



# Epsilon Sigma Phi

## A SLICE OF PI

SPRING 2006

### THOUGHTS FROM YOUR PI CHAPTER PRESIDENT

Greetings,

Your Pi Chapter Executive Board has been working hard to keep our organization strong and viable. To do this we have identified the following chapter goals:

#### Chapter Goals

- Increase membership
- Review and update scholarship policies.
- Explore ways to more fully involve and communicate with retirees in the Pi Chapter.
- Maintain updates on group meetings around the state.
- Complete distribution of an updated, accurate electronic directory.
- Explore strengthening of partnership with MAEE, evaluate the trial year of having a liaison to and from MAEE and take the proposed language to the membership at Annual Meeting as a By-Law change.
- Update policies and procedures to be presented at Annual Conference.
- Review and update archives. Have all officers and committee chairs file the correct reports annually in the archives.
- Provide minutes and an Executive Summary of all Board meetings to the membership.
- Maintain a healthy and fiscally managed treasury.

Several of these items are well underway and by the time the board meets again on May 23rd, we hope to be at the point of wrapping things up before summer.

We are especially focusing on the Professional Improvement area which is an important benefit of membership in ESP. Cindy Petersen and Tobias Spanier, past presidents of ESP and MAEE, are serving

as co-chairs for the Fall Meetings and Program in September. Hold September 27<sup>th</sup> as the tentative date. Look for more details in this newsletter.

We hope you are keeping abreast of board discussion and action with the minutes that Andrea Ruesch sends out to the membership following each board meeting. She keeps very copious notes, so you should have a good feel of what your board is doing on your behalf.

We continue to explore ways to partner with MAEE and streamline joint efforts to the benefit of both organizations and their members. This past year we have had liaisons represented on each of the boards to keep the communication flowing.

Please continue to keep Diane Damerow, Kia Harries, Sheila Craig, Beth Russell, or any board member informed of any changes to addresses, emails, weddings, births, and deaths so we can spread the word to our members. We will try to list those in the fall newsletter as well as recognize those at our annual meeting.

These are just a few of the happenings thus far. Please feel free to contact me if you have questions, concerns, comments or ideas. Your input is always welcome.

*Janet Beyer*  
Pi Chapter President

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All listed individuals will serve in this capacity from October 2005 – October 2006.

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## News from National...

By Linda Cook, Executive Director



For more information on each of the following visit the website at <http://espnational.org>.

"Raising ESP Green" Continues—The Development Committee will be in touch soon regarding an initiative to recognize chapters for their contributions to the endowment. Information and a contribution card is available on the national website at <http://espnational.org>.

2006 National Conference—The 2006 National Conference will be hosted by Maryland. Check out the details in this newsletter.

ESP Chapter Reports—Chapter reports are posted on the ESP Website. If you would like to see the report submitted from Minnesota it is posted.

PILD Conference—Jeanne Markell attended the PILD conference on April 24-27, 2006 in Crystal City, VA. Jeanne represented both the University of Minnesota Extension Service and ESP. See Jeanne's update in this newsletter.

# Mark Your Calendar for ESP Annual Meeting & Professional/Personal Development September 27, 2006

Everyone mark your calendars now for our 2006 Epsilon Sigma Phi Annual Meeting. MAEE/ESP and section meetings will all take place on **Wednesday, September 27, 2006 at the Andover Regional Center** (in the same building as the Anoka County Extension Office, located at 559 Bunker Lake Blvd NW in Andover, Minnesota).

Neil Broadwater and Cindy Petersen, as ESP representatives, along with MAEE members, are working hard to make this day an exciting opportunity for personal and professional development, association meetings, and most importantly, a time to re-connect with our extension co-workers—both past and present. So, Extension Retirees—we really want you there!!! We have missed many of you the past few years and would love to have you join us and find out what has been happening in your lives and fill you in on current events in Extension—locally, statewide and across the nation.

The day's agenda is as follows:

11:00—11:30 AM	Check-in for ESP members and retirees not attending section meetings. (Bring silent auction items to the check-in desk.)
11:30—1:30 PM	ESP Lunch with Speaker (We hope to have someone from Extension Administration to share what is happening in present day Extension and have a dialogue with participants)
1:00—2:20	Session 1
2:25—3:15	Session 2
3:15—3:45	Break and social time for retirees and current staff to get acquainted or re-acquainted. ESP Silent Auction set-up for all to check out and "bid".
3:45—4:30	Session 3
4:45—6:15	ESP Annual Meeting
6:30—7:00	MAEE/ESP Social & Silent Auction continues (silent auction bidding closes at 7:00 p.m.)
7:00—9:00	Annual Awards Banquet

The planning committee will be taking the following feedback from the ESP retirees' survey to the day's planning committee, so watch for details in an August meeting notice.

