



National President's Report

Elizabeth Claypoole, National ESP President

Thank you so much for providing me the opportunity to serve as your President this past year. It has been an honor to work with the other board and committee members throughout the year. Everyone's dedication to ESP is clearly evident.



We had a lot to do this year – after last year's conference we were able to select and announce our new Executive Director – Greg Price. I am sure that most of you have had the opportunity to welcome Greg and Becky into the fold. They have been a wealth of ideas and I really appreciate Greg serving as my "sounding board" when we needed to figure out next steps.

We said goodbye to our long term friend and colleague – Bob Ohlensehlen, as he now becomes a "normal" ESP life member and I am sure he welcomes that role so that he can relax a little more! I hope that you were able to see the video of the interview, posted to our website, I had with Bob about ESP and his years of participation and his invitation for new members.

All of the committees have been very active this year and I was able to participate in at least one meeting of most of the committees. The challenge is still out there to think about serving on a committee for the future, as this is where the "rubber meets the road" and it helps each member understand the organization that is ESP. Please see the additional committee reports to learn about the great work and to see if there is a committee that interests you.

I want to highlight three things that we accomplished this year to provide more back to our members – getting members involved at different levels of the organization. First, we started to implement an "open invitation" to our members to participate in any committee meeting – all meetings were posted to the ESP website or available through the ESP office. Interested ESP members who attended last year's committee meetings during this conference were invited to participate throughout the year and several applied to become "official members" – yeah!

Second, the Professional Development Committee is prepared to serve as our "Peer Review" panel for all abstracts, webinars and workshops that our members and committees propose. We want to provide an opportunity for scholarship and leadership development to our members, through our members. This includes having "open" call for proposals at least once a year.

Third, we are examining our financial status and planning for the future. We have moved more development funds through activities to provide more opportunities for members to use this money. A proposal for dues was presented as part of the Council Meeting so that our operational funds can allow our board and executive office to function for the best representation of our members. More information about this is in the RDM report.

I want to give a special thanks to Kathy Tweeten, for her leadership and guidance as Past President of ESP and current President of JCEP. I look forward to working with our President Elect, Mark Blevins. Leadership of this organization really is a shared responsibility – we could not accomplish what we do without guidance from those who went before and vision from those who succeed us. Thanks to all of this year's Board Members: Kathy Tweeten, Mark Blevins, Mike Knutz, Mark Platten, Karen Reddersen, Jennifer Grogan and Doug Jardine.

I look forward to being your ESP Past President in 2018-2019 and will strive to engage more members to be involved in committees and participating in national events – it is through this participation that we grow as individuals and as an organization. Please let me know if you have any suggestions!



Epsilon Sigma Phi The Extension Professionals' Organization

The name Epsilon Sigma Phi and the logotype represent ESP as the organization for all Extension professionals. The logo, drawn without boundaries, is emblematic of an organization that welcomes members from all disciplines within the Extension System, as well as ESP's commitment to diversity in membership and ideas.

The clean, bold appearance of the letters symbolizes the empowerment members gain from their membership—the knowledge and skills we use to develop to our fullest potential. The letter "P"'s unique key shape represents ESP as the key to members' professional excellence, professional development, leadership development, scholarship and opportunities for recognition.

Green symbolizes our collective commitment to the disciplines in which we work: youth development; family and consumer sciences; community development; and agriculture and natural resources. Gold represents the value of our membership and the "gold standard" we set for ourselves whenever we recite the Extension Professionals' Creed.



National President Elect's Report

Mark Blevins, National President Elect

As President-Elect in 2018, I served national Epsilon Sigma Phi by chairing the Marketing Committee and working with 2nd Vice President, Mike Knutz, on the Chapter Relations Committee – both of which have additional reports in this document. My responsibilities also included assigning members of our Executive Board as committee chairs for next year, and assist with

preparations for the 2019 ESP National Conference in Colorado.

The Joint Council of Extension Professionals (JCEP) requires participation from the President-Elect, President, and Past President of each professional association in our Extension system. My duties with this group included updating the by-laws, planning for the Extension Leadership Conference (formerly called the JCEP Leadership Conference), and engaging in monthly face to face and online meetings.

