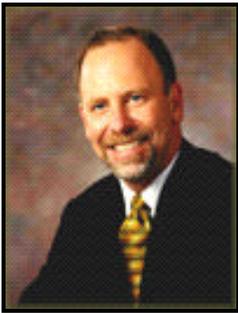


## Keynote Speakers Highlight Lexington Conference

### Phillip Van Hooser



Phillip Van Hooser has shared his message of leadership enhancement and service professionalism with more than 2,200 audiences from more than 600 different client organizations. The key to his success is attributed to the fact that he has “walked the talk.” Phillip grew up in rural Western Kentucky in the farming community of Princeton, Kentucky. He came from a large family that instilled values in their children such as the importance of family and community, education and work ethic. Phillip claims that his dad bought a “broken down farm” just to teach his boys how to work and work hard!

His early farm work and experiences on the UK Agricultural Research and Education Center set the stage for Phillip to continue his education and ultimately lead to what he loves to do...teach others valuable leadership skills and service professionalism concepts. The first decade of his career was spent as a corporate manager in FORTUNE 500 business environments. From the plant floor to the boardroom, Phillip Van Hooser listened, labored and learned the critical leadership lessons that he now shares with his audiences worldwide, earning him the enviable reputation as “The Business Speaker with Uncommon, Common Sense.”

### Trena T. Anastasia



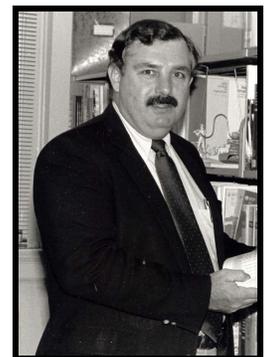
Trena Anastasia has a MS in Consumer Sciences and is working on a PhD in Human Resource Development. She has done extensive research on generational differences and works to bridge the gap in the workplace through improving generational awareness. Currently, there are four generations in the workplace. Training generations of employees to work together to meet customer needs, and retaining these employees through positive, generationally-directed motivators will maximize their potential. The more we understand the events that formed the value systems of each, the more we can understand, respect and appreciate the different perspectives. Trena’s Keynote, *Generations in the Workplace*, will provide Extension professionals insight for developing strong work teams and better serving clients of different generations.

### Inside this issue:

Getting Published in the Journal of Extension	2
National ESP Mentor Task Force Appointed	2
National Second Vice President to Come From North Central Region	3
2003-2004 Regional Vice Presidents Announced	3
Membership Recruitment and Retention	3
2002 ESP Conference Schedule and Pre-Conference Tours	4
Concurrent Sessions to be Offered at Conference in Lexington	5
2002 ESP Conference Registration Information	6
2002 ESP Conference Registration Form	7

### Ron Crouch

Ron Crouch is a nationally known demographer who works for the University of Louisville, where he is head of the official clearinghouse for US Census data in Kentucky. He has an interesting way of presenting the rules for a new demographic ball game. Ron can give an insight into how society is changing relative to lifestyle, employment and other social & economic trends that will influence the way Extension professionals do their job in the future. He will give a look at the changing of America and how it impacts Extension programming. Ron has shared his message about trends and issues that influence their business, organization, and individual decision-making with many national organizations. He travels extensively throughout the state giving stimulating, energized talks about “data” and future trends. When Ron takes the stage, hang on for a whirlwind look at ourselves and where we are going.



# GETTING PUBLISHED IN THE JOURNAL OF EXTENSION

By Diane Brown, ESP Representative to the Journal of Extension

Contrary to what some may believe, getting published in the Journal of Extension (JOE) is NOT a piece of cake! Everyone who submits an article to the Journal should not automatically expect to be published on first submission. The JOE uses a two-tier review process, with the first tier being a review by the editor. Of the 212 articles submitted in 2001, approximately 8% were rejected as being unsuitable for the JOE: 43% were returned to authors for revisions by the editor before they could be sent on to the peer reviewers for their action and only 48% were deemed suitable to be forwarded to the "blind" reviewers for review as first submitted. The statistics above were the result of first tier reviews for all articles submitted in 2001. If you would like to

gain an understanding of the things that editor, Laura Hoelscher looks for in her first review, check out the "Editor's Page" in the April 2001 edition of JOE (<http://www.joe.prg/joe/2001april/ed1.html>) You'll also find a lot of other good tips for aspiring authors on the JOE web site.