- Most retirees would like to get up-to-date information on what's happening in Extension and how it's going.
- Most want as much up-to-date information on benefits as possible.
- Most want social time to reconnect with former friends, colleagues and present staff.
- Retirees want to feel welcomed, to be given more time for socializing with others, and to be given updates on what is going on. They want to know their friends are coming so they will then want to come.

*So...call your Extension colleagues and friends, round-up the troops and let's all meet in September to re-connect and socialize (like we did up at Madden's, Cragun's and Breezy Point) at the Andover Regional Center. We will celebrate our Extension PAST, PRESENT and FUTURE! We expect to see you there!*

—Janet Beyer & the rest of the ESP Board

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**"ESP - ON THE WATERFRONT OF PROFESSIONAL EXCELLENCE"**  
**Epsilon Sigma Phi National Conference — November 14 - 17, 2006**

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Have you ever thought about attending the National ESP Annual Conference? This is a great opportunity for professional growth and to connect with Extension Professionals from all across the country. Minnesota can send two voting delegates, whose expenses are mostly covered through the MEWS Scholarship funds. So, think about it and let Janet or Glenice know if you would be interested in representing Minnesota at this event. Life members—this would be an excellent opportunity for you to get involved, travel, and find out what's happening in Extension.

The Tau Chapter of Maryland will host the National Epsilon Sigma Phi Conference November 14 - 17, 2006 at the Loews Annapolis Hotel in Annapolis, MD. The conference will offer opportunities for professional development for Extension professionals and continuing education for retirees.

This conference will feature dynamic keynote speakers, scholarly concurrent sessions and poster presentations, three program tracks - life members, emerging leadership, and program developers, strategies for enhancing Extension's image, opportunities to explore new tools and technologies to enhance outcomes of Extension programs, methods for strengthening communities through Extension programs, and recognition of ESP members for excellence in programming addressing diversity and critical issues.

Conference events will include:

- Pre-conference tours on **Tuesday** to Historic Annapolis, the University of Maryland College Park: Clarice Smith Center, Plant Sciences, Dairy Bar and Rossborough Inn; and a seafood industry tour. An evening "Taste of Maryland Reception" welcoming event is also scheduled.
  - A special Retirees and First-timers breakfast will be held **Wednesday** followed by Regional Meetings, the first General Session, and a Poster Showcase Session in conjunction with lunch. Concurrent sessions also begin on Wednesday.
  - **Thursday** features are the second General Session, concurrent sessions, the Ruby Lecture and Luncheon, the ESP Auction, and dinner. The Alpha Omicron Chapter of Pennsylvania is handling the Silent and Live Auctions.
  - On **Friday**, the various ESP National Committees will meet, followed by the third General Session, the National Council Meeting, and the Recognition Banquet.

Enjoy the Baltimore Aquarium and Inner Harbor stores and restaurants while in Maryland. You will want to visit the many national memorials in Washington D.C. and browse the fine free museums on the National Mall. Check out the Anne Arundel website and plan your personal itinerary: <http://www.visitannapolis.org>.

The Loews Annapolis Hotel is offering the \$125/day conference lodging rate for doubles or kings until October 13, 2006. The early bird registration fee for the conference is \$375 with a deadline of August 15, 2006. Watch for the registration information in the next issue of ESP Connection and on the ESP web site at <http://espnational.org>.

**2006 National Conference Speakers:**

- C. D. (Dan) Mote, Jr., President of the University of Maryland is the invited speaker for the opening General Session. Dr. Mote, Jr. was appointed president of the University of Maryland in 1998 and charged to build a great university. He has spurred the University to lead the state in pursuit of key sectors, such as business, biosciences, engineering, science, security, and agriculture.
- Dr. Albert C. Pierce is the first director of the Center for the Study of Professional Military Ethics at the U.S. Naval Academy in Annapolis, Maryland. Dr. Pierce will share his insight on ethics and leadership, the challenges and responses. The Center's mission is "to promote and enhance the ethical development of current and future military leaders through education, research, and reflection."
- Dr. Carolyn B Brooks, Dean of the School of Agricultural and Natural Sciences and the 1890 Research Director at the University of Maryland Eastern Shore (UMES), will address the topic of the Land Grant Commitment to Higher Education for All.

