



Interoffice Memorandum

June 20, 2019

AGENDA ITEM

TO: Mayor Jerry L. Demings
-AND-
Board of County Commissioners

THRU: Lonnie C. Bell, Jr., Director *Lonnie C Bell Jr*
Community and Family Services Department

FROM: Richard Tyson, Manager
Cooperative Extension Division

SUBJECT: **Consent Agenda Item – July 2, 2019**
Cooperative Extension Division Employment Agreement

Cooperative Extension in Orange County is administered through, and supported by, the University of Florida in collaboration with Orange County Government. Pursuant to Florida Statutes Section 1004.37(3), recommendations for Extension positions are to be presented for acceptance by the Board of County Commissioners.

The University has conducted a search and recommends Tiare Silvasy as the new Orange County Extension Agent II, Residential Horticulture/Florida Friendly Landscaping Coordinator. Ms. Silvasy will be filling an existing and budgeted vacant position. The funding for this is split between the County (90%) and the University of Florida (10%) in accordance with the existing agreement between the County and the University for this program.

Ms. Silvasy will be responsible for providing leadership for the development, implementation, and evaluation of Residential Horticulture programs in Orange County in collaboration with a team of County Faculty, UF Specialists and local citizen advisors and volunteers. Ms. Silvasy will also work closely with other community organizations and government entities to provide more sustainable Florida friendly landscaping practices to the citizens of Orange County, which will reduce water and fertilizer plant maintenance costs and improve water quality and quantity.

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Ms. Silvasy has a master of science degree in Tropical Plant and Soil Sciences from the University of Hawaii. A copy of the job description and Ms. Silvasy's resume, along with the position letter from the University of Florida, are attached. Ms. Silvasy's anticipated start date is July 8, 2019.

ACTION REQUESTED: Acceptance of University of Florida's appointment of Tiare Silvasy as Orange County Extension Agent II, Residential Horticulture/Florida Friendly Landscaping Coordinator. All Districts

RT:jam

Attachment(s)

c: Randy Singh, Deputy County Administrator
Yolanda Brown, Manager, Fiscal Division, Family Services Department



Position # 0003-1906

Requisition # 43136

Classification Title: Extension Agent I, II, III, or IV – Residential Horticulture/Florida-Friendly Landscaping

Application deadline: 10 February 2019

Job Description:

The Florida Cooperative Extension Service is a partnership between state, federal, and county governments that provides quality, relevant education and research-based expertise to foster healthy people, a healthy environment, and a healthy economy. We are the resource that helps educate Floridians to address issues related to agriculture, natural resources, youth development, families and communities.

University of Florida/IFAS Extension and Orange County seek to fill a full-time, permanent status-accruing Residential Horticulture and Florida Friendly Landscaping Extension Agent position with a self-starting, energetic, team-oriented individual. The successful candidate will design, conduct, evaluate, and report on community-based extension educational programming for residential and commercial clientele in the areas of Florida-Friendly Landscaping™/Florida Yards and Neighborhoods (ffl.ifas.ufl.edu), Green Industries Best Management Practices (GI-BMPs), and Integrated Pest Management (IPM).

As the Agent, you will coordinate with the Orange County Environmental Protection Division to help facilitate the county's education requirement for the National Pollutant Discharge Elimination System (NPDES) program. You will also be the local coordinator for UF's LAKEWATCH (lakewatch.ifas.ufl.edu) volunteer water quality monitoring program, and you will provide management and oversight of garden technicians and volunteers to provide for extension demonstrations, field days and garden tours in the 4-acre Exploration Gardens adjacent to the office.

You will be expected to have a working knowledge of horticulture and experience with diagnostic skills, best management practices, soils, plant nutrition, and disease identification and control. You will work with other agents, agencies, and groups on cooperative educational efforts designed to produce positive practices with higher impact. You are expected to develop or assist with 4-H Youth Development activities as appropriate.

You will develop and maintain an advisory committee to assess client needs and program design. You will create an annual plan of work and report of accomplishment based on the input of the advisory committee. Additional faculty reports will be required. You will be expected to employ skills in effective organization and record keeping, and to respond to clients in a timely and professional manner.

