

espconnection

Number CIX

The Newsletter of Epsilon Sigma Phi

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In this Issue

- 2009 ESP National Conference: Engage, Enlighten and Enjoy
- Enlighten, Engage, Enjoy ...National President's Message
- Mark Your Calendar to Go Coastal!
- Journal of Extension Report
- Internationalizing Extension Program Continues Corroborree! 4-H Across the Seas,
- National ESP Scholarships Awarded
- Extension Memories of the 20th Century
- Achievement in Chapter Membership and Chapter of Merit Applications Due May 1
- Retirees Speak Out
- ESP Brand-Building Begins with Us!
- Ideas for Membership Growth
- Nominations for 2nd Vice President from Western Region
- Journal of Extension...Professional Opportunity!
- Opportunities for Extension in a Changing Environment: Lessons from the Last Frontier
- Important Dates Ahead
- NO August Deadline for Scholarships and Grants
- Update on Federal Retirement Happenings
- National ESP History Committee

2009 ESP National Conference: Engage, Enlighten and Enjoy

The Upsilon Chapter of Epsilon Sigma Phi invites you to Fargo, North Dakota, Sept. 13-16 to Engage, Enlighten and Enjoy at the 2009 ESP national conference.

Engage

- Network with other ESP members from across the country
- Participate in member, regional and committee meetings
- Honor colleagues who earn recognition

Enlighten

- Take part in a variety of concurrent and general educational sessions
- Browse educational posters and exhibits, and visit with the poster authors

Enjoy

- Tour local sites
- Renew old acquaintances and make new friends
- Take part in live and silent auctions

Keynote speakers include:

- **Engage:** North Dakota State University President Joseph Chapman, who will share how NDSU has transformed over the past 10 years and is dedicated to the land-grant mission
- **Enlighten:** Sharon Anderson, retired NDSU Extension Service director and now special consultant to the President and CEO of the National 4-H Council, will share "From Great to Enlightened," which will include ideas to challenge attendees to further their leadership development
- **Enjoy:** Steve Stark, an illustrator and teacher, will create large drawings as he tells a story of the past, present and future

The conference also will feature optional pre-conference tours, an opening reception and program at the Heritage Hjemkomst Center, a program by the Sioux County 4-H drummers and dancers, educational concurrent sessions and posters, life member activities and much more.

For the latest on all conference activities and online registration, see www.ag.ndsu.edu/ESP2009. Early-bird registration ends June 15 (Is this correct?), so register now to engage, enlighten and enjoy in Fargo Sept. 13-16.



Enlighten, Engage, Enjoy...National President's Message

Ellen Burton, IL, National ESP President

As I write this message I have been your president for over six months, and in those six months many things in our country have changes, or have become more challenging. But as members of Epsilon Sigma Phi—the Extension Professionals' Organization—you can be certain that our organization has not lost focus on its Mission and Vision:

Mission Statement:

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

Vision Statement:

Epsilon Sigma Phi leads the Extension System in promoting and supporting professionalism in Extension.

Your National ESP Board recognizes the challenges and is working to provide professional development opportunities in the most cost effective manner. Dr. Albert C. Pierce, Professor of Ethics and National Security, National Defense University, spoke on "Ethics in Today's Extension World" during the two JCEP Regional Leadership Workshops held recently. While the JCEP Regional Leadership Workshops are sponsored by JCEP, the professional development segment is secured by ESP. The first segment of Dr. Pierce's presentation was available to members of JCEP associations throughout the country via Web cast. The cost to participate was minimal and the presentation outstanding. ESP members were the major participants in this Web cast.

While your National ESP Board continues working to provide site specific professional development opportunities at affordable costs, the Board recognizes that some members are working under travel restrictions. Thus, the National ESP Professional Development Committee is working to provide additional PDOs via Web casts or other technology.

I have appointed the ESP History Sub-committee, which is composed of Judy Carlson, MN; Gary Moran, ND and Susan Hansen, NB, who will be working with National Past President and Board Liaison to the Sub-committee, Duane Johnson, to bring the ESP organizational history up to date. The work of this Sub-committee will be accomplished via technology. If you're Chapter has a written history please share it with the committee via the ESP Office at espoffice@espnational.org. The history of our organization is rich and has provided us with a legacy for the future.

