

**Subject:** Dean's Update  
**Date:** Wednesday, July 28, 2021 at 2:47:29 PM Eastern Daylight Time  
**From:** CFAES Office of the Vice President and Dean  
**To:** cfaes-all@lists.osu.edu  
**Attachments:** image001.png, image002.png

Dear CFAES Community,

As the university celebrates Faculty and Staff Appreciation Week, I want to take a moment to thank all of you for your dedication, flexibility, and commitment to our CFAES community. The pandemic disturbed our normal lives in many ways, and I am grateful to all of you for embracing technology and safety protocols to continue the vital work of our college, for shifting to online learning and allowing our students to continue their education, and for your persistence while balancing competing priorities with family needs and concerns of your loved one's health and safety.

Within CFAES, Staff Advisory Council is planning a celebration in Columbus for next month, further details will be forthcoming. The CFAES Wooster Campus Staff Council would like to invite everyone to participate in this year's Employee Appreciation Fun Fest on Thursday, July 29 from 11:00 a.m. – 1:00 p.m. The past year has been full of unknowns and lots of social distancing – this is an opportunity to see colleagues for a little fun. Senior Associate Dean Kitchel and Associate Dean Dorrance will be there to share their appreciation, yard games and lunch will be provided, along with an ice cream treat for dessert. Hygiene items are also being collected for a donation to the nonprofit organization [OneEighty](#). A list of products to donate can be found [here](#). While not required, you may [use this link to RSVP](#).

Congratulations to Dr. Jonathan Jacobs, assistant professor in plant pathology who was presented with the highly competitive APS Hewitt & Hewitt Award this week. This national award recognizes a scientist within seven years of receiving a PhD who has made an outstanding and innovative contribution directed towards the control of plant disease.

Our CFAES Admitted Student Package Presentation won first place at the 2021 Publications and Projects competition through the National Agricultural Alumni and Development Association. Congratulations to the team for working on such a wonderful piece to help advance CFAES.

As we head towards autumn semester and look forward to our traditions and being together in-person, we also recognize that there are still many uncertainties in the coming year. As we navigate re-emergence – and issues which will likely arise – we will (as it has been throughout the pandemic) continue to navigate them the best we can, keeping the health and safety of our people as a priority.

Be well.  
Dean Cathann Kress

Update includes:

- Ohio State Faculty and Staff Appreciation Week July 26 – August 1
- Reporting requirement and Vaccine Prizes
- A Note on Teaching Modes
- Flexible Work Agreement Form to be Accessible in HR Connection
- Leading Transitions (Instructor-led Zoom)
- Team Culture (Panel Discussion)
- Faculty Member Quoted in National Geographic

- Gearing up for Pelotonia
- Distinguished Service Award: Accepting Nominations
- The 2021 Best of the Best in Wooster
- Continue the Flight with the Environmental Professionals Network (EPN)
- Access LinkedIn Professional Development

### **Ohio State Faculty and Staff Appreciation Week July 26 – August 1**

In recognition of our incredible faculty and staff, [Faculty and Staff Appreciation Week](#) will include a variety of in-person events, virtual activities and discounts to celebrate. Activities being offered include virtual tours of university landmarks including Ohio Stadium, special interest webinars, promotions, discounts, and ticket offers.

You can also show appreciation for your colleagues by giving a shoutout in the [Your Plan for Health portal](#) for a chance to win \$25 PulseCash or sending personalized messages and virtual cards on the [Kindness at Ohio State website](#). Thank you, faculty and staff, for your dedication and contributions to Ohio State.

### **Reporting requirement and Vaccine Prizes**

While the university vaccination rate is now more than 70%, we know there are vaccinated individuals who aren't counted in our total because they haven't reported their status. To make informed decisions related to COVID-19 and further enable contact tracing, the university is [requiring everyone to report](#) whether or not they have been vaccinated by **Thursday, August 5**. Your personal health information will not be shared publicly or directly with instructors, managers or leaders. [Report your status here](#).

The university strongly encourages everyone who can be vaccinated to have their shots. To promote increased vaccination, they will award up to \$50,000 in gift cards, football tickets and parking passes to vaccinated students, faculty and staff, starting next month. To win prizes, students, faculty and staff need to take three steps — including filling out the contest entry form. More [details](#) are available on the Safe and Healthy Buckeyes website.

### **A Note on Teaching Modes**

Faculty and other instructors may not change the mode of instruction for autumn classes without prior approval. Students have enrolled – and continue to enroll – in classes based on the listed mode of instruction. Likewise, academic programs have determined their course offerings after considering various factors. No changes should be made at this time without seeking prior approval from the program, college and Office of Academic Affairs.

### **Flexible Work Agreement Form to be Accessible in HR Connection**

The Flexible Work Agreement currently on the [HR website](#) as a PDF will soon be available online in HR Connection. Once online, employees will be able to complete their agreement with their manager via HR Connection, and agreements will be securely stored to enable Payroll to access work location information for tax reporting. For now, use the PDF only as a reference to understand the expectations of the agreement. Managers and leaders should continue to have discussions and execute their plans utilizing the guidance on the [HR website](#). If possible, postpone submission of your flexible work agreement until the online form is available. An update will be communicated in August when the online form is available. [Read more](#).

