

MARCH

# COLLEGE MONTHLY



One of the main responsibilities of a dean is to listen to our faculty and staff to gain their perspective on how we live, learn and work in the college. Certainly, the communication afforded by our chairs, directors and other unit leaders is enormously important. But there is another form of communication that is very important and gives everyone a voice. That is through a survey. We have learned a lot through the UK@Work surveys in 2017 and in 2019, and our leadership team wants to be able to listen even better.

CAFE used your feedback from UK@Work to understand issues affecting groups of

employees across the diverse array of employee categories and functions in our college. It should be noted that the responses of our CAFE community are recognized across the university as reflecting dedicated and constructive perspectives.

Listening and responding can be difficult without a set, deliberate plan for doing so. One of the things we committed to in the 2020 college action plan submitted to the provost's office was a "midpoint" survey to gather feedback more frequently than the two-year cycle of the UK@Work survey.

That midpoint survey was planned for this past fall but was delayed while we gathered comments from faculty and staff councils to understand what is important to ask you about, given the many changes experienced during 2020. The reason for the survey is certainly bolstered by the even more distance created by COVID-19 restrictions for distancing and alternative work sites.

We learned that a very brief survey that doesn't take much of your time but can be repeated frequently enough to understand your ongoing perceptions is preferred. We also learned that employees are interested in providing feedback across several areas of work engagement related to changes in 2020 and related to personal well-being.

The result is the CAFE Faculty and Staff Feedback Survey, which will be sent out this month. Please watch for an email invitation with a unique link for your use and let us know your

thoughts.

The survey will take approximately three minutes. Responses are confidential. Coded demographic information, such as your SAP employee category, will be combined with your answers to help us understand how to support unique groups in the college.

Survey results will be shared with you and will be used to determine areas we can address to support faculty and staff. Your answers are important to us. I hope you will take time to answer this survey. I look forward to hearing from you.

## Dean Nancy Cox

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### **Diversity, Equity and Inclusion professional development opportunities**

#### **Weaving Racial Equity into Extension's Food System Development Work: Stories from the Field: Noon to 1 p.m. Thursday, March 4**

A virtual panel intended to inspire Extension educators who want to make racial equity a more intentional part of their work. We will hear stories from Extension professionals who are making change happen within their institutions and in the communities they serve. The panel will be open for your questions and is an opportunity to connect with innovators across the system. Learn how Cooperative Extension is meeting the call for racial justice across the country. Register [here](#).

#### **Equity & Inclusion Online: Noon to 1 p.m. Tuesday, March 6**

Online classrooms are celebrated for making academic programs more accessible, but they can also, paradoxically, challenge our attempts to develop an inclusive and equitable educational setting. In this workshop, we will build on previous discussions about fostering community and belonging and explore tools and approaches for facilitating an inclusive and equitable virtual classroom. We will examine the potential roadblocks to creating an equitable classroom in remote and online courses and consider possible solutions and pedagogical approaches. Register [here](#).

#### **Microaggressions from an Intersectional Lens: Noon to 1 p.m. Thursday, April 1**

Increase your intersectional identity awareness by growing your power and respect for names and differing identities. Learn how everyday behaviors and attitudes can change the culture in which we work and educate. Register [here](#).

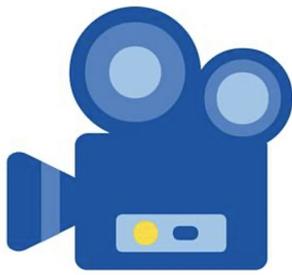
#### **Diversifying Syllabi and Curricula: A View Towards Enhancing the Discipline: Noon to 1 p.m., Tuesday, April 6**

For this workshop, we acknowledge that extant paradigms at the structural, collective and individual levels can be limiting to the rewards of building diverse and inclusive courses. Participants will explore theoretical and practical approaches to enhancing syllabi and course materials with an eye towards diversity. By the end of the session, participants will formulate an action plan for implementing broader representation of material and, ultimately, knowledge in courses. Register [here](#).