Under the leadership of Dr. Bonnie McGee, Texas, who chaired the Executive Director Search Committee, the Committee moved through the process and three outstanding candidates were selected and interviewed for the position. The announcement of

the new Executive Director will be made within the very near future.

The ESP Marketing Committee is bringing to fruition the work that was started by previous ESP Marketing Committees. ESP has a new logo—approved at the 2008 National Council Meeting; we have new brochures and we will soon have a new look to our ESP Web site. Be watching—it will soon be here!

ESP Needs You! Calling all ESP members--applications to serve on an ESP committee are still being accepted. Serving on one of the seven National ESP Committees is not only a great way to help your professional organization but is also a great way to enhance one's knowledge of ESP, build leadership skills, network and broaden one's outlook. Applications to serve on a National ESP Committee are to be submitted to Deborah Thomason, Second Vice President, dthmsn@clemsn.edu. Yes—ESP Needs YOU. New Appointment Forms are on the ESP website at <http://www.espnational.org/Forms/index.htm>.

Coming soon to Fargo, ND--the 2009 National ESP Conference—Engage, Enlighten, Enjoy is the theme for the conference—and the theme for my presidency. Our North Dakota colleagues have been through a great deal over the last few weeks—blizzards, rain, and floods—but true to the Extension philosophy of providing education and assistance to citizens, they have not only helped the citizens of North Dakota but at the same time they have continued to plan an outstanding professional conference for all ESP members.. Plan now to come to Fargo, ND, September 13 – 16. You are sure to be professionally engaged; educationally enlightened and enjoy the opportunities. See you Fargo!

Mark Your Calendar to Go Coastal!

2012 National ESP Conference, Mobile, Alabama

October 6-9, 2012, Hosted by Alpha Pi Chapter



Journal of Extension Report

Deborah J. Maddy, ESP representative

JOE is...

- A rigorous, high quality refereed journal
- Submissions are **double-blind reviewed** by one to three of the 77 well-qualified peer reviewers
- The five-year average **acceptance rate** is currently **32.4 percent**
- **Article submission has grown** over the past decade; as of March 4, 2009, 72 submissions were received, 27 more submissions than the same date last year

Written, reviewed, and edited by Extension professionals who want to share their successful educational practices, research results, scholarly opinions, resources, and challenges

JOE provides Extension professionals a...

- Forum for **emerging and contemporary issues** affecting Extension education
- Knowledge bank of peers' **best practices**
- Place to **learn about** the Extension profession
- **Clearinghouse of ideas** for tackling new assignments
- **Literature resource** for project ideas and grant proposals

Mechanism for sharing knowledge, experience and "lessons learned"

Visit JOE's new website at www.joe.org ...

- Over **2 million visitors** from around the world come to the JOE website each year.
- Many readers are **loyal subscribers**, and others discover the **wealth of information** available through Google, Yahoo, and other **search engines**

The reviews on the new site have been very positive: "KUDOS on the new format! Great job. Much more readable and navigable, and the articles print out much more cleanly" JOE needs peer reviewers...

- Who represent Extension professionals from **different parts of the country** with backgrounds in a **variety of subject matters**
- Who are willing to **validate and support** Extension professionals' **scholarly work** through a critical and exacting review
- Who have **experience as a published author** and who have **breadth and well as depth of expertise**

To learn more about becoming a reviewer, **check out FAQ #8** at <http://www.joe.org/about-faqs.php#Q8>

Internationalizing Extension Program Continues Corroboree! 4-H Across the Seas

Lillian Larwood, OR, Member of Global Relations Committee

The Oregon 4-H Youth Development Program initiated the "Corroboree! 4-H Across the Seas" project in 2003. Funding for Corroboree was provided to Oregon State University Extension 4-H from the Cooperative States Research, Education, and Extension Service (CSREES) in cooperation with U.S. Land-grant institutions to support the [National Initiative to Internationalize Extension](http://web1.msue.msu.edu/intext/natinit.htm) (<http://web1.msue.msu.edu/intext/natinit.htm>) to strengthen the international dimension of state extension services nationwide.