This position requires you to work with agencies and organizations in interdisciplinary projects, develop creative works, write non-technical people-friendly publications, seek extramural funding, and participate in professional societies. You will occasionally assume other responsibilities that benefit the total county extension program as assigned by the County Extension Director and/or the District Extension Director.

You will be expected to attain promotion and permanent status according to UF guidelines. Candidates will be reviewed as applications are received, but interviews might not be scheduled until 4 to 6 weeks after the position closing date.

Minimum requirements:

The successful candidate will have a bachelor's degree in horticulture or a related field. A flexible schedule that allows for irregular hours is necessary. Proficiency with computer technology, software applications, and internet use is required. If hired with solely a bachelor's degree, we want you to grow in your career. As such, we expect you to make at least 50% progress towards obtaining your master's degree within the first 6 years of employment. Course work completed within the State University System of Florida comes with a tuition waiver. A valid driver's license as well as national background screening is a requirement of this position.

Preferred qualifications:

Highly desirable are a master's degree, professional experience in the field, Spanish/English bilingual ability, and familiarity with or willingness to learn webpage design software and online tools in educational technology. Expertise in getting groups to work together for a higher goal, managing competing priorities, and adaptability to handle unexpected situations is a plus for this role. You must be an effective written and verbal communicator, feel comfortable presenting in front of small and large crowds, be able to establish solid partnerships, and find innovative ways to attract new audiences.

Further information:

Extension is a partnership between state, federal, and county governments to provide scientific knowledge and expertise to the public. As such, all partners are involved in the supervision of the office and contribute to the salary and support resources. The primary goal of Extension is to disseminate the latest knowledge and applicable technologies in agriculture, human and natural resources, and the life sciences in order to sustain and enhance the quality of human life. The UF/IFAS mission is accomplished through extension faculty members, scientists, educators, administrative staff, and volunteers working cohesively throughout Florida's 67 counties.

Application Instructions

Apply at <http://apply.interfolio.com/59691> by 11:59 p.m. (Eastern) of the posting end date, and attach:

- Cover letter that describes how your experience and qualifications have prepared you for this position
- Résumé or Curriculum vitae

The following documents are required, and may either be submitted through the above link at the time of application, or sent separately to our office (below).

- Previous Employment Form (located at http://personnel.ifas.ufl.edu/prev_employment.pdf).
- Unofficial copies of all transcripts and/or coursework of your academic degrees
- A minimum of 3 reference rating forms (located at http://personnel.ifas.ufl.edu/ref_form.pdf) from your professional/academic references. Reference forms will be kept on file for 1 year and will be automatically used with any of our extension agent positions you apply for during that time.

Reference rating forms and unofficial transcripts not submitted at the time of application should be submitted/postmarked by the next business day after the position's closing date. They may be submitted to:

Ms. Dana LeCuyer
UF IFAS Human Resources
Faculty Recruitment and Hiring
P O Box 110281
Gainesville, FL 32611-0281
dlecuyer@ufl.edu
Fax: (352) 392-3226

Selected candidate will be required to provide an official transcript to the hiring department upon hire. A transcript will not be considered "official" if a designation of "Issued to Student" is visible. Degrees earned from an education institution outside of the United States are required to be evaluated by a professional credentialing service provider approved by National Association of Credential Evaluation Services (NACES).

If an accommodation due to a disability is needed to apply for this position, please call 352-392-2477 or the Florida Relay System at 800-955-8771 (TDD). Hiring is contingent upon eligibility to work in the US. Searches are conducted in accordance with Florida's Sunshine Law.

The University of Florida is an Equal Opportunity Institution dedicated to building a broadly diverse and inclusive faculty and staff. The Institute of Food and Agricultural Sciences is committed to creating an environment that affirms diversity across a variety of dimensions, including ability, class, ethnicity/race, gender identity and expression. We particularly welcome

applicants who can contribute to such an environment through their scholarship, teaching, mentoring, and professional service. The University and greater Gainesville community enjoy a diversity of cultural events, restaurants, year-round outdoor recreational activities, and social opportunities.

