

EPSILON SIGMA PHI



ANNUAL REPORT

1994-95

**ALPHA DELTA CHAPTER
UNIVERSITY OF FLORIDA
GAINESVILLE, FLORIDA**

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EPSILON SIGMA PHI
Alpha Delta Chapter
Winter Board Meeting
B70 Reitz Union
University of Florida
December 1, 1994 9:00 AM

AGENDA

Call to Order Alice Kersey, President

Devotional Albert Fuller, Chaplain

Questions for the Dean

Minutes of Last Board Meeting Marilyn Halusky, Secretary

Treasurer's Report Linda Cook, Treasurer

Council of Presidents' Report Alice Kersey
. Mike Demaree

Committee Reports

Director Reports

Old Business

New Business

Adjournment

MINUTES

EPSILON SIGMA PHI ALPHA DELTA CHAPTER WINTER BOARD MEETING (12/1/94) UNIVERSITY OF FLORIDA

Members Present: Alice Kersey, Michael Demaree, Marilyn Halusky, Linda Cook, Meredith Taylor, Elizabeth Bolton, Henry Grant, and Linda Landrum.

President Alice Kersey called the meeting to order at 9:20 AM. There was no devotional, as Albert Fuller was not present. The board members signed in as questions for Dean Woeste were discussed. Both Dean Woeste and V.P. Davidson will be present at the meeting which was re-scheduled for 2:30 P.M. V.P.

Davidson has set an IFAS wide meeting for September 9-12, 1996. He is proposing to hold an IFAS wide meeting every other year and would like the association to coordinate their meetings with it. There is some concern on the part of all the associations and discussions will be held as to whether it can be accomplished effectively for everyone. A plus is that every other year agents will get travel money to attend. Also, Extension needs to be visible and seen as a viable part of the University in any IFAS wide function. Having a large turnout of field staff to this meeting would be beneficial. On the negative side, it would be hard to squeeze everything into two days attached to an IFAS administrative meeting. It was felt that V.P. Davidson was trying to be helpful when he scheduled the IFAS wide meeting at the same time as our association meetings. Mike Demaree related that the association annual meeting is being completely revamped this year by the Presidents. If we do associate with the IFAS conference, every other year the program may have to be abbreviated, otherwise agents would be out of the county for an excessive length of time. Other considerations include: 1) interruption in our rotation system, 2) the possibility the conference being canceled because of budget cuts.

The Board discussed the issue of a supplement for Federal retirement of incoming faculty. At present, they can either bring their Federal retirement with them and be on only one retirement system or drop their years in service and start with the Florida retirement system and social security. Either way they will have lower funds for retirement than the rest of the faculty with the same total years in the Extension Service. No action was taken.

Linda Cook presented the financial report. Elizabeth Bolton moved the financial report be filed for audit. It was seconded by Henry Grant and the motion passed. Linda asked the board to consider moving money from the checking account to the C.D. Linds Landrum moved we authorize the treasurer to purchase a \$3,500 two or three year C.D. Mary Taylor seconded the motion and it passed. Linda Cook distributed the Proposed Budget for 1994-95 and asked for a recommendation on how to spend the "high 5" money that is being collected. Mike Demaree moved we reinstate the policy of framing certificates for new initiates. Linda Landrum seconded the motion and it passed. After discussing the need for a new emblem

seal and banner, Linda Landrum moved we ask Lamar Christenberry to check on prices and bring a proposal to the June board meeting. This will still allow time for it to be made before the annual meeting. The motion was seconded by Merry Taylor and passed.

Linda gave a current membership list to the president and secretary. As Lamar was not present, she will send him a copy with additional information. Henry Grant moved we accept the proposed budget. Mike Demaree seconded the motion and it passed. The Board took a two minute break.

