

Epsilon Sigma Phi



Number 65
September 1996

National Honorary Extension Fraternity

1996 Ruby Distinguished Service Award To:

HENRY A. WADSWORTH

Purdue University Cooperative Extension Service

Henry A. "Hank" Wadsworth, Alpha Lambda Chapter, IN, has been elected as the recipient of the 1996 Ruby Distinguished Service Award. This is the highest award bestowed by this honorary fraternity. Since 1983, Wadsworth has been director of the Cooperative Extension Service, Associate Dean of the School of Agriculture and Professor of Agricultural Economics at Purdue University.

This native of New York holds three degrees in agricultural economics from Cornell University, Ithaca, N. Y. His 35 year Extension career includes specialist and administrative leadership positions in New York and



Henry A. Wadsworth

Oregon as well as Indiana.

His Indiana Extension colleagues submitted this winning nomination. They report Wadsworth is an innovative leader at the state, regional and national levels in developing grassroots support and leadership. Fifty seven percent of the Purdue Extension budget originates from deep seated local support. The State of Indiana provides 22 percent and the federal partner provides only 20 percent of the annual budget. One percent comes from miscellaneous sources. This reflects Dr. Wadsworth's belief in people and the strength they bring to Extension enterprises.

The Ruby DSA Award adds to Wadsworth's long list of honors which includes the "Sagamore of Wabash" which is the highest award given by the Governor of the Hoosier state.

All 1996 award winners are listed on page 8.

Alpha Lambda Salutes Leaders with Hall of Fame

Indiana's Alpha Lambda Chapter has established an Extension Hall of Fame honoring the five directors of Cooperative Extension who have served at Purdue University and the Epsilon Sigma Phi Annalists. The display is in the Agricultural Administration Building on Purdue's campus.



Henry A. Wadsworth
Plaque in Hall of Fame
at Purdue University

It appears incumbents in the state Extension director position at Purdue throw away their packing boxes!! There have been only five in over eight decades. The hall of fame display has a lovely polished hard wood plaque for each of the five directors. There is an original portrait sketch of each director etched into his plaque.

Second Professional Development Downlink Planned Moving Forward...Keeping Pace with Change

Epsilon Sigma Phi is moving ahead with arrangements for a second professional development uplink from the national meeting site. This live and interactive workshop will link you and your colleagues across the United States with the conference in Annapolis.

Mark your calendars for this three hours downlink on Thursday, December 5, 1996. (Starting times: 1:30 p.m. EST; 12:30 p.m. CST; 11:30 a.m. MST; and 10:30 a.m. PST.)

Craig Pace, Senior Consultant with the Covey Leadership Center, is to be the featured speaker in a return performance. Last year the focus was on principle-centered learning environment. MOVING FORWARD...KEEP PACE WITH CHANGE is the 1996 feature. It offers opportunity to gain a new insight into change, what to do when change is imminent and how to accept change. The session will focus on harnessing the power of change and gaining a better understanding of our personal, professional and organization roles in making change effective. Throughout change it's important to maintain the successful components of our organization and know what needs to be altered.

Additional publicity and registration forms for the satellite conference will soon be released. Contact the Epsilon Sigma Phi national office.

LIFE LETTER

Editor's Note: This article was provided by the national Member Services Committee by Victoria Coffee, AL.

FAMILY FOLK LORE

A career, with Cooperative Extension, offers many occasions to develop personal writing skills. (Remember those accomplishment reports?) Life members have great opportunities to use these skills to record their family's customs, traditions and

stories for future generations.

Start with a notebook and pen to begin writing your family's stories. Perfect the writing later at a keyboard or engage someone else for that part process. Here are some ideas to include:

- Activities, customs or traditions that the family repeats.
- Traditions and activities that are based on religious or national holidays.

- Traditional foods and recipes.

- Origins of family keepsakes or heirlooms.