The word Corroboree is an aboriginal word for a gathering or meeting. It is also a place for kids and adults to learn about frogs, wetlands and each other, in their backyards and across the seas. Teachers can request information about how to register their class to [join the Corroboree](http://www.4hcorroboree.org/join.asp) (<http://www.4hcorroboree.org/join.asp>).

In Australia, lives a tiny yellow and black endangered frog called the [Southern Corroboree Frog](http://frogs.org.au/corroboree/index.html) (<http://frogs.org.au/corroboree/index.html>) and it is also a symbol of the website wetlands studies signifying the need for young people and adults to work together to understand and protect the habitats of all species. In [Oregon, U.S.A. and Victoria, Australia](http://www.4hcorroboree.org/about.asp), (<http://www.4hcorroboree.org/about.asp>) teachers and learners from many schools are involved in the design and development of this website. Here they will gather to exchange ideas and data on their school's science inquiry projects which focus on wetlands. This is an ongoing project in both Oregon and Australia, in addition to other interested states.

For additional information, please contact Project Director, Virginia Bourdeau at 541-371-7920 or mombear@proaxis.com.

National ESP Scholarships Awarded

The Scholarship, Grants and Recognition Committee is pleased to announce the following scholarship awards:

PILD Scholarships:

- Elaine Bailey, Tau Chapter, Maryland
- Alexandra Greci, Alpha XI Chapter, New Jersey
- Karen Vines, Alpha Omicron Chapter, Pennsylvania
- Laurie Chandler, Alpha Rho Chapter, Kansas

Angus Professional Development Scholarship

- Joann Kowalski, Alpha Omicron Chapter, Pennsylvania
- Monica Kilcullen Pastor, Kappa Chapter, Arizona

Administrative Leadership Scholarship

- Danny L. Cain, Alpha PI Chapter, Alabama

Extension Memories of the 20th Century

Extension Memories of the 20th Century is a new publication from Penn State College of Ag Sciences and Cooperative Extension. A few years ago, PA Epsilon Sigma Phi appointed a committee to develop the personal side of the extension story of the past century. The title was suggested by committee member Elton Tait.

For many years, retired agents have talked about the need for a different part of the history of extension work in the state that should be recorded. This history relates to the personnel—the day-to-day work of the statewide extension staff. These stories involve the extension employees and their families and their interactions with farmers, homemakers, youth, organizations, and communities across the Commonwealth. Retired and current staff were asked to contribute stories about their memories of people and extension over the years. We received over 230 stories. These individuals took the time to write an article about their best, worst, most interesting or memorable experience regarding their work in Cooperative Extension with people across the state over the past century.

We are able to hear the stories of many of those early agents who are long gone due to the foresight of Elton Tait. Elton worked at the county and regional level for several years as a county agent before becoming radio editor at Penn State. In the early 1970s, he interviewed and recorded nearly 40 of those first agents who began their extension work in the 1920s, 1930s, and 1940s. Several years ago, Elton retrieved those tapes from the university archives and prepared many stories contained in this publication. **Extension Memories** is available by going to [www://pubs.cas.psu.edu](http://pubs.cas.psu.edu).

Achievement in Chapter Membership and Chapter of Merit Applications Due May 1

Duane P. Johnson, OR, Chair of Member Recruitment & Retention Committee

Each Chapter is encouraged to apply for the “Chapter of Merit” and “Achievement in Chapter Membership” Recognition.

“Chapter of Merit”

The “Chapter of Merit” recognition is designed to recognize chapters who have put forth exemplary effort to further the cause of the Extension System and to provide professional opportunities for their members. The “Chapter of Merit” recognition is designed to recognize chapters without regard to number of members or the resources available by categorizing all chapters in a Platinum, Gold, Silver or Bronze Group. It is based on a Chapters activities from March 1, 2008 – February 28, 2009.

“Achievement in Chapter Membership”

The “Achievement in Chapter Membership” recognition is

Retirees Speak Out

Nellie Oehler, Member of the National ESP Recruitment and Retention Committee.

