

# Registration Issue

## Epsilon Sigma Phi 2001 National Conference

"Empire Builders: Extension's Role in  
Developing a Civil Society"

Crowne Plaza Hotel, Albany New York

September 19-22, 2001

Early Bird Deadline: August 1, 2001

Register on the web at: <http://www.cce.cornell.edu/conferences/esp/>

### 2001 ESP National Conference Objectives

- ◇ Explore models for an "Engaged Institution."
- ◇ Define Extension's role in public policy in the 21st Century.
- ◇ Learn about the challenges that face families.
- ◇ Provide professional development opportunities to meet the diverse needs of all ESP members.

### Inside this issue:

|   |   |
|---|---|
| Message from National Conference Chair        | 2 |
| Program Highlights                            | 3 |
| 2001 Conference Schedule                      | 4 |
| 2001 Concurrent Sessions                      | 4 |
| Registration Form                             | 5 |
| Information on Tours, Hotel, Travel & Auction | 6 |
| Accepting Responsibility                      | 7 |
| Electronic Newsletter is in the Air           | 7 |
| Federal Retirement Changes                    | 8 |
| Member Recruitment and Retention Idea Corner  | 8 |



# CONNECTION

MAY 2001 • NUMBER 84

EPSILON SIGMA PHI

The Cooperative Extension Professionals' Organization

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## MESSAGE FROM THE NATIONAL CONFERENCE CHAIR

Bonnie D. McGee, Epsilon Sigma Phi 2nd Vice President, National Conference Chair

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The 2001 National Epsilon Sigma Phi Conference scheduled for September 19 - 21 in Albany, New York is planned to provide a tremendous opportunity for professional development, personal and professional renewal, and a giant dose of New York hospitality! The conference theme is "Empire Builders: Extension's Role in Developing a Civil Society" and encourages an exploration of the many issues concerning public policy, challenges facing families, and models for an "engaged university." The ESP Professional Development Committee and the New York local arrangement committee, led by JC Shaver and George Hecht, are working hard to plan a conference that will meet the

diverse needs of all our members.

This conference is one you do not want to miss! Dr. James Garbarino, Cornell Human Development professor and Co-Director of the Family Life Development Center will keynote at the opening general session. This nationally known speaker will address 'Parenting Under Siege: Why Bad Things Happen to Good Parents and What You Can Do About It.' Keeping up with the available technology, plans are to web stream the keynote address to ESP members soon after the conference. This method will reach more members and help them "participate" in the conference in a personal way. Those in NY will receive a copy of Dr. Garbarino's latest "hot off the press" book.

From the keynote speaker to general session speakers J.L.

Chestnut of Alabama and Scott Peters of Cornell, and 13 concurrent session presentations, there are many professional development opportunities included in the conference schedule. You will enjoy the educational tours coordinated by our host, and have the opportunity to participate in regional meetings, national committee sessions and the national council meeting. You will also enjoy the Ruby Luncheon and lecture, the ESP scholarship auction and the awards banquet.

You can learn more about the conference and all it offers throughout this newsletter and by going to the National ESP website: <http://esp-nat.tamu.edu>.

Make plans now to attend the 2001 National ESP conference in New York. See you there!

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## NOTES FROM THE NATIONAL OFFICE

Linda Cook, Executive Director

Thank you for your warm welcomes and expressions of support. It has been a busy and exciting four months as I have reconnected with some past colleagues who had moved on and met many new friends via snail mail, phone and e-mail. I know that I am filling some very big shoes which the Carlson's had filled so ably. Your patience as I learn and need time to locate information or find answers is much appreciated. This is **your** national ESP office and I hope you will contact me often so that I may serve you better.

I encourage you to visit the website and check out the 2001 version of the ESP Handbook, minutes from the 2000 Annual Meeting in Salt Lake City and the registration information for the 2001 National Conference. The New York group has identified excellent speakers and planned a fun and exciting conference. I hope to meet many of you there.

Your attention to deadlines in the submission of dues and ballots for the ESP award recipients has been appreciated. There are a couple areas where you can help me:

- Submit changes of address, name or status, including death, at any time. We use the membership database for mailings and we need to be current all the time.
- Use e-mail as often as possible to make requests and/or convey information to the National Office.
- Submit your chapter leadership, including committee chairs, to the National Office as they change.

