



# Texas ESP Connection Newsletter

Epsilon Sigma Phi

Fall 2016

Your Key to Professional Excellence

## 2016 State Board Officers

President - Daphne Richards  
President Elect - Sonja Davis  
Past President - Starla Garlick  
Secretary - Allison Watkins  
Treasurer - Tonya Poncik  
V.P. for Membership - Justin Saenz

## 2016 District Representatives

TAMU Campus - Joe Mask  
Prairie View Campus -  
District 1 -  
District 2 -  
District 3 - Kathy Smith  
District 4 - Janet Laminack, Laura Miller  
District 5 - Brock Fry, Jheri-Lynn McSwain  
District 6 - Karan Heffelfinger  
District 7 - Linda Wells  
District 8 - Micah Holcombe  
District 9 - Amy Ressler, Paul Winski  
District 10 -  
District 11 - Kathy Farrow  
District 12 - Andrea Valdez, Ashley Gregory

## 2016 State Committee Chairs

Awards & Recognition - Vince Mannino  
Global Relations - Allen Malone  
Membership Recruitment - Justin Saenz  
Newsletter - Allison Watkins  
Nomination - Starla Garlick  
Professional Development - Vince Mannino  
Resource Management - Stan Bevers  
- Nancy Granovsky  
Life Members & Retirees - Billy Warrick  
Website Management - Billy Warrick

## Message from the President - Daphne Richards

As summer winds down and we begin the process of wrapping up our programming year, I want to thank all of you for your commitment to Epsilon Sigma Phi. We all lead very busy lives and finding the time to devote to professional development and long-term career goals is never easy. But the more we participate and contribute to others, the more we gain ourselves. I attended my very first ESP national meeting last year, in beautiful Coeur d'Alene Idaho, and I came home with a renewed commitment to Epsilon Sigma Phi, to our agency, and to Extension as a national institution. One speaker among all the others really stood out, and I urge you to watch the [replay of her speech](#) on YouTube. Dr. Waded Cruzado, President of Montana State University, taught me more with this one speech than I ever knew existed about the history of Extension. She got me fired up! And her obvious understanding, support, and infectious excitement about Extension also gave me a little insight into Dr. Steele's always positive outlook and supportive relationship with us here in Texas; since he spent some time out in Big Sky Country.

When I began my year as president, I committed to working hard to increase membership and fill vacant district director positions for our association. So I want to thank those of you that responded with a hearty "YES!" when I reached out to you and asked you to be directors in your district. And I want to give a special welcome to our **eighteen** new members! Thank you very much for joining the smallest, but in my opinion, the most supportive and uplifting, Extension professional organization in the great state of Texas. Let's continue to work hard together to ensure the future of our agency, and continue our dedication to ***"foster the standards of excellence in the Extension System and developing the Extension profession and professional."***

## Congratulations Allen Malone - National Award Winner!

Allen Malone has been awarded the Administrative Leadership Award for the Southern Region and will receive his award at the national ESP meeting in Cape May, New Jersey in October. Allen is the County Extension Director for Harris County.



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## Lifetime Members Thoughts

### -Dr. Billy E. Warrick, Lifetime Members Representative, Alpha Zeta Chapter

In 1982 I was extended an invitation to join the Extension Professional Organization Epsilon Sigma Phi by the Texas Alpha Zeta Chapter. My trainer agent and District Director highly recommended my involvement. I have been an active member ever since. That acceptance has never been regretted. The co-workers I have met at the state and national level have helped me to develop as an Extension Professional and that resulted in a benefit to my profession.

At retirement most ESP Extension Members become Lifetime members. This is more as a pay it forward gesture for future employees, than being active retirees in the national chapter. Some have contributed to funding of grants and scholarship as a reflection of what it meant to them to be an Extension Employee.