During Galaxy 2008 retirees were given the opportunity at a special reception in their honor to come up with ideas to keep them coming to ESP Conferences.

Mini vacation, renew friendships, good food and cheap prices were high on the list by those in attendance. Most of the comments from the group centered around getting together with fellow retirees and renew acquaintances. Feeling useful, sharing knowledge with new professionals and life long learning opportunities. Retirees clearly pointed out that they want to have fun, enjoy pre and post conference tours, eat good food and keep the price reasonable.

For future conference planning committees and the board here are some tips from the retirees to keep them coming back. Select conference locations that are easy to get to, have something to offer besides the meeting, retiree night out and consider a cost reduction for retirees (10 \$100 stipends are available for the first 10 Life Members who register for the conference.)

For state chapters, retirees want to stay involved in meaningful projects, would like to mentor new professionals and engage in fun activities to stay in touch with what is happening. Stay in touch with this wonderful resource, remember they like to be asked and probably will not step forward unless invited.

designed to recognize chapters in each region for their efforts to recruit new annual and life members while retaining current annual members between March 1, 2008 and February 28, 2009. Focus of the recognition is to recognize all chapters for their efforts to recruit and retain ESP Membership. The chapters are recognized based on the recognition scorecard.

We encourage all chapters to involve their 2008 and 2009 Chapter Presidents, Board, and Committee Chairs in completing the very easy form and application. More detailed information and forms are located online under Chapter Recognition at: <http://espnational.org/Forms/index.htm>. Information is also found in National ESP Handbook in Section E “Scholarships, Grants and Recognition Program”, Section F “Member Recruitment & Retention” and Section N “Chapter Information. Recognition of chapters will be in Fargo, ND during the 2009 National ESP Conference. Please help this be a banner year with all chapters submitting your application by May 1, to the National ESP Office.

ESP Brand-Building Begins with Us!

Kathy Reiser, IL, Member of Marketing Committee

Since the introduction of the new ESP logo at Galaxy III, there's been a lot of talk within our organization about branding. Sometimes we use the words "brand" and "logo" interchangeably. But there's much more to a brand than ink on paper or pixels on a screen.

Our ESP brand is the sum-total of impressions, beliefs and feelings our members – and non-members – have about us. In a broad sense, our ESP *brand* and *reputation* are really the same thing. A positive, powerful brand (reputation) can open many doors for us, and a negative or weak brand can prevent us from reaching important organizational goals.

We can do nothing – or do what we've always done – and we will still have an ESP brand. (The catch is, it may not be what we want it to be!)

Or we can take actions aimed at positively influencing colleagues' impressions, beliefs and feelings about ESP. Organizations that have built a strong brand over the years are much better positioned to retain and recruit members when times get tough and people start looking for ways to cut non-essential expenses.

The new visual identity and improved web content are important components of ESP's brand-building efforts. But most of our brand-building happens at the state chapter level, where potential and continuing members have most of their contact with the ESP organization, its officers and its programs.

As state chapters of ESP, what are we doing to strengthen our brand among our members? What are we doing to build our brand among the colleagues who have never been part of ESP – and rebuild it among those who have let their memberships lapse?

Do our state-level programs, projects and meetings showcase ESP as a forward-thinking, dynamic organization that monitors and meets the changing needs of Extension professionals? Or do we find ourselves in "maintenance mode," with essentially the same committees, projects and programs we've had for many years?

Your national ESP Board and Marketing Committee have been working hard to enhance the visual trappings of our brand. The rest is up to us!

Ideas for Membership Growth

Duane P. Johnson, Chair, Membership Recruitment and Retention Committee

2009 is the year to demonstrate new enthusiasm, dedication and creativeness for Extension and the Extension professional. With the many challenges across the country each extension professional and Extension organization needs support, positive encouragement for plans to conduct the educational programs that meet our clientele current needs. ESP, the Extension Professional's Organization is in the position to support all faculty and staff regardless of discipline. It is not too late to add to your 2009 membership as 2009 members will be accepted until August 1.

The following are some ideas to consider for membership growth in 2009.