This was a great year for learning and training for Presidential responsibilities next year and I look forward to serving our vast membership with the knowledge and skills I brought into my role and have honed over this past year.

Professional Development Committee

Mark Platten, Chair, and Western Region Vice President

We developed a webinar RFP with the focus on either onboarding new Extension staff or providing resources for those who are about to retire from Extension. We approved two proposals. The first webinar was, "Tips for a Healthy Transition into Retirement," conducted by Erin Yelland. We promoted across eXtension and had 56 participants engage in the live webinar and 66 views following the event.



The second webinar was, "Learn Digital Marketing Strategies to Promote your Programming," conducted by Amy Cole. Again, we promoted through eXtension and had over 50 participants engage in the live session and another 64 who have viewed the recording.

We completed the call for proposals for the Kansas National Conference and selected 20 concurrent sessions, 12 posters, and 4 lightning sessions.

In 2017 the National Board established the Affinity Groups and started with the Latino Affinity Group, which met at the Wilmington, NC National Conference. This year we have brought on board the Urban Extension Affinity Group to explore the unique issues/concerns with programming and conducting Extension work in urban settings. The affinity groups will be conducting a concurrent session at the Kansas National Conference and will follow that session with a lunch to discuss getting involved with the affinity groups.

The Professional Development Committee has been working closely with the Kansas Conference Committee to stream one keynote speaker as well as the Ruby presentation.

Finally, we are working with the National Board to develop a survey for our life members to determine how we might better serve their needs. It has been over a decade since the last survey of our life members. We are planning to create a "best practices/activities" page for state chapters to use as a resource for to develop their chapter's life members outreach and inclusion.

Membership Recruitment & Retention Committee

Doug Jardine, Chair, and North Central Region Vice President

The 2017-18 Membership Recruitment and Retention Committee (MRRC) reviewed and revised the Strategic Action Plan focusing on strengthening chapters, recognizing chapter excellence in membership recruitment and retention, increasing ESP membership diversity and working to provide first time national meeting attendees with a positive experience.

The MRRC provided communication with chapters throughout the year, including articles for the *ESP Connection* newsletter covering such topics as reviewing the Chapter of Merit and Achievement in Chapter Membership Awards and explaining why Extension professionals should belong to ESP. The rubric used to evaluate the



(Membership Continued on page 5)

2017-2018 Epsilon Sigma Phi National Board

Elizabeth Claypoole, National President

Cornell Cooperative Extension—Wayne County
1581 Route 88 N
Newark, NY 14513
Phone: 315.331.8415
Fax: 315.331.8411
Email: eac9@cornell.edu

Mark Blevins, National President Elect

Chair of Chapter Relations & Marketing Committees
PO Box 109
25 Referendum Drive (Bldg. N)
Bolivia, NC 28422
Phone: 910.253.2610
Cell: 910.523.0224
Email: mark_blevins@ncsu.edu

Mike Knutz, National 2nd Vice President

Chair of Resource Development & Management Committee
Yamhill County Extension
2050 Lafayette Avenue
McMinnville, OR 97128
Phone: 503.434.8913
Email: mike.knutz@oregonstate.edu

Kathleen Tweeten, Past National President

Chair of Global Relations Committee
9521 41st ST NE
Bismarck, ND 58503
Phone: 701.258.1797
Cell: 701.400.0458
Email: Kathleen.tweeten@ndsu.edu

Bob Ohlensehlen, Executive Director

Epsilon Sigma Phi, Inc.
450 Falls Avenue, Suite 106
Twin Falls, ID 83301
Phone: 208.736.4495
Fax: 208.736.6081
Cell Phone: 208.539.1279
E-mail: espoffice@espnational.org

Regional Vice Presidents

Karen Reddersen, VP - Northeast Region

Chair of Scholarships, Grants & Recognition Committee
28647 Old Quantico Road
PO Box 1836
Salisbury, MD 21801
Phone: 410.749.6141
Email: kredders@umd.edu

