

espconnection

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The Newsletter of Epsilon Sigma Phi

March / April 2014

Rounding the Turn

Jeff Myers, National ESP President

As we race around the bend, we are reaching the midway mark in our year. And with that time placement we look at what we want to accomplish in the remainder of our ESP Year.

Your National ESP Board met two weeks ago in Annapolis, Maryland, for our Mid-Year Board meeting. We had a productive meeting that included our first steps towards the Strategic Plan that will be presented to Council at the 2015 National ESP Conference. While this was our initial planning session, it follows on the heels of both the ESP Marketing Committee's survey on ESP's Professional Development Capacity launched at Galaxy and strategic table top discussions designed by the Chapter Relations Committee

conducted at the JCEP Leadership Conference. Mary Ellen Waltemire from 'One Step Closer' and retired University of Maryland Extension Regional Director (and ESP member) facilitated the session. While I'll share more in the next *ESP Connection*, I wanted to just give you a taste of our first exercise which was to consider what we valued about ESP.

'Celebrating the rich history and success of ESP'; sharing what we felt most proud about ESP. Items shared included: "National connections ~ open to all disciplines ~ venue for dialogue on the big picture ~ an inclusive home for all ~ professional development that enhances my job and life ~ deep, powerful, supportive relationships ~

leaders across categories ~ mentoring new members/ employees ~ fun, relaxing national conference ~ engaged Extension directors ~ legislative advocacy ~ JCEP relationship ~ includes life members ~ opportunity to serve state and national levels of organization ~ diversity in professional development ~ variety of leadership opportunities ~ opportunity to influence the larger organization ~ opportunity for members: scholarships, recognition, presentations ~ chance to see bigger picture ~ connecting employees across the organization



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President's Theme Award

Jeff Myers, National ESP President

Once again a reminder to chapters about the 2014 President's Theme Award; this year's President's Theme is 'Growing the Extension Professional – the next 100 years' and is at the heart of the award. We hope you are being creative and recording your chapter activities to put your chapter 'in the running' for this award.

Here are the basic criteria:

- This is a chapter award,
- The theme, 'Growing the Extension Professional – the next 100 years' – that may mean a creative chapter professional development venture, a chapter marketing campaign, a unique membership drive,

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\$\$\$ Available—Take Advantage of YOUR Membership Benefits!

Graham Cochran, Chair of Scholarships, Grants & Recognition Committee and Alpha Eta Chapter Member

The Epsilon Sigma Phi mission is about professional development for the Extension system and each of you who is an important part of your state's Extension work. Providing scholarships and grants is one way ESP supports professional development. If extra funds would help with your professional development or you have a team that would like to plan training, read on.

\$1,000 Grants Available to Support Chapter Professional Development - ESP Professional Development Grant: Funding is still available to chapters or state teams interested in conducting a professional development activity. Here are the details:

Demonstrating our commitment to the professional development of Extension professionals, Epsilon Sigma Phi, through the ESP Development Fund, funding for at least four \$1,000 grants is available annually and will be awarded through a competitive process. The purpose of the Epsilon Sigma Phi Professional Development Grant (mini-grant) is to stimulate development of Extension professionals. Grants will be awarded to interdisciplinary teams to plan and conduct a project with an appeal to a broad audience of Extension professionals. **Submission deadline is May 1.** (*Additional August 1 call for applications may be made pending funding availability*)

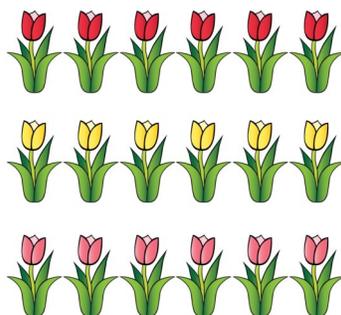
Richard R. Angus Professional Development Scholarship: Funding is still available after our March 1 deadline for the Angus Scholarships. Dick Angus devoted 45 years of his life to the Extension Service in Minnesota and Maryland along with state and national leadership in ESP. Before his death in

2013, he was an active life member of ESP. As an outcome of his dedication to Extension professionalism and Epsilon Sigma Phi, the Richard R. Angus Professional Development Scholarship was established. Epsilon Sigma Phi, through the ESP Development Fund, provides \$2,000 annually to fund scholarships not to exceed \$500 per member to encourage, stimulate, and support professional development through participation in courses, seminars, conferences or workshops. **The next submission deadline is May 1.**

ESP Administrator / Leader Scholarship: Epsilon Sigma Phi, through the ESP Development Fund, has established this scholarship to promote continued professional development for eligible members to attend the National ESP Conference. The scholarship is to be used to defray the cost of attending the National ESP Conference. Four scholarships of \$500 each will be awarded annually to outstanding administrators/leaders based on accomplishments. ESP members whose dues are paid for current year (*by February 1*) and who are first-time attendees at the National ESP Conference are eligible. Eligible recipients include county, regional, state, national and program administrators/leaders. **The submission deadline is May 1.**

All applications and award criteria are available online at the National ESP website.