Contact non-renewed members from 2007 & 2008

Many chapters have found great success in a personal contact in person and/or by phone to renew these members. Many overlooked the earlier notice, thought they had paid or were not in a position to pay their dues when the membership drive was held.

Start now to build a Membership Recruitment Committee for the rest of 2009 and 2010

The role of Membership Recruitment and Retention is the one of the most important functions in a chapter. It cannot be effectively handled by one person. We suggest you have a committee that represents all the disciplines in Extension, the various generations and represent the geographic locations in the state. Professionals respond positively to those colleagues with whom they have the most contact and appreciate being encouraged and asked.

Promote ESP to Extension Professionals early in their career

ESP promotes professional development, leadership development and personal development among all professionals. In addition, ESP provides scholarships, grants, stipends to reach these goals and objectives. Financial assistance is available to those presenting concurrent sessions and poster presentations at the National ESP Conference as well serving on the National ESP Committees. In times of tight resources this is a valuable resource.

Recruit the retirees to life membership while they are still working

Extension professionals may become a life member by paying a one-time \$200.00 membership fee (chapters may have addition fees). Contacting members during their last year before retirement allows them to apply the last year's paid dues toward the life membership if it is paid by August 1.

(Article is continued on page 7)

Nominations for 2nd Vice President from Western Region

Duane P. Johnson, National ESP Past President

Serving as an officer of the National ESP Board is a rewarding and satisfying experience. It will enhance your leadership skills and provide an outstanding opportunity to make significant impact on the Extension profession and the Extension system. As a member of the national board you will have the opportunity to work with outstanding Extension professionals from across the country as well as make lifelong connections with others throughout the United States. You will have the potential opportunity to impact decisions which are made for Extension at the local, state, national and international levels. The decisions you will help to make as a board member and committee member will impact the entire National ESP Organization.

The next National ESP 2nd Vice President will be elected from the Western Region during the 2009 National ESP Conference in Fargo, ND. This person makes a four-year commitment, serving the first year as Chair of the ESP Chapter Relations Committee and ESP Marketing Committee. The second year this person serves as President-elect and Chair of the ESP Professional Development Committee. The third year you will serve as President and the fourth year you will serve as Past President and Chair of the ESP Member Recruitment and Retention Committee. In addition, the last three years you will serve as one of three ESP Representatives on the JCEP (Joint Council of Extension Professionals) Board.

These are exciting times as the organization (8000 members) is experiencing a new generation of membership, new program delivery methods, and building internal capacity to meet new challenges. We encourage you to consider serving and sharing your leadership skills and ideas to meet the needs of the emerging Extension Professional and to strengthen the ESP organization. If you cannot serve look among your colleagues and encourage them to consider serving. Visit the national ESP website at www.espnational.org and review section J of the National ESP Handbook for GUIDELINES FOR OFFICER NOMINATIONS AND ELECTIONS. If you have questions feel free to contact any of the 2009 ESP Officers.

Nominees are to be current ESP members, have good leadership skills, have experiences within ESP as a Chapter officer, have service on committee(s) or served in some other leadership capacity for ESP and should be self starters. Nominees must have a written statement of support from the Director of Extension and Chapter Leadership in the state where the nominee holds membership.

Chapters must submit nominations of individuals to the National ESP Executive Director by July 1 to be considered for the position of Second Vice President. (See the Nomination Form in the National ESP Handbook).

Journal of Extension...Professional Opportunity!

Ellen Burton, National ESP President

ESP has an outstanding opportunity for an individual interested in supporting Extension professionals' scholarly work by serving on the Extension Journal, Inc., Board of Directors, the managing body of the *Journal of Extension, (JOE.)* In January 2010 Deborah Maddy, Oregon State University, will complete her second three year term as ESP's representative on the JOE Board. Deborah has done an outstanding job of representing ESP and ESP is very appreciative of the scholarly excellence Deborah provided.

The JOE Board schedules four meetings per year, with two being face to face meetings and the others held by conference calls. A great deal of the work is accomplished by conference calls and e-mail. ESP covers the expenses incurred to attend one of the yearly face to face meetings of the JOE Board. The expense to attend the second yearly meeting of the JOE Board is the responsibility of the board member and/or their institution.

