



CONNECTION



NUMBER 102

EPSILON SIGMA PHI

The Extension Professionals' Organization

Looking Ahead to 2006

Submitted by Nancy Crago, ESP President



Nancy Crago

Many of us recently returned from the 2005 ESP National Conference in Colorado Springs, CO. Thank you, Zeta Chapter

and the conference planning committee, for your commitment and effort extended to conduct a successful conference. A special thank you is extended to Ann Hall and Jeff Tranel, who served as co-chairs of the local

planning committee. Their enthusiasm and teamwork was evident throughout the conference. Some highlights of the conference were:

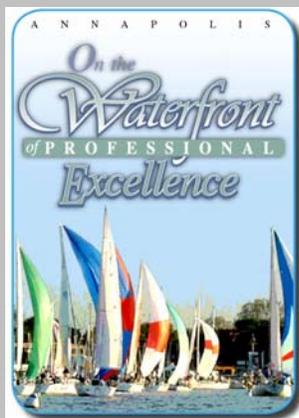
- **Three outstanding general session speakers** – Resources from David Remson's presentation, "Thriving in the Multi-Generational Workplace," will soon be placed on the ESP web site.
- **The Ruby Lecture** – Dr. Richard Wootton's presentation, "Extension: The Unique Characteristic of Land Grant Universities," is available on the ESP web site.

- **ESP Auction** – Thanks to the capable direction of Laurel Kubin and the generosity of member donations, \$9,500 was raised in support of the ESP Development Fund.
- **New life member track** as part of concurrent sessions – Twenty six life members participated in this year's conference. Feedback was positive and the sessions were well attended.

(See Looking on Page 2)

Request for Proposals for Concurrent Sessions and Poster Session 2006 ESP National Conference Annapolis, MD

The ESP Professional Development Committee invites all ESP members to submit proposals for concurrent sessions or the poster session to be presented at the 2006 ESP National Conference. The Conference will be held November 14-17, 2006 at the Loews Annapolis Hotel in Annapolis, MD. Consider your expertise and achievements and plan to submit a proposal. The 2006 ESP National Conference Request for Proposals is posted on the ESP web site at <http://espnational.org>. All proposals must be received as an electronic attachment by February 28, 2006, 5:00 p.m. (EST) by Della Baker at Dbaker@clemson.edu. In addition, a hard copy, post marked no later than February 28, 2006, must be mailed to Della Baker, ESP President Elect, 108-C Barre Hall, Clemson University, Clemson, SC 29634.



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The 2006 Epsilon Sigma Phi National Board gather for a picture at the Broadmoor Hotel in Colorado Springs during the 2005 National ESP Meeting. Board members, left to right are, Mark Russell, Janice Stimpson, Mark Gateley, Kendra Wells, Della Baker, Linda Cook, Nancy Crago, Duane Johnson, and Jim Hovland.



(Looking from Page 1)

The Professional Development Committee is planning a life member track for the 2006 ESP National Conference. If you have an idea for a life member session, check the 2006 RFP to see how you can get involved.

If you didn't have the opportunity to attend this year's conference or if you would like some photos for chapter publicity or to capture conference memories, Billy Warrick, our ESP web master, has placed many photos highlighting the conference activities on the web site.

As we begin a new year, we will strive to set goals and objectives that continue to strengthen our organization. We will do this by implementing the action steps from the newly adopted strategic plan into our 2006 Plans of Work. We are fortunate to have a highly competent and dedicated Executive Director, Linda Cook, assist us in reaching these goals.

Providing professional development opportunities and building leadership skills is one priority. Beginning in December, ESP is offering the web-based seminar series, "Reflections on Extension Leadership." You can take advantage of this training while sitting at your computer. The registration information is on the ESP web site. Another opportunity to build your leadership skills is to consider running for Regional ESP Vice President. Nominations are due December 31. Elections will be conducted at the JCEP Regional Workshops in February 2006.