Mike Demaree gave a report on the Council of Presidents meeting. The Annual Meeting will be held in Boca Raton on September 11-14, 1995. Bill Schall has looked into facilities. The Embassy Suites Hotel was chosen with a room price of \$66 (up to four people). Included is a full buffet breakfast. Members were asked to secure sponsors for the meeting to reduce the costs. Contact Dallas Townsend or Bill Schall with any business names.

COMMITTEE REPORTS

Alice is finalizing the committee chairs. She is asking the committee chairs to recommend 4-7 people to serve on their committees in hopes that the committees will be more active. Possible duplication of members will be left up to the individual. If someone wants to serve on more than one committee and is asked, then it is not a concern. It is possible that someone who would like to serve is overlooked, but at present some committees aren't functioning at all.

Alice is making up director responsibility sheets and concerns. Most of their responsibility revolves around membership in the district and attending Board meetings to set policy.

OLD BUSINESS

There is not a good record of committee work that has been done. Alice has developed notebooks for twelve of the committees at a cost of \$2.99/notebook. A current Constitution and By-laws will be in each notebook. Each chair will have copies of what is in the National Handbook that applies to their committee. Hopefully, each committee chair will organize the notebook appropriately and hand it down to their successor. Total cost is \$38.04. Alice requested reimbursement for cost plus postage. Alice will send the officers a list of committee chairs when complete.

Austin Tilton is representing ESP at the Personnel Policy and Procedure Committee appointed by Dean Woeste. Any concerns of ESP members should be directed to Austin. One concern is the annual performance evaluations. Are they effective? If an agent receives a 3 or above, there is little or no difference in salaries. Discussion was held on the merits of a flat salary raise rather than % as more fair to newer agents. Also considered was for all agents receiving a 3 or above have the same pay raise. Other concerns: staffing patterns, length of time in the hiring process, salary compression and new agent training.

NEW BUSINESS

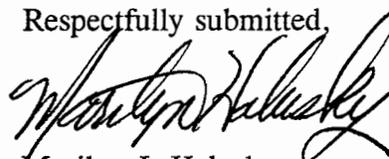
Proposal for the Annual Conference:

- a meaningful theme be chosen each year.
- association business meetings be limited to 2 hours; all meet the same day.
- none of the association business meetings held at the same time or overlap.
- professional improvement sessions will be held by associations when not in business meeting.
- Keynote speaker not be at a meal function (less costly).
- lighter meals or less meal functions.
- eliminate abstract sessions every year.

Linda Landrum was selected to represent ESP on the planning committee for the annual meeting. It was suggested that we invite community members to attend the keynote speaker for a fee.

As there was no further business, Linda Cook moved the meeting be adjourned. The motion was seconded by Henry Grant and the meeting was adjourned at 11:50 A.M.

Respectfully submitted,



Marilyn J. Halusky
Alpha Delta Chapter, ESP
Secretary

EPSILON SIGMA PHI
Alpha Delta Chapter
Spring Board Meeting
347 Reitz Union
University of Florida
June 1, 1995 9:00 AM

AGENDA

Call to Order Alice Kersey, President

Devotional Albert Fuller, Chaplain

Questions for the Dean

Minutes of Last Board Meeting Marilyn Halusky, Secretary

Treasurer's Report Linda Cook, Treasurer

Council of Presidents' Report Alice Kersey
..... Mike Demaree

Committee Reports

Director Reports

Old Business

Request made to the Dean for a budget that guides spending for Florida Extension

Proposed changes in Federal retirement and health plans

Report on People nominated by the Search and Screen Committee for the Florida
Dean for Extension

New Business

Adjournment

MINUTES

**EPSILON SIGMA PHI
ALPHA DELTA CHAPTER
SPRING BOARD MEETING (6-1-95)
347 REITZ UNION
UNIVERSITY OF FLORIDA**

Members Present: Alice Kersey, Linda Cook, Merry Taylor, Elizabeth Bolton, Wayne Odegaard, Mike Demaree, Marilyn Halusky

Alice Kersey called the meeting to order at 9:15 A.M. There was no meeting scheduled with the Dean for the afternoon. The chaplain was not present. The minutes were read and amended with spelling corrections of two names. Merry Taylor moved they be approved; the motion was seconded by Elizabeth Bolton and passed.