Serving on the JOE Board will provide the Extension professional serving with ample opportunities to enhance their knowledge and develop their skills. Those interested in being considered for this important position are to:

1. Send a letter of interest to Sandy Corridon, ESP President-elect, by Tuesday, September 1, 2009.
2. Provide a letter of support from their State Extension Administration.

Both letters are to be sent to:

Sandy Corridon
ESP President-elect,
Maryland Cooperative Extension
Maryland 4-H Center
8020 Greenmead Drive, Building 800
College Park, MD 20740-4000

The appointment becomes effective in January 2010 for a three year term.

Opportunities for Extension in a Changing Environment: Lessons from the Last Frontier

Association of Natural Resource Extension Professionals (ANREP) - 7th Biennial Conference
June 27 – 30, 2010—University of Alaska, Fairbanks

The 7th Biennial ANREP National Conference at the University of Alaska Fairbanks offers a forum for sharing methods, tools, and programming to help us address the challenges we are facing in providing research-based community outreach in a changing environment. The conference will emphasize creating effective multi-state and multi-agency collaborations to meet these challenges with the greatest impact and efficiency.

Call for abstracts

General sessions will highlight energy and climate change issues and how Alaska is preparing for and creating opportunities resulting from these changes. Accepted abstracts may focus on broader, natural-resource-based issues and opportunities for Extension in a changing environment at local, state and national levels.

Abstracts will be reviewed based on one or more of the following:

1. Quality of Extension educational program
2. Engagement with stakeholders/audience
3. Evidence of research base and evaluation plan or outcomes/impacts
4. Innovation in the use of technology or other tools/methods

ANREP conferences feature diverse natural resource topics, including wildlife, forestry, water quality, sustainability, youth, community involvement, etc. We are also seeking presentations that focus on emerging issues, including climate change and energy and how Extension is dealing with programming under challenging budget times. Examples of interdisciplinary programming, collaborations with researchers or multi-state efforts are encouraged.

Presentation format:

- Oral presentations – 30-minute sessions including time for questions and answers.
- Roundtable discussions – Interactive 60-minute sessions.
- * We anticipate holding a combined total of between 44 and 70 oral presentations and roundtable discussions at the conference.
- Workshops – 2-hour sessions (including discussion/questions); should incorporate activities that engage participants. We anticipate six workshops at the conference.
- Posters – Posters will be judged and awards presented. Poster presenter(s) must be present during poster session.

All attendees including presenters must register for the conference.

Conference Web site: www.anrep.org/conferences/2010
Abstract Deadline: Friday, June 12, 2009

Questions? Contact: Eleanor Burkett, ANREP 2010 Co-chair,
(218) 828-2326, burke044@umn.edu

Membership Recruitment & Retention Committee

(continued from pg 5)

For individuals who do not have all the funds when needing to pay, chapters have set up ways to collect the life membership fee over four years. This could be the cost of the annual membership plus \$50.00 per year for the four years and then on the fourth year life membership is submitted to the national office. Until that time they remain an annual member.

Some chapters provide a partial or a full membership to retiring members.

Regardless of how it is accomplished the senior members of our faculty are interested in staying connected with the profession and many are willing to help with special activities and programs. They are also great mentors for the newer faculty.

The next issue will contain additional ideas for successful Member Recruitment and Retention.

Important Dates Ahead

- **2010 National ESP Conference, October 10-15, Jackson Hole, Wyoming**
- **2011 National ESP Conference, October 9-13, Syracuse, New York**
- **2012 National ESP Conference, October 6-9, Mobile, Alabama**
- **2013 Galaxy IV, TBA**

NO August Deadline for Scholarships and Grants

Due to reduced earnings on investments, the Angus Professional Development Scholarship and the Professionalism Mini-Grants will not be re-opened for an August 1 submission in 2009.

Update on Federal Retirement Happenings

Duane P. Johnson, Chair Member Recruitment & Retention Committee

In an effort to respond to the needs and interests of Life and Retired Extension Professionals the ESP Member Recruitment and Retention Committee will try to provide information of special interest. According to information received from NARFE (National Association of Retired Federal Employees) the following is happening.

