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EPSILON SIGMA PHI **National Honorary** **Extension Fraternity**

LAMBDA CHAPTER - NY



The Lambda Briefs **May 2007** **Newsletter**

Mission Statement:

Epsilon Sigma Phi (ESP) is dedicated to fostering The Cooperative Extension Professionals' Organization standards of excellence in the Extension System and developing the Extension profession and professional.

Vision Statement:

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

Message from the President **Marilyn J. Smith**

Survival Tips for Extension Educators

This tip sheet has been developed by the Minnesota Association of Extension Educators and can be found at <http://www.espnational.org/Resources/survival.htm>

Find a mentor you are comfortable with. Make some good extension friends to laugh with, share with, ask for input from, and give you a neutral perspective. Use the wisdom of the support staff and co-workers who have been around.

Be a team player. Learn how to get along with co-workers. Appreciate your co-workers for their strengths and value them for who they are. Don't be afraid to ask them to

share their expertise. Recognize your own strengths and weaknesses and how you can best contribute to the team. Develop a mutual respect with your support staff, they can make you look really good or really bad.

Get to know your Extension Board and Committee, County Administrators, and leaders in your programs. Take time to meet with some of them individually. Ask what they think are the top 2 or 3 most important things that you should address. Expect to have lots of bosses (i.e. the County Board and Extension Committee, co-workers, and clientele). They all think they know what you are supposed to be doing. Develop allies, those people who will go to bat for you on controversial issues or in a crisis.

Get to know your county--the people and communities and their customs/norms. Get to know the office culture, too. Respect the "norms" of the office or building where you work. Be visible. Meet people in your county. Respect the diversity of people's ideas, opinions, and cultures. Effective educators interact with lots of people, yet they recognize that it is impossible to please everyone all the time.

Build Relationships. Seek out other's opinions. Listen and don't judge others. Avoid making negative comments about anyone, it may come back to haunt you. Keep others informed, make sure people know what you are doing and why you are doing it. Don't be afraid to ask questions. Make connections with the local media, gain their trust as a source of unbiased, factual information. LISTEN to the public and decision makers for program ideas. Don't just work on your "pet" projects.

Always be prepared! Adequately prepare for presentations. Always carry spare supplies. You don't need to be the expert-just know where to find the answers!

Choose your battles wisely. Don't make big changes in the program until you get a feel

for the current program, listen and learn. Ask people what the needs are in the county, identify a significant program need and begin working on it soon. Don't over react to different situations that arise. Recognize that there are times of the year that are more stressful than others and develop a plan to handle difficult situations that may happen. Avoid the phrase "we did it this way in XYZ county/state."

Set priorities and learn to manage your time. Take time for yourself and your family. Schedule it on your calendar so you don't overbook. Have a life outside Extension. Night meetings and weekend training sessions are on-going demands of Extension work. However successful educators find a balance between work and personal time. Learn to prioritize-meet deadlines, return calls/email, etc., quickly to show you are responsible. Be on time for appointments and meetings. Look at the big picture and don't be afraid to cut programs that no longer fit.

Be accountable. Use public resources carefully. Maintain a high ethical standard with program funds, use of county vehicles and equipment, etc., and clarify the difference between what's job related and what's personal. Let your support staff/co-workers know where you can be reached.

Be loyal to the organization. Actively promote Extension and Cornell University. Get involved in the organization, professional associations, etc. Keep internal conflicts internal. Never desert or criticize the organization externally. Remember who signs your pay check. The funding sources for your programs have, and deserve, the right to have input into your work and how you do it. Get to know the University, Extension organization, and "campus" culture. Follow the few rules we do have in Extension. Take advantage of the "perks" that support your professional development-professional improvement opportunities,

vacations, etc. Expect change! Pay attention and know what is going on in the organization.

People are the reason you have a job... enjoy them as you help them. Give more than your fair share. Don't be afraid of doing "grunt work" such as scrubbing the food stand floor WITH your volunteers. Work with people side by side.

Remember you are a professional. Dress appropriately. Extension Educators are visible to the public both on and off the job. Maintain sound ethics and behavior both inside and outside the workplace. We are role models whether we like it or not.

Lambda Chapter Members Appointed to National Committees

Three members of our chapter have been appointed to serve as members of National Epsilon Sigma Phi committees in 2008. The appointments begin with the National Conference in September 2007.

Beth Claypoole of Wayne County has been appointed to the Public Issues Committee. Gretchen Ferenz of New York City has been appointed to the Professional Development Committee. And Paul Lehman of Niagara County has been appointed to the Resource Development Committee.

National Officer Opportunity

In 2007, ESP will be selecting a person from the North East Region to serve as Second Vice President for Epsilon Sigma Phi. Nancy Crago, Past President and Chair of Member Recruitment and Retention Committee, has asked that Lambda Chapter consider nominating one our members to serve in this position.