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*FUTURE ESP NATIONAL CONFERENCES:*

- September 8-14, 2007 — Charleston, South Carolina @ Francis Marion Hotel
- 2008 — Galaxy III, Indianapolis, Indiana (dates to be arranged)

# MEWS Scholarships - A Member Benefit

Several changes have been made in the Minnesota Extension Workers Scholarship (MEWS) Fund this past year. One big change is that the scholarship fund is again only available to ESP Pi Chapter members. After reviewing those that have applied for the scholarship in the past, many were not ESP members, and while they took advantage of the scholarship, it did not entice them to join in as members as we had hoped. So the board took action to promote this scholarship opportunity as a member benefit.

In order to make this benefit accessible to all Extension professionals, we are proposing the addition of an associate membership category for those staff who have less than three years in Extension (see the accompanying article about "proposed membership change" below).

The purpose of MEWS is that income from this fund will be used by members of ESP, Pi Chapter for continuing education scholarships, voting delegates to the National ESP meeting and professional development speaker expenses for annual meeting. This includes:

- Current graduate education
- Training provided by other organizations
- Other professional conferences
- National Extension annual meetings
- Self-study courses from a variety of sources
- Resource materials
- Time spent with other organizations, and
- Elderhostel's.

There are four deadlines for applying for MEWS support. Those are the 1st day of January, April, July, and October. Applications should be sent or emailed to the Scholarship Committee Chair. The amount of money given out in any given year will be equal to or less than 90% of the interest accrued in the previous fiscal year. The fund is held by the University of Minnesota Foundation.

In order to support continued growth of the MEWS Fund, we will continue to conduct a silent auction at the annual meeting to raise funds, and accept contributions and memorials.

The board feels this is one of our greatest member benefits and we have decided to pursue ways to promote this benefit to current and potential members of ESP.

## Proposed Membership Change



Membership issues that most states are facing have been addressed at JCEP leadership workshops and National meetings for several years. The discussions focus around the mobility and frequent transition in the job world. People move and change jobs more often and don't tend to have alliances, affiliations or a buy-in with this type of membership. Also, many staff do not have full-time appointments in Extension anymore. Some states with successful membership campaigns have shared some of their successes.

As a way to promote membership in Pi Chapter, the board has discussed adding an associate member category which allows Extension staff with zero to three

years to become Associate Members. They would pay the state portion of the annual dues and would be eligible for state level benefits, i.e. MEWS scholarships. At the end of three years they would then be eligible for full membership and pay full dues for both state and national level membership.

We hope to promote member benefits that foster professional development, scholarship and the profession.

This proposal will be voted on at the annual meeting in September.



# Legislative Update

As this newsletter edition goes to print, we are hopeful that the 2006 legislative session will wrap up “on time”, with no major issues affecting Extension. It’s been a successful bonding year for the U of M and as of right now the U of M stadium issue has been moving through the legislature to the satisfaction of President Bruininks and the administration. Dean Bev Durgan has been pleased with a positive reception at the legislature and many indications that our new delivery system has turned the corner in terms of some of the fears we heard expressed during the last several legislative sessions. Thanks to continued strong support and investment from counties and the excellent work of our staff on campus and around the state, stakeholders are communicating to their elected officials that, while change is not easy, Extension continues to make a difference to people of Minnesota. We have also appreciated the great cooperation of the U of M Office of Government Relations this year, with regular meetings between my staff team and Todd Iverson, Assistant Director of Government Relations. Our legislative advocacy efforts will continue beyond the end of session, with a focus on building strong relations during this upcoming election time.

On the federal scene, Extension budgets continue to be “flat”. On several trips to DC this year, Dean Duran and I have been asking our congressional delegates to keep Extension base (formula) funding strong while adding opportunities for competitive grant funding. In late April, a delegation of staff and citizen’s advisory committee members attended the national PILD (Public Issues Leadership Development) meeting in Washington.

Representatives of ESP and other Extension professional associations included Dave Bau, Barbara Sorensen, Diomides (Diomy) Zamora and Bruce Schwartau. Patrick O’Connor (Hennepin Co) and Jon Evert (Clay Co) represented the Citizens Advisory Committee. Other staff attending were Barb Grossman, Lee Raeth, Toni Smith, Sarah Greening and Jeanne Markell. Dean Bev Durgan joined the group for part of the meetings while she was also in Washington for meetings with her Extension director colleagues.