Once the editor approves articles for further review, they then enter the second tier of the review process. Each article is submitted to a peer review panel for their consideration. During the "blind" review process the reviewers are asked to evaluate the article and return with one of four recommendations: use the ideas, but rewrite the article; major revision needed; minor revision needed and accept for publication. For the 2001 submissions that went through the review process, 25% were

deemed to be acceptable for publication as submitted; 43% received a rating of "minor revisions needed;" 21% received a rating of "major revision needed" and 11 % went back to the authors with a note that "ideas can be used, but article needs to be re-written."

I share this information with you to reinforce that the JOE does have stringent criteria that authors have to meet if they want to be successful in getting published in the journal. Laura always reminds those of us on the JOE Board that the two-tier review system adds up to a "unique combination of academic rigor and professional development."

## WANTED: Reviewers for the Journal of Extension with Agricultural Backgrounds

*Laura Hoelscher, editor of the Journal of Extension has indicated that she is in need of reviewers who have expertise in all disciplines in the agricultural program area. If you are interested in being considered as a peer reviewer for the JOE, please send an email message with a paragraph or two indicating your area of expertise and extension experience to Diane Brown at [dvb1@psu.edu](mailto:dvb1@psu.edu). A copy of the memo should also be sent to Laura at [joe-ed@joe.org](mailto:joe-ed@joe.org).*

## National ESP Mentor Task Force Appointed

By Bernadette G. Watts, Chair

The National ESP Board recently appointed an ESP Mentor Task Force to explore roles that ESP can play in developing mentoring projects and programs with ESP Chapters and states. This task is deemed timely in light of the current economy constraints and the reductions in workforce, known to many as the "revolving door syndrome" impacting CES nationally. The unique mission of ESP provides great potential for us to provide mentoring foundations and resources to members and the system. Mentor programs serve as organizational anchors for keeping outstanding professionals in CES from recruitment to successful retention and career development.

Surveys were sent to Chapter presidents to secure current status of ESP chapter involvement in mentoring efforts. During the 2002 Joint Council of Extension Professionals (JCEP) Regional Leadership meetings, chapter leaders received additional information on this effort. A more comprehensive survey will be sent to CES Staff Development/ Personal and Organizational state identified leaders and contacts to provide information on the following areas: mentor training,

recruitment, matching, mentor tenure, job descriptions, successful guidelines, checklists utilized, administrative and financial supports and materials developed.

The Mentor Task Force will present its final report with recommendations to the ESP National Board in October at the national meeting. ESP Mentor Task Force members are Barbara Eshelman (NY), Soneeta Grogan (MO), Alan Ladd (KS), Mary Ellen Blackburn (GA), and Bernadette Watts (NC), Chair.

*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.*



## National Second Vice-President to Come from North Central Region

Jim Lindquist, Past President, Epsilon Sigma Phi

Do you know an Epsilon Sigma Phi member ready for the challenge of national leadership of the Cooperative Extension professionals' organization? The next national Second Vice President will be from the North Central region. This position rotates on a set schedule among the regions. The occupant ascends to the presidency and finishes a four-year term on the National Board as the national Past President.

In Epsilon Sigma Phi, the criteria for national officers centers more on visionary abilities and democratic leadership skills than on a progression through committee roles and offices. Of course these experiences can be important in gaining knowledge about the goals and accomplishments of Epsilon Sigma Phi.