To help identify qualified members, consider the following:

- Who are the current members who possess leadership skills?
- Which members have experiences within ESP as a chapter officer, service on a committee(s), or service in some other leadership capacity?
- Who has service on a National ESP Committee?
- Who has interest in developing experience and competence as a leader by making the four-year tenure commitment of the position? (Second Vice President progresses to President)

The deadline for nominations is July 1, 2007. Please contact Marilyn J. Smith if you are interested in receiving the nomination form, mjs225@cornell.edu. Or you may contact the national office esppoffice@espnational.org.

From Celeste Carmichael ESP Awards Chair

Catch someone doing something right. SEEKING ESP AWARD NOMINATIONS!!!

Now is the time to "catch someone doing something right!"

Your Lambda Chapter is seeking award nominations in thirteen (13) categories. A form along with descriptions of the categories that nominations may be made is available at:

<http://hosts.cce.cornell.edu/admin/ESP/>

Please send nominations to me no later than **Friday, September 21, 2007**. It's easy to do and only takes a few minutes to fill out. Many of last year's winners were so surprised and pleased that their colleagues thought their work merited an award nomination. The expectation is that award recipients will be members of Epsilon Sigma Phi by the date that awards are presented.

You don't need to provide every single detail

about a nominee's work - just enough to give the review committee a flavor of what the nominee (or nominees) have accomplished. Feel free to contact me if you have questions. After nominations are returned, the review committee will do the rest.

So please take a few moments to nominate a colleague you think has done the right thing this past year. You'll be glad you did.

Thank you

also from Celeste Carmichael

Why ESP?

I joined ESP originally after receiving an Early Career Award and then again after receiving a Managerial Leadership Award. So, for quite some time, you might say I appreciated ESP because my colleagues in ESP appreciated me. Not bad. But, as is often the case, I felt that I had to make some decisions about my membership allocations to trim extra spending. I was, and still am, active in the NYSACCE4-HE, so I squeezed out ESP. And, I wasn't at the time, clear about what I got from ESP over my own professional organization. It was all written out somewhere, I realize now, maybe I wasn't ready to read it though.

Since then I've rejoined with a purpose. Although I still seek youth development professional support from NYSACCE4-HE, I've come to realize that ESP offers a bridge of program areas to Extension professionals. It allows me to have a collegial and working relationship with folks who study and extend the resources of Ag programming, community development, human ecology etc. and connects me to the Association Directors and leadership of Cornell Cooperative Extension. At this stage of my career (I've been around for 15+ years, hate to say it), I feel like I am ready to hear about and think about some of the big picture issues of Cooperative Extension.

So - if you haven't done so already, invite a friend that you admire to join and help think about and lead Cooperative Extension as an organization.

The Spring 2007 issue of the national ESP Connection is now posted on the ESP website in both a PDF <http://www.espnational.org/newsletters/no10707.pdf> and HTML <http://www.espnational.org/newsletters/no10707.htm> format.

This article is from the Spring Issue.
Internationalizing Extension Theme- Could JCEP International Travel be in Your Future?

Sally Soileau, Global Relations Committee Member

The ESP Regional Workshop theme, Internationalizing the US Cooperative Extension System, included comments from Colien Hefferan (USDA/CSREES Administrator) and Peter McPherson (NASULGC President) encouraging focus on this leadership dynamic. Mike McGrierr (CSREES/International Programs) shared valuable information and recommended resources including the National Initiative to Internationalize Extension website: <http://www.msue.msu.edu/intext/global> and International Extension Curriculum: (<http://www.ces.purdue.edu/iec/>).

ESP national website (K) Go Global information with management by the ESP Global Relations Committee was highlighted during panel session, and included by McGrierr, as resource for JCEP team members.

<http://ExtensionEnEspañol.net> was shared at ESP Global Relations committee sponsored breakout session. This English/Spanish publications/translations national site, is housed at Texas A&M and managed by Dr. Bill Watson.

Panel members shared successful approaches to Internationalizing Extension with program involvement descriptions of individual and state

strategies. Interface between International and Multicultural Programming was discussed with examples of addressing state and local approaches.

JCEP members enhanced their awareness of international programs and opportunities. Extension faculty indicated a trend of providing education to increasing numbers in multicultural audiences.

Participants expressed desire to investigate presenting a JCEP International Workshop of Experiences for Extension Personnel, perhaps with a format similar to JCEP's PILD. Workshops could have domestic and/or a foreign travel component with sponsorships through appropriate channels for the purpose of building the capacity of Extension professionals in international efforts.

In recognition of Kathy Langendoerfer

Kathy Langendoerfer died on May 4. Kathy worked for Cornell Cooperative Extension Administration for 22 years, and for the past few years had been providing administrative support to Epsilon Sigma Phi.

Expressions of sympathy may be sent to Kathy's niece: Ms. Mary Frye, 65 N. Applegate, Ithaca, NY 14850. In lieu of flowers, donations can be made to the SPCA of Tompkins County in Kathy's name.