The ESP Development Fund Campaign insures that ESP will be able to maintain its ability to provide professional development opportunities in the future. This

year, the Resource Development and Management Committee will focus on national sponsorships and chapter engagement in addition to individual contributions.

Strengthening chapters is another goal in our plan of work. "What's In It For Me?" will be the topic of a session at the ESP Meeting at the 2006 JCEP Regional Leadership Workshops. Participants will identify what they value in their ESP membership and explore what ESP needs to offer to attract and retain members.

Getting to know the chapter leadership and members from across the four regions is a rich and rewarding experience. We will continue to communicate with chapter leadership through the regional "Conversations with Chapter Leadership," teleconference calls initiated this fall in the North Central Region under Jim Hovland's presidency. The information gleaned from interaction with chapter leaders and members has been used by the board and national committee members to establish the new strategic plan that will guide our action for the next five years. I am honored to have the opportunity to lead Epsilon Sigma Phi and look forward to working with you in the coming year.



EPSILON SIGMA PHI, INC.

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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.



2005 National Distinguished Friends of Extension

The National Distinguished Friends of Extension are the highest recognition given by ESP to non-Extension (lay) person, business or organization. It is designed to recognize truly outstanding support and personal involvement in Extension efforts. The following three individuals/group were recognized at the 2005 National Conference in Colorado Springs.

SUE B. HELMREICH – COLUMBUS, OHIO

Sue Helmreich is passionate about financial literacy and Extension. As her own



awareness of Extension's efforts in this area has increased, Sue's enthusiasm for linking potential community partners with Extension educators across Ohio has increased exponentially. Sue has an amazing ability to convey her respect for the quality of Extension programming to others, helping them see how communities benefit from Extension. She has made it her personal mission to invite Extension to participate in financial literacy efforts. As additional communities across Ohio come together to address financial literacy, Sue will undoubtedly be there, asking Extension to participate in building the capacity of these communities to improve their quality of life. Through Sue's contacts and work, many Extension county partners have joined numerous credit union projects in reaching out to low-income populations, new immigrants, schools, and social service agencies. Many needs are being met in these Ohio communities; however, the main focus of her work is financial education. Sue was active in a Tuscarawas County 4-H club where she was a junior leader and participated in statewide meetings and competitions. Sue contributed to the Celebration of Youth and the state 4-H building on the Ohio State University campus. She contacted dozens of current and retired 4-Hers to support the new building fund with specific contributions for a "Tuscarawas County" room.

IOWA FARM BUREAU FEDERATION - IOWA

The **Iowa Farm Bureau Federation** and its relationship with Extension for nearly one hundred years has been a key to making Iowa State University Extension one of the best in the nation.

Communities, businesses, families and youth have benefited by the dedication and support provided by Farm Bureau members. In the 1950's the working partnership changed because of the legislative efforts of Farm Bureau in other arenas. 4-H Youth programs have been a major beneficiary of funding from the beginning. The new Extension 4-H Youth building has truly become the front door for Extension at ISU. The completion of the Extension 4-H Building on the campus of Iowa State University will enable Extension professionals to impact the lives of Iowans for generations. Without the Farm Bureau gift the Extension building would not have been possible. This is just one of the many financial contributions that Farm Bureau has made in recent years to support the Extension program. In 1985 IFBF contributed \$10,000 to support the Rural Concern Hot-Line at the time it was established. In 1986 ISU Extension distributed educational materials on respiratory hazards in agriculture. The major funding for the publication was from IFBF. In 1992 IFBF assisted with the publishing of the book **75 Years of the Extension Service** in Iowa and provided a copy of the book to every county Farm Bureau office.



