



EPSILON SIGMA PHI

National Honorary Extension Fraternity



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April 1992

What You Always Wanted to Know About ESP, But Didn't Know Where To Find It!

by Glenda M. Herman

If you have attended a regional meeting in recent years you have heard about **passing the book**— a book developed for use by Chapter officers which was updated each year. The book, known as the Chapter Officers' Handbook, had been in use for five years. In 1990, a new Ad Hoc Constitution/Bylaws/Chapter Handbook Committee was established, which included two former National Presidents and four former or current Chapter presidents. Committee members were Glenda Herman (NC) Chair, Carolyn Fox (TN), Richard Harris (AZ), Metra Harrison (TX), Anne Rideout (CT), Peter Spike (OH), and Nadine Hackler (FL) Board Liaison.

The first task of the committee was to evaluate the Chapter Officers' Handbook and make recommendations on updating and/or revision. They requested and received input from individuals attending the 1991 Regional meetings and from the National Board. The decision was made **to develop a totally new handbook** to be called the CHAPTER HANDBOOK. Some of the main changes were: moving the Chapter section to the front, placing forms in sections where applicable, adding sections on membership and fiscal policies, clarifying

information on dues and committees, and including successful program initiatives from other Chapters.

The **main purpose** of the **CHAPTER HANDBOOK** is **to provide help to Chapter officers and committee members**. The look is new, some of the material is new, and the majority of the other material has been revised or reorganized. The Handbook is **"user friendly"** for quick reference for the leadership in the individual Chapter. However it can't be "user friendly" if it isn't used! Answers to most questions that officers/committee chairs/members have in relation to Epsilon Sigma Phi can be found by looking in the new **CHAPTER HANDBOOK**.

Use it — you will like it.

At the recently completed 1992 regional meetings, each Chapter received one complete handbook (new notebook, con-

tents with tabs, pocket insert) and three sets of the packet of contents (Chapters need to purchase three notebooks). Chapter officers have been encouraged to copy those pages that will be needed by additional Chapter officers and committee chairs. A limited number of packets of contents are available from the National Office for \$12.00.

NOTE: Destroy ALL previous handbook pages and updates. Chapters must use current 1992 Edition forms.

Glenda M. Herman is a member of Xi Chapter in North Carolina and chairs the ad hoc Constitution/Bylaws/Handbook Committee.



Glenda Herman of North Carolina and John Henderson of Alabama review the new Chapter Handbook

Impressions of Our President-Elect

by
Shirley Shellberg



Pat J. Buchanan, National ESP President-Elect

At first I didn't notice her, and when I did I wondered to myself what it was she was doing. As I pondered, I soon realized she was doing her job—the task she had been assigned—the one “we” had given to her. When that was completed, she went in search of something she could do to help someone else—and found it. I had heard of but had never met Dr. Patricia Jarboe Buchanan until the Epsilon Sigma Phi National Council meeting in November 1991. It seemed obvious the ESP membership had made a wise choice in their selection of Pat as their president-elect. She is totally capable and exceptionally devoted to any and all responsibilities she undertakes whether given to her by others or initiated by herself.

Pat grew up in Evansville, Indiana and when it came time for college couldn't make up her mind to leave. She had registered at two schools. At the end of a summer trip she had won, she told her mother (who had the car loaded and ready to go) which direction to take. Purdue University was her choice although she was still not too sure it was the right one. It was, as she told me she could hardly bring herself to leave when she graduated in 1962 with a Bachelor of Science in Home Economics Education. Pat always wanted to work in Cooperative Extension but just to make sure of her choice, taught for a year to see if she might like that position as well. Extension was the winner—in more ways than one. Since that time Pat has been devoting her time to the Extension system and the people involved in it. She started in St. Joseph, Missouri and soon moved to Columbia where she is now the Assistant to the Associate Vice President for Academic Affairs-University Extension. During these past years she found time to complete a Master of Science in Textiles and Clothing and a Doctorate in Higher and Adult Education, both from the University of Missouri. She met her husband, Tom, who is a Business and Industry Specialist, here as well. They shared the same major, advisor and graduation day.