Let us hear from you....what we are doing right and where we need to be doing things differently.

See you in Albany!



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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.

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# Program Highlights

## JAMES GARBARINO, Ph.D... "Parents Under Siege: Why Bad Things Happen to Good Parents and What You Can Do About It."



James Garbarino

ESP is fortunate to have a nationally known speaker on children and families as its keynote. Dr. James Garbarino is Co-Director of the Family Life Development Center and the Elizabeth Lee Vincent Professor of Human Development at Cornell University. He will speak on "Parents Under Siege: Why Bad Things Happen to Good Parents and What You Can Do About It."

Dr. Garbarino earned his BA from St. Lawrence University and his Ph. D. in Human Development and Family Studies from Cornell University. He is a Fellow of the

American Psychological Association and has served as consultant or advisor to a wide range of national organizations. He has authored or edited over seventeen books, his latest being "Lost Boys: Why Our Sons Turn Violent and How We can Save Them" (1999).

(See "Garbarino" page 7)

## SCOTT PETERS, Ph.D... "Obsolescence or Renaissance? Living and Writing the Next Chapter of the Cooperative Extension Story"

Scott Peters is an Assistant Professor in the Department of Education at Cornell University. His teaching and extension work at Cornell focus on civic renewal, community education and development, youth development, and public issues education. His research is devoted to exploring the historical foundations, evolution, and contemporary renewal of cooperative extension's civic mission and public work tradition, and their connection to the democratic promise of the land-grant idea in American higher education. He is currently at work on three books that relate to this theme: a history of the founding and early development of the Cooperative Extension System, a Liberty Hyde Bailey Reader, and a practical

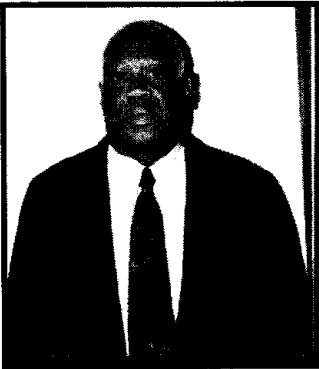


Scott Peters

(See "Peters" page 7)

## Mr. J.L. CHESTNUT, JR... "Building a Civil Society: Lessons from Selma and the '60's"

In 1958, J. L. Chestnut, Jr., became the first African-American to practice law in Selma, Dallas County, Alabama. In 1963, he helped Bernard Lafayette (the first civil rights worker to visit Selma) persuade frightened black Selmians to attend mass meetings. This was the beginning of the "Selma Movement."



Mr. J. L. Chestnut, Jr.

When Martin Luther King set up shop in Selma in 1964, Mr. Chestnut represented King in court hearings and handled the cases of hundreds of demonstrators including James Foreman, Dick Gregory, John Lewis, Ralph Abernathy, Joe Lowery and many others. King and Chestnut plotted and planned much of the Selma Civil Rights

War. When the national spotlight left Selma in 1966, Mr. Chestnut remained and "dug in" for the longer and more difficult march, i.e., of turning the possibilities opened up by

(See "Chestnut" page 7)



# CONNECTION

EPSILON SIGMA PHI, INC.

### ESP CONNECTION

Epsilon Sigma Phi, Inc.

The Cooperative Extension Professionals' Organization  
A Newsletter

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and November

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## 2001 ESP Conference Schedule

### Tuesday, September 18, 2001

6:00 p.m. - 8:00 p.m.  
Registration

### Wednesday, September 19, 2001

7:00 a.m. - 6:00 p.m.

Registration

8:00 a.m. 2001 National Board Meeting

All Day Pre-Conference Tours

### Thursday, September 20, 2001

7:00 a.m. Registration

7:15 a.m. Continental Breakfast

8:15 a.m. Regional Meetings

10:15 a.m. Opening General Session

**"Parents Under Siege: Why Bad Things Happen to Good Parents and What You Can Do About It."**

Dr. James Garbarino, Professor, Human Development, Co-Director, Family Life Development Ctr., Cornell University

12:15 p.m. Lunch

1:30 p.m. Concurrent Session I

3:30 p.m. Concurrent Session II

5:30 p.m. Reception/Meet the Board and Candidates; Corning

Tower; Empire State Plaza

Hosted by Cornell Cooperative Extension

Evening: Dinner on your own

### Friday, September 21, 2001

7:00 a.m. - 5:00 p.m.