My wish is for all retirees to become lifetime members. I will never be able to give back in a manner that can reflect what I have gained. My contacts continue to grow across the United States and the current Extension Employees are as professional and as strong as ever. Let's help them to continue to build in the Extension Profession, and know that you have continued to make a difference.

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## Professional Development Opportunity - ESP Webinar

### Creating International Extension Programs

A professional development webinar will be presented on Monday, September 19, 2016 at 10:30am.

Register now, and attend on Sept. 19th, by going to <https://Learn.extension.org/events/2742>.

This 1.5 hour webinar will explore the ins and outs of creating an International Extension program including: how to maneuver the red tape, funding sources, how to locate sites and establish relationship with the host country, University expectations and how to bring it back to your local community, and how to prepare for the culture you will be interacting with. Our panelists include Michael McGirr, a National Program Leader in the Center for International Programs at USDA's National Institute of Food and Agriculture (NIFA); Dr. Paul Lachapelle, Community Development Specialist for Montana State University Extension; Dr. Norma Samuel, Urban Horticulture Agent, and International Programs Advisory Team Vice Chair for the University of Florida/IFAS; and Dan Culbert, retired Horticulture Agent for the University of Florida/IFAS.

Epsilon Sigma Phi (ESP) is dedicated to fostering standards of excellence in the Extension System and developing the Extension profession and professional.

This webinar is presented on behalf of Epsilon Sigma Phi (ESP) to support our mission of professional development. Our organization provides its members with many other benefits. If you are interested in joining ESP, email the National ESP office, [esppoffice@espnational.org](mailto:esppoffice@espnational.org) for membership information.

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## From the National ESP Newsletter

### **“Drive—The Surprising Truth About What Motivates Us,” by Daniel H. Pink**

*Book review summary by Kathleen Riggs, USU Extension Professor, Iota Chapter Member*

If we, in Extension, operate under the assumption that the only way to improve employee job performance and increase productivity is to simply reward the good and punish the bad, we may be missing out on tapping into a higher level of motivation, satisfaction and accomplishments among our workforce.

Pink cites a study that verified extrinsic rewards such as pay, working conditions, and job security are very much desirable to employees. However, their presence didn't necessarily lead to job satisfaction. What were the true motivators for job satisfaction? Included on the list were enjoyment of the work itself, genuine achievement, and opportunities for personal growth.

While rewards aren't inherently destructive, neglecting the ingredients of genuine motivation (above) which provide autonomy, mastery, and purpose, we as employees (and those we may supervise) are limited in what can be achieved. Goals we set for ourselves that are devoted to attaining mastery are usually healthy for any organization and our individual sense of well-being.

On the other hand, goals imposed by others—e.g. grow programs and increase contacts by 10% annually, submit an article to one peer-reviewed

publication annually, present research at national conferences every year, and obtain external grants on a regular basis—can sometimes have dangerous side effects. The caveat mentioned in *Drive* is that setting specific goals for employees may result in unethical behavior - employees may falsify information, plagiarize or offer popular programs that may draw a crowd but do not provide meaningful content for participants. That doesn't mean goals are unnecessary - they are! However, employee satisfaction does not depend on having a list of goals created for them. More important is having the right goals jointly established that will lead to satisfaction as well as impacts.

Consider: “The most successful people, the evidence shows, often aren't directly pursuing conventional notions of success. They're working hard and persisting through difficulties because of their internal desire to control their lives, learn about their world, and accomplish something that endures.”  
(*Drive*, p. 77)

This is a good read with multiple applications beyond business; available in paperback—have a highlighter on hand!

*Kathleen Riggs can be reached by email at [Kathleen.riggs@usu.edu](mailto:Kathleen.riggs@usu.edu).*

## Helpful Info

National ESP Website

<https://espnational.org>

Texas Chapter -  
Alpha Zeta Website

<http://www.texasesp.org>

## Calendar

August 1-September 14 - Regular  
registration for national conference

October 24-27 - National ESP Confer-  
ence, Cape May New Jersey