Jennifer Grogan, VP - Southern Region

Chair of Public Issues Committee
4590 GA HWY 37
PO Box 73
Camilla, GA 31730
Phone: 229-522-0408
Email: jgrogan@uga.edu

Doug Jardine VP - North Central Region

Chair of Membership Recruitment & Retention Committee
Extension Plant Pathologist
4024 Throckmorton Hall
Manhattan, KS 66506
Phone: (785) 532-1386
Email: jardine@ksu.edu

Mark Platten, VP - Western Region

Chair of Professional Development Committee
Colorado State University Extension—County Director
800 Research Drive, Ste. 230
Woodland Park, CO 80863
Phone: 719.686.7961
Email: plattenm@co.teller.co.us

National ESP Website
espnational.org

Past President's Report

Kathleen Tweeten, ESP National Past President

When I decided to apply to complete the term of president elect, president and past president I had no idea how right my decision would be! It has been an honor to work with all of you, the ESP board and our Executive Directors, Bob Ohlensehlen and Greg and Becky Price. The years have gone quickly and have given me the opportunity to meet and work with great ESP and JCEP members.

I am proud to be a member of such a progressive association. In the past three years, significant positive changes have taken place. ESP has a new way for members to closely network with colleagues with the creation of affinity group membership; an International Grant was designed and implemented by the Global Relations Committee; we no longer have a years of service requirement to be a member of National ESP and we have fully implemented online membership registration. Lots of changes and lots of work by all of our committees and staff! A huge thank you to all for making my term so memorable!

I would be remiss if I didn't also mention my involvement in JCEP. I was given the opportunity to serve as president elect and president. It has definitely been a learning experience. This network of seven Professional Extension Associations and it's liaisons from ECOP, APLU and NIFA all collaborating to promote and support the National Extension System. JCEP is responsible for the National Extension Leadership Conference and the Public Issues Leadership Conference. Remember that the Leadership Conference is for all members of our Extension associations and not just chapter or national leadership. I would also ask you to actively promote both of these conferences to your colleagues and leadership in your state. We can make a positive difference for all of Extension when we work together.

Thank you again for the opportunity to serve you!



National 2nd Vice President's Report

Mike Knutz, ESP National 2nd Vice President

It has been an honor to serve on the National Board. My experience this past year reinforces what I know about Epsilon Sigma Phi. For those who choose to engage within the organization, wonderful opportunities to develop leadership skills, grow professionally, and experience rich collegiality is at hand. From my team members on the board to the RDM Committee members, it has been a pleasure to work alongside caring and committed individuals. The highlights for this year include:



- Working with RDM Committee members on the most successful Professional Development Fund Campaign in the history of ESP.
- Witnessing the synergy of the Latino Affinity Group during the 2017 Conference.
- Facilitating the ESP session on "Best Practices for Strong Chapters" at the JCEP Leadership Conference.
- Enjoying comradery of ESP Members during the JCEP Leadership Conference dinner at the Cowfish Sushi Burger Bar.
- Getting to know our new ESP Executive Director team of Greg and Becky Price.
- Honoring the 2018 National winners at the Award Banquet at Conference.

(2nd Vice President Continued on page 5)

Global Relations Committee

Kathleen Tweeten, Chair, and ESP National Past President

A huge thank you to the 2017-2018 Global Relations Committee Members: Nancy Kadwill, Rick LeVitre, Mary Ann Kizer, Barbara Brown, Kimberly Catchpole, Letitia Johnson, Kevin Gamble, and Celina Wille.



The committee had six goals for 2018 with one goal taking the lion's share of their time, the implementation of the ESP Global Relations International Grant. Thank you to the board and all who contributed to making this grant a reality. We received \$2,778.67 from the Go Fund Me Account to match the \$2,500 received from ESP. I'm excited to tell you that the grant has been awarded to our partners from USAID's SIL at Kansas State University. Kevin Gamble was instrumental in the development and shepherding of this effort and deserves our thanks for his commitment.