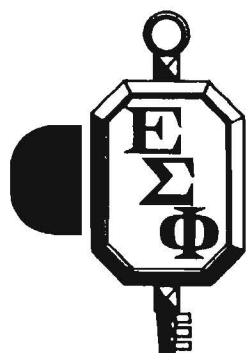
- Pranks and mischievous deeds adults played as children.

- Stories about how couples met, fell in love and married.

- National origin of family members and/or how they immigrated to America.

- Family vacations.

Source: Michigan State University CES



HIGHLIGHTS

From the National Office

By: Judy Carlson, Executive Secretary/Treasurer

- 1997 winter regional JCEP leadership workshops are:

Southern	Memphis, TN	February 21-23
Western	San Diego, CA	February 22-24
North Central	Cincinnati, OH	February 28 - March 2
Northeast	Wilmington, DE	March 1-3
- Staff persons, performing the humor skit at the regional workshop in Harrisburg, PA are: Nina L. Redding and Darlene M. Resh at Adams County Cooperative Extension, 1135 Chambersburg RD, Gettysburg, PA 17325-3397. We've had requests for their addresses to obtain information on the "Magic of Laughter".
- The National Board mid year meeting was in Asheville, North Carolina. Bernadette Watts and members of the Xi Chapter were wonderful hosts. Retirees, Dr. David Burnette and Frieda Terrell joined us for lunch, as did Janice Dotson, Administrative Services Assistant for the Western District. We met at the Mountain Horticultural Research and Extension Center.
- **Mini Grant applications** will be accepted anytime. Chapters can apply for a maximum of \$500 to fund group professional development activities.

- **Early Career Scholarship** applications will be accepted through September 16, 1996. These four \$500 scholarships are to be used by members, with less than a decade of Extension experience, to attend the National Conference in Annapolis. Chapter early career award winners are logical prospects for these scholarships. They have their materials together for the application.
- **Attention State Awards Chairs: 1997 national award nominations deadline** and some other due dates and deadlines have been stepped ahead to accommodate the 1997 Galaxy Conference which replaces our national conference for the year. January 15, 1997 is the deadline for what normally is March 1 - national and regional awards, scholarships and committee nominations.

Epsilon Sigma Phi National Honorary Extension Fraternity

----- A Newsletter -----
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 February, May, September & October

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PILD SCHOLARSHIP WINNERS



Daryl Minch, NJ

"The greatest strength of this seminar was the commitment of participants to Cooperative Extension as a whole. The future of Extension will depend on us marketing effectively, building partnerships and working cooperatively. I enjoyed networking across program areas."



Michele Abington-Cooper, LA

"Mareen Kelly, Joan Gill and Linda Benning gave a practical, no-nonsense approach briefing before we went to the Hill. The hints about current issues and 'buzz words' enabled us to be more prepared for our visits and helped ensure our success."



Douglas Jardine, KS

"The highlight of the seminar for me was Mike Tate's presentation on building political support for the 21st century. Mike's enthusiasm for the subject was contagious."



Wendy Douglass, CO

"The PILD conference was a great reminder for me of how important it is, for our future, to market our system to decision makers and customers. Highlights of the marketing sessions included the creative inspiration from Walt Disney University on ways to help us build a positive image."

Building Political Support for Extension

by Bill Braden, TX

Extension personnel must work every day to build political support for the Cooperative Extension System claimed Pat Boyle in the capstone speech at the fourth annual Public Issues/Leadership Development Seminar in Washington, DC. A longtime Extension leader and chancellor emeritus for Extension in Wisconsin, Boyle challenged Extension professionals to make the building of political support a part of their every day activities, to include it in their plan of work and to make sure it's tended to with energy and enthusiasm.

"Our challenges are two", said Boyle. "We need to enhance the image of Extension and we need to enhance our base of political support." Building support at all levels is important. Traverse the span from local units like county boards to lawmakers at the state and federal level. Be sure to include government and agency leaders, community and business leaders, donors, committee members, alumni and others. At the state and federal level be sure to work with your Extension Director or other state Extension leaders so that your efforts are coordinated.

