

EPSILON SIGMA PHI

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Event Calendar

- August 23—Recognition Nominations Due
- September 2—Online registration deadline for Galaxy Conference
- October 22-24—KSRE Annual Conference Manhattan

President’s Corner

Dear Alpha Rho Members:

I know many of you are busy with county fairs, taking family vacations, and thinking about the start of a new school year. I hope many of you are also making final plans to attend the [2013 Galaxy IV Conference](#) in Pittsburgh, PA, September 16-20th.

Epsilon Sigma Phi (ESP) leads the Extension System in providing and facilitating professional development that focuses on the total extension professional. ESP focuses training and provides opportunities to develop and strengthen all of the core competencies necessary to achieve excellence in extension.

Core competencies are the basic knowledge, attitudes, skills, and behaviors that contribute to quality in Extension education programs. K-State Research and Extension has identified the following core competencies:

- Community and Social Action Processes
- Diversity/Pluralism/Multiculturalism
- Educational Programming
- Engagement
- Information and Education Delivery
- Interpersonal Relations
- Knowledge of Organization
- Leadership
- Organizational Management
- Professionalism
- Volunteer Development

As you prepare a professional development plan for the coming year, I challenge you to identify opportunities that stretch your knowledge, skills, and behaviors in one of the above competencies as well as strengthening your subject matter focus and expertise.

On June 4, I participated in a webinar titled, “*The 21st Century Extension Professional*” presented by Chuck Hibberd, Dean and Director of University of Nebraska Lincoln Extension. The webinar presented an overview of the evidenced-based study designed to identify important characteristics of evolving 21st Century Extension professionals. The Extension Committee on Organization and Policy (ECOP) identified key characteristics by studying Extension job postings, surveying Extension Directors/Administrators and conducting focus groups with outstanding Extension professionals.



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Vision:

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

Benefits of membership:

- ***Opportunities in professional and personal development, leadership, and networking;***
- ***The interdisciplinary nature of the organization;***
- ***ESP is the one organization that includes all Extension professionals.***

RECRUITING ADDITIONAL EPSILON SIGMA PHI MEMBERS

Letters of invitation to join Epsilon Sigma Phi have been sent to all extension professionals employed five years or less. Council directors will be making personal contacts with these individuals to encourage them to join the Alpha Rho Chapter.

The committee challenges each of you to review the

membership list at <http://bit.ly/16WxwJq>.

If you don't see your co-workers, neighbors in local units or PFT members on the list encourage them to join. The membership invitation is at: <http://bit.ly/14ug1xN>.

The committee recommended to the council to change the associate membership

category from under five years of employment to under three years of employment. This proposal will be voted on by the membership at the business meeting. See additional info on Page 4.

-Stacey Warner

**VOLUNTEER OPPORTUNITIES—GALAXY IV—
BRIDGING THE CENTURIES: A NEW ERA FOR EXTENSION**

The 2013 Galaxy IV conference planners are expecting 2,500 or more Extension professionals from all specialty areas of our nation's land-grant University Extension system to be in attendance. They will represent all six Extension professional organization members of JCEP.

Approximately 300 volunteers are needed to make Galaxy IV run smoothly. Volunteering is a great way to show your support for Galaxy and the professional development opportunities it provides for the six national associations.

If you have registered to attend Galaxy and would like to volunteer at the conference visit: <http://www.cvent.com/d/1cgvy2>.

- Joint Council of Extension Professionals (JCEP) Board

STATE'S NIGHT OUT IN PITTSBURGH

If you plan to attend Galaxy IV and have an interest in a State's Night Out event on Tuesday evening, September 17, please contact Gayle Price at gprice@ksu.edu.

EPSILON SIGMA PHI GRANT OPPORTUNITIES

Members of the Alpha Rho Chapter of Epsilon Sigma Phi have the opportunity to apply for Extension Endowment Fund Grants. The purpose of these grants is to improve the quality of educational programs offered by K-State Research and Extension by encouraging faculty professional development experiences and special projects. Contributions to this fund have been made by Extension faculty, friends and supporters of the Alpha Rho Chapter, Epsilon Sigma Phi.

Applicants must be members of Alpha Rho Chapter. Grant applications may be a maximum of two pages and must have advance approval of the department head/area director.

Grant applications must include the following information:

(there is no form)

1. Project title and applicants' name, phone number, mailing address, and e-mail address.
2. Whether the project is for professional development or program innovation.
3. A description of the project which includes:
 - Situation
 - Expected outcome
 - Audience to be addressed
 - Collaborators, if any
 - Amount of grant requested. Total cost of project, justification of anticipated expenses and other sources of funding.
 - Plans for sharing information with Extension faculty about the grant and acknowledging ESP

Endowment Fund financial support (i.e. chapter newsletter, brochures, posters, displays)

- Date approved by department head

4. Has ESP funding been previously received for a similar project? If so, when was the grant received and how would this request meet a different need.

Details about the grants and application procedures can be found at: <http://bit.ly/1cZO3SZ>. Grant applications are due annually on August 15 to the Endowment Fund Chair.

- Sandra L. Wick,
Endowment Fund Chair

Stay Informed!

Minutes from the Alpha Rho Council meetings can be found at www.ksre.ksu.edu/esp-AlphaRho.

Click on the "Minutes" link in the left hand navigation pane for a complete listing.

ALPHA RHO CHAPTER SCHOLARSHIP WINNER ANNOUNCED

Nozella Brown, Wyandotte County Extension Agent, FCS, was awarded the Connie Hoch Leadership Scholarship and the Jim Lindquist Administrative Leadership Scholarship. She will be presenting at the 2013 Galaxy IV Conference, September 16-20, in Pittsburgh, PA, along with Missouri Extension Faculty through their collaborative project, "Farmers Market Volunteer Program".

