



Food for Thought

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2006 Texas A&M Agriculture Conference — January 9-12

Vice Chancellor and Dean Elsa Murano and members of the Texas A&M Agriculture administration encourage you to register for the upcoming 2006 Texas A&M Agriculture Conference which will convene in College Station on Monday afternoon, January 9 through Thursday, January 12.

This year's conference and speakers will focus on the importance of developing a well-defined image and message—and our roles in communicating these ideas daily to our constituents. Marketing and consistent communications are important in clarifying and changing public perceptions, as well as validating the value of our teaching, research, extension and service contributions. We may likely be the “best kept secret in Texas,” and it's time that everyone take note—in recognizing that we are the “A” in Texas A&M University and The Texas A&M University System!

Speakers during Tuesday's keynote general session will include presentations by Vice Chancellor and Dean Elsa Murano; Dr. Merle Pierson, deputy undersecretary for research, education and economics at USDA; Former Congressman Charles Stenholm; and Mr. Brandon Coleman, Jr., of Big Picture Thinking. Following a networking luncheon, separate extension and research sessions will convene, to be followed by an Awards Convocation that will include the presentation of 2005 Vice Chancellor's Awards in Excellence, TAES Faculty Fellows, TCE Superior Service Awards, and undergraduate/graduate student research poster awards.

The following is an outline of this year's conference activities/meetings:

Monday, January 9, 2006 [beginning at noon]

Undergraduate/Graduate Poster Competition
Support Staff Symposium
Meetings/Workshops

Tuesday, January 10, 2006

Keynote General Session [8:15 a.m.]
Excellence in Research General Session [1:00 p.m.]

(continued on page 2, see Agriculture Conference)

Though no one can go back and make a brand new start, anyone can start from now and make a brand new ending.
— Carl Bard



Agriculture Conference *(continued from page 1)*

Excellence in Extension General Session -
1:00 p.m.
Awards Convocation and Reception - 3:00 p.m.

Wednesday, January 11, 2006

Departmental/Unit meetings [morning]
Support Staff Symposium
Meetings/Workshops [afternoon]

Thursday, January 12, 2006

Excellence in Teaching General Session -
8:30 a.m.
Meetings/Workshops

[On December 1, additional information and updates on specific meetings can be accessed on the conference website at <http://agprogram.tamu.edu/agprogramconference/>. The conference schedule will continue to be updated as additional information becomes available.]

ATTENDEES to this year's conference sessions will be eligible for several grants that will be presented throughout the week. PLEASE NOTE -- You must be present to win!

On-line registration for the 2006 Texas A&M Agriculture Conference will begin on December 1 and conclude on Friday, December 16. Early registration thru December 16 will be \$30.00 and covers registration expenses, Tuesday lunch and reception, and conference breaks. After December 16, you will be required to register on-site with a late registration fee of \$40.00. On-line registration and conference information will be available on December 1 at the following website: <http://agprogram.tamu.edu/agprogramconference/>

We look forward to seeing you at this year's Texas A&M Agriculture Conference!

— Patricia Gerling

Required Training



As of October, 2005, there are three online training courses that are required of all employees at the time of employment and every two years thereafter. The courses are as follows:

- Creating A Discrimination Free Workplace (also known as EEO training)
- Ethics
- Information Security

The discrimination training was required by the legislature a number of years ago. The ethics course, previously required only at the time of employment, was changed by the Board of Regents in 2005 to a recurring training every two years.

The information security training is required by Rule 202.77 of the Texas Administrative Code and Texas A&M Agriculture Procedures. This new training is required of everyone who accesses a computer—which includes everyone accessing LeaveTraq and (soon) TimeTraq, the new automated time card system. In essence, this includes all employees.

Since these are now required of all employees, this is the perfect opportunity to provide a short computer training session for those employees who have not used a computer or who do not access one frequently. This will enable them to gain new skills thereby expanding the skill base of Texas A&M Agriculture.

- Bob Hensz



Tax-Deferred Contribution Limit to Increase January 1

Effective January 1, 2006, the maximum contribution limit for participants under the Tax-Deferred Account Program (TDA) and the TexaSaver Deferred Compensation Plan (DCP) will increase from \$14,000 to \$15,000 for each plan. In addition, the catch-up contribution limit for each plan for participants who are 50 and older will increase from \$4,000 to \$5,000.

A chart listing the calendar-year contribution limits through 2006 is available at <http://sago.tamu.edu/shro/DeferralLimitsChart.pdf> online.