The four day seminar was sponsored by the Joint Council of Extension Professionals which is composed of the leadership of Epsilon Sigma Phi, the National Association of County Agricultural Agents, the National Association of Extension 4-H Agents and the National Extension Association of Family and Consumer Sciences.

Margaret Viebrock, current ESP national president, will chair the planning committee for the conference in 1997.

Epsilon Sigma Phi's PILD Leadership Troupe



Epsilon Sigma Phi was represented on the PILD planning committee by Sandra Womack, MD, (far left), Harold Jerrell, VA, (upper center) and Bernadette Watts, NC, (second from the right). Other leadership representatives were Patrick Boyle, WI, (upper left), Margaret Viebrock, WA, (front at center) and Bill Braden, TX, (far right).

photo by Bernadette Watts

CONFERENCE OBJECTIVES

1. Encourage professionals to more effectively communicate the value and impact of Extension System programs.
2. Develop skills to recognize Extension System strengths and more effectively communicate those strengths to decision makers, clientele and funders.
3. Strengthen Extension's educational focus on current public policy issues.

SPEAKERS

- Dr. Craig Pace, Senior Consultant with Covey Leadership Center, Inc. The center's mission is to empower people and organizations to increase their performance capability. Pace is returning for the second year as presenter at this conference. His presentation will be sent across the nation by video downlink technology. Each participant, at the live site, will receive a copy of the book, Principle Centered Leadership, by Stephen Covey. (See Page 1 for more info.)
- Dr. John Byrne, Executive Director of W. K. Kellogg Commission on Future of State and Land Grant Universities. The W. K. Kellogg Foundation, thru the National Association of State Universities and Land Grant Colleges (NASULGC), is funding a major study on higher education in the USA.
- Dr. Michael Tate, Assistant Director, Cooperative Extension Service, Michigan State University
- Dr. Zane Helsel, Chair-Elect of National Extension Committee on Policy, Rutgers Cooperative Extension Service, New Jersey
- Dr. Bob Robinson, United States Department of Agriculture CSREES Administrator

RESPONDING TO REALITY! IMPACT

1996 National Conference for Professional Development — December

Wednesday, December 4, 1996 1996 National Board Meets

Thursday, December 5, 1996

7:00 a.m. National Committees Meet
 8:00 a.m. Tours
 1:30 p.m. **"Moving Forward ... Keep Pace with Change"** by Craig Pace, Covey Leadership Center Workshop
 Live at Annapolis
 5:30 p.m. **"Taste of Delmarva"** Reception by Maryland ESP Chapter
(If you are still hungry Pub Crawl or dinner on your own)

Friday, December 6, 1996

8:00 a.m. **Opening General Session**
"Changes in Higher Education" by John Byrne and **"A Focus on Political Realities"** by Michael Tate
 11:00 a.m. Concurrent Sessions
 12:15 p.m. **Luncheon and 1996 Ruby Distinguished Service Award Lecture** by Henry A. Wadsworth
 2:00 p.m. Concurrent Sessions
 3:30 p.m. **General Session II**
ECOP Report by Zane Helsel, Chair-Elect
Responding to Today's Reality by Panel of Local, State and National Officials - Myron Johnsrud, NASULGC, Moderator
 5:30 p.m. **Auction**
 7:30 p.m. Dinner in small groups OR 7-9 p.m.: Candlelight Music Event at historic Statehouse (*Free; no seating*) with dinner on your own.