Pat considers the best times in her life to be those shared with Tom, his three daughters and their families as well as with her family back in Indiana. Her mother, sister, brother-

in-law and their family are very important elements in her everyday considerations as was her father who is recently deceased.

When asked about a favorite food, Pat claims not to have a specific need but does admit that pizza on Friday night is something she looks forward to. She likes the color blue best but the red and white combination of Valentine Day decor help to make it her favorite holiday. She attributes her choice of this holiday to the fact it is one everyone can celebrate and it can be done with a minimum of preparation. A simple holiday but with much meaning behind it. She didn't tell me but I would be willing to venture a guess that her dog, Skeeter, a miniature Schnauzer, receives a Valentine too.

Pat Buchanan is a person who has many agendas going at one time and that is the way she likes it. She admits that she is happiest when busy and doesn't like times with “nothing to do.” If that ever happens, you'll find her on the golf course but don't waste your time looking there just yet. Along with her responsibilities in assisting the Associate Vice President she is also Coordinator of Affirmative Action-University Extension at Columbia. She is involved in numerous organizations including American Association of Adult and Continuing Education where she will become Chair of the Cooperative Extension Unit in November 1992, Epsilon Mu Chapter of Sigma Kappa Sorority as Corporation President and Epsilon

Sigma Phi serving as 1991 Chair of the National Professionalism Committee. As chair of this committee she helped establish and carry out ten specific goals, none the least of which were a review and revision of the “Commitment

to Excellence” brochure as well as the Extension Professionals' Creed and the development of a score card for evaluating applications for mini-grants.

Pat would like to be remembered as someone who helps others to develop their potential. One of her personal values is expressed in a Vince Lombardi quote, “The quality of one's life is in direct proportion to one's commitment to excellence.” Space here is limited but her accomplishments and awards are numerous as noted in her 1989 North Central Regional Distinguished Service Award citation.

Her goals for Epsilon Sigma Phi during her tenure are as plentiful as her accomplishments. Amongst them are the creation of an ESP vision statement; continued linkage building with related organizations; and a strong communication link to Chapters.

Patricia Jarboe Buchanan, a persevering team worker, respected by her peers and striving at all times to maintain her standards of excellence is your president-elect. A lady who in my opinion has found a way to “get the job done—yesterday.”

Shirley Shellberg, with Gail Shellberg, staff the National ESP Office and edit the Newsletter.

Mini-Grants Create Resources

by Gail Shellberg

Final reports on the 1990 funded projects in the Professionalism Mini-Grant Program have provided resource materials that states may wish to share.

Illinois Alpha Nu Chapter's project: So It's Your Turn Now, was designed for Extension employees anticipating or preparing for study or sabbatical leaves. Managing your own professional development was the issue addressed. The resulting workshop presentations were videotaped. A copy of the video can be obtained from the Illinois Personnel/Staff Development Office or contact Beatrice H. Bagby, Professionalism committee chair for Alpha Nu Chapter.

Noting that many ES-USDA staff have never worked in a state and precious few have had county experience, Mu Chapter, Washington, D.C., hosted a tour for ES staff of two Maryland county Extension offices. Hearing programs presented by farmers, homemakers, volunteers and county Extension staff amazed the ES staff at the diversity of Extension programming at the county level. The meaning of the Cooperative Extension System was a great lesson learned says Hollis D. Hall, project coordinator.

Louisiana Association of Extension 4-H Agents and Alpha Alpha Chapter used their mini-grant to provide packets of lesson

plans and teaching materials to participants in an extensive energy conference. The primary objective of the conference was to provide 4-H youth professionals with complete programs and ideas on energy and environmental education that could be easily implemented in their respective counties. Seminars presented included "Energizing 4-H Programs", "Wild Louisiana", "Let's Play Energy", "Water Riches", "Dinosaurs Drank Our Water" and "More than just a Drop in the Bucket." For lesson plans and programs contact Debra T. Acosta, conference chair and Extension Energy Specialist in Louisiana.

