

Distinguished Service Ruby Award

Epsilon Sigma Phi, Alpha Zeta Chapter – Texas

Nominee's Name: Dale A. Fritz, Phd

Title: District Extension Administrator, District 9

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Phone Number: 979/845-6800

Year Initiated into ESP: 1984

Position and Dates of Extension Employment:

District Extension Administrator – Southeast District 9 2003 – present

District Extension Director – District 9 & 11 1993 – 2003

County Extension Agent – Agriculture, McLennan County 1988 – 1993

County Extension Agent – Agriculture, Tarrant County 1986 – 1988

County Extension Agent – Agriculture, Brazos County 1981 – 1986

County Extension Agent – Agriculture, Fayette County 1979 – 1981

Education:

Doctor of Philosophy – Agricultural Education, Texas A&M University, 1995

Master of Science – Animal Science, Texas A&M University - 1985

Bachelor of Science – Animal Science, Texas A&M University - 1978

Outstanding Professional Accomplishments:

Epsilon Sigma Phi – Southern Region Administrative Leadership Award – 2010

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 more than 9,000 members in 4-H Clubs and over 360,000 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 single-line supervision was established, his job became even larger when he became the supervisor of 87 county-based faculty. There are 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...

Dr. Fritz understands the value of maintaining a strong relationship with the County Commissioners Courts. He accomplishes this by interpreting Extension programs and accomplishments to ensure 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, as well as each county, 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. Dr. Fritz prepares a monthly newsletter, "Inside Southeast Extension District 9" to keep faculty updated about schedules of events, training opportunities, recognition of agent accomplishments, and personnel changes in the district.

Support Statement:

The agents and constituents of District 9 benefit from the balanced leadership style Dr. Fritz utilizes daily. He leads by example and his co-workers consider him a team member and a friend. If he asks you to participate on his team you will not hesitate because you know it will be organized and the activity will succeed. From his list of recognitions and accomplishments you can see that he is very deserving of this recognition.