Tiare F. Silvasy

13303 Cedar Bay Ct.
Riverview, FL 33579
(321) 217-8492
tsilvasy@ufl.edu

EDUCATION

University of Hawaii at Manoa Master of Science (Tropical Plant and Soil Sciences)	2017
University of Central Florida Graduate Certificate (Non-profit Management) Bachelor of Science (Liberal Studies) <i>Concentration in Botany, Health and Environmental Science</i>	2006 2000
Valencia Community College Coursework in Horticulture and Landscape Design	1996-1998

EMPLOYMENT

Biological Scientist II , University of Florida GCREC Managing field experiments, coordinating lab activities, and supervising lab personnel.	Nov. 2017 - present
Research Coordinator , University of Hawaii at Manoa Managing the planting, harvesting and data recording for lab and field experiments.	Mar. 2016-Nov. 2017
Agricultural Instructor , Windward Community College Taught gardening skills to students in the Certified Nurse Aide program.	Feb. 2014-Mar. 2016
Plant Biology Program Assistant , Leeward Community College Assisted with GoFarm Program, led outreach to recruit students into the college.	June-Sept. 2015
Education and Volunteer Coordinator , Waihuena Farm Managed volunteers, organized workshops, and produced vegetables crops.	Jan. 2013-Jan. 2015
Owner/Consultant , Homegrown Delights LLC. Consulted for garden start-ups, maintenance, and education of gardening skills.	May 2007-May 2014
Community Garden Coordinator , University of Central Florida Coordinated the installation of community gardens as part of a study to improve health.	June 2009-Aug. 2012
Garden Consultant , Kokua Hawaii Foundation	June 2006-June 2007

Established new garden programs for public schools by building beds and developing garden lessons.

Wetland Specialist, Lakefront Designs and Services, Inc. Apr. 2003-Oct. 2005,
Managed restoration of lakefronts, upland and wetland areas. June 2007-Apr. 2009

PRESENTATIONS

Silvasy, T. and Agehara, S. "Optimizing the Duration of Early-Season High Nitrogen Fertilization for Winter Strawberry Production in Florida" NASS Orlando, FL, Feb. 3, 2019

Silvasy, T., Agehara, S. "Evaluation of Production Methods for Hops in Florida" ASHS Washington D.C., Aug. 2, 2018

Shahzad, S. Silvasy, T., Agehara, S. "Optimization of Early-season Nitrogen Fertilization Program for New Strawberry Cultivar 'Florida Beauty' ASHS Washington D.C., Aug. 2, 2018

Agehara, S. and Silvasy, T. "Increasing Artichoke Yields by Cultivar Selection and Optimization of Nitrogen Fertilization Rates and In-Row Spacing in Florida" ASHS Washington D.C., Aug. 2, 2018

Agehara, S. and Silvasy, T. "Phenology, Growth, Yield, and Quality of Artichoke under Florida's Subtropical Climate" FSHS Conference, Fort Lauderdale, FL, June 11, 2018

Agehara, S., Silvasy, T., Deng, Z., Bollin, S. "Evaluation of Production Methods for Hops in Florida" FSHS Conference, Fort Lauderdale, FL, June 11, 2018

Radovich, T., Ahmad, A.A., Nguyen, H., Wang, K.H., Silvasy, T., Uyeda, J., Sugano, J., Gurr, I., Gangiah, C., Paull, R. "Optimizing Local, Organic Compliant Fertilizers for Vegetable Production in a Crowded Island Environment" ASHS Conference. Waikoloa, HI, Sept. 21, 2017

Silvasy, T., Ahmad, A.A., Wang, K., Radovich, T.J.K. "Rate and Timing of Meat and Bone Meal Influence Growth and Yield of Sweet Corn (*Zea mays* var. *sacharrum*) and Soil Water Nitrate Concentrations" ASHS Conference. Waikoloa, HI, Sept. 19, 2017

Silvasy, T., Ahmad, A.A., Wang, K., Radovich, T.J.K. "Effect of Application Rate and Timing of Organic Fertilizer on Growth and Yield of Sweet Corn" ASHS Conference. Atlanta, GA, Aug. 11, 2016

Organizer of NACTA workshop, "Indigenous Agricultural Systems: How traditional crops and agriculture systems provide abundance to the Hawaiians of the past and of the future", Honolulu, HI, June 23, 2016

“Growth and Yield of Sweet Corn as Influenced by Tankage Rate and Application Timing,” College of Tropical Agriculture and Human Resources Research Symposium, Honolulu, HI, Apr. 8, 2016

“Using Tankage, A Local Organic Fertilizer, for Crop Production in Hawaii,” East West International Graduate Student Conference, Honolulu, HI, Feb. 12, 2016