Registration

7:45 a.m. Continental Breakfast

9:00 a.m. General Session

**"Building a Civil Society: Lessons from Selma and the '60's",** Mr. J.L. Chestnut, Attorney, Selma, Alabama

### Friday, September 21, 2001 (continued)

10:30 a.m. Concurrent Session III

12:15 p.m. Ruby Award Luncheon featuring 2001 Distinguished Ruby Lecture and Recognition of Past Presidents and Past Ruby Award Recipients

2:30 p.m. Educational Tours

5:30 p.m. Cheese/Wine Reception - A Taste of the Northeast

Silent Auction/Live Auction Review

7:00 p.m. Italian Dinner Buffet and Live Auction

### Saturday, September 22, 2001

7:00 a.m. - 5:00 p.m.

Registration

7:00 a.m. Continental Breakfast

8:00 a.m. Chapter Connections

Meetings - 2001 & 2002

◇ Global Relations

◇ Membership Services

◇ Membership Recruitment & Retention

◇ Professional Development

◇ Public Issues

◇ Resource Development & Management

ESP Foundation Board

10:30 a.m. General Session:

**"Obsolescence or Renaissance? Living and Writing the Next Chapter of the Cooperative Extension Story",** Dr. Scott Peters, Assistant Professor, Cornell University

1:00 p.m. ESP 2001 National Council Business Meeting

5:00 p.m. Reception (Cash Bar)

Award Winners Photo

6:00 p.m. Awards Banquet

Invited Speaker: New York Senator, Hillary Rodham Clinton

### Sunday, September 23, 2001

8:00 a.m. 2002 National Board Meeting & Breakfast

### Concurrent Sessions

|  |   |                            |
|--|---|----------------------------|
| Extension's Role on Controversial Public Issues  | Glen J. Arnold  | Ohio                       |
| Building Your Youth Development Toolkit: Helping Youth and Family Educators Develop Youth in a Civil Society               | Claudia Mincemoyer, Daniel Perkins                            |                            |
| Tax Planning Strategies for Extension Educators  | Barbara O'Neill, Ph.D.  | New Jersey                 |
| Challenges Facing Step-families... Overcoming the Barriers   | Ruth Anne Foote; Nancy Recker; Lois Clark                     | Ohio                       |
| Connecting Community Needs and University Resources with Public Issue Education  |   |                            |
| The Galveston Bay Yards & Neighbors Program - Reducing Residential Nonpoint Source Pollution                               | Martin N. Culik, Scott J. Peters, Ph.D.                       | New York                   |
| International Experience—An Ultimate Opportunity for Personal and Professional Growth                                      | Julie K. Massey; William M. Johnson, Ph.D.                    | Texas                      |
| Anger Management Tool Box  | Nancy E. Crago, Ph.D.; Philip Rosenlund; Dale M. Johnson      | Global Relations Committee |
| Promoting Community Health and Self-Sufficiency Through 4-H Farmers' Markets and "Five A Day Through Theater and Roleplay" | Jo Anne Koch, Ph.D, Murial Sanders; Olga Soto; Cecilia Kajatt | Nevada                     |
| Working Together for Safer Communities   | Ellen Williams  | New Jersey                 |
| Assisting Families in "The Happier Way"  | Jacque L. Miller; Laurel Kubin; Sandy Sayre                   | Colorado                   |
| Engaging Communities in Conversation About Their Future: Extension's Role in Shaping Communities for the 21st Century      | Jan Scholl  | Pennsylvania               |
| Teamwork: Benefits to Team Members, County Offices, and Extension Statewide  | Chester J. Bowling  | Ohio                       |
|  | Jack Kerrigan; Pamela Bennett                                 | Ohio                       |



**EMPIRE Builders: Extension's Role in Developing a Civil Society**  
**Epsilon Sigma Phi -The Cooperative Extension Professionals' Organization**  
**National Conference for Professional Development - September 19-22, 2001**  
**Crowne Plaza Albany Hotel, Albany, New York**

**REGISTRATION FORM - Please Type**

Name: \_\_\_\_\_ Office Telephone: \_\_\_\_\_  
 Name on Tag: \_\_\_\_\_ Home Telephone: \_\_\_\_\_  
 Title/Position: \_\_\_\_\_ E-Mail: \_\_\_\_\_  
 Address: \_\_\_\_\_ FAX: \_\_\_\_\_  
 City, State, Zip: \_\_\_\_\_