Graham Cochran can be reached by email at cochran.99@osu.edu.



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~ networking & support ~ learning from each other ~ cross disciplinary opportunities to teach and learn about the world beyond our area of Extension ~ recognition that Extension must meld the “old” with the “new” to survive.”

What a wonderful reflection to the powerful spirit of ESP! More to come on ESP’s Strategic Planning process....

Your National Board also recommended expanding our investment in members starting in 2015. ESP has been providing over \$17,000 in financial support to our members through our scholarships and stipends annually. At our Mid-Year Board meeting we recommended an increase in the JCEP Leadership Conference to \$500/chapter. The Board approved increasing the competitively selected annual meeting concurrent sessions to include a complementary Conference registration. This decision will increase scholarships and stipends to over \$21,000 in 2015.

Two areas for further committee exploration also came out of our Annapolis meeting. The Resource Development and Management Committee will be researching criteria for Legacy Gifts to ESP. The Membership Recruitment and Retention Committee will be exploring membership software packages that could facilitate our membership processes as we move forward. If you have any insight or interest in either of these two topics, please touch base with these committee chairs.

We are in the midst of intense ESP activity. Next week we will descend on our nation’s capital for the PILD Conference. Our ESP Public Issues Committee has been hard at work to take advantage of this great opportunity to share our story with the decision makers in Congress. I look forward to seeing a strong ESP contingent as well as meeting each of you in our ESP meeting.

National officer nominations have been submitted and will soon be online for your chapter votes. As we transition to this new process of electronic voting, we hope that each chapter will take the time to consider their votes which are vital to our ESP future.

Lastly, it’s not too early to make plans to attend our National ESP Conference in Indianapolis, October 6-9, 2014. Professional development is always our conference cornerstone; concurrent session RFP’s have been submitted and are under review of the Professional Development Committee. Our hosts from Purdue are eager to bring the National Conference to Indiana and have exciting tours and a fascinating venue planned for our 2014 National Conference!

As always, our efforts are on behalf of each of you who are ESP members back in your home states. If there is any way we can better serve you, please take time to contact any of your National Board of Directors or Bob Ohlensehlen, our National Director.

Jeff Myers can be reached by email at jmyers15@umd.edu.

(President’s Theme Continued from page 1)

- It will take place between now and September 1, 2014 – we welcome entries that are new for your chapter or recurring,
- You will create a two-minute video and a one-page summary that can be loaded on ESP’s YouTube site, and
- The winning chapter will be recognized at our National Conference in Indianapolis. The chapter will receive a \$500 cash award.

We hope each chapter will join us in this opportunity to showcase the great work being done in your local chapters!

Jeff Myers can be reached by email at jmyers15@umd.edu.



Visit the ESP website at
www.espnational.org

National Committee Opportunities—Apply Today!

Patricia Dawson, ESP National 2nd Vice President

Would you like to learn more about ESP? How about an experience that will assist you in meeting Extension colleagues from across the nation in all program disciplines? Consider becoming involved as a member of an ESP National committee. Serving as a member of a National ESP committee is a fantastic way to grow as a professional, learn more about our ESP association, develop new skills and gain many new friendships. While the deadline to renew membership on a committee or to apply to serve on a new committee was April 1st, we still have a number of open slots. Our goal is to have a Life Member and every region represented on each committee.

The seven national committees include:

- Global Relations
- Membership Recruitment and Retention
- Marketing
- Professional Development
- Public Issues
- Resource Development and Management
- Scholarship, Grants and Recognition

Most committees meet four to six times per year via conference calls. A face-to-face meeting is held

during the national meeting; however, attendance at the national meeting is not mandatory in order to serve on a committee. For those able to participate in the National meeting, ESP will provide a \$200 stipend towards the cost of attending the event. Please note that you must also attend your region’s regional meeting in order to qualify for this stipend.

The application process is simple. Visit our ESP website and click on the Committee Application under the “Applications/Report” tab and complete the respective online form. Your Chapter President will also need to complete an online support form on your behalf. If you are currently serving on a committee please complete the re-appointment online form in order to continue with the committee. The renewal application is listed under the “Applications/Report” tab on the ESP website.

I would encourage you to become engaged in our ESP committee experience. I can assure you that you will gain far more than you give. Please feel free to contact me at patricia.dawson@oregonstate.edu or any member of your ESP National Board if you have any questions.

Utah’s Iota Chapter Reports on Professional Development Presentation

Kathleen Riggs, Professional Development Committee Member and Iota Chapter Member

Utah’s Iota Chapter recently co-sponsored a professional development opportunity over Utah State University’s Interactive Video Conferencing system. The presentation titled: “Internal Control Basics for EVERY Employee—Strong Ethical Values are KEY”, was delivered by Jodi Bailey, Chief Audit Executive for USU.