Panelist, “Local Food in Hawaii”, Hawaii Organic Farming Conference, Kaneohe, HI, May 28, 2015

TEACHING EXPERIENCE

Rollins College

Co-taught with Andrew Landis ENV 315 Agroecology Jan. - May 2018

Co-taught with Andrew Landis ENV 215 Sustainable Agriculture Jan. 2010- Dec. 2012

University of Hawaii at Manoa

Agroecology lecture, TPSS 300 Tropical Production Systems Mar. 16, 2017

Farming Systems lecture for TPSS 364 Horticultural Practices Oct. 28, 2016

Seed saving lecture for TPSS 220 Organic Crop Production Sept. 26, 2016

Sustainable Agriculture lecture, TPSS 300 Tropical Production Systems Feb. 4, 2016

Windward Community College

Feb. 2014- Mar. 2016

Instructor and co-creator of curriculum for Nursing Pathway students to learn gardening skills

Leeward Community College

June-Aug. 2014

Guest lecturer and assistant coach for GoFarm Hawaii farmer training program

Homegrown Delights, LLC.

Lead instructor for 72-hour Permaculture Design Course Sept. 15 – Nov. 4, 2012;

Oct. 11-20, 2013

Simple Living Institute, Inc.

2001-2014

Organized and taught at 60+ classes, hands-on workshops, and presentations on gardening and sustainability topics

RESEARCH EXPERIENCE

University of Florida

Nov. 2017-present

Managed ~3 acres of field and greenhouse experiments studying new crops for Florida such as artichoke and hops, fertility, and production methods at the Gulf Coast Research and Education Center.

University of Hawaii at Manoa

Jan. 2015- Nov. 2017

Conducted field trials and analyzed data for masters research project examining meat and bone meal as a local fertilizer for crop production. Produced organic seed and assisted Dr. Ted Radovich with variety trials and field experiments at Waimanalo Research Station.

University of Central Florida June 2009-Aug. 2012
Recruited participants, constructed gardens, and collected data for Dr. Karen Dennis and Get Active Orlando healthy lifestyles study.

Lakefront Designs and Services, Inc. Nov.- Dec. 2006
Assisted with biomass survey for environmental assessment of Florida wetlands study.

Orange County Environmental Protection Agency Aug.-Dec. 1999
Collected water and invertebrate samples, entered sampling locations with GIS, kept field and lab records.

SCHOLARLY WORK

You Tube Videos:

CARD-Nepal brings Soil Testing to Farmers in Chitwan, Nepal
<https://www.youtube.com/watch?v=l0ROyf7wLFQ>

Perennial Vegetables in Hawaii
<https://www.youtube.com/watch?v=ksHrThJSgW0>

IMO, Korean Natural Farming in Hawaii
<https://www.youtube.com/watch?v=twHvNi6Z0E0>

Worm Composting System
<https://www.youtube.com/watch?v=4zYOo0GzlAw>

Permaculture Plants at Winter Park Urban Farm
<https://www.youtube.com/watch?v=fy4VB8hOu5c>

PROFESSIONAL DEVELOPMENT

SouthEast Regional Fruit and Vegetable Conference, Savannah, GA	Jan. 9 - 12, 2019
Florida AgExpo, Balm, FL	Nov. 7, 2018
Hops Field Day, Balm, FL	May 24, 2018
UF/IFAS Extension In Service Training Ft. Lauderdale, FL	June 12, 2018
Artichoke Field Day, Balm, FL	Mar. 14, 2018
Florida AgExpo, Balm, FL	Nov. 8, 2017
Hawaii Pacific Global Breadfruit Summit, Laie, HI	Aug. 27-31, 2016
Maui Ag Pro Conference, Kahului, HI	Sept. 19, 2015
Creative Agroforestry Workshop, Kunia, HI	June 27-28, 2015
Moringa Field Day, Kunia, HI	July 29, 2015
International Permaculture Conference, Havana, Cuba	Nov. 24- Dec. 7 2013
North Shore Food Summit, Haleiwa, HI	Aug. 3, 2013
Permaculture Teacher Training Course, Brisbane, Australia	May, 2013