**PARTICIPANT INFORMATION:** Check all that apply.

Voting Delegate \_\_\_\_\_ Chapter President \_\_\_\_\_ First Time Attendee \_\_\_\_\_ Award Winner \_\_\_\_\_  
 Session Presenter \_\_\_\_\_ National Committee Member \_\_\_\_\_ Life member/Retired \_\_\_\_\_ Other \_\_\_\_\_

**REGISTRATION INFORMATION:**

Circle appropriate rates based on postmark dates:

|  | <b>EARLY BIRD -Aug 1</b> | <b>Aug 29</b> | <b>Onsite</b>  |
|--|--------------------------|---------------|----------------|
| <b>A. FULL REGISTRATION</b> (includes conference, <u>Thursday</u> : breakfast, lunch, reception, & book, <u>Friday</u> : breakfast, Ruby Luncheon, Dinner buffet, <u>Saturday</u> : breakfast and Awards Banquet; and all beverage breaks each day). |                          |               |                |
| _____ ESP Member (annual or life)  | \$ 250                   | \$ 290        | \$ 350         |
| _____ Extension employee (non-member)  | \$ 285                   | \$ 335        | \$ 385         |
| Additional meals for Family Members/Guests ONLY (indicate number of tickets)   |                          |               |                |
| <b>B. ADDITIONAL MEALS</b> * Subject to space availability   |                          |               |                |
| _____ Auction Buffet (9/21) _____ @ \$30 ea  | \$ _____                 | \$ _____      | \$40.00* _____ |
| _____ Ruby DSA Luncheon (9/21) _____ @ \$40 ea   | \$ _____                 | \$ _____      | \$50.00* _____ |
| _____ Awards Banquet (9/21) _____ @ \$50 ea  | \$ _____                 | \$ _____      | \$60.00* _____ |
| Guest name(s) _____  |                          |               |                |
| <b>C. ONE-DAY REGISTRATION - NON-NEW YORK</b>  |                          |               |                |
| _____ Thursday (9/20)  | \$130.00                 | \$150.00      | \$170.00       |
| _____ Friday (9/21)  | \$130.00                 | \$150.00      | \$170.00       |
| _____ Saturday (9/22)  | \$130.00                 | \$150.00      | \$170.00       |
| Non-Members add \$25 to <u>each</u> one-day rate   | \$ _____                 | \$ _____      | \$ _____       |
| <b>D. ONE-DAY REGISTRATION - HOST STATE ONLY</b>   |                          |               |                |
| _____ Thursday (9/20)  | \$110.00                 | \$130.00      | \$150.00       |
| _____ Friday (9/21)  | \$110.00                 | \$130.00      | \$150.00       |
| _____ Saturday (9/22)  | \$110.00                 | \$130.00      | \$150.00       |
| Non-Members add \$25 to <u>each</u> one-day rate   | \$ _____                 | \$ _____      | \$ _____       |
| <b>E. OPTIONAL PRE CONFERENCE TOURS (*ALL TOURS INCLUDE LUNCH)</b>   |                          |               |                |
| _____ Mid-Hudson Valley* _____ @ \$60  | \$ _____                 | \$ _____      | \$ _____       |
| _____ Saratoga Springs & Spa* _____ @ \$60   | \$ _____                 | \$ _____      | \$ _____       |
| _____ Sturbridge Village Tour * _____ @ \$60   | \$ _____                 | \$ _____      | \$ _____       |
| <b>F. TOTAL REGISTRATION</b>   | \$ _____                 | \$ _____      | \$ _____       |

**G. CONFERENCE EDUCATIONAL TOURS FRIDAY 9/21**

These tours are included in the full conference registration fee and the Friday only fee. Pre-registration is required.  
 Please indicate 1st through 3rd choice  
 \_\_\_\_\_ **Tour 4** Walking Tour of Historic Downtown Albany  
 \_\_\_\_\_ **Tour 5** Capitol Area Agriculture  
 \_\_\_\_\_ **Tour 6** Hannaford Brothers Distribution Center