### **Leading Transitions (Instructor-led Zoom)**

**Thursday July 29, 2021, 12-1 p.m. - [Register Here](#)**

Response to change is largely based on emotions, and it's important to remember that resistance and reluctance to change should not be interpreted as insubordination. As a manager, it's critical to understand what motivates an employee's response to change and how to best guide them through it. Leading Transitions will help managers prepare for autumn 2021 and guide them through the change and transition

process. By the end of this session managers will:

- Have an increased understanding of how people respond to change
- Learn new skills to lead the return to non-quarantine life
- Be able to assist staff to consider their work life needs, the team and the organization when planning the return

### **Team Culture (Panel Discussion)**

**Thursday Aug. 5, 2021, 12-1 p.m. - [Register Here](#)**

Hybrid teams are comprised of a mix of employees where some are in the same work location as their manager and/or teammates while others work at a different location on/off campus. This is not a new practice for the university, and it continues to evolve to meet the needs and expectations of current and future employees. This panel discussion brings together managers who have successfully led hybrid teams over the years to share their experiences on building a high-performing team; communication best practices; maintaining an engaged, inclusive, and trusting team culture; and limiting ingroup/outgroup occurrences. By the end of this session managers will:

- Have insights for managing a hybrid work team
- Learn recommended approaches for effective communication
- Understand the importance of setting appropriate expectations
- Hear first-hand accounts and advice on building a high performing team based on trust, cultivating team connection, and ensuring equity and inclusion in all team practices and processes

Moderator: Marilyn Bury Rice, Director, Lhota Office of Alumni Career Management

Panelists:

- Lindsay Heil, MBOE, RHIA, LSSBB, Associate Director, Student Life Student Health Services
- Max Treboni, Director of Service Operations, Office of the Chief Information Officer
- Jacqueline Kirby Wilkins, Ph.D., Associate Dean and Director, Ohio State University Extension, Chair, Department of Extension, College of Food, Agricultural and Environmental Sciences

### **Faculty Member Quoted in National Geographic**

School of Environment and Natural Resources faculty member Mažeika Sullivan is quoted in the recent National Geographic article, "Extreme heat triggers mass die-offs and stress for wildlife in the West." Dr. Sullivan discusses the important role of context when seeking to understand the impacts of extreme heat on wildlife. [Read the full article.](#)

### **Gearing up for Pelotonia**

The annual bike ride to raise money for cancer research is fast approaching, August 6-8. Our CFAES team just passed the \$3,000 fundraising mark – will you help us get to \$3,500 before ride weekend? [Donate today!](#)

Team [CFAES Sustains Life](#) currently has 8 participants: Amy Seward, Julia Wilson, Bruce McPheron, Kayla Arnold, Gary Pierzynski, David Davisson, Jeanne Osborne, and Beau Ingle. Our team captain, Gary Pierzynski, has recently completed an 80-mile training ride and is ready for the 100-mile ride to Kenyon College!

You can still sign up as a challenger or volunteer to join our team. We are in need of more volunteers in Columbus and Gambier (at Kenyon College, where the 100-mile ride ends). Volunteer registration will close later this week, so [sign up now!](#)

If you have any questions, feel free to contact the CFAES co-captains, Gary Pierzynski ([Pierzynski.3@osu.edu](mailto:Pierzynski.3@osu.edu)) or Kayla Arnold ([Arnold.1065@osu.edu](mailto:Arnold.1065@osu.edu)).

### **Distinguished Service Award: Accepting Nominations**

The Distinguished Service Award recognizes individuals who have rendered exceptional service to the university in both official and unofficial capacities. Awards are not made on the basis of long, faithful or loyal

service alone, but rather for service that is truly distinguished. Nominees may include those who have served in academic or administrative positions at the university, as well as alumni and other non-university individuals. Customarily, no faculty or staff member is recognized until at least one year after retirement. Honorees are recognized at commencement. A brief nomination form is required by Sept. 10. [Read more.](#)

### **The 2021 Best of the Best in Wooster**

It is time for the Wooster Daily Record 2021 Wooster Best of the Best businesses contest. This annual voting showcases some of the top businesses in our local area and promotes awareness of the many services, venues, and businesses in the community. Our campus has been listed in different categories including the Shisler Conference Center, Secrest Arboretum, and Hawks Nest. Don't miss this opportunity to show your pride for our campus and vote! [Click here to participate.](#)

### **Continue the Flight with the Environmental Professionals Network (EPN)**

What kind of native plants for pollinators are you growing or observing in yards or other landscapes in and around where you live? Help EPN showcase efforts to *Continue the Flight!*

EPN is highlighting pollinators and pollinator habitat as part of our continued outreach and educational programming around *Take Flight!* our 2021 Earth Day program. Help inspire others to share their photos of pollinators and pollinator habitat they are engaged in creating or observing in and around their communities to help *Continue the Flight!* Find out how to submit photos [here.](#)

### **Access LinkedIn Professional Development**

Learn new skills that are important to help advance your career. Staff can apply to access a free LinkedIn Learning License, provided by Human Resources and the University Staff Advisory Committee. With on-demand learning, you have 24/7 unlimited access to more than 5,000 video tutorials covering business, creative and technology topics. Courses on a wide variety of subjects are available on-demand. Learn more on the [Gateway to Learning website.](#)

### **Dean Cathann A. Kress, Ph.D.**

Vice President for Agricultural Administration & Dean

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