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### **Staff professional development**

The College of Agriculture, Food and Environment is committed to providing employees with the resources they need to be successful in their role. The [Employee Video](#)



## Video Tutorials

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Tutorial – Professional Development series is one way in which we strive to help ensure employee success. Topics include: myUK portal navigation, work-life balance resources, communication enhancement options and so much more. Videos are easy to access and provide the flexibility to learn at your own pace.

## Partnerships

Kentucky 4-H is committed to post-secondary education. To increase opportunities across the state, 4-H is working closely with UK and CAFE recruiters. Representatives from each will provide tools and materials for 4-H agents, who will act as a main connection between interested students and the UK recruitment team for each county extension office.

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## In the news

### UK CAFE's forestry and natural resources department teams with Brown-Forman for nursery as part of company's expansion

As part of an expansion, Brown-Forman will create the Old Forester Tree Nursery, an oak tree nursery on its Jefferson County property, for a long-term study of oak tree sustainability. The nursery will be the first urban white oak seedling establishment and genetic study. Acorns will be planted in the nursery this spring. The nursery, which will be conducted in partnership with the Department of Forestry and Natural Resources, will serve as a model for other urban studies in the future with the goal of improving economic and ecological value in urban, rural and natural forests. Read more [here](#).



### UK helping Kentuckians lower diabetes risks

The University of Kentucky is helping prediabetic Kentuckians prevent or delay developing type 2 diabetes through a collaboration between the UK Cooperative Extension Service and UK HealthCare's Barnstable Brown Diabetes Center. Read more [here](#).

### UK research seeks to understand and reduce environmental exposures in Eastern Kentucky

In a new study, University of Kentucky researchers and members of three community-based nonprofits will use a multidisciplinary, stakeholder-engaged approach to identify and reduce drinking water disinfection byproduct exposure in Martin and Letcher counties. Read more [here](#).

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## Spotlight

### Rachel Noble

Extension Specialist for 4-H Youth Development

Kentucky 4-H and master's in science Outreach and Translation Program



We asked Rachel to share a little about her passions, her career path and what led her to us.

**Tell us about your background and what led you to your current role at UK?**

4-H was the most profound personal development experience I had as a young person. I grew up in Madison County 4-H and found my passion for leadership through the Kentucky 4-H State Teen Council. In college, I exercised my leadership skills, continued to build my confidence as a leader, and invested in developing my skills through campus activities and connections with my professors. Through my studies, I had the opportunity to travel abroad on an interdisciplinary service-learning experience, which reignited my passion for international and global education. After college, I traveled domestically as a leadership development consultant for Chi Omega Fraternity.

Ultimately, I returned to Kentucky, began my master's work and worked as a creative communication graduate student in admissions at Eastern Kentucky University. During my master's work, I traveled internationally on a people-to-people exchange, again restoring my love for cultural immersion experiences. During my time in graduate school, I reconnected with Madison County 4-H and began volunteering. This led me to serving as the Clark County 4-H youth development agent for almost four years before taking my current position as the extension specialist for 4-H Youth Development in Leadership and International Programs. I have had the unique opportunity, through 4-H and UK, to sharpen my talents to serve others on a local, national and international scale.

**What is your favorite thing about working in CAFE?**

The opportunities - the College of Agriculture, Food and Environment has empowered me to continue dreaming as a professional. The support system I've been fortunate enough to gain through CAFE has inspired me and challenged me to continue growing, both personally and professionally.

**What is one thing about yourself that might surprise people?**

I have physically circumnavigated the globe with 4-H!

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## Calendar of Events

March 1-31

## Helpful Links

[Giving](#)

Women's History Month

[College Weekly for Faculty & Staff](#)

[College Weekly for Students](#)

[The Ambassador](#)

[Contact Us](#)

**March 14**

Daylight Saving

**March 17**

St. Patrick's Day

**March 20**

First Day of Spring

**March 22**

World Water Day

**March 22**

Midterm



[Read The Ambassador](#)