Alpha Beta Chapter's topic for their professionalism mini-grant was "Professionalism: Passion or Pastime." Speakers' Bureau member and national president, Nadine Hackler, addressed the topic at the state's annual membership meeting. As Georgia was experiencing severe budget cutback and layoffs, it was appropriate to hear a national perspective. An audio cassette tape of the presentation is available for loan from Professionalism chair, Barbara McCarthy, Conyers, GA.

"Facilitating Change With Volunteer Leaders" was the professionalism project in Wisconsin by Alpha Sigma Chapter to help

4-H county faculty facilitate strategic planning with their county 4-H Volunteer Leader Boards. Using Vision-To-Action Workshops faculty involved volunteer leaders in a change process. The workshop agenda and worksheets are available from Kathleen E. Vos, Youth Development Specialist in Wisconsin.

The Missouri Alpha Tau Chapter used their mini-grant to secure a keynote speaker for annual conference to address issue-based programming. Ms. Kaye Braaten, a commissioner from Richland County, North Dakota and current president of the National Association of Counties (NACo), stressed the importance of forging partnerships between Extension and local government in addressing issues. Her presentation provided the basis for enhanced collaborative programming efforts at the local/county level. Tony R. Rickard, past chair of the Professional Improvement committee, Carthage, MO, can provide greater detail.

Gail Shellberg along with Shirley Shellberg staff the National Office and edit the Newsletter.

Pi Chapter Copes With Stress of Downsizing

The January issue of *A Slice of Pi*, the Chapter newsletter, was received when the reality of the Minnesota Extension Service Downsizing plan was felt directly by specific extension staff, their co-workers, and families. It is important for all Epsilon Sigma Phi members to reach out to the staff who have been notified of termination of their positions because of budget implications.

Downsizing can create feelings of denial, anger, fear, bitterness, and guilt for everyone directly and indirectly involved. The immediate task is to deal with the period of transition. In reality one can only control one's own reactions, attitude and energy to cope with any change. According to former MES staff member Michael Patton, "Life-

long learning is partly a process of unlearning the old to create space for and openness to new understanding of changes affecting everyone."

It is very appropriate for retirees to assume responsibility to get facts about the downsizing situation and be available in supportive ways for all staff. It is vital to understand the changes and challenges for Minnesota Extension Service and the National Cooperative Extension System.

Administration at national and state levels are positioning the Cooperative Extension System for the 21st Century as a dynamic change agent and national educational network to meet the shifting needs and priorities of people. In order to accomplish

the mission, extension staff must address the changing needs and priorities at county, cluster, state and national levels. Educational program and organization structure are also changing. Retirees should become familiar with the identified educational base programs and national initiatives. A visit with any member of Minnesota Extension Service would bring one up to date.

As we enter 1992, it is my wish that everyone's reserves of patience, humor, and optimism will increase, knowing the sun is present, even when it isn't shining!

Mary Ellen Miller is a member of and President of Pi Chapter in Minnesota.

Regional Workshops - Strategic Marketing, Leadership and Management

Workshop Emphasizes Leadership and Management

by Pat Kendall



Tom Tate explains new electronic technology to delegates.

Some people are good leaders; some are good managers. The importance of developing both skills in chapter officers and committee chairpersons was emphasized at the Western Regional Officers' Training Workshop, held February 23-25, 1992, at the Albuquerque, New Mexico, Doubletree. Fourteen persons representing eleven states attended the workshop. Rhoda Yoshino from Kaneohe, Hawaii, and Francis Mitchell from McGrath, Alaska, were recognized for coming the farthest.

Ideas generated from chapter reports included grass roots membership campaigns (Gene Gibson, Idaho), sponsorship of an International Poster contest (Enid Cox, Washington), and finding ESP's niche as a Professional fraternity amongst other Extension professional organizations (Ken Holleman, Oregon).

Delegates worked in groups to generate ideas for mini-grant proposals and to learn the nuts and bolts of the new Chapter Handbook. The group also had the opportunity to dialogue with John Gerwig, Director of New Jersey Cooperative extension and member of ECOP; Richard Rankin, Deputy Administrator for Extension Service, USDA; Tom Tate, Communication, Information and Technology specialist with ES-USDA; and Marilynne Ross, National President for Epsilon Sigma Phi.

Pat Kendall is Western Regional Director and a member of Colorado's Zeta Chapter.