Please don’t hesitate to call on me if you have questions or input on Extension state and federal relations activities.

-Jeanne Markell

## Going For The Gold

It is not too late to contribute to the National ESP Going for the GOLD fund development campaign. This fund is and will be used to support ESP’s continued leadership in excellence professional development opportunities and recognition programs for Extension professionals. For a form and/or more information check out the national ESP website at <http://espnational.org>



## Scholarship And Promotion

The draft of the document Striving for Excellence: Enhancing our Scholarship and Supporting our Faculty has been published for comments. (This may affect your need for staff development or credits toward your masters degree. Apply for an ESP scholarship and you may get some financial help. The Minnesota Extension Workers Scholarship (MEWS) supports current graduate education, training provided by other organizations, other professional conferences, National Extension annual meetings, self-study courses, resource materials, time spent with other organizations and Elderhostels. There are four deadlines per year. April 1, July 1, October 1, and January 1. Request an application form on-line from Roselyn Biermaier, ESP Scholarship Chair, [bierm005@umn.edu](mailto:bierm005@umn.edu)

# Report from ESP 2005 National Conference

*Sheila Craig and Janet Beyer attended the ESP National Conference at Colorado Springs in November 2005. While this conference focuses on building the Extension organization through professional and leadership development and building strategic planning skills and impacting policy change, it also features programs directed to lifetime members and their needs and interests.*

*ESP National Conferences are known for their outstanding keynote speakers, and this was true again for the 2005 conference. Keynote speaker and business consultant Mr. David Remson hit a chord with Sheila and Janet during his "Thriving in the Multi-Generational Workplace" presentation.*

This is the first time in history that there are four generations in the workplace together. What does that mean... what makes each generation 'tick' ...and how can we all work together most effectively?

Here are David Remson's tips for the four generations at work:

- ▶ WWII (Silents/The Loyals) 1922 -1943 — These people lived through World War II and the Korean War—came home as heroes, sacrificed for the country (70% served in the military), the beginning of Social Security, Industrialization and urbanization, and some remember the Great Depression. They listened to President Franklin Roosevelt on the radio, and felt that if you take care of the company...the company will take care of you (loyalty). This generation has our organization's history and institutional knowledge. When working with this group they prefer:
  - A formal chain of command; face-to-face communication; linear task orientation; and to utilize the history they hold.
  - If you are a veteran: share your history; be a mentor; stretch your "adaptor" muscles.
- ▶ Baby Boomers 1943 -1960 — This generation was told they could do anything...encouraged to achieve. Mom was home for them. Retirement is on their minds but they live to work. TV, protest, charismatic leadership (JFK) and the Vietnam War shaped their lives. When working with Boomers they prefer:
  - To be friendly and welcoming; to be inclusive (Let's all work on this together); and teamwork and consensus. They want opportunities for feedback and acknowledgement/recognition for achievement.
  - If you are a Boomer: walk your talk; don't take it personally; be sincere and try a little less process...
- ▶ Generation X 1960 -1980 — Latch key upbringing/two career families. Who are their heroes? They don't have many as they took care of themselves. No one else was around to do it. The economy of their time was book-ended by recession. They're used to MTV; give me the message in 3 minutes or less; fewer numbers. When working with Xer's:
  - Use technology; get to the point; and be sincere. They like problem solving orientations and like training.
  - If you are an Xer: engage with your team; ask for what you need; be patient with the process and lighten up!
- ▶ Millennials 1980 -2000 — They grew up with the internet and are connected 24/7 to family and friends. They want to be connected at work. Columbine, 9/11— their heroes are everyday people—parents, firemen, teachers. They are very connected to grandparents so they tend to be polite. When working with Millennials:
  - Nurture them as they are fast learners. Be open and friendly. Make it fast and fun. Give them opportunities for collaboration.
  - If you are a Millennial: Strive for independence; look for a mentor; listen more...talk less; and learn to deal with conflict.

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**Epsilon Sigma Phi**



### **Attention ESP Members:**

Help save Epsilon Sigma Phi money! If you receive this newsletter via postal mail, but have an email account, please let us know! We can email you the newsletter and save printing and postage costs.

Send a message to Melissa Instenes—[mminsten@umn.edu](mailto:mminsten@umn.edu)—with your email address. Also, if your address has changed or changes in the future please let us know. Thanks!

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