



**NOMINATION FOR**  
**Southern Region Administrative Leadership Award**  
 Alpha Zeta Chapter, Epsilon Sigma Phi, Texas

**Nominee's Name:** Dale A. Fritz, Ph.D.  
**Title:** District Extension Administrator  
**Address:** P.O. Box 2150  
**City, State Zip:** Bryan, TX 77806-2150  
**E-Mail Address:** d-fritz@tamu.edu

**Position and Dates of Extension Employment (If applicable):**

2003-Present	District Extension Administrator, Southeast District 9
1993-2003	District Extension Director - Agriculture, Districts 9 & 11
1988-1993	County Extension Agent - Agriculture, McLennan County
1986-1988	County Extension Agent - Agriculture, Tarrant County
1981-1986	County Extension Agent - Agriculture, Brazos County
1979-1981	County Extension Agent - Agriculture, Fayette County

**Education:**

Ph.D.	Agricultural Education	Texas A&M University	1995
M.S.	Animal Science	Texas A&M University	1985
B.S.	Animal Science	Texas A&M University	1978

**Outstanding Professional Accomplishments:**

Texas AgriLife Extension Superior Service Award - Administration, 2010  
 State 4-H Positioning Task Force, 2009  
 Task Force on Guidelines and Procedures for Filling Vacant Extension Agent Positions, 2008  
 Emergency Management Steering Committee, 2006 - 2007  
 Epsilon Sigma Phi - State Administrative Leadership Award, 2006  
 Texas 4-H Volunteer Leader's Association Meritorious Service Award, 2006  
 Cash Management Procedures Task Force, 2004 - 2006  
 Accountability Task Force, 2004 - 2006  
 Co-Chairman for State Organizational Structure Modification Task Force, 2004 - 2005  
 Hurricane Rita Response Committee, 2005  
 Leadership Advisory Board Steering Committee, 2004  
 Epsilon Sigma Phi - State Award for Visionary Leadership, 2003  
 State 4-H Beef Leadership Tour Planning Committee, 2002  
 District Extension Director Job Review Task Force, 2002  
 Headquarters Faculty Conference Planning Committee, 2002 and 1995  
 New Employee Orientation Advisory Committee, 2001-2002  
 Urban Task Force Subcommittee on Expansion, 2001  
 Professional Development Advisory Board, 1995-2000  
 State Extension Conference Planning Committee, 1998 - 1999  
 Professional Development Advisory Board - Competency Model Advisor, 1998  
 New Employee Orientation Advisory Committee, 1996-1998  
 Epsilon Sigma Phi - State Mid-Career Service Award, 1997  
 Co-Chairman for Leadership Development Task Force, 1992-1994  
 Organizational Renewal Team for Strategic Communications, 1993-1994  
 Evaluation and Accountability Committee, 1994  
 Texas Agricultural Extension Service - Superior Service Award, 1992

### **Outstanding Programmatic Accomplishments:**

Being the District Administrator in Texas Extension District 9 is no small task. Within the district, 5.3 million people reside and a county-based faculty of 87 work to address the needs identified by their constituents. The district has 9,283 members in 4-H Clubs and 360,803 in special interest and curriculum enrichment programs. To assist with this large group of youth there are 2,816 volunteer adult leaders. Twenty-six percent of the state population lives in Extension District 9 resulting in 50 legislators calling the region home and they want to know what programs and activities are being conducted for the money being invested by the state. Dale Fritz has met these challenges successfully ever since 1993. In 2003, when one line supervision was established, his job became even larger when he became the supervisor of 87 county-based faculty. There is probably only a handful of people in the country that could handle this job in the professional manner that Dale has. He has encouraged and supported his faculty in obtaining advanced degrees and 66 percent of them have either a Ph.D. or Masters degree. Examples of leadership programs he has been involved with include:

#### State Organizational Structure Modification Task Force

A committee chaired by Dale Fritz analyzed the roles and responsibilities of the District Extension Director. A report was developed and submitted to the administrators of Texas Cooperative Extension which highlighted the need to enhance Extension programming leadership at the middle management level. As a result, the Organizational Excellence plan was implemented that established one line supervision of county faculty in the 12 Extension districts and created four regional programming units within the state. Each regional unit has three Program Directors that address the areas of Agriculture and Natural Resources, Family and Consumer Sciences and 4-H. As part of the re-organization, a two day retreat was organized for the South Region leadership team which composed of the three District Extension Administrators and the three Regional Program Directors. During the retreat, roles and responsibilities of the District Extension Administrators and Regional Program Directors were determined and a cohesive management plan was successfully implemented.

#### Impact with County Commissioners Court

Developing rapport with the County Commissioners Courts and interpreting Extension program accomplishments are paramount to the continued success of Extension in District 9. Dale Fritz has devoted time and energy in developing strong working relationships with County Judges and Commissioners in the District 9. While involving local faculty members, contacts are made at conferences, county programs, and interpretation events. He has pushed to enhance interpretation by creating documents to assist agents in their interpretation. One of these pieces is a yearly newsletter titled "Making a Difference in (insert name) County" which summarizes each county's accomplishments based on their outcome summaries. The document showcases the range of educational programs and their impacts on county clients. Dr. Fritz also attends county's interpretation events which range from breakfast meetings, luncheons, or court presentations. This dedication to personal contact with each county and the commissioner's court demonstrates to the court the support that each agent receives from Extension.

#### Communication with County Faculty

Maintaining open communication with county faculty is very important to Dale Fritz. This is accomplished through the posting of key information on the District Center website and extensive correspondence via e-mail. Also, complete listings of upcoming district events and professional development opportunities are developed each fall for the next year. Most recently, a monthly "Inside Southeast Extension District 9" newsletter was developed and sent to all faculty to provide updated schedules of events and training, recognition of agent accomplishments, and personnel changes in the district.

### **Support Statement:**

We have a lot of great leaders in Extension and Dale Fritz has earned his place at the top of the list. He leads by example and his co-workers considers him a team member and a friend. If he asks you to participate on his team you will not hesitate to say yes. You know it will be well organized and the activity will succeed. From his list of recognitions and accomplishments you can see that he is very deserving of this recognition.