The support of the state chapter and State Director of Extension in the state where the candidate holds membership is expected. Candidates from both active and life membership are welcome. Nominations are to be submitted to the National Epsilon Sigma Phi office by July 1. The nomination form can be found in Section J, Page 7, of the ESP Handbook, which is available at the ESP website.

Give our next Second Vice President a call and encourage them to consider this opportunity for leadership of our organization. I am certainly glad I received that call - and that they were persistent. It has been a truly wonderful experience.



## CONNECTION.

EPSILON SIGMA PHI, INC.

### ESP CONNECTION

Epsilon Sigma Phi, Inc.

The Cooperative Extension Professionals' Organization  
A Newsletter

Published four times a year - January, May, August  
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Twin Falls, ID



## 2003-2004 Regional Vice Presidents Announced

The National ESP Board is pleased to announce the 2003-2004 ESP Regional Vice Presidents.

**Western Region**—Duane P. Johnson, Oregon  
**Southern Region**—Michael F. McKinney, Florida  
**North Central Region**—Ellen I. Burton, Illinois  
**Northeast Region**—David S. Ross, Maryland

Please join the Board in welcoming these members who are willing to go the extra mile to invest their time and talents in ESP on the national level.

A feature story on the newly elected Vice Presidents will be presented in the next issue of the *ESP Connection*.

## Membership Recruitment and Retention

ESP national membership data (includes renewals, life, new) from 1997 through 2001 indicate that membership in our professional organization is on a decline. National membership in 1997 was 8,951 and by 2001 had decreased by 543 members to 8,408. Although membership numbers don't tell the whole story because, for one, they have not been correlated to number of Extension positions, they do illustrate a concern that membership is declining. So what can each state chapter do to reverse this trend?

One state chapter, the Alpha Zeta Chapter in Texas, has had an increase in membership. From 1997 through 2001, Texas ESP membership rose from 491 to 520, despite a rise in annual/life fees and fewer total organizational meetings. This didn't happen by itself, but a concerted effort by its leadership has made a difference. I'll describe some of the recruitment and retention activities the Texas Chapter has done over the past five years.

One critical membership question is: "Why do people join professional groups?" Although there is a long list of answers to this question, we have focused on two:

- A way to develop skills, and
- Knowledge about the group and its mission.

We stepped up our commitment to tell Extension faculty and staff about ESP. At new employee orientation, ESP now has a dedicated time to tell new employees that ESP focuses on professional development and how membership will benefit them. We worked with the other Texas Extension professional organizations to have an ESP booth at their yearly statewide conferences and we had the booth manned by an ESP member. We also sponsored refreshment breaks at these conferences. We focused on the message that membership in ESP benefits them and that we are excited about what ESP is doing.

Texas Alpha Zeta Chapter initiated and funded four \$250 yearly scholarships to members for graduate degree course work. We initiated and funded five \$200 yearly grants to District ESP chapter projects that enhance professionalism of members. You can look at these at <http://esp-nat.tamu.edu/tx/profdev.htm>. Response to these scholarship grants has been very positive and we have had many members and District chapters apply for these.

(See "Membership" Page 6)

## 2002 ESP CONFERENCE SCHEDULE

### Monday, October 14<sup>th</sup>

3:00-8:00 pm Board Meeting – New Board Orientation

### Tuesday, October 15<sup>th</sup>

3:00-6:00 pm Registration  
8:00am-5:00 pm National Board Meeting

### Wednesday, October 16<sup>th</sup>

8:00am-5:00 pm Pre Conference Tours

### Thursday, October 17<sup>th</sup>

7:00 am-12:00 pm Registration  
7:00 am-8:00 am Continental Breakfast  
8:00 am-9:15 am Regional Meetings  
9:15 am-9:30 am Beverage Break  
9:30 am-11:30 am Welcome to Conference  
Opening General Session  
Ron Crouch –  
“Crunching the Numbers”  
12:00 pm-6:00 pm Lunch at the University and Keeneland Thoroughbred Race Course  
6:30 pm Dinner – On Your Own  
State’s Night Out