RANDY NUCKOLLS – WASHINGTON, DC

Randy Nuckolls has more than twenty-five years of experience in Washington

D.C. working on federal issues in the public policy arena with a focus on agriculture, natural



resource and higher education issues. Randy grew up on a poultry and dairy farm in North Georgia. As a 4th grader, he was introduced to 4-H by his local County Extension Agent. 4-H and the Cooperative Extension Service opened his eyes and ambitions to a bigger world beyond the fence posts of that family farm. His love affair with 4-H and his appreciation for the value of the Cooperative Extension Service in the lives of millions of Americans has remained with him throughout his professional life. His contributions to furthering the mission of the Cooperative Extension Service have been numerous. A major focus of his work is in assisting higher education institutions and organizations in pursuing their federal affairs agenda, including promoting the causes and programs of land grant institutions. He has specialized in agricultural and natural resource law and has served as Washington Counsel for the University of Georgia. For more than 20 years, Randy has served as host to visiting Georgia Extension Agents and 4-H groups when they visit Washington D.C., organizing Congressional meetings for them and advising them on the best way to communicate the priorities and interests of Extension to key policy makers in Washington D.C.

Joint Council of Extension Professionals

JCEP

The Joint Council of Extension Professionals (JCEP) offers professional improvement opportunities for Extension Professionals from the different Extension Professional Organizations. The programs focus on Leadership, Professional Development and Public Issues and Advocacy.

2006 JCEP Public Issues Leadership Development Conference, "Capitol Steps Towards Leadership"

Janice Stimpson, Chair, Public Issues Committee and Jim Hovland, Chair, JCEP

Learn how legislation really comes about in Washington. Attendees will learn about program and public issues partnerships with USDA-CSREES, federal agencies, and non-profits. Extension Professionals will build skills to effectively communicate with public decision makers.

Spend a "Day on the Hill" meeting with members of Congress and staff to discuss the impact of Extension programming on their constituency.

New for this year - A Poster Session! JCEP has provided an opportunity for Extension Professionals to present a poster at the 2006 PILD Conference.

Poster Information:

- Poster must show educational programming outcomes in the area of Public Issues Leadership Development

- Poster proposals are due January 5, 2006 will be selected by January 20th.
- Recipients must attend and present their posters at the 2006 PILD Conference.
- Applicants need to be current members of one of the JCEP Professional Organizations.
- Ten applicants will receive a \$100.00 scholarship to attend PILD.

Poster guidelines and submission information is available on the JCEP website at www.jcep.org.

Also new! Off site visits to visit and develop partnerships within and outside USDA. Registration should be on the website the first of January. Register early as there are limitations to the number of people who can be accommodated at many of these sites, and places will be assigned on a first-come basis.

Put PILD on your calendar and plan to attend:

April 24 -27, 2006
Marriott Crystal City Hotel
Arlington, Virginia

2006 JCEP Regional Professional Development & Leadership Program

Jim Hovland, Chair, JCEP

Theme for the conference is "Extension's Changing Climate." The program for the conference will focus on Public Advocacy, Working with Stakeholders and Advisory Committees. The program will consist of general sessions and sessions for the different associations.

The locations and dates have been set for the regional workshops:

- **Southern Region**
February 1-3, 2006
Nashville, TN
- **West Region**
February 7-9, 2006
Phoenix, AZ
- **Northeast Region**
February 22-24, 2006
Valley Forge, PA
- **North Central Region**
February 28-March 2, 2006
St. Louis, MO

Registration information will be available on the JCEP website at: www.jcep.org. **Early Bird Deadline: January 6, 2006!**

ESP Chapter Mini-Grant Due February 1, 2006

Mark Russell, 2005-2006 Member Services Committee Chair

The application deadline for ESP Mini Grants is February 1. All applications and supporting material must be sent electronically to Linda Cook, Executive Director, at espoffice@espnational.org.

In 2006, Epsilon Sigma Phi will provide four \$1,000 mini-grants for chapters to initiate professional development activities in their state or region. The mini-grants will be awarded regardless of region. All proposals need to be completed within one year of application. If four mini-grants are not awarded at this time, a second application date will be August 1. The same procedure would apply until a maximum of four are awarded.