**H. SPECIAL ACCOMMODATIONS**

Epsilon Sigma Phi is committed to making the National Conference accessible to all participants. Please indicate any special requirements due to a physical disability or dietary restriction:  
 Special meal requirements (please specify) \_\_\_\_\_  
 \_\_\_\_\_  
 Special accommodations (please specify) \_\_\_\_\_  
 \_\_\_\_\_

**METHOD OF PAYMENT Full payment required with registration**

\_\_\_\_\_ Check/Money Order (make payable to Cornell University)  
 \_\_\_\_\_ Purchase Order number \_\_\_\_\_  
 \_\_\_\_\_ Credit Card  
     \_\_\_ Visa   \_\_\_ Master Card   \_\_\_ American Express   \_\_\_ Diners Club   \_\_\_ Discover

Name of cardholder \_\_\_\_\_ Card # \_\_\_\_\_

Exp Date \_\_\_\_\_ Signature \_\_\_\_\_

**To Register**

Submit this form by mail, fax or on line. Please note that fax and on line registrations must include credit card information or a copy of a signed purchase order.

**Mail to:** ESP 2001  
 c/o Cornell Cooperative Extension  
 Attn: Joan Lewis  
 382 Roberts Hall, Ithaca, NY 14853

**Email:** jll54@cornell.edu                      **Fax:** 607 255-2473

**Confirmation:** Please note that a confirmation and receipt will be mailed out on registrations received at least seven days prior to the conference. Thereafter, registrants will receive their confirmations/receipt on site.  
**Cancellation Policy:** Notice of cancellation must be received in writing by September 9, 2001 in order to receive a refund. A \$40 Processing Fee will be withheld from full registrations and \$20 from one-day registrations. Substitutions will be accepted.



### Pre-Conference Tours

#### Wednesday, September 19th

Leave Albany 8:30 a.m. Return late afternoon  
All Tours are \$60.00. Must register by August 17 to  
guarantee a seat.

#### Sturbridge Village:

Tour Old Sturbridge Village (Colonial Frontier Village),  
Massachusetts, including "Hildene" the home of Robert  
Todd Lincoln (son of Abe). Lunch is included.

#### Beautiful Hudson Valley, West Point and Vanderbilt Estate:

Tour of the US Military Academy at West Point, with  
lunch at the hotel. Afternoon stop at the Vanderbilt  
Estate.

#### Saratoga Springs:

Tour of Saratoga Springs. Shop in the downtown main  
street (like an old New England street with crafters,  
antiques, etc.). Lunch at Gidion Putnam Hotel.

### HOTEL RESERVATION INFORMATION

#### Group rates available until August 29

#### Crowne Plaza Albany Hotel

#### State and Lodge Streets

#### Albany, NY 12207

Telephone: 518-462-6611

FAX: 518-462-8192

Make your hotel reservations by calling the Albany  
Hotel or Crowne Plaza at 1-800-227-6963 and  
identifying yourself as attending the Cornell  
Cooperative Extension/ESP Conference in Albany,  
New York. This will qualify you for a rate of \$99.00  
single or double. Complimentary transportation to and  
from the Albany International Airport and Amtrak Train  
Station are available every 30 minutes. Parking is  
available in the garage adjacent to the hotel at a  
discounted charge of \$8.00 per day for hotel guests  
and conference attendees.

### SCHOLARSHIP AUCTION

The annual scholarship auction will be the fun event on  
Friday evening. While you enjoy a Taste of New York  
reception, you will have an opportunity to bid on the  
silent auction items. Following an Italian buffet, an  
auctioneer will conduct an auction of a few large or  
special items. Each year, the goal is to raise at least  
\$4000 to support scholarship efforts of ESP.

For the auction to be a success, all chapters need to  
select items to donate to the auction. Regional items  
are always popular. Items can be brought with the  
participants or shipped ahead to: Rosalie Pautler,  
Cornell Cooperative Extension, 90 State Street, Ste  
600, Albany, NY 12207-1715. Ship to arrive no more  
than three days ahead.

### Conference Educational Tours:

Friday, September 21st. 2:30 - 5:00 p.m.

#### Walking Tour of Historic Downtown Albany:

Includes stops at two historic churches; St. Mary's  
Catholic Church famous for elaborate ceiling paintings  
and St. Peter's Episcopal, completed in 1859 and  
housing stained glass windows by Tiffany and a set of  
communion silver given by Queen Anne to her  
"American Indian" subjects. Visits include Albany City  
Hall, Corning Memorial Park and the New York State  
Capitol where construction began in 1865 and lasted 30  
years at a cost of \$35 million. The capitol is one of the  
last great structures to be built entirely of masonry.