### Friday, October 18<sup>th</sup>

7:00 am-5:00 pm Registration  
7:00 am-8:15 am Continental Breakfast  
8:30 am-10:00 am General Session  
Phillip Van Hooser –  
“Common Sense Leadership”  
10:00 am-10:30 am Beverage Break  
10:30 am-11:30 am Concurrent Session I  
12:00 pm-1:45 pm Ruby Luncheon – Jim Lindquist, Past President, Presiding  
2:00 pm-3:00 pm Concurrent Session II  
3:00 pm-3:30 pm Snack Break  
3:30 pm-4:30 pm Concurrent Session III  
5:00 pm-6:00 pm First Timer / Life Member Reception  
6:00 pm-7:00 pm Taste of The South & Silent Auction  
7:00 pm Dinner & Live Auction

### Saturday, October 19<sup>th</sup>

8:00 am-12:00 pm Registration  
7:00 am-8:00 am Continental Breakfast  
8:00 am-9:45 am Chapter Connections Meetings 2002 & 2003 Committees  
9:45 am-10:00 am Beverage Break  
10:00 am-11:30 am General Session  
Trena Anastasia –  
“Generations in the Workplace”  
11:30 am-1:00 pm Lunch (On Your Own)  
1:00 pm-4:00 pm ESP 2002 National Council Business Meeting  
5:00 pm-6:00 pm Reception (Cash Bar)  
5:00 pm-6:00 pm Award Winners Photo Session  
6:00 pm Awards Banquet

### Sunday, October 20<sup>th</sup>

8:00 am-12:00 pm 2003 National Board Meeting & Breakfast



## PRE-CONFERENCE TOURS

Wednesday, October 16

Leave Lexington 8:30 a.m. Return late afternoon  
All tours are \$55.00 (includes lunch)  
Must register by Sept. 29 to guarantee a seat

### Shakertown Village at Pleasant Hill

Tour America's finest, largest (2700 acres) and most completely restored Shaker community and living museum. Given the name “Shakers” because of the trembling they did during devotional dancing, the United Society of Believers in Christ's Second Appearing, believed in simplicity, celibacy, pacifism and separation from the world. The Shakers are credited with many inventions - the clothespin, circular saw, modern flat broom and water repellent fabric to name a few. As you wander through some of the 30 original buildings, you will see artisans use Shaker tools and methods to demonstrate their craft. A hay ride tour of the farm and a cruise on the authentic Dixie Belle riverboat featuring the spectacular view of the Kentucky River palisades will provide you with unforgettable memories of the Bluegrass. A traditional Shaker lunch will be served in the original Trustee's Office Inn.

### Kentucky Traditions: Bourbon, History and Nature

Take a short ride to the Capital city of Frankfort, established in 1792, and see a variety of Kentucky's best. Experience the sites, sounds and smells of a real working distillery as you walk through the Buffalo Trace Distillery. Fine Kentucky bourbon has been distilled, aged and bottled here for generations. You will also visit the Kentucky History Center which offers 160,000 feet of museum and research space. Hands-on activities, interactive displays and dynamic collections feature the stories and traditions of the Commonwealth. Enjoy lunch & shopping in historic downtown Frankfort. Your afternoon stop will take you to the Kentucky Salato Wildlife Center which includes interpretive centers with eye catching, interactive exhibits and activities.

### Berea: The Folk Arts & Crafts Capital of Kentucky

Berea is a graceful blend of southern hospitality and Appalachian tradition. Visit with one of 50 crafts-persons and gallery owners in the friendly atmosphere of their studios. Included is the Log House sales room of Berea College. Founded in 1855, Berea College students work in lieu of tuition. Students, as well as professionals, work in weaving, woodcraft, needlecraft, ceramics, broom craft and wrought iron. Tour Churchill Weavers, begun in 1922 and one of the country's foremost handweaving studios. See the operation from warping and weaving to the finished accessories and throws. Enjoy lunch at historic Boone Tavern, listed on the Historic Hotels of America. Students serve superb traditional southern food in a gracious setting.