If you wish to change your monthly TDA contribution amount for the 2006 calendar year, complete the TDA Salary Reduction Agreement/Change of Vendor Form (sago.tamu.edu/shro/Forms/17.pdf) and submit it to Agriculture Payroll at MS-2162 (on 3000 Briarcrest Drive, Suite 504, Bryan, TX). To ensure that your change will take effect on the first pay date of 2006, please submit form by December 9.

If you wish to change your monthly DCP contribution amount, contact CitiStreet, DCP plan administrator, at (800) 634-5091.

— Loree Lewis

Don't Miss These Deadlines!



Several Texas A&M University System (TAMUS) insurance carriers impose deadlines for submitting outstanding claims. Please note the following information and deadlines so that

you do not miss out on a reimbursement that you may be eligible to receive.

BlueCross BlueShield - claims incurred between September 1, 2004 and August 31, 2005 must be postmarked by January 31, 2006 in order to be considered for payment.

Cigna Dental PPO (A&M Dental) - claims incurred between September 1, 2004 and August 31, 2005 must be postmarked by January 31, 2006 in order to be considered for payment.

Superior Vision - claims incurred between September 1, 2004 and August 31, 2005 must be submitted no later than one calendar year from the date of service for processing.

Tax Saver Health Care Spending Account - claims incurred between September 1, 2004 and August 31, 2005 (or November 15, 2005 if you had money left in your account on August 31, 2005) must be submitted to the Tax Saver plan office no later than December 31, 2005 for reimbursement.

Tax Saver Dependent Day Care Spending Account - claims incurred between September 1, 2004 and August 31, 2005 must be submitted to the Tax Saver plan office no later than December 31, 2005 for reimbursement.

Websites to download claim forms are:

BlueCross BlueShield: <http://www.bcbstx.com/pdf/medclm1081.000.901.6.22.pdf>

Cigna Dental PPO: <http://sago.tamu.edu/shro/Forms/cignadentalclaim.pdf>

Superior Vision: <https://www.superiorvision.com/MemReimbClaimForm.pdf>

Tax Saver plans: http://www.taxesaverplan.com/tax_claim.pdf

— Dana Daugherty



Performance Evaluation Schedule

Performance evaluation is an ongoing process and is used as a communication tool between supervisor and employee. The six major objectives of the performance appraisal process are:

1. To provide employees with feedback to improve or maintain job performance
2. To outline areas for employee development
3. To set standards for the next review period
4. To recognize job-related accomplishments
5. To enhance communication and working relationships
6. To identify job performance deficiencies

Non-Faculty/Support Staff Performance Evaluation COALS, TAES, and TCE (except County Programs) non-faculty performance evaluations should be completed by May 31, 2006, to reflect employee performance from April 1, 2005, through March 31, 2006.

Supervisors of COALS employees should complete the Texas A&M University Performance Development for Non-Faculty Employees which is available on the TAMU Human Resources web page at <http://hr.tamu.edu/ed/pdfform.doc> according to University Rule 33.99.03.M1 at <http://rules-saps.tamu.edu/PDFs/33.99.03.M1.pdf>.

Supervisors of TAES and TCE employees should complete the Non-Faculty Performance Evaluation Form, AG-402, which is available on the Texas A&M Agriculture Human Resources web page at <http://aghr.tamu.edu> according to TAES Procedure 33.99.03.A1.01 at <http://aghr.tamu.edu/rules/339903A101perfeval.htm> or TCE Procedure 33.99.03.X1.01 which is found at <http://aghr.tamu.edu/xrules/339903X101perfeval.htm>.

Certain Extension positions such as Specialist, Program Specialist, Extension Assistant and Extension Associate may utilize the evaluation instruments developed by the TCE Performance Appraisal System Committee. Extension programs such as ENP and BLT will use a different evaluation form and instructions for these units will be provided directly to these units.

As part of the process, please ensure that the supervisor and employee review the employee's position description and that the employee and the supervisor initial and date the form indicating that it has been reviewed. If more than minor changes are made to the description, the employee, the supervisor, and the unit head should sign the updated position description. In either case, place a copy of the reviewed and signed position description in the employee's official personnel file along with the performance evaluation.

— Linda Edge



TRS Annual Statements

All TRS participants should have received an annual state of account in October. Please check the beneficiary information on the back of the statement to ensure it is correct. If you did not

receive a statement, or if your information is incorrect, please call TRS at 800-223-8778 for assistance.