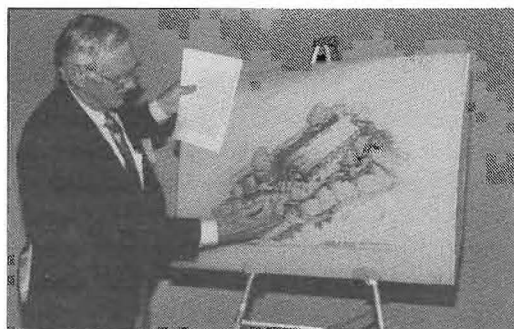
Marketing Discussions, Election Highlight Workshop

by Bill Braden

Discussions on how state chapters market ESP, the introduction of the new Chapter Handbook, and election of a new regional director highlighted the Southern Region Workshop February 9-11 in Mobile, AL. On the lighter side, the entire workshop group of 140 enjoyed an entertaining evening and a seafood dinner in the community of Bayou LaBatre, the self-proclaimed seafood capital of the world.

Dr. Bill Boldt of Cornell University, chair of the ESP Marketing and Public Relations Committee, opened the three-day workshop with a session on "Marketing Extension Programs." Boldt focused on such critical areas as the goals, benefits and components of strategic marketing. He skillfully involved the audience throughout the session, in particular regarding such areas as image analysis, organizational identity and marketing audits.

Thirty-three delegates from all 13 southern states and Puerto Rico took part in the ESP workshop. Chapter reports reflected a litany of successes during the past year, including special efforts to market ESP. One of the most exciting and successful marketing efforts was that by Alabama's Alpha Pi Chapter to garner funds totaling more than \$135,000 to build an open-air chapel as a memorial to deceased Extension professionals.



Jack Smith of Alabama's Alpha Pi Chapter shows workshop participants an artist's sketch of the open-air memorial chapel.

Jack Smith, immediate past president, gave an outstanding slide presentation on the project (which was featured in the January newsletter).

Shirley Walton, immediate past president of Virginia's Alpha Gamma Chapter and the Southern Region ESP Representative to the Galaxy Conference Steering Committee, was elected Regional Director for 1993-94. Other candidates vying for the position were Glenda Herman of North Carolina's Xi Chapter and Bill Summerhill of Florida's Alpha Delta Chapter.

Other workshop highlights included the introduction and review of the new Chapter Handbook and presentations by ESP mini-grant recipients from chapters in Arkansas, Georgia, Kentucky, Louisiana and North Carolina.

Bill Braden is Southern Region Director and a member of Texas' Alpha Zeta Chapter.

Professionalism in an Age of Downsizing

Twenty eight members participated in the ESP break out sessions at the North Central Workshop while enjoying the ambience of the St. Louis riverfront. Viewing the Arch in its park setting and Mississippi River traffic during breaks helped us enjoy the sunny warm weather. On Friday evening we took time out to cruise down the river enjoying dinner, a jazz band and conversation on the top open deck (yes, it was that warm).

The pre-session marketing workshop by Dr. Bill Boldt at the North Central Regional Leadership Conference, St. Louis,



Delegates gather for North Central Region Workshop.

Marketing Extension, New Handbook Highlight Workshop

by Guy Temple

Marketing Extension and getting acquainted with the new ESP Handbook highlighted discussions by the ESP delegates of the eight states represented at the Northeast Region Officers' Workshop in Pittsburgh, PA February 6-8.

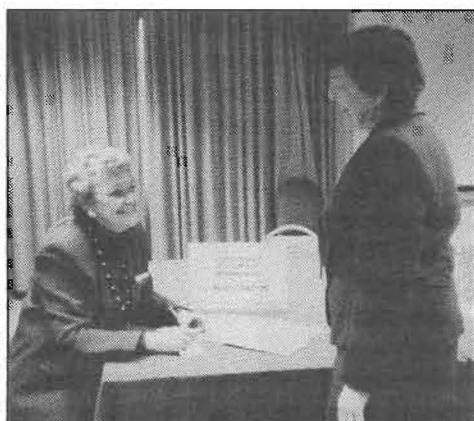
Kermit Graf, Cornell Cooperative Extension, Suffolk County, NY conducted a Marketing Workshop discussing many ways to market Extension. A central theme- be creative in our thinking. He pointed out how many hours are spent working with leaders and 4-H'ers on a sales campaign for cookies or candy.