### Kentucky Horse Industry

The Bluegrass region of central Kentucky is the horse capital of the world. Tour one of the premier horse farms and see the day to day workings of Three Chimneys Farm, a Thoroughbred breeding farm and until his death in May 2002, the home of Triple Crown winner, Seattle Slew. Enjoy lunch & shopping at quaint gift and antique shops on Railroad Street in the historic town of Midway, where the railroad divides the center of town. Spend the afternoon to meet the past, present and future thoroughbred champions at the 1000 acre Kentucky Horse Park, the world's only park dedicated to the horse. See the live horse show at the Parade of Breeds and see the wide screen film “Thou Shall Fly Without Wings.” Visit the International Museum of the Horse, the largest equestrian museum devoted to all breeds of horses.



## Concurrent Sessions to be Offered at the Conference in Lexington

The Professional Development Committee and the National Board proudly present the following 15 presentations, chosen from the 25 submitted proposals. Conference attendees will have the opportunity to attend presentations of interest at the three sessions during which proposals will be offered. The session on mentoring will be offered as a "super-seminar," incorporating two of the proposals into an extended 90-minute presentation.

**"Using Timelines to Stimulate Discussion on Controversial Issues in Community Leadership Classes,"** Karen Behm Overstreet, Ph.D., Project Leader & Specialist, Louisiana Cooperative Extension Service

**"Creating Strategies for the Future: The Artistry and Leadership of Reframing Organizations,"** Deborah J. Maddy, Regional Director, Oregon State University Extension Service

**"Revisiting the Past in Order to Create the Future,"** Jan F. Scholl, Associate Professor, Penn State University Cooperative Extension

**"Intergenerational Innovative Ideas,"** Doris I. Herringshaw, CFCS Family and Consumer Science Extension Agent, Ohio State University Extension

**"Extension in 2005. What is our Role?,"** Jerold R. Thomas, Ph.D., District Director and Associate Chair, Ohio State University Extension

**"International Experience - A Unique Professional Growth Opportunity,"** Nancy E. Crago, Ph.D., CFCS Extension Educator, Penn State Cooperative Extension

**"Plan Well, Retire Well: Your How To Guide,"** Dr. Angela Lyons, Extension Specialist and Assistant Professor, Department of Agricultural and Consumer Economics, University of Illinois

**"Building Family Strengths After September 11,"** Deborah J. Thomason, Ed.D., Associate Professor, Extension Family & Youth Development Specialist, Clemson University

**"Challenges Facing Stepfamilies.....Meeting the Needs of Changing Families,"** Ruth Anne Foote, Associate Professor, Extension Agent, Family and Consumer Sciences, Ohio State University Extension

**"Focus Group Interviews: An Effective Tool for Measuring Program Quality and Impact,"** Judith A. Villard, Extension Agent, 4-H Youth Development and Chair, Ohio State University Extension

**"Working with Differences in Communities: Tools for the Extension Professional,"** Ann C. Schaubert, Ph.D., Diversity Leader, Oregon State University Extension Service

**"Financial Champions: Guiding Youth to Future Financial Success,"** Claudia Mincemoyer, Assistant Professor, Ag. and Extension Education, Penn State University Extension

**"Unique/Successful Collaboration/Partnerships,"** Madeline Flahive DiNardo, MBA, County Agricultural Agent, Rutgers University Cooperative Extension of Union County