The treasurer's report was given by Linda Cook. There are 139 paid members with 29 outstanding. It was noted that many of the outstanding members have retired and may become life members. Joy Satcher is a new life member. Receipts of the National meeting, Southern Regional Meeting, and Public Policy have been paid out. It was noted that we need two delegates for the National meeting, but it is a cost savings to send one delegate each to the Southern Region and Public Policy meetings, having them report back to the chapter. Elizabeth Bolton complimented the officers for their consideration of the budget. The treasurer will take \$3,500 from the checking account and establish a one year C.D., taking advantage of higher interest rates. Alice Kersey recommended that we sponsor a workshop at the annual meeting at a cost of \$700. This will be taken up under new business.

The Council of Presidents' report - Mike Demaree met with the Council of Presidents. They discussed the upcoming annual meeting. There are many changes this year, hopefully to attract more Extension workers and to improve the meeting format. Boca Raton is an expensive place to hold a meeting and the costs for meals, etc. will be more. They spent some time discussing ways to keep costs down. The registration has gone from \$72 to \$80 which includes most meals. Bill Schall is doing a great job coordinating the meeting. We hope the new Dean will want some time on the program to address association members.

Elizabeth Bolton asked about promotional materials and requested she be given the information before July 10 so she could inform the campus faculty at a faculty meeting in Gainesville. Next year's meeting will be in the Panhandle area unless we come to Gainesville for the Vice President's conference. We are unable to make a commitment with the hotel at this time. It was suggested that the Presidents Council contact all agents as to why they attend and why they don't, perhaps offering a partial registration.

Southern Regional Meeting - It was held in New Orleans the 1st week in February. Alice reported that Extension will be swept up in the tide of today's political reality and will have to do with less. This is a message from various groups within Extension and USDA.

Unofficially, they expect a 16-17% cut of Federal dollars either gradually or all at once. Florida will be less affected because of how we are funded. Most of these dollars are in research and Extension. The state legislature did not cut us, but that might be because we are the only Extension in the state therefore no duplication. We need to be careful about using "Service" and need to stress educational aspect of Extension. In the county level it is recommended that we identify our mission clearly and stay within the mission stressing teaching and education. Some politically active tax reform groups have formed in the western states that are not friendly to Extension. ESP will not have business as usual either. It was recommended that the officers have more conference calls and less Board meetings.

Most Extension workers have a neutral opinion of the National 4-H Council. There is an increasing concern that it has its own agenda that isn't compatible with Extension.

Galaxy Conference - It will be held in Cincinnati October 12-16, 1997. All associations except Agriculture will have their National meeting at this time. Agriculture is encouraging their members to attend in addition to their own meeting.

COMMITTEE REPORTS

Legislative Review - Wayne Odegaard discussed the bill in Congress. It is felt that some action will be taken by August. Meanwhile we need to generate support. Alice has heard that it will take \$15,000 to replace loss if the bill passes.

Alice announced the Committee chairs and said she had asked them to find their own committee members. They are as follows:

Constitution and By-Laws	Damon Miller
Legislative Review/Fringe Benefits	Wayne Odegaard
Membership and Initiation	Lamar Christenberry
Memorial	Albert Fuller
Nominating	Lawrence Heitmeyer
Awards and Recognition	Betty Vernon
Newsletter/Annual Report	Duska Dorschel
Program of Work	Mike Demaree
Professional Improvement	Barbara Hughes-Gregg
Budget and Finance	Linda Cook
Retirees	Vacant
Foundation	Mike Holsinger
Public Relations/Membership	Mike McKinney
Friends of Extension	Bill Schall - unconfirmed

Discussion was held as to why we were not sending our Award winners on to National. Alice made up committee notebooks this year with procedures for several committees. It was felt that the committee chairman in the past couple years did not know their duties. She also enclosed a copy of the Constitution. Alice will remind Betty to send in our state's recipients. Directors are not on the list of Officers and Committee chairs that Alice developed for her secretary. She will make that correction.