Bamboo Building Workshop, Medellin, Columbia	Dec. 12-21, 2012
Florida Small Farms Conference, Kissimmee, FL	July 27, 28, 2012
Edible Forest Gardening Course, Miami, FL	May 18-22, 2012
Permaculture Design Course, Orlando, FL	Sept. 17- Nov. 6, 2011
GROW Bio-intensive Gardening Workshop, Willits, CA	Nov. 9-12, 2008

AWARDS AND SCHOLARSHIPS

Hawaii Florist and Shippers Association, \$2,000	2016- 2017
Manoa Opportunity Grant, \$4,000	2016
ASHS Travel Award, \$500	2016
Monsanto Graduate Student Scholarship, \$25,000	2015

SERVICE

UC Davis Horticulture Innovation Lab, CARD-Nepal International Aid Volunteer	Jan. – Aug. 2017
College of Tropical Agriculture and Human Resources Volunteer	Sept. 2015-Aug. 2017
Tropical Plant and Soil Sciences Graduate Student Organization Vice President	Oct. 2015-Aug. 2017
Three-Minute Thesis Competition, University of Hawaii Moderator	Apr. 16, 2015
Florida Permaculture Convergence Co-organizer	Jan. 11-13, 2013, May 2-4, 2014
Central Florida Local Food Guide Co-organizer	Sept. 2011
Winter Park Urban Farm Co-founder	Aug. 2010
Simple Living Institute, Inc. Co-founder	May 2001

PROFESSIONAL AFFILIATIONS

Ecology Action	2000-Present
International Society of Arboriculture	2011-Present
American Society of Horticultural Science	2015-Present
Graduate Women in Science	2017-Present
Hawaii Organic Farming Association	2014-2018
Golden Key International Honor Society	2015-2018



UF/IFAS Extension

Office of District Extension Director - Central

Tim Momol
2142 Shealy Dr. Rm. 233
PO Box 110220
Gainesville, FL 32611-0220
352-392-1781
352-294-3544 Fax
tmomol@ufl.edu

April 30, 2019

Tiare F. Silvasy
13303 Cedar Bay Ct.
Riverview, FL 33579

Dear Ms. Silvasy:

I am pleased to offer you the position of Orange County Agent II, Residential Horticulture/Florida Friendly Landscaping, position 0003-1906 beginning Monday, July 8, 2019*. The annual salary will be \$57,298.00 with a 90%/10 % split in funding sources between Orange County \$51,568.20 (90%) and the University of Florida \$5,729.80 (10%). Please note your employment is contingent upon your passing the county's prescreening process and approval of the Orange County Board of County Commissioners. This offer is also contingent on a successful pre-employment screening which includes a review of criminal records, reference checks, and verification of education by the University of Florida. *The beginning date is subject to change based on the date that the background screening results are received. An employee cannot start working until the background screening results are received in HR.

As an Extension Agent II, Residential Horticulture/Florida Friendly Landscaping you will work under the direction of the Orange County Extension Director (CED), Dr. Richard Tyson and Central District Extension Director (DED), Dr. Tim Momol. As with all County Extension faculty, your plan of work, report of accomplishments, and annual performance reviews will be under the supervision of the CED & DED. The assigned duties and responsibilities for this position are 100% Extension. Your assignments may be subject to change at the discretion of the CED/DED based on the needs of the department.

Your appointment is subject to the constitution and laws of the State of Florida and the rules and regulations of the Board of Trustees of the University of Florida.

Special conditions of your employment:

1. If you propose to engage in any outside activity or have a potential conflict of interest, you shall notify your supervisor in writing (using the proper University of Florida forms) prior to engaging in these activities. Such notification must be done annually (effective July 1 for future academic years) for as long as you continue to engage in such activity or have such conflict of interest.
2. There is also considerable travel with evening and weekend meetings, which may or may not be by personal vehicle.

Tiare Silvasy
April 30, 2019
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We are impressed with your skills and believe you will find your new position to be challenging, interesting, and rewarding.

Please sign below and return original to me.

Sincerely,

Tim Momol

Tim Momol, Ph.D.
Professor and
Central District Extension Director

TM/nw

cc: Melanie Edmondson
Richard Tyson

I, Tiare F. Silvasy do accept the position as described above and agree to the salary and all conditions set forth in this letter.

Tia Silvasy

4/30/2019 | 7:35 PM EDT

Signature

Date