**"The Rural / Urban Conflict,"** Valynnda K. Slack, Extension Educator, ANR, LCD, CED, Purdue University Extension

**"Mentoring Methods for the Experienced CEA,"** Dr. Mary Ellen Blackburn, Extension Faculty Development Specialist, Associate Professor of Extension Education, University of Georgia Cooperative Extension / **"Mentoring: The Link to Reduced Staff Turnover and Increased Job Productivity in CES,"** Dr. Bernadette G. Watts (Chair, ESP Mentor Task Force) Personal Development Leader, Personal and Organizational Development Unit / NCCE, North Carolina State University

Concurrent sessions allow us, as a professional development organization, to provide opportunities for learning from our fellow Extension workers while providing an opportunity for outstanding Extension workers to share their successful programs by giving a paper at a national meeting. The national board has recognized the importance of both aspects of the program and has supported presenters by awarding \$250 to the primary presenter of the selected presentations.

### 2002 Scholarships Winners

*Congratulations to the following ESP members who are receiving scholarships in 2002:*

**PILD:** Daryl Buchholtz, Kansas; Janice Smiley, Oregon; and Rahn Panting, Idaho

**Professionalism:** Michael Martin, Pennsylvania and Connie Betterley, Iowa

**Administrative:** Frederick W. Davis, Pennsylvania

### Galaxy II

September 21-25, 2003  
Salt Lake City, UT

2004 National ESP Conference  
September 14-19, 2004  
Quad Cities, IL

2005 National ESP Conference  
November 8-13, 2005  
Broadmoor, Colorado Springs, CO



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## 2002 ESP CONFERENCE REGISTRATION INFORMATION

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### HOTEL RESERVATION INFORMATION

Group Rates Available until Sept. 12, 2002  
Radisson Plaza Hotel Lexington  
369 West Vine Street  
Lexington, KY 40507  
Telephone: 859-231-9000  
FAX: 859-281-3737

The Radisson Plaza Hotel Lexington stands at the heart of the gracious atmosphere and lush beauty of the Bluegrass Region. Indoor walkways connect the large, luxurious guest rooms to Victorian Square shopping center, office towers, the Convention Center, and Rupp Arena.

Make your hotel reservations by calling the Radisson Plaza Hotel or Radisson at 1-800-333-3333 and identifying yourself as members of the Epsilon Sigma Phi Group. This will qualify you for a rate of \$109 single or double. All reservations must be guaranteed and accompanied by a first night room deposit or guaranteed with a major credit card. Deposits (taken either in cash or by credit card) are refunded or credited only if notice is received prior to 6 pm on the date of arrival, and the guest must receive a cancellation number.

Registered hotel guests will receive complimentary self-parking. Valet parking is available to hotel guests at \$10.00 per day. Attendees who are not registered guests may self-park adjacent to the hotel at \$10.00 for a full day. Complimentary airport service relieves guests of the confusion of driving in an unfamiliar city and the comfort, convenience and cost savings

of door-to-door delivery. Ten passenger vans make continuous runs to and from Lexington's Bluegrass Airport. A courtesy telephone is located at the luggage pick-up area in the airport or arrangements can be made in advance by contacting the sales office. Taxis are for hire for airport transport at \$10.00 one way.

### SCHOLARSHIP AUCTION

The annual scholarship auction will be the fun event on Friday evening. While you enjoy a Taste of the South reception, you will have an opportunity to bid on the silent auction items. Following a buffet dinner, an auctioneer will conduct an auction of large and/or special items. Since ESP did not have an auction in 2001, the goal is to raise at least \$7,000 this year to support scholarship efforts of ESP. Credit cards, checks and/or cash will be accepted.

For the auction to be a success all chapters and individual members need to select items to donate to the auction. Regional items are always popular. Auction items can be brought with the participants or shipped ahead to **Steve Kelly at 1384 Elizaville Road, Flemingsburg, KY 41041**. Steve's e-mail address is [stevek@uky.edu](mailto:stevek@uky.edu) or phone at 606-845-4641. Whether you ship ahead or bring, Steve would like you to e-mail a description and value for all items. Steve asks that you ship items to arrive no more than 3 weeks prior to the conference.