DISTRICT DIRECTOR REPORTS

None.

OLD BUSINESS

A copy of the budget was requested by Alice from the Dean at the last Board meeting. Linda received several pages but not the whole budget. Alice wanted a more definitive description of how money is spent department by department.

Proposed change in Federal Retirement and Health Plans was discussed in more detail. It has passed the House and probably will be dealt with by the Senate in August. Several Senators have suggested they go after the Health Plan since it is agreed to on a yearly basis.

Report on the Search and Screening Committees - Thirteen people were on the list. We received good feedback from the committee concerning the candidates.

NEW BUSINESS

Council of Presidents - ESP has an opportunity to host both an abstract session and a workshop. The Board voted not to have abstracts. Alice moved we do a workshop on employability skills. Many Extension agents will need to know what to do with the rest of our life - especially if the Bill in Washington passes. It was agreed that we could use \$750 unspent money in the budget from the Auction and "High 5" for the session. Merry Taylor seconded the motion and it passed. Alice and Mike Demaree agreed to work on finding a speaker for the session.

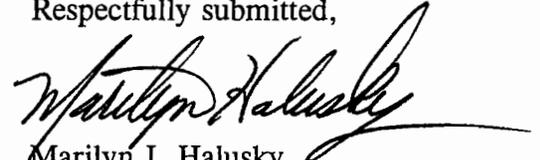
Elizabeth Bolton noted that salary compression was discussed by Chancellor Charles Reed's staff in Tallahassee, May 1995 at a meeting of the Advisory Council of Faculty Senates. The subject of salary compression is of special interest to Extension Faculty for many reasons. One specific reason is Extension Faculty do not have an opportunity to participate in the TIP (Teaching Incentive Program) awards that recognize outstanding teaching faculty members. Salary percentages are negotiated at the Chancellor's level with UFF (the faculty union). Since IFAS faculty are not part of UFF, the question is whether these guidelines will be followed. According to documents distributed to representatives of the nine university senates, a model will be developed within each college to address salary compression according to BOR guidelines. Clif Taylor said he had not heard about these guidelines but that IFAS would likely follow what the rest of the university did. He noted that salary compression usually set in at Rank II for county faculty.

Cliff Taylor asked the Board if we would ask the Presidents Council to legitimize the Personnel Policy and Procedures committee working on reviewing the Faculty Performance Evaluation Procedure. There are several general guidelines such as position description, POW, and specific things we are asked to do. Mike Demaree will take this to the Council of Presidents who meet later in the afternoon.

After some discussion of the importance of input from our officers who attend National meetings toward Extension policy changes, Linda Cook moved that we recommend that the Council of Presidents work on critical issues and appoint an annual meeting committee to work on the upcoming annual meeting. Wayne Odegaard seconded the motion and it passed.

As all business was concluded, Alice adjourned the meeting at 11:45 A.M.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Marilyn J. Halusky". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Marilyn J. Halusky
Alpha Delta Chapter, ESP
Secretary

EPSILON SIGMA PHI
Financial Statement
September 11, 1994 - May 31, 1995

Balance carried forward as of 9/11/94 **\$6,527.54**

INCOME

1995 Annual Dues	4,905.00
Initiation Fees	20.00
Life Membership	100.00
High Five Donations	210.00
Checking Account Interest	78.46
Refund (Southern Reg. Workshop)	100.00
Auction Income	520.62