Saturday, December 7, 1996

8:00 a.m. National Committees Meet
 9:30 a.m. Concurrent Sessions
 11:00 a.m. to Noon Regional Meetings
 Noon **Special Luncheon for Past National Presidents Group**
 1:15 p.m. JCEP Open Forum
 2:15 p.m. National Council Annual Meeting
 6:00 p.m. Awards Reception and Banquet

Sunday, December 8, 1996 1997 National Board Meets

RELEVANCE & VALUE

5-7, 1996 at Marriott Waterfront, Annapolis,

CONCURRENT SESSIONS:

(*especially for retirees)

Leadership for Change: Application of Quality Improvement Work Change Process by: Glenn J. Applebee and Barbara J. Eshelman, NY

Diversity in Extension Education by: Jill Eversole Nolan and Mike Nolan, OH

Extension Programming to Resolve Complex Community Problems and Survival by: Barbara Andreozzi, MT

Program Development Studies: A Process for Building by: Dr. Richard Liles and Dr. Marilyn Corbin, North Carolina State University, NC

New Vision for Mission of Extension by: Roland P. Freund, PA

Impacting Decision Makers. A Marketing Approach by: Richard A. Hemmingsen, MN

Tell It Like It Is by: Dr. Phil Favero and Commissioner Greg Snook, MD

Leadership for Learning Organization: The Institute for Systems Leadership by: Dr. Richard T. Liles, Dr. Marilyn Corbin and Dr. Ronald W. Shearon, NC

A System of Communication with State Legislator by: Daney G. Jackson, OH

Supporting New Employees with More Than Mentoring by: Charles Bell, Joan Grube, William Hudson, Jill King, Linda Kutilek and Ernest Oelker, OH

Conducting Exit Interviews with Extension Employees by: Linda Kutilek, OH

Program for Prosperity: Developing the Workforce of the 21st Century by: Gloria Kraft, NJ

Understanding Collaboration to Multiply Impact Without Losing Support by: Daney G. Jackson, OH

Energy Through Synergy: The OSU Extension Nursery, Landscape and Turf Team by: Joe Boggs and Jim Chatfield, OH

A Marketing Success Story -- Cornell Extension Week by: Dr. Deborah J. Maddy, NY

A Small State's Response to Reality by: Dr. Nancy H. Bull and Dr. Latif Lighari, CT

Jest for the Health of It by: Bob Cripe, OH*

Who Gets Grandma's Yellow Pie Plate by: Charles F. Leifeld, MN*

Traveling After Extension by: Roscoe Whipp, MD and Robert Raver, MD*

TOURS: Thursday a.m.

1. National Ag Library and USDA Ag Research Facility - Beltsville: At the Ag Library take the guided tour of facility, view a brief video history and a web site demonstration inc. Home Pages for the Library's 10 info centers. The Ag Research Facility is home to researchers in all aspects of food and fiber production/consumption. Researchers will give first hand reports as we tour labs. \$20 inc. lunch.

2. Mini Bus Tour of Historic Annapolis \$9

3. Guided Walking Tour of Naval Academy \$4.50

4. Guided Walking Tour of Historic Annapolis ... Free

SPECIAL EVENTS:

Pub Crawl - Option for Thursday Evening 7-11 p.m. With up to 100 others enjoy a moveable feast at three different pubs and/or restaurants. 1st stop: appetizers and wassail; 2nd stop: main course and 3rd: dessert and entertainment - \$70.

Dinner - 7:30 p.m.

(Go in small groups, hosted by Maryland members, to these restaurants. Dinners include entree, salad, vegetable, bread, dessert and coffee/tea.)

1. **CHART HOUSE** - Spacious restaurant in a former boat house surrounded by water on three sides. Cuisine: Beef/Seafood - \$38.

2. **MIDDLETON TAVERN** - 18th century tavern with working fireplaces. Washington, Jefferson and Franklin frequented this tavern. Cuisine: Seafood/American - \$38.

3. **O'BRIEN'S OYSTER BAR & GRILL** - Main street eatery filled with Navy nostalgia ... a popular choice of Naval Academy Midshipmen. Cuisine: Seafood/American - \$38.

Statehouse by Candlelight - Friday 7-9 p.m. The nation's first statehouse glows with candlelight and rings with holiday music. Four groups perform at center hall. Mostly standing ... very limited seating. Come and go as you wish. FREE.

Fly into BWI -

Baltimore Washington International Airport.

Approximately 45 minute shuttle ride to hotel. For reservations call 410-724-0009 or 301-369-0009 for shuttle reservations.