On April 1st, the House approved H.R. 1804, legislation which would allow Federal Employees Retirement System (FERS) employees to credit their unused sick leave toward their retirement and would make certain improvements to the federal Thrift Savings Plan (TSP).

Beyond FERS sick leave, the bill would automatically enroll newly-hired federal employees in the TSP and make them eligible to receive an immediate matching contribution from their employing agency. Moreover, the measure would widen

TSP's offered plans to include a "Roth" option like many private employers do in 401(k) plans. Under a "Roth" option, contributions are after taxes have been paid. Roth plan principal and earnings can be withdrawn tax free. House passage of this legislation is a victory for federal workers, but it still must be approved by the Senate.

When Congress created FERS in 1986, allowing workers to apply their unused sick leave toward retirement was traded off for other FERS benefits not available under the Civil Service Retirement System (CSRS). "However, with the benefit of 23 years of hindsight, NARFE recognized that the inequity in the treatment of accrued sick leave between FERS and CSRS has hurt productivity and increased agency costs. For that reason, NARFE strongly supported the concept that all federal civilian retirement programs credit unused sick leave toward retirement," stated NARFE President Margaret L. Baptist.

The action in the Senate will take place sometime after the Easter Recess.

National ESP History Committee

Duane P. Johnson, Past President

Three past and current Extension professionals have agreed to serve as a committee to update the History of ESP. The early history of ESP is reflected in the book "The People and the Profession" from 1927 – 1979. The committee is chaired by Judy Carlson, IA and includes Gary Moran, ND and Susan Hansen, NE. ESP is blessed to have them volunteer to capture our organization's rich and significant role in the Extension System.

Judy has been in Extension for life. She began, in the cradle, as she shadowed her mother in her 4-H volunteer leader tasks in Louisa County, IA. Her mother and father trusted scientific research results Extension brought-out from Iowa State to improve farming and homemaking practices. 4-H was very important to her in her youth. The next step in this sequence was to study at Iowa's Land-Grant institution, Iowa State College (now University) at Ames. In 1960 with a new Bachelor of Science Degree in Home Economics Education from ISU, she joined the staff of the Cooperative Extension Service to be the county home economist in Greenfield, IA. After four years she returned to Iowa State to earn a Master's Degree and became the first area human development Extension specialist in Iowa. In the early nineties with Iowa's third major Extension field reorganization, she was chosen to work for 25 years in Adair County, IA as the county Extension administrator. After retiring from Extension her "second career" was fulfilled as the National Executive Director for Epsilon Sigma Phi, the Extension professionals' organization, from her home in Minnesota. She continues to stay close to Extension as an active life member of ESP.

Gary graduated with a BS from North Dakota State University in Agriculture and a MS from Iowa State University in Journalism. He started his career as a writer and editor for the "Dakota Farmer" (no longer in publication) for three years. He then joined the faculty at North Dakota State University where he served on the faculty in Agriculture for two years before serving as an Agricultural Editor for North Dakota Extension Service for 31 years. Shortly after his retirement he was asked to do an update of the history of the North Dakota Extension Work titled "Hired Hands and Volunteers: A History of the North Dakota State University Extension Service", by Stanley Bale. The updated history is entitled "Extension to the 21st Century". Gary was President of the Upsilon Chapter of ESP in North Dakota and also serves on the Extension Retiree's Committee.

Susan has been with University of Nebraska – Lincoln Extension for 22 years. Current responsibilities include the Nutrition Education Program (SNAP-ED), 4-H youth development, and nutrition and food safety for the general public and food service professionals. Her degrees are from Chadron State College (Nebraska) and University of Nebraska-Lincoln. Susan has served as an officer for many years (including one year as president) of the Alpha Upsilon ESP Chapter in Nebraska. She has also served on two ESP national committees: Global Relations and Professional Development. Susan has a love of history so serving on the ESP History Committee is a great way to give back to the organization.

Over the next few months you will be hearing from this committee as they seek your input on the history of ESP on the national and state chapter level.