TOTAL INCOME **\$5,934.08**

EXPENSES

National Dues(139 @ \$20.00)	2,780.00
Initiation Fees(6 @ \$5.00)	30.00
Life Membership	100.00
Scholarships(2 @ \$400.00)	800.00
Certificates	29.10
National Meeting:	616.28
Southern Reg. Wrksp (\$100 returned)	323.68
Public Policy	583.00
Annual Report	85.70
Presidt's Exps (Notebooks/postage)	46.22
Secretary Exps (Stamps)	64.00

TOTAL EXPENSES **\$5,457.98**

Cash in Checking Account, 6/1/95 **\$7,003.64**

Certificate of Deposit **\$3,879.79**

**EPSILON SIGMA PHI
Proposed Budget
1994-95**

Projected Income

Annual Dues (150 MEMBERS @ \$35.00)		\$5,250.00
Other Income		
Initiates (8 @ \$40.00)	320.00	
Life Members (1 @ \$100.00)	100.00	
Interest	108.00	
Annual Meeting Auction	500.00	
High Five	150.00	
TOTAL		\$1,178.00

TOTAL **\$6,428.00**

Projected Expenses

Annual National Dues (150 members @ 20.00)		\$3,000.00
Intiates (8 @ \$25.00)		200.00
Life Members (1 @ \$100.00)		100.00

FAEP Annual Meeting

Annual Report	100.00	
Memorial Committee	50.00	
Certificates	100.00	
Frames	150.00	
Retirees Mementos	50.00	
Friends of Extension	150.00	
Guest Meals	20.00	
Program	100.00	
		\$720.00

Scholarships (2 @ \$400.00) (\$800.00)		800.00
Postage and Labels		29.00

Travel (Plus \$1000.00 from administration)

National Council	\$500.00	
Southern Regional	500.00	
National Policy	579.00	
		\$1,579.00

TOTAL PROJECTED EXPENSES **\$6,428.00**

Audit

Responsibilities:

- ◆ Audit books of the Treasurer at end of fiscal year (September 30).
 - ◆ Audit books before transfer of responsibilities to new Treasurer.
 - ◆ Audit books at any time as requested by Board of Directors.

Accomplishments:

An audit meeting was held with Marilyn Halusky, Treasurer, and Incoming Treasurer Linda Cook on Monday, September 12, 1994. The books were found to be in good condition.

Committee Members:

Denise L. Coleman, Chair
Sharon Arnold
Bill Brown
Charles Zinner, Jr.
Nancy Jean Gal

Awards and Recognition

Responsibilities

- ◆ Distributing Awards Information to Membership
- ◆ Receive Awards Nominations and make recommendations for awards
- ◆ Send congratulatory letters to awards recipients
- ◆ Plan awards presentations for annual meeting
- ◆ Complete forms necessary for regional and national awards

Accomplishments:

The following were selected as the 1995 ESP Award Recipients

Friend of Extension

Carl B. Loop

Mid-Career

Sharon D. Treen

Distinguished Service

Lawrence Heitmeyer

Early Career

Celia B. Hill

Team

Nadine Hackler

Joe Pergola

Linda Bobroff

Nayda Torres

Linda Cook

Joy Cantrell

Glenda Warren

Mary Harrison

Meritorious Service

Betty Vernon

Mary S. Williams

International

Albert Fuller

Committee Members:

Betty Vernon- Chair

Lee Board

Denise Blanton

Linda Landrum

Bill Phillips

Terry Floyd

Doris Taylor

Budget and Finance

Responsibilities:

- ◆ To prepare budget for the year.
- ◆ To oversee the fiscal aspects of ESP's Alpha Delta Chapter.
- ◆ To maintain and present accurate, clear financial records.
- ◆ To make recommendations regarding expenditures and investments.
- ◆ To pay the bills in a timely manner.
- ◆ To submit dues to National office on a regular basis.