The application and information on the mini-grant program is located under Member Services Section of the ESP Handbook on the ESP Website, <http://espnational.org>.



JCEP Excellence in Team Awards Announced

JCEP, Joint Council of Extension Professionals, announces the **2005 JCEP Excellence in Teamwork Award** winners. Projects from Tennessee and Idaho received the 2005 JCEP Excellence in Teamwork awards. The awards were presented at the national Extension professional association meetings of the winning team members.

Tennessee Award Student Financial Education Simulations

Tennessee team members included: *Dr. Dena Wise, F. Neal Smith, Tonya Bain, Donna Bradley, Rita Casey, Lori Mantooth, Nancy Rucker, J. Brian Signiogo, and Sharon Tubbs*

The Tennessee project focused on Extension programming for youth in Tennessee to equip young people with the life skills and knowledge to make responsible decisions as adults. During the last three years, Tennessee Extension agents have engaged more than 1,000 local volunteers annually to coordinate financial education simulations for more than 50,000 young people. As a result, approximately 30,000 young people have learned how much money it takes to get by as an adult, to be more sensitive to their parent's financial concerns, the cost of rearing children and the impact of a family on lifestyle.

Idaho Award Intermountain Livestock Judges' Training

Idaho team members include: *April Ward, Scott Nash, Steve Harrison, Joel Packham, Rauhn Panting, Dawn Sanchez, Jim Jensen, Ross Jacobsen, Dale Zobell and Brett Bowman*

The Idaho project focused on Intermountain Livestock Judges' Training. A team of Extension personnel developed the Intermountain Livestock Judges' Training to provide livestock judging education for potential youth livestock show judges. Judging experts were brought in to serve as instructors for the three-day event. Participants were able to learn their role as youth livestock judges through workshops, hands-on judging, evaluating and speaking and viewing harvested animal carcasses in the cooler. An evaluation at the conclusion of the training indicated that participants better understood their role as judges at youth livestock shows.

2006 JCEP Excellence in Teamwork Award Applications

The Joint Council of Extension Professionals sponsors this award to encourage and recognize successful Extension team programs or projects that demonstrate effective performance and significant result impacts at community, area, state or multi-state levels. Two awards of \$500 each, one plaque per team and certificates to individuals are presented. Applications are due April 1, 2006. Information is available at the JCEP website: www.jcep.org.

Regional VP Nominations Due January 1, 2006

Della A. Baker, President-Elect

ESP needs you. If you have been involved with ESP National committees or have been active in ESP through your state chapter, there is an opportunity for you to become a National ESP Board Member. The four Regional Vice President positions on the national board will be elected at the 2006 JCEP Regional Workshops. Nomination materials for all four regions are due in the National ESP Office by January 1, 2006.

The newly elected Regional Vice Presidents will have the responsibility of chairing the following committees:

Northeast Region-----

Member Services

Western Region-----

Resource Development and Management

Southern Region-----

Global Relations

North Central Region-----

Public Issues

In addition, Regional VP's publish a newsletter for chapter officers in their respective regions two or three times a year. Visit the ESP website (<http://espnational.org>) and refer to the ESP Handbook, Section J, for specific duties and responsibilities. Complete and submit the nomination form on Page J-9. The term begins at the ESP National Conference, November 14-17, 2006 in Annapolis, Maryland and continues through the 2008 National Conference at Galaxy. Please note that the current ESP chapter president must sign the nomination form. A letter of support from the State Director of Extension must also be included as a part of the nomination process. The elections will take place at the 2006 JCEP Regional Leadership Workshops: **Northeast Region**, February 22-24, Valley Forge, PA; **Southern Region**, February 1-3: Nashville, TN.; **Western Region**, February 7-9, Phoenix, AZ; **North Central Region**, February 28-March 2, St. Louis, MO.