Bailey maintains internal controls are everybody’s business and protect both the university and the employee. To insure protection, we must remove any opportunity to commit fraud.

The “Fraud Triangle” includes three key elements - Feeling pressure, Rationalizing, and Opportunity. When all are present, a person is

likely to commit fraud. As employees and overseers, we must put into practice key assurances that remove the opportunity for anyone to commit fraud.

The State of Utah Risk Management Workshop projects:

- 1 in 10 people will not commit fraud regardless of the circumstances.
- 8 in 10 will commit fraud if the fraud triangle is in place.
- 1 in 10 people seeks a particular job in order to commit fraud (predatory employee).

Bailey encouraged setting a tone at the workplace by demonstrating behavior that goes beyond what is merely allowable to doing what is

right. We can accomplish this by applying five simple principles to our lives:

1. Do no harm;
2. Make things better;
3. Respect others;
4. Be fair;
5. Be loving (show concern).

These principles are the secret to living a rich, satisfying, happy life. They have a transforming effect on who we are and where we go in life. Bailey closed with a Japanese Proverb that states: “The reputation of a thousand years may be determined by the conduct of one hour.”

Kathleen Riggs can be reached by email at Kathleen.riggs@usu.edu.

ESP Chapter of Merit Program—Chapter Applications Due May 1st

Patricia Dawson, ESP National 2nd Vice President

Each year during National Conference we recognize our outstanding ESP chapters for their accomplishments through the *Chapter of Merit* recognition program. If you are like me you probably wondered how chapters received this special recognition. The Chapter of Merit recognition program was developed by the National Board to provide recognition for those chapters who have put forth an exemplary effort to forward the cause of the Extension system and to provide professional development opportunities for their members. The application is very easy to complete and is done online. You will find the application on our ESP website under the Application/Report tab – Scroll to Chapter Reports and then go to the Chapter Recognition tab to view the application.

By categorizing the recognition in a Platinum, Gold, Silver or Bronze group, chapters have an opportunity to be recognized for their efforts. The time frame for the ESP Chapter of Merit recognition is March 1 – February 28th of each year. The Chapter of Merit

Program serves as a guide of things that successful chapters do to involve their members and to provide leadership that will make the experience at the chapter level a good one. Focus areas for the application include chapter engagement in the following areas:

- Organization/Leadership
- Scholarships, Grants and Recognition
- Member Recruitment and Retention
- Professional Development
- Public Issues
- Resource Development
- Global Relations

Check out the application form and complete it today. We are looking forward to learning more about your chapter's activities and hope to honor your chapter with the Chapter of Merit recognition this fall.

Patricia Dawson can be reached by email at patricia.dawson@oregonstate.edu.



Important Dates for Your Calendar!

APRIL

- April 6-9, PILD Conference, Westin, Alexandria, VA

MAY

- May 1, Deadline for Electronic Submissions of Chapter of Merit and Achievement in Chapter Membership
 - May 1, Deadline for Electronic Submission of Administrator / Leader Scholarship Application
- May 15, Deadline for Chapters to submit ballots for National Recognition and Officer Candidates
 - May 18, Deadline for *ESP Connection* articles to the National ESP Office
- Early Bird Registration for ESP National Conference in Indianapolis, IN, October 6-9, 2014

JUNE

- May/June Issue of *ESP Connection* distributed
 - June 1, Announcement of National Recognition and Scholarship Recipients
- Early Bird Registration Available for ESP National Conference in Indianapolis, IN, October 6-9, 2014

Life Member Corner



Taking ESP and Extension into Retirement

Margaret Viebrock, Member at Large, Washington

As the number of Extension workers begin to wonder if the “grass is greener” on the other side, just take a few minutes to talk with a retiree. For this newsletter article, I contacted several retirees and asked them a few questions that might give potential retirees a glimpse into the future.

When asked “what did you learn during your career and take into retirement that was useful,” this was what I was told:

- I learned how to solve problems and use these skills very often
- Professional organization management skills have made a tremendous difference when I

volunteer with other groups. I’m more capable of helping organizations move forward.

- Learning how to network in my job has made it much easier to develop a new set of friends outside of Extension. This has been a positive life influence.

What helped you make the final decision that it was time to retire?

- For more people it was a three-prong answer – Extension was changing and the emphasis was not compatible with my training, support was wavering and I wanted time to enjoy retirement with my family and friends.

What was the role of ESP in your professional development?

- Of all the professional organizations, ESP offered me a “home” to grow professionally. I was treated as a professional regardless of my discipline, degree or initials behind my name.
- This organization helped me develop my leadership skills and practice them among colleagues who were the best mentors.