### LIFE MEMBER/RETIREE REGISTRATION REDUCTION

At the request of the Membership Recruitment and Retention Committee, the National Board redirected the Life Member/Retiree Scholarship to become a Registration Reduction for life members and retirees attending the national conference. The first 50 life members/retirees to register under the Early Bird deadline of September 1 can deduct \$100 from their registration fee for the 2002 National Conference.

### MEAL PACKAGE FOR FAMILY GUESTS

Family members are always welcomed guests at the ESP National Conference. We know that they frequently have priorities other than attending the sessions but like to be involved in the special meal functions. In response to your request, the 2002 conference registration provides for a meal package/purchase of individual tickets for family guests. Those family members wishing to register for all of the conference activities can register for the complete package at the guest rate. Options and costs are outlined in Section B of the Registration Form on Page 7.

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*("Membership" from Page 3)*

Another critical membership question is: "Why do people leave professional groups?" Like the previous question, there is a list of responses and we decided to focus on two:

- Lack of recognition
- Failure to live up to expectations.

Whenever possible, we present our State ESP professional development grants to recipients at their association's statewide conference. At our state conferences, we make sure we have sufficient time when presenting ESP awards so we may properly and respectfully recognize them for their achievement. We photograph the ceremony and publish pictures on the web with a summary of why they received the award. You can see this at <http://esp-nat.tamu.edu/tx/espawar1.htm>.

Our officers meet regularly with Extension administration. These meetings are summarized and shared with members via email. We do as much as possible to ensure that

our members know what ESP is doing to represent their interests and we frequently invite them to contact the officers with concerns and ideas for improvements.

We are fortunate to have an active and capable Membership Chair who personally sends renewal messages and follows up with acknowledgment letters. We update our membership list on the Web (see <http://esp-nat.tamu.edu/tx/ESPMEM02.HTM>). We encourage our District Representatives to check our membership web site and personally contact those who need to renew, join, or who are eligible for life membership. We know that recruitment and retention is a responsibility of every member but our chapter Membership committee (district representatives and Membership Chair) really makes it happen.

In summary, our recruitment and retention activities are year round activities and we focus on making sure Extension faculty and staff know ESP exists and how membership enriches them.



**CALL TO THE POST: Creating Strategies for the Future**  
**Epsilon Sigma Phi -The Cooperative Extension Professionals' Organization**  
**National Conference for Professional Development - October 16-19, 2002**  
**Radisson Plaza Hotel Lexington, Lexington, Kentucky**

**REGISTRATION FORM (Please Type)**

<b>FIRST Name:</b>	<b>LAST Name:</b>	First Name on Tag:
Title/Position:	Office Telephone:	FAX:
Address:	Home Telephone:	
City, State, Zip:	E-Mail:	