Other committee activities included authoring several articles for the ESP newsletter plus special articles and email blasts to update members on the Go Fund Me account and the International Grant, collecting items for another Global Relations auction basket, connecting with Chapter Global Relations committee chairs and providing an educational poster on the International Grant with our partners from K-State.

It has been an active and successful year for the Global Relations Committee with all six of their goals being met in 2018. Thanks again to the committee and all their commitment to Global ESP work!

Marketing Committee

Mark Blevins, Chair, and ESP National President Elect

The Marketing Committee worked to support the national organization's communication, recruitment, and retention efforts. Marketing materials were inventoried during the transition to a new Executive Director and marketing messages were developed to align Chapter needs with National resources.



The Latino Affinity Group was supported with growing accommodations at the National Meeting based on this group's developing membership and activity. The Marketing Committee recruited the support of administrators at the National Urban Extension Leaders conference and shared our organization's opportunities at Cambio de Colores this year.

Additionally, the Marketing Group worked with the Membership Recruitment and Retention Committee to facilitate the Conference Mentoring program so that first time conference attendees feel welcomed and comfortable at our national gathering.

Scholarships, Grants & Recognition Committee

Karen Reddersen, Chair, and Northeast Region Vice President

A huge thank you to the 2017-2018 Scholarship, Grants and Recognition Committee Members for all of their hard work this year. The Committee includes: Rhea Bentley, Laurie Chandler, Dan Culbert, Kimberly Fleming, Kirsten Jensen, Beth Raney, and Nancy Wallace.

I am pleased to report a successful year of accomplishments and deeply appreciate the work of our SGR Committee who worked tirelessly behind the scenes to review applications and make recommendations to the ESP Board.

ESP Scholarships enabled several members to attend professional development programs. Highlights include:

Redinger Administrator Leader Scholarship This scholarship was awarded to Sam Angima Gamma Chapter (OR) in the amount of \$500.

PILD Scholarships of \$600 were awarded to: Yvonne Zoia, Xi Chapter/NC; Benzel Jimmerson, Zeta Chapter/CO; Sherry Beaty Sullivan, Alpha Iota/AR and Erin Yelland, Alpha Rho Chapter/KS.

Professional Development Grants are available to members or chapters to conduct innovative educational programs that can be reproduced by other ESP members. This year Alpha Xi, (NJ) was awarded a \$1,000 grant.

Richard R. Angus Professional Development Scholarships Two applications were received for this professional development scholarship. \$500 scholarships were awarded to: Katie Ahern, Gamma Chapter (OR) and Jeanette Rea-Keywood Alpha Xi (NJ)

The committee reviewed 17 outstanding applications for **Friends of Extension** and recommended three individuals for recognition at the 2018 National ESP Conference: Bob and Charlee Moore, Professional Business Leader, Gamma Chapter (OR), William Northey, Elected Official, Alpha Mu (IA) and Samuel Carlyle Richardson, II, Extension Volunteer/Lay Leader, Alpha Tau (MO). Dr. Tim Cross, Chancellor, University of Tennessee Institute of Agriculture was selected as the **Distinguished Service Ruby** recipient.



Members of the committee encouraged applications for **chapter and national awards and scholarship** programs. The SGR Committee will be hosting a poster session during the national conference with tips to strengthen award/scholarship applications. Chapter award honorees will be recognized during the regional breakfasts with national winners recognized during the evening gala. The Committee is very proud of all of the 2018 award recipients and the hard work of our ESP membership at large. Your efforts on behalf of Extension are to be commended! Thanks again to the committee and their commitment to the members of our organization!