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Margaret Krug Palen Reports on Life After Retirement

I’m an ESP Life Member that recommends retirees volunteer with IESC—International Executive Services Corps. It is life-long learning to focus on people in other parts of the world. I found it rewarding to work in a native village of Ghana for two months. My husband was sent with me as otherwise I would have been the only Caucasian person in the village. Other rewarding experiences I have had—Ethiopia, Belarus, Mozambique (said to be the poorest country in the world when I was there on project), Bolivia and Jamaica. The World Bank was involved in several of my projects. All in all I’ve traveled eight-five countries, some many times.

Margaret Krug Palen (Retired Oregon State University, M.S. Adult Education & Anthropology) can be reached by mail at 2665 Alvadara Terrace South, Salem, OR 97302-5429.

Rita Wood, Alpha Xi/NJ Life Member, Travels to Cuba

When telling folks I was visiting Cuba the common question was “I thought US Citizens could not travel to Cuba.” Under auspices of the U.S. Dept. of Treasury, one can travel with a licensed operator. These people-to-people programs are an opportunity to examine Cuba’s culture, current economic conditions, heritage and history of the 3 UNESCO cities and to help us understand the issues which will determine the course of Cuba’s future.

In brief, it was fascinating to view a country trapped in time; saddened to see poverty, where soap and pens are welcomed gifts; and moving to feel the warmth of Cuban citizens when they said “welcomed” to us. Talking with the young and seniors all wanting to hold hands and wanting to connect with “us.” Strange as it seems the letters could stand for United States.

Seven days in Cuba hardly makes me an authority on Cuba. It has aroused my interest in understanding the complex US–Cuba relations for the last 100 years and especially since the US embargo of more than 50 years.

One activity yet important to the culture was learning the national dance, Casino Salsa. But most fun which brought back lots of memories was riding in the “yank tanks.”

My trip to Cuba gave me a better appreciation of the blessings and overabundance of everything we have in USA! This island country is suffering from a lack of things we so take for granted - shampoo, toothpaste, toilet paper! Items children asked for were simply gum and candy! Beyond the materials things, most of all it reinforced for me the rights and freedoms we have in the USA.

For more on this story, visit the ESP website at esnpanational.org.

Rita Wood can be reached by email at ritatwood@verizon.net.

ESP Marketing Resources

Patricia Dawson, ESP National 2nd Vice President

If you are looking for a few new ways to market ESP consider visiting the Marketing Resources posted on our National ESP website. Click the Marketing tab on the left side rail of our home page to reach a variety of resources. Fact sheets showcasing “Best Marketing Practices” as well as our ESP Branding and Style Guides are included. Pick up a few ideas for your own “Elevator Speech” by reviewing the 2013 ESP elevator speech winners.

Don't forget to check out the ESP Marketing ESP Videos on YouTube. The videos include the 2013 Ruby Lecture presented by Dr. Daryl Buchholz, NIFA Director Dr. Sonny Ramaswamy's presentation during the Galaxy IV Conference and the ESP Recruitment Video developed in 2013. The site also showcases numerous ESP member testimonials discussing how ESP has benefited them as a professional, why they joined ESP as well as testimonials from those who have participated in International experiences. Pulling

up two or three of the short video clips to use during a recruitment event will definitely be a great Marketing tool.

Your national ESP Marketing Committee continues to work in developing resources to assist you in promoting ESP at the local level. Please feel free to contact any member of the Marketing Committee with suggestions of marketing resources that can be developed for national distribution.

Patricia Dawson can be reached by email at patricia.dawson@oregonstate.edu.

Don't miss the 2014 ESP National Conference in Indianapolis, Indiana!



ESP National Conference
October 6-9
Indianapolis, Indiana



Early Bird registration starts in May. Check the website soon!

(Taking ESP Continued from page 6)

Why did you retain your ESP membership?

- Because of my active involvement with ESP, I knew what it had to offer retirees and I wanted to be part of it.
- I wanted to stay involved with an organization that is involved in decision making and forward thinking about Extension, leadership and professional development

What advice would you give to a colleague about staying involved with ESP in retirement?

- Be proactive and stay involved with the state chapter because they need someone who has experience planning meetings or programs. Remember how you could have used some help and had no one to ask? You can be that person!

Is retirement what you expected?

- I've slowed down and don't push myself as much. I feel healthier and didn't realize the stress I was experiencing. Retirement is better than I expected, I wish I had done it sooner. Don't be afraid to take the leap. Be sure you plan to have something to do in retirement.

In conclusion, several people recommended looking at retirement as a beginning and not an end of your professional life. Retired Extension professionals have the skills and ability to continue to make a difference. Every community and organization needs an experienced person with a long list of skills. A common statement is, "I'm busier now than I was when employed and I love every minute of it!"

Margaret Viebrock can be reached by email at Viebrock@wsu.edu.