Public Issues Leadership Development (PILD) Conference Scholarships

Mark Russell, 2005 Member Services Committee Chair

Application deadline for Public Issues Leadership Development Scholarships is February 1. In addition, all applications and supporting material must be sent electronically to Mark Russell at mrussell@purdue.edu with a copy to Linda Cook, Executive Director at espoffice@espnational.org.

Epsilon Sigma Phi provides four \$600 scholarships annually to assist members to attend PILD for the first time. PILD will be held April 24-27, 2006 in Washington, D.C.

Scholarships are awarded one to each region unless a region does not have a worthy application. The Member Services Committee can then recommend a second person from another region to receive the scholarship.

The Public Issues Leadership Development Conference provides:

- The opportunity for all Extension professionals to make valuable connections with Extension colleagues - field staff to administrators - from across the United States
- Learn what makes Washington tick ... and how to use this new understanding of the "big picture" to improve your Extension programs
- Connect with national leaders and others, share your local programs and constituent needs with these important decision-makers

- Spend a day "On the Hill" - meet with your Congressional delegation and discuss your program's impact on their constituency
- Learn how to effectively work with your county and state decision makers back home

The Joint Council of Extension Professions sponsors the Public Issues Leadership Development (PILD) Conference.

Scholarship applications are due and must be emailed by February 1 to Mark Russell and the National ESP Office. Scholarship applications can be located on the ESP National Website under the "Forms" button at <http://espnational.org>.

Seeking National Committee Members for 2007

Please consider serving on an ESP National Committee. Appointments are made for one year after being recommended by the chapter and/or current National Board members, with reappointment possible. Nominations are due to the Duane P. Johnson, 2nd Vice-President, (Duane.Johnson@comcast.net), from the chapter by March 1 (Use the Committee New Nomination and Reappointment Forms (Page C-5 and C-6, respectively). Members on committees shall not succeed themselves for more than a total of three (3) years. A chapter should have no more than one (1) member appointed to serve on the same committee in any given year, in addition to the Vice President. Committees are appointed at the mid-year Board Meeting. Consideration will be given to retiree/life member appointments. Committee business is generally conducted by e-mail or conference call. Committees shall become active at the National Conference in the year their appointment is made.

Committee Tasks:

Global Relations: Develops programs and projects related to International activities.

Membership Recruitment and Retention: Works with chapters to recruit and retain membership.

Member Services: Develops membership benefits programs; reviews scholarship and mini grant applications and nominations for National Friend of Extension Awards.

Professional Development: Plans the National Conference, selects presenters for concurrent sessions at National Conference.

Public Issues: Follows public issues related to Extension personnel benefits (i.e. Federal Retirement); makes input into Public Issues Leadership Development Conference (PILD) and other public issues related to developing support for Extension.

Resource Development and Management: Works on the National budget proposal and implements plans for increasing financial resources of the organization.



Hints for Developing a Successful Study Tour

Susan Hansen, Member Professional Development Committee,
University of Nebraska - Lincoln Extension, Colfax County

Want to take a sabbatical but six months is out of the question? Consider a short-term study tour or in-depth learning opportunity. So what are the hints to developing a successful study tour? Here's what worked for me as an Extension Educator in a small county.

- **Dream.** For the moment forget about all the obstacles (real and perceived). What would you REALLY like to learn more about? Where would you REALLY like to go?
- **Develop a plan.** Set goals. Begin to plan how you can reach your dream and also meet your challenges.
- **Ask for funds.** Don't be afraid to ask for money - if you never ask, then your answer is definitely no. Check with your district or state director or department chair for funds. Some professional associations offer scholarships. Grants may be available. Be willing to put forth your own funds.
- **Seek Permission.** This may be the Extension board, district director, department chair and/or state director. Can you answer these questions, "How will this (your experience) benefit my county? My district? My state? Use these answers to help explain why you want to participate in a study tour.
- **Use the Extension family network.** We can learn from our co-workers across the nation. Both of my learning opportunities involved Extension staff contacts previously made at national meetings of professional associations.
- **Cover the home front.** Who will answer the client questions in your office? Who will plan and present programs in your absence? How will reports get done? What about your home and family responsibilities? These and other questions need to be answered.
- **Finally, be flexible and have fun!**

National ESP Scholarships – Due March 1

Nationally, Epsilon Sigma Phi offers two scholarships...the **Richard A. Angus Professional Development Scholarship** and the **Administrative Leadership Scholarships**. Both are designed to support professional development of Extension Professionals who are ESP members.