All Aboard the Learning Central Line!

The schedules for December 2005 and winter/spring 2006 training are tentatively set as follows:

TTVN

- Dec. 13 - Coaching – Preparing Your Employees for Excellence
- Jan. 30 — Healthy Eating—A Way to Help You Stick to Your Resolutions!
- Feb. 27 — Performance Management
- Mar. 27 — TimeTraq Training
- April 24 — TrainTraq for Unit Contacts—How to Make it Work for Your Employees
- May 29 — Approaches to Supervision

Friday Online

- Dec. 9 — Coaching
- Dec. 16 — Managing Conflict
- Jan. 6 — Preparing Written Communications

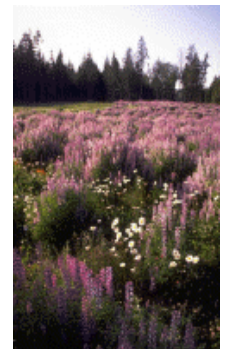
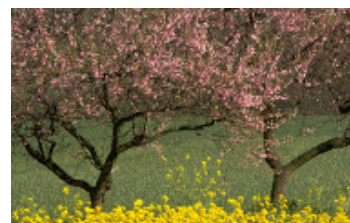
- Jan. 20 — Extension's Identity—Names, Logos, and Trademarks
- Jan. 27 — Marketing an Educational Program
- Feb. 3 — Using the Web to Communicate Effectively
- Feb. 10 — Using Adobe Acrobat—PDFs, Forms, and More
- Feb. 17 – GroupWise Tips and Tricks
- Feb. 24 — Being an Effective Educator— Learning Principles
- Mar. 3 — Being an Effective Educator— Methods of Learning and Teaching
- Mar. 10 — Being an Effective Educator— Enhancing Learning through Media and Other Teaching Aids
- Mar. 24 — PowerPoint Tips and Tricks
- Mar. 31 — Distance Education—Development Tools

Please join us for these great TTVN and Friday Online sessions!

- Bob Hensz



Many eyes go through the meadow, but few see the flowers in it.
— Ralph Waldo Emerson





Helpful Websites

Agriculture HR - <http://aghr.tamu.edu/>

Ag Program Directory - <http://agdirectory.tamu.edu/>

A&M System Online

The Newsletter for A&M System

Employees and Retirees) - <http://tamus.edu/systemwide/>

Benefits - <http://aghr.tamu.edu/benefits.htm>

Dictionary - <http://dictionary.reference.com/>

Employment

Posters - <http://hrtoolbox.tamu.edu/notices.htm>

GreatJobs - <http://greatjobs.tamu.edu>

Forms (Alpha List) - <http://agservices.tamu.edu/Forms/forms-alfa.htm>

HR Connect - <http://sso.tamu.edu>

LeaveTraq - <http://sso.tamu.edu>

Online Employee

Processing - <http://aghr.tamu.edu/processing.htm>

Payroll - <http://aghr.tamu.edu/pay.htm>

Policies, Procedures

& Forms - <http://aghr.tamu.edu/pol.htm>

Selective Service Registration

Verification - http://www4.sss.gov/regver/verification_nc.asp

Single Sign On - <http://sso.tamu.edu/>

Zip Code

Lookup - <http://zip4.usps.com/zip4/welcome.jsp>

Never confuse a single defeat with a final defeat.

— F. Scott Fitzgerald

Did you know...?

The handkerchief had been used by the Romans, who ordinarily wore two handkerchiefs: one on the left wrist and one tucked in at the waist or around the neck.

Neck ties were first worn in Croatia. That's why they were called cravats (CRO-vats).



If you lace your shoes from the inside to the outside, the fit will be snugger around your big toe.



Anthropologists believe that people have been making and wearing shoes for more than 10,000 years. The Egyptians wore sandals woven from papyrus leaves.



Online W-2s

The end of 2005 is rapidly approaching. Once again, the Ag Program is offering all employees the option of online W-2s .

Online W-2s provide employees with the option of printing their own W-2s from HR Connect's secure website. Online W-2s provide you with many BENEFITS:

- No worry of lost or ruined W-2's in the mail.
- No fear that your W-2 was sent to the wrong address.
- The ease and convenience of printing cleaner, neater copies yourself.

These copies are official and accepted by the IRS. And don't worry about forgetting to print your W-2. You will receive an email reminder telling you when your W-2 is available to be printed.