Results are \$4 to the vending company and \$1 to the 4-H fund. An equal amount of effort asking the same number of people to contribute \$5 to a youth program results in \$5 in the 4-H fund.

The ESP Handbook was thoroughly reviewed. It was emphasized to "PITCH" all old handbook material in each state. The new 1992 Edition of the Chapter Handbook is very "user friendly."

The group discussed the Federal retirement program. There are many points

unknown to many members. The New Jersey Alpha Xi Chapter has applied for a professional mini-grant to develop a program on the Federal retirement system which would be videotaped and made available to other chapters.



Alletta Schadler, Alpha Omicron Chapter President greets and registers Marilynne Ross, National President.

based on realizing who in attendance are the 'have and have nots.' The 'haves' seem to have the latest information and have used it. Coming from financially secure organizations doesn't mean you are among the 'haves' and coming from an organization which suffers financial decrease doesn't mean you are among the 'have nots.' "

Guy Temple is Northeast Regional Director and a member of Pennsylvania's Alpha Omicron Chapter.

The delegates stated the ESP sessions were filled with information. An evaluation comment that has meaning for all chapters, especially those who have been hit with downsizing of staff and budgets stated, "My most significant thoughts forming as the result of the Northeast Regional Officers' Workshop are

zing What is ESP's Role? by Charlotte Crawford

Missouri, February 20-22, 1992, was carried into the ESP workshop session by examining how we market ESP in each of our states. The delegates determined that we need a more systematic approach to marketing, target our marketing efforts and emphasize our uniqueness as a fraternity. The delegates felt that we not only need a mission statement; but, a vision statement for Epsilon Sigma Phi is needed on the national and chapter levels.

The uniqueness of ESP is being a fraternity. It is thinking of Extension education

as a calling. It is the fraternal feeling of one; all being professional Extension educators rather than home economist, agronomist, administrator, etc. Epsilon Sigma Phi is different than the agent's associations which do an excellent job of addressing their discipline. We need to capitalize on that fraternal uniqueness and the tie that binds us. We are also different due to the number and large percentage of retiree members and inclusion of administrators and specialists.

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Walton and Redinger- New Directors

by Shirley Shellberg

Shirley Walton, Alpha Gamma Chapter of Virginia and Arthur M. Redinger, Alpha Lambda Chapter of Indiana were elected at February Regional Workshops to two year terms on the National Board of Directors from the Southern and North Central Regions respectively. Their terms begin following the 1992 National Council Meeting.

Shirley was President of Alpha Gamma Chapter in 1991 and was the leading force in enrolling 100% of retirees as life members. She is Appomattox County Extension Director and serves as Community and Resource Development program person.

Art is past president of Alpha Lambda Chapter in 1991 and has been instrumental in creating a strong chapter program. He is Union County Extension Director specializing in Agriculture and 4-H Youth programs.

Congratulations to both Shirley and Art on being elected to the National Board of Epsilon Sigma Phi. We know that both of these special people have much to contribute towards Epsilon Sigma Phi's progress in the quest to achieve the goals for the 90's.

As we welcome and congratulate the newcomers to the Board, we thank Charlotte Crawford, Alpha Nu Chapter, Illinois and Bill Braden, Alpha Zeta Chapter, Texas for their excellent leadership and countless hours they have contributed in order to make Epsilon Sigma Phi a dynamic and progressive professional organization.

Shirley Shellberg is a member of the National ESP Office staff.

Leading Cooperative Extension into the 21st Century

by Patrick J. Borich

Dr. Patrick J. Borich serving as ECOP chair in January 1990 said, "We must acknowledge our past, admire our present, be fervent about our future and ecstatic about our potential." With that kind of philosophy Cooperative Extension will sail into the 21st Century in major leadership roles.