Accomplishments:

- ◆ Prepared a budget for 1994-95.
- ◆ Operating expenses of the chapter were met and National dues paid.
- ◆ Reviewed current fiscal situation and maintained accurate records.
- ◆ Prepared an annual report as of July 1.
- ◆ Prepared financial update as of December 1994, June 1995 and September 1995 for annual meeting.
- ◆ Submitted records for audit at the Annual Meeting.
- ◆ Purchased a one year \$3500 Certificate of Deposit for Alpha Delta Chapter.

Committee Members:

Linda Cook, Chair
Lamar Christenberry, Chair-Elect

Constitution and By-Laws

Responsibilities:

- Study the state and national by-laws to assure state follow national guidelines and makes recommendations and also to suggest revisions to keep up with changing trends.
- Suggest revisions in the duties of the officers and committees to make consistent with the constitution.
- Provide written suggested changes to the membership at least thirty days before the election.

Accomplishments:

The present chapter constitution by-laws were thoroughly studied and examined by the committee. The by-laws are consistent with the national, therefore the committee voted to maintain them in their present context.

Committee Members:

Damon Miller, Sr., Chair
Lawrence Heitmeyer
Michael Demaree
Mary Williams
Mary Beth Salisbury

Legislative Review/Fringe Benefits

Responsibilities:

- ◆ Keep abreast of legislative matters that are of interest to Epsilon Sigma Phi and keep membership informed of these matters.
- ◆ Keep abreast of potential and actual changes in state and federal retirement programs. Make recommendations to the Board for proposed actions.
- ◆ Provide written, suggested changes to the membership at least thirty days before the election.

Accomplishments:

Congress is considering several proposed changes in the CSRS. Several individuals in Florida (approximately 100) would be seriously affected by the following retirement changes:

- Raise retirement age from 55 to 60.
- Deny COLA's for retirees under the age of 62.
- Raise employee contributions to 9.5% by 1998.
- High 5 replaces high 3 salaries.

At the time of this report the House had approved these changes and sent them on to the Senate. ESP members were notified of the proposed changes and encouraged to contact their U. S. Senators if they had an opinion on the proposed changes.

In late June the Senate Government Affairs Subcommittee held a hearing on proposed reforms to the federal retirement system. Those testifying repeatedly stated that the current retirement system should not be changed. The Senate will vote on this issue in August.

The board discussed fringe benefits, i.e. retirement and health insurance, at the spring board meeting. No official action was taken.

Members are encouraged to communicate their concerns to the new chair.

Committee Members:

Wayne Odegaard, Chair
William Summerhill, Chair-Elect
Mary Taylor
Betty Vernon
Mike McKinney

Membership/Initiation

Responsibilities:

- ◆ Review constitution concerning eligibility for membership.
- ◆ Check with IFAS Personnel for a list of personnel eligible.
- ◆ Submit potential new and transfer members' names to Board of Directors for approval.
- ◆ Send membership invitation to potential members.
- ◆ Send life membership invitation to retirees.
- ◆ Collect dues and send to Treasurer.
- ◆ Request and have on hand copies of the constitution, creed, and ESP flier for each new member.
- ◆ Prepare for and arrange new member initiation.
- ◆ Work with Treasurer and ESP District Directors to follow-up on membership non-renewals.

Accomplishments:

- ◆ Contacted IFAS Personnel for list of eligible personnel including County Adjunct Agents.
- ◆ Presented names of members to be initiated at the 1995 Annual Meeting and provided for the initiation ceremony.
- ◆ Contacted retirees for life membership.
- ◆ Initiated eligible persons to become members.

Committee Members:

Lamar Christenberry, Chair

MEMORIAL

Responsibilities:

The Memorial Committee shall:

- ◆ Determine the names of deceased members of the Florida Extension Service.
- ◆ Prepare a tribute to deceased members and present at the Annual Meeting of Extension Professionals.
- ◆ Extend courtesies to families of deceased members and expressions to all known members hospitalized due to illness or accident.