If you are planning a Professional Development experience in 2006 and need financial support, the \$500 provided by the ESP Richard A. Angus Professional Development Scholarships might help. There are four scholarships available with first priority being to one per region. The information and application are located on the ESP Website, <http://espnational.org>. Applications are due March 1st.

If you have an Extension Administrator role and would like to attend the 2006 ESP Conference in Annapolis, Maryland in November 2006 as an ESP member, you will want to consider applying for one of four Administrative Leadership Scholarships. These \$500.00 scholarships are designed for first-time attendees and help to balance the cost of participation. ESP hopes all scholarships are used in 2006. Applications are due March 1st.

*Visit the National Epsilon
Sigma Phi website at
<http://espnational.org> !*

National ESP Recognition Program Deadline is March 1

Mark Russell, 2005-2006 Member Services Committee Chair

March 1st is the due date for all chapter nominations for regional and national recognition. Nominations must be postmarked by March 1 and sent to the National ESP Office.

These recognition programs are:

- National Distinguished Service Ruby Recognition
- National Friend of Extension Recognition
- Regional Distinguished Service Recognition
- Regional Mid-Career Distinguished Service Recognition
- Regional Early Career Recognition
- Regional Visionary Leadership Recognition
- Regional Distinguished Team Recognition
- Regional Distinguished International Service Recognition
- Regional Diversity/Multicultural Recognition - Individual
- Regional Diversity/Multicultural Recognition - Team
- Regional Continued Excellence Recognition
- Regional Administrative Leadership Recognition

Details for each of these recognition programs and the procedure for nomination are located on the ESP Web page <http://espnational.org> under the Member Services Section of the Handbook.





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**Mark your Calendar:
2006 National Conference
November 14-17, 2006
Annapolis, MD**

Report from 2005 National ESP Angus Professional Development Scholarship Recipient Bethany N. Raney, Member, Alpha Omicron Chapter of Epsilon Sigma Phi

I had the opportunity to participate in the ACEINETC/ACT/EVP 2005 Conference in San Antonio, Texas, on May 30 through June 4, 2005. Two parts of this combined conference--meetings and sessions provided by the Association of Communication Excellence in Agriculture, Natural Resources, and Life and Human Sciences (ACE) and sessions related to the National Extension Technology Conference (NETC)--provided me with significant professional development related to my role and responsibilities in Extension. The conference Website is located at <http://acenetc2005.tamu.edu/>, and materials from the presentations are

available at <http://www.aceweb.org/meetings/ace2005.php/>.

This national meeting allowed me to participate in several sessions regarding the eXtension initiative, as well as others including "IT Training and Support Roundtable," "A Model for Sharing Content through Syndication," "HEB Central Market: Marketing to the Locals," and "A Comparison of Desktop Technologies for Online Learning and Collaboration." I presented a session entitled "How to Use Excel to Summarize Survey Data" to a group of interested peers, and had the opportunity to participate in follow-up discussions on numerous topics

with my professional colleagues who work in other land grant institutions. Seeing and experiencing new instructional technologies, as well as networking with others, gave me expanded insight into services and solutions that will be useful for Penn State Cooperative Extension and the College of Agricultural Sciences.

The Alpha Omicron chapter encourages leadership and professional growth and is a conduit for facilitating professional development. Networking with information technology professionals with similar responsibilities across the nation allows us to share our "lessons learned."