#### Capitol Area Agriculture:

Learn about unique aspects of agriculture in the Capitol  
area including fruit and vegetable production,  
development issues, and tourism.

#### Hannaford Brothers Distribution Center:

Hannaford Bros. Co. is a food retailer and wholesaler  
that operates a chain of supermarkets and distribution  
centers in the northeast. Learn how they instill  
organizational values and build employee capacity  
through their orientation and training program.

### TRAVEL

Delta Air Lines has been designated as the official  
carrier for the attendees of ESP in Albany, New York.  
Delta offers an exclusive low fare for the attendees.  
This special fare includes a 5% discount off US  
Domestic published fare and a 10% discount off  
published Y06/YR06 fares. **Plan ahead and receive an  
additional 5-10% off the lowest applicable published  
fare and from 10-15% off the Y06 fare for those  
attendees who can purchase their tickets at least 60  
days prior to departure.** Travel is valid only via Delta  
or the Delta Connection Carriers and excludes travel on  
the Delta Express and the Delta Shuttle. The above  
discounts may not be combined with other discounts or  
promotions and are valid between September 15-26,  
2001. To obtain these discounts, you should contact  
your professional travel consultant; Bon Voyage Travel,  
Inc. at 1-800-821-3273; or Delta Meeting Network Sales  
and Service at 1-800-241-6760, between 7:30 AM and  
11:00 PM Eastern Time Monday through Friday. **Refer  
to Meeting Identifier Code, DMN176530A.**

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### Dates Ahead: Mark Your Calendar

- ◇ 2002 National Conference,  
October 16-19, 2002,  
Lexington, KY
  - ◇ Galaxy II, September 22-24,  
2003, Salt Lake City, UT
- 



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## ACCEPTING RESPONSIBILITY

Judy Groff, Member of National Professional Development Committee

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Are you where you want to be in your Extension organization? Do you feel like your desires for personal development are shared by the organization? Epsilon Sigma Phi is a vehicle to help you bring alignment between personal development and organizational expectations.

The widespread philosophy is that personal development within the Extension organization is both the employee's responsibility and the organization's responsibility. When the system is fully developed, anyone in the organization will be able to self assess their competencies within their current job or one to which they aspire. Learning resources will be identified to help achieve their goals. Among those learning resources will be scholarships and learning opportunities offered through Epsilon Sigma Phi.

Two annual learning opportunities available through ESP are the National ESP Conference and the Public Issues Leadership Development (PILD) conference. There are regional and national scholarships available from Epsilon Sigma Phi for both conferences.

Personal development starts with the individual. Personal development can help us deal with organizational change and associated stress. Pritchett and Pound have an easy-to-read, short book about dealing with organizational change. In their

book, *A Survival Guide to The Stress of Organizational Change*, they offer fifteen positive strategies for dealing with change. Two of these strategies fit with the philosophy of Epsilon Sigma Phi. They are:

- ▶ Fall in love with your job, and keep the romance alive. Don't let the stress of change drive a wedge between you and your work. Sure, your employer will benefit if you're committed, but not as much as you will. High job commitment is a gift you should give yourself.
- ▶ Stretch yourself today so you'll be in better shape tomorrow. Reach for new assignments that broaden your experience base. Remember that one of the best techniques for stress prevention is to keep updating your skills so you're highly employable.

Why not make a commitment today to get involved with Epsilon Sigma Phi in your state. You can demonstrate leadership through service in officer and other leadership roles. You can also achieve some of your personal goals for going to graduate school or seeking other personal development opportunities. The burden for professional development ultimately rests with you.

Reference: *A Survival Guide to The Stress of Organizational Change*. Price Pritchett and Ron Pound. Pritchett Rummeler-Brache, USA.

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("Garbarino" from page 3)

Because of his national reputation and expertise, Dr. Garbarino serves as a consultant to television, magazine, and newspaper reports on children and families and also as a scientific expert witness in criminal and civil cases involving issues of violence and children. He has received numerous prestigious awards for his work on behalf of children and families.

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("Peters" from page 3)

theory of public scholarship in land-grant education drawn from an analysis of contemporary case studies.