Accomplishments:

The Committee has established, through the IFAS personnel office, the names and addresses of deceased/retired Extension workers. A memorial service will be held to honor deceased members at the 1995 Annual Meeting. Memorials prepared and to be presented:

Edsel Roann
Pete Warnock
Thomas C. Herndon
Ethel W. Hanson

Committee Members:

Albert Fuller, Chair
Bill Phillips
Steve Ryan
Ray Andrew
Elva Farrell

Nominating Committee

Responsibilities:

The Nominating Committee shall select a slate of officers and directors and present them by mail to the membership at least thirty days prior to the election by mail.

Goal:

To seek qualified, interested members to serve in leadership positions in the chapter.

Accomplishments:

The following slate of officers for the 1995-96 year were forwarded for publication through the newsletter prior to the annual meeting.

President:	Mike Demaree
President Elect:	Marilyn Halusky
Secretary:	Lamar Christenberry
Treasurer:	Albert Fuller
Analyst:	Linda Landrum
Chaplain:	Elizabeth Bolton
Immediate Past President:	Alice Kersey
Directors:	Terms to Expire in 1997:
	District II Larry Halsey
	District IV Mike McKinney
	State Staff Joy Cantrell
	Terms to Expire in 1996:
	District I Henry Grant
	District III Doris Taylor
	District V Ken Shuler
	Life Member: Ruth Milton

Committee Members:

Lawrence Heitmeyer, Chair
Jeannette Meadows
Ann Parramore
Damon Miller

Program of Work

Responsibilities:

- ◆ Annually review the purposes, goals and objectives of the Fraternity.
- ◆ Make observations and recommendations to the membership and Board.
- ◆ Direct special recognition when appropriate.

Goals:

Alpha Delta Chapter will continue working toward active participation by all eligible members both currently employed and retired.

Committee chairs will be active. Committees working on issues through external contacts of the chapter (i.e. fringe benefits, legislative) will keep the membership informed of urgent matters that impact employment or circumstances.

Recommendations:

Continue active participation in the Florida Association of Extension Professionals and its annual meeting. Support involvement of retirees. Support the scheduling of the ESP Memorial Service at a time and place when all present and former Extension workers will have an opportunity to attend.

Support the 1977 Galaxy Conference scheduled for October 12-16, in Cincinnati, Ohio.

Continue to support attendance, and to provide some financial support, for two ESP officers to attend the National, Regional, and the Public Policy Workshop.

Support the annual goals of the National ESP Board.

Accomplishments:

President Kersey and President-elect Demaree participated in Florida's Council of Presidents to plan and carry out a four-day state meeting for current Extension faculty and retirees. The FAEP Annual Professional Improvement Meeting will be held in Boca Raton, Florida on September 11-14, 1995. This year's theme is "Excellence in Programming — Past, Present and Future."

A recommendation was made to the ESP Board that all officers and committee chairs be given an ESP officers notebook. Committee chairs would then pass their

notebooks along to the next committee chair, while officers would retain their notebooks from year-to year. President Kersey took the lead in this effort.

ESP members participated in a Joint association auction at the 1994 Annual Meeting in order to raise funds for ESP activities. The auction was successful and is planned for the 1995 FAEP meeting.

President Kersey and President-elect Demaree attended the National "Winter" Board meeting of ESP, December 8-11, 1995 in Milwaukee, Wisconsin. An opportunity was taken to visit with membership from other states and receive input on the nominees for our new Dean for Extension.

President Kersey attended the Southern Region Workshop held in New Orleans, February 2-4, 1995. This is a "working" conference where the new members handbook was updated and finalized and sent to all chapters.

President-elect Demaree attended the Public Issues Leadership Seminar, April 30 - May 3, 1995 held at the National 4-H Center in Chevy Chase, Maryland. All ESP members are encouraged to attend this conference. It is a wonderful opportunity to meet National ESP officers and ES/USDA leaders. Time was also spent on Capitol Hill working with Senate and House members on key issues affecting Extension workers.