Scholarship Auction

Bring items for auction from each chapter. Auction: Fri., Dec. 6 at 5:30 p.m.

**Call ... 1-800-336-0072
for Hotel Information**

by October 31, 1996

Identify you are with Epsilon Sigma Phi

Use Separate Form for Each Person

Duplicate Form

EPSILON SIGMA PHI NATIONAL MEETING

December 5-7, 1996

Annapolis, MD

Registration Deadline: Postmark by Oct. 31, 1996

Name _____ Office Telephone _____
Title/Position _____ Home Telephone _____
Address _____ FAX _____
City _____ State _____ Zip _____ e-mail _____
Voting Delegate for your State: Yes _____ Vegetarian Meals: Yes _____

A. REGISTRATION: Available to Members & Non Members

- _____ **Full Registration** for 3 day conference and a copy of book,
Principle Centered Leadership, by S. Covey (*Doesn't include*
Thursday A.M. Tour & Lunch) \$190 \$ _____
- _____ **Only** the Thursday Afternoon Covey Leadership
Workshop and Book (This is all included in the full registration
fee above.). \$ 75 \$ _____

B. TOURS - Thursday Morning: Choose One

- _____ **#1 National Ag Library/USDA Research Farm Beltsville** \$20 \$ _____
- _____ **#2 Mini Bus Tour of Historic Annapolis** \$ 9 \$ _____
- _____ **#3 Guided Walking Tour of Naval Academy** \$ 4.50 \$ _____
- _____ **#4 Guided Walking Tour of Historic Annapolis** Free

C. SPECIAL EVENTS...OPTIONAL

- _____ **Pub Crawl - Thursday Evening** (See Page 5) \$70 \$ _____
- _____ **Dinner - Friday Evening**** \$38 \$ _____

CIRCLE: first, second and third choice (See Page 5).

Chart House.....	1st Choice	2nd Choice	3rd Choice
Middleton Tavern	1st Choice	2nd Choice	3rd Choice
O'Brien's Oyster Bar and Grill	1st Choice	2nd Choice	3rd Choice

(**You will be contacted ahead of time regarding meal selection.

Be sure to include FAX number and e-mail address on the header of this form.)

D. MEALS for guest or spouse not paying registration fee

- _____ Ruby Recognition Luncheon (Fri. Noon) \$25 \$ _____
- _____ Awards Banquet (Sat Eve) \$35 \$ _____

E. **LATE REGISTRATION FEE** (*Postmark after OCT. 31*) \$25 \$ _____

F. **TOTAL** \$ _____

CHECKS PAYABLE TO EPSILON SIGMA PHI. MAIL FORM(S) AND

CHECK(S) TO: Judith S. Carlson, Box 626, Battle Lake MN 56515 (218-864-8678)

Hotel Reservations:

Information on Page 5

Refunds: (\$25 non refundable) No refunds after December 1, 1996.

Work - Life Balance:

An Individual - Employer Partnership

By: Judy Warren, TX, Alpha Zeta

The bottom line is that the individual and the employer be equal stakeholders in the search for work-life balance. Any successful strategy, to pursue work -life balance, will be marked by mutual respect and shared responsibility among all stakeholders.

Just as solely individual approaches to achieve work-life balance proved futile, some early solo attempts by employers to solve similar problems were fruitless. Some of those ineffectual trials included accommodating the personal needs of employees. That didn't work. To achieve equality by treating everyone the same wasn't the answer either. Nor did it work to offer flextime and other approaches as entitlements. These dead-end options all looked promising at the outset. What element was missing? Further analysis reveals that these deficient attempts at work-life balance put the employee in a dependent or child role rather than in an adult - problem solving partner role.

Dependent Care is Worthy Result

Even though some of those efforts went astray, a worthy outcome can be heralded. General agreement has emerged on one workplace issue from which employers and employees benefit when it is addressed. That is dependent care (child, after school, elder), particularly for low-income workers such as secretarial and custodial staff. Many state Extension Services address that issue in some format. That places our organization among the forty-six percent of corporations/organizations who have begun to partner with employees to work toward work - life balance as part of the workplace culture.