Dr. Peters scholarly work enables him to bring a unique historical perspective of the civic responsibility of cooperative extension and its future for building community.

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("Chestnut" from page 3)

the new civil rights laws into real grass roots change.

He is now the senior partner in the largest black law firm in Alabama. His autobiography "Black in Selma" was published in 1990 by Farrar, Straus & Giroux. His biography was republished in 1992 by Doubleday. He is the recipient of many awards and a Honorary Doctor of Laws Degree from St. Michael College in Vermont. He is one of the principal trial lawyers for the black farmers in their class action lawsuit against the USDA.

### ELECTRONIC NEWSLETTER IS IN THE AIR

Gretchen Ferenz, Northeast Region Vice President

The ESP National Board recognizes that we have the opportunity to keep abreast with technological innovation in communications. Some State Chapters are currently utilizing electronic means to communicate with their members, including distribution of newsletters. Within a year's time, we plan to transition from mailing a printed version to electronic posting of the ESP Connection to annual members. This decision is made to save on mailing costs, as well as to keep up with current means of professional communication. Life members and retirees will continue to receive the ESP Connection via mailed print version.

In advance of implementing the shift to an 'electronic only' distribution format for annual members, we will send to all Chapters an electronic message with a link to the ESP website (where the newsletter will be posted), requesting Chapters to forward the message to their electronic membership database. We encourage you to distribute the ESP Connection not only to all ESP members, but also to other Extension employees and administrators. In this interim period, all members will continue to receive a mailed print version.

To ensure effectiveness, we will assess the process with a few Chapters that are already utilizing electronic means to distribute their Chapter newsletter (Louisiana, New York, Utah and Wisconsin). The number of 'hits' to the web site where the newsletter is posted will be recorded to determine member access.

During this transition period, we would appreciate any feedback that Chapters could provide that might be helpful to us in further development of this process. We'll keep you informed of our progress as well as targets to implement this change in 2002.

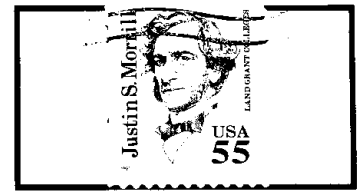
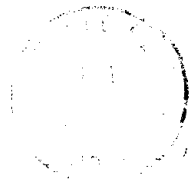
Thank you for your cooperation. For more information, contact Linda Cook, Executive Director at <LDCook@mail.ifas.ufl.edu>





# CONNECTION

EPSILON SIGMA PHI  
P O BOX 357340  
GAINESVILLE, FL 32635-7340



*Billy Warwick  
7887 US 87 North  
San Angelo TX 76901-9714*

76901-9714



## PROPOSED CHANGES TO OUR FEDERAL RETIREMENT BENEFITS CONTINUE

Larry Madsen, Member of National Public Issues Committee

*Readers may refer to the January 2001 issue of ESP Connection newsletter for previous comments. Newsletters are also available on the ESP web site < esp-nat.tamu.edu/newsltrs.htm > To keep our members informed, we are providing this update.*

There is new consideration within USDA to rescind Schedule A appointments and to 'grand' all current employees on CSRS and FERS Federal retirement programs into their current benefit package. The plan under discussion would also allow transfer of employees among universities. ECOP (Extension Council on Organizational Policy) has reviewed the proposal and supports the approach that is being taken by USDA. At this point it appears that Extension employees' interests have been protected.

*The National Public Issues Committee will continue to monitor this issue and keep our membership informed. For further information, contact Larry Madsen at <larry\_madsen@hotmail.com>*

## IDEA CORNER



*Ideas generated by National Life Member Task Force, Mary E. Schuman, Chair, 2000. Submitted by National Membership Recruitment and Retention Committee.*

- Ask ESP members who have announced their retirement if they prefer to take a Life Membership or continue to pay the annual membership.
- Ask Life Members to serve as officers, chair committees, or serve on committees.
- Offer chapter activities that build relationships between Life Members and soon to retire faculty and staff.
- Initiate short-term chapter projects for which Life Members could take leadership for organizing and implementing. Provide financial assistance to cover expenses for doing so.
- Highlight retiree activities in chapter newsletters.
- Create a chapter directory of all retirees.
- Design an Extension Alumni Tour for Life Members to keep abreast of current programming in the state.
- Ask Life Members to mentor new ESP members in the state chapter.