**PARTICIPATION 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**

	<b>Early Bird Registration - Must be postmarked by SEPT 1</b>	<b>SEPT 29</b>	<b>ONSITE</b>
<b>A. FULL REGISTRATION</b> (Includes Conference, Thursday: Breakfast, Lunch, Keeneland; Friday: Breakfast, Ruby Luncheon, Dinner Buffet; Saturday: Breakfast and Awards Banquet; and Daily Beverage Breaks)			
ESP Member (Annual or Life)	\$ 275	\$ 325	\$ 375
Extension Employee (Non-member)	\$ 310	\$ 360	\$ 420
Full Guest Registration (Includes Meals and Sessions)	\$ 310	\$ 360	\$ 420
<b>B. GUEST/ADDITIONAL MEALS</b> *Subject to Space Availability			
<i>Additional Meals ONLY for Family Members/Guests (Indicate Number of Tickets)</i>			
Guest Registration (Meals Only)	\$ 150	\$ 175	\$ 200
Continental Breakfast (10/17) _____@ \$13	\$	\$	\$
Lunch/Keeneland (10/17) _____@ \$35	\$	\$	\$
Continental Breakfast (10/18) _____@ \$13	\$	\$	\$
*Ruby DSA Luncheon (10/18) _____@ \$20	\$	\$	\$
*Auction Buffet (10/18) _____@ \$30	\$	\$	\$
Continental Breakfast (10/19) _____@ \$13	\$	\$	\$
*Awards Banquet (10/19) _____@ \$40	\$	\$	\$
Guest Name(s):			
<b>C. ONE-DAY REGISTRATION</b>	\$ 130	\$ 150	\$ 170
Thursday (10/17)	\$	\$	\$
Friday (10/18)	\$	\$	\$
Saturday (10/19)	\$	\$	\$
Non-Members—Add \$25 to EACH One-Day Rate	\$	\$	\$
<b>D. OPTIONAL PRE CONFERENCE TOURS</b> (All Tours Include Lunch 10/16)			
Choice # _____ Berea Folk Arts & Crafts _____@ \$55	\$	\$	\$
Choice # _____ Shaker Village at Pleasant Hill (River Boat Ride) _____@ \$55	\$	\$	\$
Choice # _____ Kentucky Horse Industry _____@ \$55	\$	\$	\$
Choice # _____ Kentucky Bourbon/History Center & Wildlife Facility _____@ \$55	\$	\$	\$
<b>E. TOTAL REGISTRATION DUE</b>	\$	\$	\$
<b>F. RETIREE/LIFE MEMBER REGISTRATION REDUCTION</b> (Retirees/Life Members Deduct \$100 From Registration Fee - First 50 Early Bird Registrants)	- \$100	NA	NA
<b>G. REGISTRATION AMOUNT DUE</b>	\$	\$	\$

**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 restrictions:

**Special Meal Requirements**  
 (Please Specify)

---

**Special Accommodations**  
 (Please Specify)

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**Pre-Conference Tours:** If your first selection for a pre-conference tour is full, you will be registered for your 2nd, 3rd, or 4th choice, as available. If you do not make an alternate choice or all tours are full, your tour money will be refunded.

**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 29, 2002 in order to receive a refund. A \$25 Processing Fee will be withheld from all registrations. No refunds (including guests/additional meals) will be given after September 29.

Substitutions will be accepted.

**To Register:**  
 Submit this form by mail, fax or email. Please note that fax and email registrations must include credit card information or a copy of a signed purchase order.

**Mail to:**  
**Conference Management—ESP**  
 555 South Limestone Street  
 University of Kentucky  
 Lexington, KY 40506-0206  
 FAX: (859) 323-8522  
 Phone: (859) 257-3929  
 Email: ukconferences@lsv.uky.edu

**METHOD OF PAYMENT:** (Full Payment Required with Registration)

<b>Check/Money Order - Make Payable to "ESP 2002 Conference"</b>	<b>Purchase Order Number:</b>
<b>Credit Card</b> _____ Visa _____ Mastercard _____ Discover	
Name of Cardholder:	Card #:
Expiration Date:	Signature:



# CONNECTION

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**NATIONAL CONFERENCE REGISTRATION ISSUE**



## **Registration Issue Epsilon Sigma Phi 2002 National Conference**

**“Call to the Post: Creating Strategies for the Future”**

**Radisson Plaza Hotel Lexington  
Lexington, KY  
October 16-19, 2002**

**Early Bird Deadline: September 1, 2002**

**Registration on the web at: <http://espnational.org>**

### **Conference Objectives:**

- ◆ To equip Extension professionals with organizational management skills for the future.
- ◆ To learn about Extension programs that effectively meet the demands of an ever-changing customer.
- ◆ To enhance members' leadership skills to be global, futuristic and meet the needs of tomorrow's world.
- ◆ To provide professional development opportunities to meet the diverse needs of all ESP members.