Starting this year, employees not signed up for an online W-2 will not be able to access their W-2 through HR Connect until February 10, 2006. By signing up for an online W-2 now, employees will have the ability to print their W-2s when payroll W-2 processing is completed, which will be before January 31, 2006. Printed W-2s will be mailed January 31, 2006.

Online W-2s will allow employees to get their W-2's even FASTER.

Sign up today; the deadline for enrollment is December 31, 2005.

1. Log onto HR Connect through the Single Sign On website at: <https://sso.tamu.edu/>
2. If you have never logged onto the system, follow the directions titled "New Employees—Set up your password." (Skip to #4 if you know your password.)
3. Follow the password wizard to create your password. If you do not know your UIN or AD-LOC number, contact your departmental payroll contact. They will provide you with the correct information.
4. Click on HR Connect, and select the Payroll Data tab. Scroll to the bottom of the page, and under "On-Line W-2 Information," just CLICK FOR DETAILS.
5. Follow the instructions, and you will receive an e-mail reminder when your W-2 is available to be viewed and printed through HR-Connect.

If you have any questions, please feel free to contact Agriculture Payroll at (979) 845-3636 or AG-Payroll@ag.tamu.edu.

— Loree Lewis



Twenty years from now you will be more disappointed by the things that you didn't do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover.

— Mark Twain



Medicare Part D

Medicare Part D is the new prescription coverage offered to Medicare participants. Although you may not be affected by this coverage, you may have parents or older family members who are trying to make decisions about enrolling in this program. You can access information about the Medicare Part D coverage through the Medicare website, at this link:

<http://www.medicare.gov/pdphome.asp>

This site has general information, along with comparisons of prescription plan options, pharmacy locators and formulary information, among other items. This site has a Frequently Asked Questions section that may answer questions and concerns. You may also call the Medicare office to

speaking with someone regarding enrollment in the Medicare Part D program. The toll-free number to Medicare is 1-800-MEDICARE, or 1-800-633-4227. This line provides live help 24 hours a day, seven days a week!

The Texas A&M University System (TAMUS) recommends that our retirees and/or working retirees NOT enroll in the Medicare Part D coverage, as all of the prescription programs offered through TAMUS health plans are as good as or better than the coverage offered through the Medicare Part D coverage. You can view letters that were sent to retirees regarding this matter at this link:

<http://sago.tamu.edu/shro/pagehealth.htm>

— Dana Daugherty



Work Life Balance



The Work Life Balance Task Force continues to work on developing tools for employees to assist them in achieving their own personal work life balance goals. The task force has developed a website with a variety of resources -- select Work Life Balance Task Force website from <http://extensionlearning.tamu.edu/LifeBalance.htm>.

The October and November Friday Online sessions via CentraSymposium featured topics such as Managing Life Commitments, Managing Health and Wellness, Managing Personal Finances and Managing Time. Two panel discussions were held to suggest ways for supervisors to influence the work environment to enable and empower employees to manage their own life balance. Suggestions from the panelists included:

- Communicating — with family and co-workers
- Clarifying values
- Setting priorities
- Taking control of your calendar—scheduling time for personal as well as professional activities.

- Spending time with friends outside of work
Each of these sessions was recorded and is available for playback at any time by following these instructions:

1. Browse to <http://eit.tamu.edu/centra.html> and click the top link to log in with your Centra ID and password. If you do not have a Centra ID and password, click the “Register for” link and create one for yourself.
2. After logging in on the main Centra page you will see links on the upper left side of the page. Click on the “Public Recordings”.
3. Enter “work life” in the search field and click on the “search” button to the right.
4. Click on “Playback” to the right of any presentation you would like to hear.

— Jennifer Humphries

It is only when we truly know and understand that we have a limited time on earth—and that we have no way of knowing when our time is up—that we will begin to live each day to the fullest, as if it was the only one we had.

— Elisabeth Kubler Ross



Management Review Team

A new service is being provided to units to help ensure that the policies, regulations, rules and procedures of The Texas A&M University System and Texas A&M Agriculture are well communicated and understood by employees and supervisors. A newly formed group referred to as the "Management Review Team" and led by Mr. Mike McCasland, is charged with this important task. The team includes members with expertise in all fiscal areas as well as purchasing, inventory, fleet management, information security, safety and human resources. Team members will visit units and spend time talking to employees and reviewing records to determine areas where additional information and training might improve com-

pliance with policies. They will also listen for feedback from employees about how work flow processes can be streamlined and service can be improved and work to implement these improvements. After the team completes its visit, a written report will be developed that outlines areas for improvement and suggestions for how improvements can be made. Mr. McCasland stated, "It is our goal to work closely with our units to ensure that employees have the knowledge and training to comply with our policies and that managers receive feedback about areas for improvement." Team members include Scott Anderson, Bill Gray, Larry Farnsworth, Bob Hensz Doyle Robertson and Brad Urbanczyk.

