

# Epsilon Sigma Phi

The Extension Professional's Organization

Regional Meeting Report

November 2006

## ***Why are you involved in ESP? I am involved because of the:***

### **1) Professional and personal development, programming, and leadership opportunities**

- The professional improvement opportunities make me a better, more effective professional.
- The Chapter helps pay my way to those professional development opportunities.
- I gain insight from attending excellent programs and speakers at national meetings.
- I value the professional development and leadership opportunities.
- The organization values professional excellence.
- It is the professional development organization that has the greatest potential to enhance my administrative and leadership abilities.
- It is an honor and privilege for me to be a member of an organization that is devoted to developing me as a professional; not subject matter professional development, but leadership.
- It is an organization that allows me to participate – learn and experience - leadership development at the chapter and national levels. Professional development opportunities are relevant to my personal and professional development.
- I gain valuable experience in interpersonal relationships and skills in leadership, which will enable me to be successful in my career and promotion process.
- I gain hands-on experience through service on local and national boards and through leadership opportunities and presentations at national meetings.
- I am involved in ESP because I believe in Cooperative Extension work. ESP's focus on leadership and organizational development strengthens Cooperative Extension.
- This group represents lots of leadership and experience. The members are respected for their dedication and contributions to the Extension profession.
- I enjoyed the opportunity to serve in an officer position and wanted to stay very connected because of the professional relationships and professional opportunities.
- I am expanding my knowledge and experience in leadership. I am able to build my own leadership capacity.
- I am involved because of the personal and professional leadership development opportunities it provides.
- I benefit from the personal growth opportunities. ESP offers new perspectives on the work I do.
- I am exposed to good programs that work and learn how they are developed and marketed.
- I gain perspective of how others deal with problems.
- I was impressed with some of their award winners and presentations.
- I want to make a difference in my state and in my chapter; I want to influence more activity in our state.
- I value the innovative program delivery methods.
- I learn about Extension structure and methods of education and service.
- I have a place to present our Extension innovations and experiences.
- I gain knowledge to increase my service to community.



"I value the networking opportunities and sharing of ideas with colleagues from various states in all program areas."

## ***Why are you involved in ESP? I am involved because of the:***

### **(2) Interdisciplinary nature of ESP and the networking opportunities**

- I value the networking opportunities and sharing of ideas with colleagues from various states in all program areas.
- I like networking with all associations.
- I am involved because of the networking I am able to do with other states and different people.
- I have benefited personally and professionally from networking and interacting with colleagues.
- I get to meet people from other states and learn to value the differences in our respective systems.
- It is the one organization that includes all Extension professionals.
- It brings all disciplines together. I value the cross-disciplinary nature.
- I like the mixing of program areas and the cross-cutting issues addressed.
- ESP presents a broader perspective of cooperative extension which enables members to link to resources and people across the nation.
- I wanted to be involved in an association that includes all Extension professionals, including administration. ESP crosses subject matter areas for broader view of the Extension profession and the Extension professional.
- ESP brings together a diverse representation of the Extension family to support our profession.
- To interact with Extension professionals across the nation about current Extension programs. Leadership development opportunities go further than discipline-based associations in those areas; puts all extension professionals in same group – out of the "silos."
- ESP works together across discipline areas for the common good.
- I benefit through professional development across all program areas.
- Interaction with agents in all Extension associations bridges gaps.
- It provides the opportunity to promote our profession in a unified approach.
- ESP provides me with an opportunity to interface with educators and faculty from all program areas and levels of extension.
- It was a better fit than other discipline-related associations. ESP gave me a place to belong.
- I am involved in ESP because my position does not fit in the other associations.
- It is an organization that represents the total organization rather than a specific discipline.
- I believe it is the premier organization representing Extension.
- I feel it adds some spice to my career as I associate with other professionals who do the same work across the nation.

## ***Why are you involved in ESP? I am involved because of the:***

### **(3) Recruitment/Mentoring**

- My colleagues and mentors in Extension conveyed the importance of the organization and giving to the organization as a whole to better the whole.
- I respected those who invited me to be a member.
- Strong mentors embraced the opportunity to get me to join ESP.
- A member recruited me into the chapter.
- Someone I respected asked me to join.