Stages of Change to Arrive at Work - Life Balance

Researchers, of organizational growth toward a supportive work-life policy and culture, categorize this progress in developmental stages for purposes of analysis . They report that 33 per cent of corporations today have little

awareness of work-life balance issues. Forty-six percent are at Stage 1, as mentioned earlier, where they are taking a programmatic approach by providing child care, sick leave pools etc. Nineteen percent are in a second stage where an integrated approach includes flexible time. Only 2 percent have progressed to a third stage where owners, managers and workers "talk the talk and walk the walk" of work-life balance.

Ascending to Walk the Talk

Assuming we deem that Extension Services have implemented some Stage 1 approaches, Stage 2 ascensions are a prospect. That includes expanding work flexibility, identifying diverse needs and developing unique policies that are user-friendly with clear guidelines. The advance to Stage 3 requires us to examine our messages, sent both directly and indirectly, through performance ratings and recognition. Extension can link work-life balance to its original mission and lead a partnership to improve community services for families. Finally, administrators and other high level managers can model work-life balance by "walking the talk".

"USER FRIENDLY" National Office

by Bill Braden, TX, Past National President

The ESP National Office excels in meeting the needs of chapters and in handling operations of the organization. That's what most chapter leaders indicated in the recent annual evaluation survey regarding the national executive secretary/treasurer.

There were 81 responses to the questionnaire that was disseminated to chapter officers and national board members in early May.

Virtually all who responded gave high marks for the work of Carl and

Judy Carlson. Categories with the highest ratings were "tactfulness or diplomacy", "dependability, reliability or trustworthiness", "attitude and enthusiasm toward the job" and "demonstrates teamwork".

Enhanced Communication Systems Helpful

Many comments on the evaluation forms related to the enhanced communication system that the national office has initiated. E-mail has been a definite boon for ESP operations. In addition, changes in the national newsletter have been

well received. "Positive attitude," "enthusiasm" and "responsiveness" were key words that many respondents used to describe the Carlsons' work.

In a nutshell, this is an extremely positive evaluation. The national ESP board is most proud. Our professional organization must be managed efficiently and effectively, but perhaps more important is that it must be "user friend". Judy and Carl have demonstrated that through their dealings with both chapters and the national board and through their focus on an electronic network that has greatly enhanced communications.

1996 National and Regional Award Winners

Ruby Distinguished Service

Henry A. Wadsworth, IN

International Service

John L. Ragland, KY

Friends of Extension

Melvin R. Bowdan, Jr., KY

Thomas H. McKinney, IN

S. M. True, Jr., TX

Anna "Mickey" Peters, PA

Regional Distinguished Service

NE: Ishwarbhai C. Patel, NJ

NC: June James, SD

SO: Bill Braden, TX

W: Laurel Kubin, CO

Regional Mid Career

NE: Keith G. Diem, NJ

NC: Janet Gordon, IN

SO: Diane G. Smathers, SC

W: Jennifer Anderson, CO

Regional Team

NC: Indiana

SO: Texas

W: Idaho

Professionalism

Scholarships for

Professional Development

Don Buzzingham, IA

Martha B. Gatlin, MS

Carolyn B. Lott, MS

Michelle S. Rodgers, PA



Dr. David Burnette hosted the National Board at the outdoor production of the Cherokee Indian drama, *Unto These Hills*, at Cherokee, NC. Seated in the audience are Carl and Judy Carlson, Patrick Boyle, Bernadette Watts, Marilyn Furry, Bill Braden, Burnette, Margaret Viebrock, Madeleine Greene and Laurel Kubin. Al Wollenzien is not pictured.

photo by A. Wollenzien

The mission of Epsilon Sigma Phi is to foster the standards of excellence in the Extension system and to develop the Extension profession and professional.

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