Committee Members:

Michael Demaree, Chair
Linda Barber, Chair-elect
Richard Aalberg
Mary Chernesky
Lawrence Halsey
Richard Matthews
Barbara Taylor

Public/Member Relations Committee

Responsibilities:

- ◆ Seek a means to increase the general public's knowledge and understanding of Extension and its influence.
- ◆ Make high school and college students aware of the employment opportunities with Extension.
- ◆ Work to promote a spirit of fraternal fellowship, knowledge and appreciation of Extension and ESP among the chapter's membership.
- ◆ Work with the planning Committee of the Annual Conference to incorporate social activities between the retirees and the active membership. This would be in addition to the Annual Retiree Luncheon.
- ◆ Design a special program for those Extension Faculty who are not eligible for membership in Epsilon Sigma Phi. This program would be at the Annual Meeting at the same time as the ESP Annual Meeting. This meeting should be designed to allow Administration and new employees to meet in a relaxed, informal setting that will help to make them feel that they are an important part of the organization.

Goals:

- ◆ Provide publicity for Friends of Extension Award.
- ◆ Notify County Extension Directors regarding award winners.
- ◆ Recommend nominees to ESP National Speakers Bureau.
- ◆ Submit news to "On Line."

Accomplishments:

- ◆ Provided news releases for each ESP award winner including Friends of Extension.
- ◆ Provided rough draft letters and news releases on county winners to County Directors and IFAS Administration to encourage them to notify county, district, and state leaders of accomplishment.
- ◆ Will submit all award winners names to "On Line" following Annual Meeting.
- ◆ Made fall and spring semester presentations on Extension Careers for Ag. 1101 at the University of Florida.
- ◆ Will pass on Committee folder to the 1996 ESP Public/Member Relations Chair.

Committee:

Mike McKinney, Chair

Newsletter/Annual Report

Responsibilities:

- ◆ Coordinate putting together and printing of annual report to distribute at annual meeting.

Accomplishments:

- ◆ Produced, edited, and distributed Annual Report.

Recommendations:

- ◆ No recommendations to report at this time.

Committee Members:

Duska Dorschel, Chairman
Judy Butterfield

Professional Improvement and Scholarship Committee

Responsibilities:

- ◆ Promote professional improvement within the ranks of Florida Cooperative Extension Service and Epsilon Sigma Phi.

Goals:

- ◆ Distribute scholarship applications to all Florida Extension Faculty, review and select winning applicants for two scholarships each year. Inform the ESP Presidents of the winners, inform County Extension Directors and the District Extension director of the winners, and announce the winners at the annual Association of Extension Professionals meeting. Distribute information to the ESP membership regarding state and national professional improvement scholarships.
- ◆ Study ways to promote and foster professional improvement at the annual meeting. This includes establishing networks with other professional associations.
- ◆ Encourage professional growth and development by involving members in study tours, encouraging faculty to join professional associations and by encouraging faculty to submit articles and subscribe to the Journal of Extension.

Accomplishments:

- ◆ Seven abstracts (43%) were submitted this year.
- ◆ Scholarship were increased for \$200 to \$400.
- ◆ One scholarship was awarded for an agent seeking a degree, and the second scholarship was awarded for expenses related to participation in a professional development experience not related to a degree program.
- ◆ It was voted on not to have an ESP professional paper presentation section at the Annual Florida Association of Extension Professionals meeting this year. It was felt that this section conflicted with agents wanting to present within their own subject matter professional association.
- ◆ Two notices were sent to County Extension Directors (one from ESP President and one from committee Chair) requesting that they encourage their staff to participate in this professional opportunity.

Recommendations:

- ◆ Send notices of ESP Scholarship opportunities to all agents to ensure they receive the information in a timely manner.
- ◆ Have a place on the Scholarship Application Form requesting information on whether or not the agent is getting compensation for the degree or non-degree opportunity through county or state monies.

Committee Members:

Barbara Hughes/Gregg, Chair
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