- Sandra L. Wick, Endowment Fund Chair

PROPOSED CHANGE TO EPSILON SIGMA PHI CONSTITUTION

The council members of the Alpha Rho Chapter of Epsilon Sigma Phi are proposing the following change to the constitution:

Article III MEMBERSHIP

Section 1. MEMBER. An extension professional who is currently employed by or retired from an entity of the Cooperative Extension System and who has exhibited excellence in programming and leadership is eligible for membership. Members continue to provide leadership and excellence in extension programming throughout their career and during retirement.

Section 2. TYPES OF MEMBERSHIP. The membership of the Alpha Rho Chapter shall be:

(a) **Annual members.** Extension professionals who have been employed five years **three years** or more as of January 1 or who have retired, and have paid their annual dues.

(b) **Life members.** Extension professionals who have retired and have paid the lifetime membership fee which is five times the annual dues.

(c) **Associate members.** Extension professionals who have been employed less than five years **three years** as of January 1 who have paid their annual dues.

Section 3. MEMBERSHIP ELIGIBILITY. The Membership Recruitment and Retention Committee shall consider all matters relating to membership eligibility.

Rationale and additional information:

At one time the national Epsilon Sigma Phi organization had a membership requirement that an individual had to be an extension professional for ten years (later changed to five years) to become a member. Some years ago the national organization eliminated that requirement.

At that time some states adopted their own membership requirement. The Alpha Rho Chapter decided to add an associate member category for individuals with less than five years of extension employment. Members with more than five years of extension employment are considered annual members.

Alpha Rho Chapter's associate members pay only chapter dues and not national dues (currently \$20 compared with \$70 for annual members).

*For additional news
and opportunities,
visit our Chapter
website at*

*[www.ksre.ksu.edu/
esp-alphaarho](http://www.ksre.ksu.edu/esp-alphaarho)*

*And the National
ESP website at
espnational.org.*

PROPOSED CHANGE TO EPSILON SIGMA PHI CONSTITUTION *Continued from Page 4*

The Alpha Rho Chapter associate members are not recognized as members of the national organization so are not eligible for national recognition, grants or awards. They do not receive any communications from the national office. They also are not eligible for the reduced member registration fee to attend the national conference.

The Alpha Rho Chapter Membership Recruitment and Retention issue has studied the associate member category this year and has recommended lowering the associate membership category from five years of employment to three years of employment.

This proposal continues to give new professionals a reduced membership fee for several years as an incentive to later becoming annual members.

PLAN AHEAD!

September 15-20, 2013— Galaxy IV— Bridging the Centuries: A New Era for Extension—Pittsburgh, Pennsylvania

October 6-9, 2014—ESP National Conference – Extension Professionals: Racing into the Future—Indianapolis, Indiana

October 4-7, 2015—ESP National Conference—Coeur d' Alene, Idaho

ESP RECOGNITION DEADLINE EXTENDED

The Recognition Committee has extended the deadline for recognition nominations to August 23. Please look through the list and think about whom you could nominate.

Categories:

- Administrative Leadership

- Early Career
- Distinguished Service
- Mid-Career
- Friend of Extension
- Visionary Leadership
- Distinguished Team
- International Service
- Horizon: County/District (2), Area (1), State (1)
- Diversity/Multicultural: Individual, Team
- Retiree Service
- Meritorious Service: County/District (2), Area (1), State (1)

Find full details and recognition descriptions at <http://bit.ly/14diuAj>. The site also includes a spreadsheet to clarify eligibility.

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

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MORE FROM THE PRESIDENT *continued from Page 1*

Dr. Hibberd provided a summary and recommendations from the study during the webinar. The following definitions were used to help in communication and understanding of the results and recommendations:

- **Skill** - a learned power or doing something competently; a developed aptitude or ability
- **Attribute** - an inherent characteristic; a word ascribing a quality

Summary of 21st Century Extension Professional study:
Skills:

- Organizing skills
- Excellent knowledge based/subject matter expertise
- Effective written and oral communication
- Understands how to be an effective team player
- Effective teacher

Attributes:

- Engaging Personality
- Listener
- Flexible, adaptable and willing to change
- Positive outlook/optimistic
- Passion for Extension and helping others
- High personal standard of excellence
- Operates with minimal guidance

Emerging 21st Century skills and attributes advisory committee recommendations:

- Conduct robust needs assessments, engage stakeholders, focus on key emerging issues, prioritize and align programming.
- Engage audiences representing emerging demographics, strengthen our cultural competency.
- Strengthen engagement with learners and partners.
- Develop high-level facilitation and conflict resolution skills.
- Creative problem-solving strategies or processes.
- Define and pursue Extension scholarship.
- Develop innovative and engaging learning experiences.
- Develop and apply innovation resource generation strategies.
- Improve marketing, public relations, branding and public value skills.
- High emotional intelligence.
- Maintains a positive attitude.

Research confirms that the most important factor contributing to a learner's success is the quality of teaching. As an educator, are you doing everything you can to ensure you

emerge as one of the top 21st Century extension professionals? If you would like a copy of the slides from the webinar please contact me at gprice@ksu.edu or view the archived webinar at: <http://bit.ly/18zgMwS>.

My term as Alpha Rho Chapter President will soon end. I have enjoyed the experiences and leadership opportunities I have had during my term. I have developed new friendships, learned new skills, and expanded my extension professional network. Thanks to all the officers, committee chairs, council directors and members for the work you do in support of ESP. A special acknowledgement and appreciation is given to Martha Monihen and Michelle Gieber for your help and support.

Gayle Price, President
Alpha Rho Chapter
Epsilon Sigma Phi