up, for fear of retaliation, or replacement. I think dialogue is healthy on every issue. I would not recommend that a person confine thoughts, suggestions or perceived injustices out of fear of losing their position.*

*But I would recommend that people carefully consider consequences and approaches to being a "squeaky wheel". I have colleagues who use another saying that helps them to determine if an issue is important enough to pursue. "Is that the hill you want to die on?" often puts things into better perspective.*

*There are other interpretations that have merit. If one notes an improvement that s/he thinks needs to be made, the best approach is one with civility. Our work is immersed in a social environment, with a variety of contexts and personalities. If one is obnoxious or overly assertive, or unwilling to listen or compromise, mostly likely the message will not be well received. If an email is written in the heat of the moment, it is probably not a good idea to send it immediately, but rather let it ferment a day or two, and then review. If the content has not been tempered after that time, then look for a way to improve the content of the message, and then send.*

*Attacks on people will never work. Most of us have the common good in mind. If there is an issue, assure that your approach is to address the behavior and not the person. My observation is that most continuing, inter-personal conflicts are because two people do not show respect for each other, regardless of their position on issues. With a verbal attack on a person, the response will always be fight or flight, neither of which creates a resolution.*

*Only in the perfect world will there never be issues, projects or programs that cannot be improved. A "squeak" more readily identifies problems. Perhaps the better message is that a properly "squeaky wheel" will get the "grease". Then things will move forward with less friction.*

Thanks,

Tom

#### **New Email Address for Media Distribution**

Media Distribution, the muscle behind eStore and all your publication ordering, is transitioning to a new email address. Some state and county web pages list the old one in connection to publications. If the old one—[pubs@ag.osu.edu](mailto:pubs@ag.osu.edu)—is included on your web page, please change it to [cfaes-media@osu.edu](mailto:cfaes-media@osu.edu). Questions? Contact Dave Davisson at [davisson.12@osu.edu](mailto:davisson.12@osu.edu) or 614.292.1607.

### **2013 Diversity Leadership Symposium**

Spring is right around the corner and so is the 2013 Diversity Leadership Symposium. Come and join colleagues from across the University and learn more about Cultural Intelligence, Interfaith Understanding and Respect, Today's Veteran on Campus along with several other great topics. Registration is very reasonable at \$45 for OSU faculty and staff with students invited to attend for free; continental breakfast, lunch, and afternoon snack is included.

See for more details and to register

<http://extensionhr.osu.edu/diversity/Symposium/symposiuminformation4.html>

### **Scarlet & Gray Ag Day is an Award Winner**

Micki Zartman Scarlet & Gray Ag Day has been selected as a recipient of the 2013 Student Organization Programming Award in the Innovation category and the 2013 Outstanding Overall Student Organization Award at OSU. Congratulations to all who work together to make this day such a success for over 450 4<sup>th</sup> and 5<sup>th</sup> grade students to learn about agriculture and have a day's experience on the Ohio State University Campus.

This award will be presented at the Annual Leadership Awards Celebration on Friday, April 12, 2013 from 2:30-5:00pm at the Ohio Union Performance Hall.

### **Perry County Goat Clinic**

Saturday, May 18, 2013

8:30am-4:00pm\*

Perry County Fairgrounds – Coliseum

[CLICK HERE FOR MORE DETAILS](#)

### **4-H International Youth Development Webinar**

Please join for the third USDA 4-H international youth development webinar, Wednesday, March 13, 2013, 3:30-5:00 EST. - [http://nifa-connect.nifa.usda.gov/domestic\\_benefits3/](http://nifa-connect.nifa.usda.gov/domestic_benefits3/)

This session of "Domestic Benefits: International Perspectives" will focus on Getting in the Loop.

Topics include:

Domestic benefits of international work – Mary Leuci, University of Missouri Extension, Epsilon Sigma Phi survey

Federal regulations and international PYD – Amy McCune and Lisa Lauxman, 4-H headquarters

eXtension's International Community of Practice – Renee Pardello, University of Minnesota Extension

Discussion on networking suggestions and needs, next steps, future professional development needs

Please join us. If you have questions, write to us at: [intlpyd@nifa.usda.gov](mailto:intlpyd@nifa.usda.gov)