In his Ruby Lecture at Epsilon Sigma Phi's national meeting in Washington, D.C. Dr. Borich reiterated Cooperative Extension's leadership role. He said, "In just the past few years, we have made some dramatic changes: we have moved from a collection to a system; we have moved from autonomy to partnership; and we have moved from reactive education to educational leadership."

Minnesota Regent Jean Keffeler said, "Change is inevitable. Organizations can choose change or they can chase it." Borich believes the Cooperative Extension System has decided to choose it.

To accomplish its vital mission, CES "is constantly changing to meet the shifting needs and priorities of the people it serves. As their needs and priorities change, program priorities, organization structures, and external relationships must change too." This ability to change is a basic part of the history of CES, and is probably why we have survived and prospered, Borich emphasized.

CES's base programs are the educational building blocks for issues programming. The system has become more relevant, dynamic and flexible. CES draws on these base programs to address major issues identified as national initiatives -- "important societal problems of broad national concern...on which the Extension System has the potential to make a difference."

The alliances and collaborations set up through the combined vision and effort of CES and partner organization leaders are moving us to the 21st Century. "We are truly poised to be an educational force for the century ahead," stated Borich.

Borich identified opportunities we must consider in preparing for our future. We



Dr. Patrick J. Borich, Dean and Director Minnesota Extension Service.

need first, to consider our personal well-being as extension educators. This includes our belief in who we are as individuals and what we do as extension staff, and results in pride, training, and self-assurance. To be effective leaders, we must also know how to preserve our health and to build a private life.

Second, we must create a "new" Cooperative Extension System. To do this, we must believe that we are different. We must explain who we are now to others. We must act differently. We must tell people what we have done. And we must develop a culturally diverse staff to provide relevant programs to all of the people who need us.

Two things are critically important to helping us accomplish the goals of a "new" CES: an increased budget (marketing) and an improved product (leadership). Looking forward to these needs, ECOP, in 1991, created two complementary programs: the National Extension Initiative Network (NEIN), and the National Extension Leadership Development (NELD) program.

NEIN is an informal network of volunteers who will supplement the current support base of Extension on its program initiatives. We will be looking to this select group of volunteers to help us shape and market

our product.

NELD, the "flip side" of NEIN, is the National Extension Leadership Development program, designed to prepare extension administrators for the future. Borich says, "this program will provide an early start in leadership for some individuals who will help CES become poised for the new century."

Borich posed the question, "Can CES lead the land-grant university into the 21st Century?" He said, "Through our unique partnerships, CES can help the University: hear the people - their problems, their aspirations, their dreams; stimulate research applicable to the many new problems arising right now that will need to be addressed; and help the people learn." Our land-grant universities must reclaim the title, "The people's university." Extension's role is to hold the spotlight on this concept.

The NELD program embraces a "new" leadership philosophy we call "next-age leadership," a term coined by Dr. Jerry Apps, who heads NELD. "Next-age leadership" describes an extension administrator who will function much more cooperatively, both within and outside a particular Cooperative Extension Service. It requires individuals who know who they are, who know what their organization is and could be, and who are willing to risk their careers to achieve that vision.

Borich concluded saying, "Our major opportunity going into the next century is to recognize how badly we are needed as a system and as an educational arm of the university and of county and federal government...the Cooperative Extension System is showing that it can be a national and local solution to many giant problems facing all of us. I am proud to be a part of this worthy effort."

An abstract of Dr. Patrick J. Borich's (Minnesota Pi Chapter) Ruby Award Lecture presented to the National Council of Epsilon Sigma Phi in November, 1991.

— Think — Tomorrow

by Marilynne Ross

Marilynne Ross, National President and part of the Joint Council of Extension Professionals president's panel addressed the delegates at the recent Regional Officers' Workshops. Following are some of her thoughts.

Think tomorrow! But first let's review yesterday. We've had good times in Extension with almost guaranteed funding. Extension's educational role increased and was valued and appreciated over the years. And we have grown as Extension professionals while influencing many, many lives with Extension education.

Today we see the "good times" eroding. The handwriting has been on the wall with increased competition for minimal resource funds. Extension has been faced with budget cutbacks and staff layoffs. Downsizing is now a reality. Traditional programming is being challenged and in some instances not valued. Extension professionals are under stress.