The Victor

**If you think you are beaten, you are.
If you think you dare not, you don't.
If you like to win but think you can't,
It's almost a cinch you won't.
If you think you'll lose, you're lost.
For out in the world we find
Success begins with a fellow's will.
It's all in the state of mind.
If you think you are out classed, you are.
You've got to think high to rise.
You've got to be sure of yourself before
You can ever win the prize.
Life's battles don't always go
To the stronger or faster man.
But sooner or later, the man who wins
Is the man who thinks he can.**

—C. W. Longenecker

*Reprinted from Dan Miller's e-newsletter, 48 Days, Business
Source, www.48days.com, 615-373-7771*



*A man is not defeated by
his opponents, but by
himself.*

— Jan Christian Smuts



Scott & White to Join BlueChoice Network

Effective January 1, A&M Care health plan participants will receive network benefits at all Scott & White providers and facilities. This will include the Scott & White clinic in Bryan/College Station.

For more information about the agreement between Scott & White and BlueCross BlueShield of Texas, read the attached [official press release](#), which follows.

— Jan Kyles

BCBSTX and Scott & White Officials Agree to Provide Network Access

An agreement announced today between BCBSTX and Scott & White Memorial Hospital and Clinic will provide network access to more than 20,000 BCBSTX members in Bell County and more than 320,000 members in surrounding counties. The agreement extends the benefits of Scott & White's integrated health system, physicians, facilities and academic medical center to area BCBSTX members, effective Jan. 1, 2006.

"This agreement allows us to achieve one of our main goals for our members— expanding our network of conveniently located participating facilities and providers and providing even greater access to cost-effective, quality care," says Pat Hemingway Hall, BCBSTX president. "We are very pleased to

have signed a contract which reflects that goal and expands even further the BlueChoice PPO network, which consists of more than 40,000 physicians and other professional providers at more than 350 hospitals across the state."

Scott & White President and CEO Dr. Alfred Knight said the landmark agreement represents a long-anticipated goal that will give more patients ready access to Scott & White's quality services. "This agreement will benefit many people in the communities surrounding our 14 regional clinics," Dr. Knight said. "Blue Cross members already go out of network, turning to Scott & White for our nationally acclaimed care and our select group of physician specialists. This agreement, which adds more than 500 Scott & White doctors as BlueChoice preferred providers, will result in more benefits and fewer out-of-pocket costs."

For more than 100 years, Scott & White has offered high-quality, specialized care to the people of Central Texas. As the area reaps the benefits of explosive growth, Scott & White is adding nearly 600,000 square feet of space to its Temple campus with the Center for Advanced Medicine and Center for Diagnostic Medicine. The health care system has also committed to expanding its care in Williamson County, with a 75-bed hospital and medical office building under construction at the University Medical Campus in Round Rock.



New Employee in Human Resources



We have a new employee in Human Resources. Clara Aguilar joined our group on October 17 and comes to us with almost eight years human resources experience. She will be working along side Pat Onstott providing general human resources support to both internal and external clientele. Please help us welcome Clara.

— Linda Edge



Beyond Orientation to Onboarding

Experience and feedback from new Extension agents and supervisors has taught us that what we do to help support new agents in the first 6 to 12 months of employment is essential to their success and therefore the success of Extension. As a result, over the last four years Extension has moved beyond an "orientation" approach to an "onboarding" philosophy in the way we work with new agents. Onboarding is the multiple processes used to help integrate new-hires enabling them to understand the organization and feel connected with their supervisors and colleagues. Extension has adopted the multiple processes approach of onboarding so new-hires can become engaged, productive and committed long-term employees. Recognizing that some things can be addressed most effectively in a group environment and that some things are better off worked through one on one, we have adopted onboarding efforts that are both group and individual. All are important to the success of the new employee and are made available in an overlapping manner. Below is a list of the ingredients in Extension's onboarding recipe.



District Office New Employee Processing and Supervisor Orientation -- this is an individualized effort and is the first step in successful onboarding. It involves at least one day in the district office where the office managers spend time with the new agent helping them to process through all the paperwork, etc.