### **(4) Awards/Honor**

- I value the awards received.
- I gain recognition based on my work.
- There is opportunity for broad based recognition for outstanding programs.
- I benefit from the scholarships.
- I benefit from the professional recognition opportunities.
- It is an honor to be nominated and selected for membership after three years.
- I qualified and am honored to be a part of a prestigious organization.

*"Someone I respected asked me to join."*

*"It is an opportunity to give back to the profession and to be inspired by other professionals."*

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### **(5) Other:**

- Everyone is equal. No administrator has more say than the 5 yr. Ext. Educator. All ages are involved- young/old.
- There is respect for mature ESP members and it is an honor associating with them.
- ESP maintains relationships/ties to Extension retirees.
- Maintain continued valuable association with our retirees (a link to the rich history and experience).
- There are many Life member opportunities.
- I like the attitude of the organization.
- I enjoy the enthusiasm of the members.
- It is an opportunity to give back to the profession and to be inspired by other professionals.
- ESP represents all Extension employees and is our voice on a national level.
- The dues are cheap.
- ESP is the only organization that has "The Big Picture" of Extension.
- I want to use my involvement as a portion of my promotion document.
- Having membership in ESP looks good on my resume.
- I believe in the Extension philosophy and the Extension Service. It is good to talk to people that care! It envisions the whole of what Extension is and could be.
- I have an opportunity to attend PILD.
- When we paid the meeting registration fee during one of our district meetings, ESP district reps were there to collect dues – kind of like monopoly – pass go or go to jail. I have not regretted joining.
- As our professional numbers shrink, I think joining together is a good alternative to being so small that an association is ineffective.
- I believe there is strength in having a diverse organization and think ESP should be the preferred Extension Association of choice.

## How do you market ESP in your state?

- Announce recognitions/awards to the entire System, give faculty recognition to all faculty – not just ESP
- Package scholarship opportunities and encourage individuals to apply
- Market that ESP is multi-disciplinary and provides networking opportunities
- Encourage members to recruit and offer a personal testimony
- Distribute the mission at banquets on the programs
- Sponsor an Alumni Luncheon or ESP Dinner – make it fun
- Conduct or coordinate ESP sponsor professional development workshops, seminars, in-service/professional development training, display, social, or awards presentations at Annual Extension conference
- Word of mouth; personal contact – personal contact by regional vice presidents
- Personal contact with each eligible employee upon reaching required years of service
- Use Extension newsletter to publicize activities, programs, and member accomplishments
- Use ESP electronic newsletter to publicize awards
- Host fundraisers for total organization
- Send newsletters to annual, life, and retired members and one annual newsletter to all Extension staff
- Communication about ESP through quarterly meetings, phone calls, flyers
- ESP brochures; newsletters, ESP website; chapter pamphlet
- E-mails to all staff regarding ESP membership and notification of eligibility
- E-mail renewal notices and e-mails to the Extension system reminding people of the role of ESP
- Direct mailing to state staff and administration to join ESP
- Direct mail to members and prospective life members
- ESP sponsors new employee orientation; Share creed and brochures during new agent training
- Used word of mouth and direct person-to-person contact inviting people to join (discuss at all staff conferences.)
- Membership Chair makes contacts and issues an invitation to newly eligible agents
- By being an example of what Extension represents
- Get other ESP members to recruit non-members in their disciplines
- Our on-line auction was open to all Extension employees and all employees received weekly updates
- Area contacts utilize time at district staff meetings to tell agents about ESP and the programs they have to offer
- State Program Chairs periodically send information to agents across the state telling them about recognition programs
- Personally manned a booth during Extension In-Service that included the ESP National Exhibit, copies of ESP membership brochures, ESP National Professional Conference promotional brochure and the 2005 Annual Report
- Through the recognition of deserved Extension employees and their families at bi-annual Memorial Service
- Dean's dinner for new agents orientation – an ESP board member attends and distributes handouts and answers questions
- Conduct joint projects, events, or presentations during other association meetings
- Use previous award winners to help nominate in some category
- Host Friends of Extension Banquet event
- Ask Extension administration, regional directors to promote with respective County Extension Directors and to promote through the Extension Newsletters
- Use List serve for relevant/timely announcements