Faith Popcorn in her book, *The Popcorn Report*, tells us, "If you thought it yesterday, if you're thinking it today, you won't think it tomorrow."

What about tomorrow? Tomorrow is very close and it is very realistic to be aware

of tomorrow, think tomorrow and plan accordingly.

Change is inevitable. It is bothersome, frustrating; it causes conflict. It is also challenging, exciting and necessary. We can study change and look into the future—think tomorrow. Futuring, visionary ideas, forecasting, being proactive instead of reactive

The Cooperative Extension System is positioned for the 21st Century as a dynamic change agent and a national educational network. We, as Extension professionals, are a part of this dynamic process.

Let us treasure and cherish yesterday—our heritage. Let us live and change for today and think positive. Let us take

"Futuring, visionary ideas, forecasting, being proactive instead of reactive can give us general direction on what will happen tomorrow. "

can give us general direction on what will happen tomorrow.

As change generates conflict, issues begin to surface. It is important to quantify the implications of those issues. Once an issue has been identified, defined and the implications are stated, then strategy development can begin—Strategic Planning—thinking tomorrow.

good care of ourselves and have some fun in our lives. And, Let us be visionary and take leadership to ensure tomorrow—Extension's future in the 21st Century. Think tomorrow!

Marilynne Ross is National President and a member of Washington's Beta Chapter.

Epsilon Sigma Phi Sponsoring Professionalism Course at Minnesota Extension Summer School, June 1992

by Janet Krofta

To promote excellence and professionalism among Extension faculty nationwide, Epsilon Sigma Phi is sponsoring the keynote address by Dr. Ralph Brockett, Associate Professor, adult education at the University of Tennessee, and the credit course, "Administering Extension Education: Professionalism and Ethical Leadership" at Minnesota Extension Summer School in Duluth, June 15-19, 1992.

Co-taught by Dr. Brockett and Dr. Barbara Warren, Program Leader and Associ-

ate Professor in the Minnesota Extension Service, this course (AgEd/HEEd 5245) has been a goal of the ESP Professionalism Committee and will draw upon an outline of professional and ethical issues prepared by that committee. Participants in the class will actively explore professional dilemmas and ethical conflicts faced by extension educators in real life situations. Individuals will develop and practice appropriate ways to see and resolve complex ethical issues in their work.

Minnesota Extension Summer School

welcomes and appreciates this creative collaboration with ESP and the work of its Professionalism committee in sponsoring this course. For further information on MESS and this course, contact Center for Professional Development, University of Minnesota, Duluth, 19 School of Business & Economics, 10 University Drive, Duluth, MN 55812-2496.

Janet Krofta is a member of Pi Chapter in Minnesota and coordinates MESS.

Epsilon Sigma Phi members need to market the honor of being a member and focus on membership benefits in addressing specific groups. ESP also needs to identify who we can collaborate with to achieve our number one goal of supporting the viability of the Extension system.

Charlotte Crawford is North Central Region Director and a member of Illinois' Alpha Nu Chapter.

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Awards Nominations Reach New Heights

by Shirley Shellberg

It is the time of the avalanche - in the form of award nominations. An all time high was reached in numbers this year as the total came to 90 nominations, all arriving in a five day period. Twenty-eight Chapters submitted nominations recognizing deserving members in their states. All nomination credentials and ballots have been forwarded to the Chapter Presidents and the National Awards and Recognition Committee. Each Chapter will respond with their voting results by July 1 and tabulations will be made by the National Board of Directors during their summer meeting.

The National Council Awards Recognition Banquet November 8, 1992 in New Orleans, Louisiana will be the scene

of the presentations to the awardees.

A breakdown of the nominations is as follows: National Distinguished Service Ruby Award - 5; National Friend of Extension Award - 14; National International Service Award - 10; Regional Distinguished Service Award - 20 (NE-4, NC-7, S-6, W-3); Regional Mid-Career - 22 (NE-3, NC-7, S-7, W-5); Regional Team Award - 19 (NE-3, NC-6, S-5, W-5). Congratulations are extended to all who are honored by being chosen as a nominee.

Shirley Shellberg is a member of the National ESP Office staff.

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