The district extension administrators (supervisors) then spend one-on-one time with the employee individually orienting them on things based on a developed list of ideas and needs of that employee. The amount of time is individualized according to need.

Regional New Extension Agent Training and Orientation -- a group effort that is made available in the first six months. It involves one to three

days of face-to-face time with other new employees in their region where they hear success stories from experienced agents on how to be personally effective and work with people and programs.

State Headquarters New Employee Orientation -- this group effort has both a face-to-face and a web conference component that is made available in the first six months. The face-to-face involves 3-5 days in College Station where new employees get to meet all the other new employees in the state, hear from the leadership team about organizational mission and priorities, and meet with specialists on programs and support.

A Formal Mentor -- each agent is assigned an individual mentor for one year. This relationship is designed to be a guide on the side providing insight and support as needed by the new agent based on their individual situation.



Co-worker Coaching -- this again is an individual effort where co-workers are encouraged to spend

time one-on-one coaching the new agent during their first year of employment. Coaching is based on a develop list of ideas including the specifics of the office and county and other areas as appropriate and necessary.

The traditional orientation for new employees is great but there needs to be more. Onboarding allows new employees to acclimate into the dynamic and diverse environment of Texas Cooperative Extension; integrate into work groups; and connect with supervisors and colleagues to develop a sense of purpose and belonging within the Extension Family.

— Rebecca Luckey and Susanna Coppernoll



Employee Generosity Supports State Charitable Campaign

The 2005 State Employee Charitable Campaign drew an unprecedented outpouring of generosity from the faculty and staff of Texas A&M Agriculture, in seeming response to the impacts of natural disasters and the evident need for charitable organizations.

Although we do not receive a report of total agency giving (the campaign is organized by geographic areas), we know the giving spirit demonstrated at headquarters was mirrored at the Research and Extension Centers and elsewhere. In Brazos County alone, local employees of the College of Agriculture and Life Sciences, Texas Agricultural Experiment Station, and Texas

Cooperative Extension raised more than \$59,000—exceeding their goal by \$17,000. Overall, the TAMU/TAMUS headquarters drive garnered \$566,647 at last count, topping the 2005 goal by almost \$42,000.

Thank you and more thanks to all contributors, unit coordinators, silent auction donors and bidders, talent show performers, bakers and cooks, and organizers and supporters of fund-raising events across the state. You produced a bountiful year for the many deserving charities that help our own communities and neighbors.

— Suzanne Deatherage and Linda Edge

There is no security on this earth; there is only opportunity. — Douglas MacArthur

A Total Waste of Time?

By Dan Miller

In 1902, an aspiring young writer received a rejection letter from the poetry editor of *The Atlantic Monthly*. Enclosed with a sheaf of poems the 28-year-old poet had sent was this curt note: “*Our magazine has no room for your vigorous verse.*” The young poet rejected the rejection however, and went on to see his work published. His name was Robert Frost.

In 1894, a 16-yr-old found this note from his rhetoric teacher at Harrow, England, attached to his report card: “*A conspicuous lack of success.*” The young man rejected the rejection and went on to become one of the most famous speakers of the twentieth century. His name was Winston Churchill.

We’ve all heard about Fred Smith’s college paper, where he laid out his plan for Federal Ex-

press, only to be given a “C” and to be told it would never work. The Wright brothers own father dismissed their ideas about flying as a **total waste of time**. We know that most successful business people go through 2- 3 “failures” before they develop the idea that really works.

I have seen countless people who have had ideas, solutions, and inventions rejected – only to go on to extraordinary success. Have you been turned down for a business proposal? Have you been passed over for a promotion or dismissed in a job interview? Have you been fired? Maybe you need to reject the rejection and go on to achieve real success.

— Reprinted from Dan Miller’s weekly e-newsletter, *48 Days, Business Source in Brentwood.* www.48days.com, 615-373-7771.



The Library of Texas



The Library of Texas is *always* open!

Serving up reliable, authoritative information, it has something to suit everyone's tastes.

medical information • homework help • job-related research
pop culture and hobbies • consumer questions • and more

Search our menu of databases and libraries to get a Texas-sized helping of articles, books, illustrations, photos, reports, e-books, and more — all *at one time*, for free. Visit www.libraryoftexas.org/info, your agency library, the Texas State Library and Archives Commission, or your local community library to find out how.

www.libraryoftexas.org/info