2018 Recognition Recipients

Northeast Region Award Recipients

Distinguished Service Award—Tie	Alganesh T. Piechocinski, Maryland Tau Chapter Ellen Williams, New Jersey Alpha Xi Chapter
Mid Career Award	Charles F. Schuster, Maryland Tau Chapter
Early Career Award	Chengchu (Cathy)Liu, Maryland Tau Chapter
International Service Award	Robin Brumfield / New Jersey Alpha Xi Chapter
Administrative Leadership Award	Jeff Howard, Maryland Tau Chapter
Visionary Leadership Award	Donald Webster, Maryland Tau Chapter
Distinguished Team Award	Nicholas Polanin – Ultra-Niche Crops for the Progressive, New Farmer Team, New Jersey Alpha Xi Chapter

North Central Region Award Recipients

Distinguished Service Award	Chuck Otte, Kansas Alpha Rho Chapter
Continued Service Award	Cindy Barnett, Indiana Alpha Lambda Chapter
Mid Career Award	Heidi L. Haugen, Minnesota Pi Chapter
Early Career Award	Michelle Treber, Ohio Alpha Eta Chapter
International Service Award	Todd Lorenz, Missouri Alpha Tau Chapter
Administrative Leadership Award	Jefferson S. McCutcheon, Ohio Alpha Eta Chapter
Visionary Leadership Award	Elizabeth Brunscheen-Cartagena, KS Alpha Rho Chapter
Diversity Multicultural Award – Individual	Meridith Berry, Missouri Alpha Tau Chapter
Diversity Multicultural Award – Team	Dennis DeCamp - Food Safety Training for Mennonite Food Handlers, Ohio Alpha Eta Chapter
Distinguished Team Award	Paula Hella - Taking Care of You: Mind Body and Spirit, Wisconsin Alpha Sigma Chapter

Southern Region Award Recipients

Distinguished Service Award	William L. Sheftall, Jr., Florida Alpha Delta Chapter
Continued Service Award	Ann Berry, Tennessee Omega Chapter
Mid Career Award	Jennifer Abel, Virginia Alpha Gamma Chapter
Early Career Award	Courtney Jenkins, Kentucky Alpha Kappa Chapter
International Service Award	Sonya Jones, Georgia Alpha Beta Chapter
Administrative Leadership Award	Linda K. Bower, Tennessee Omega Chapter
Visionary Leadership Award	Lynda Latta, Oklahoma Omicron Chapter
Diversity Multicultural Award – Individual	James Morgan, Georgia Alpha Beta Chapter
Diversity Multicultural Award – Team	Cathy S. Allen - Special Clovers Camp, Oklahoma Omicron Chapter
Distinguished Team Award	Kasey Bozeman - Joint Reserve Component Teen Leadership Summit, Georgia Alpha Beta Chapter

Western Region Award Recipients

Distinguished Service Award	Margie P. Memmott, Utah Iota Chapter
Continued Service Award	Patricia A. Dawson, Oregon Gamma Chapter
Mid Career Award	Jenny Rudolph, Oregon Gamma Chapter
Early Career Award	Katie Ahern, Oregon Gamma Chapter
International Service Award	Celina Wille, Utah Iota Chapter
Administrative Leadership Award	Sam Angima, Oregon Gamma Chapter
Visionary Leadership Award	Willie Riggs, Oregon Gamma Chapter
Diversity Multicultural Award – Individual	Patricia A. Dawson, Oregon Gamma Chapter
Diversity Multicultural Team Award	Kyle R. Christensen – CYFAR Family Leadership Training
Distinguished Team Award	Linden Greenhalg - Cargill Salt Company/Utah State University Tooele County Extension Learning Garden, Utah Iota Chapter

Public Issues Committee

Jennifer Grogan, Chair, and Southern Region Vice President



Activities of the Public Issues Committee for the year included focusing efforts on reaching more people with the 2017 webinar series, "Water Issues in the 21st Century", better communicating our Extension stories, and working towards presenting a 2018 webinar series entitled, "Economic Vulnerability and Poverty – Implications to Extension".

Committee work included working with eXtension personnel to upload last year's ESP Public Issues Webinar Series: "Water in the 21st Century" on the eXtension website. The four presentations can be found by searching under "water" or by the name of the webinar. Info was also placed on the National ESP FaceBook page. Hopefully, more people will be reached by utilizing eXtension website and our FaceBook page.

The committee also presented a poster at the 2018 national conference entitled *Communicating Extension's Value*. Attendees were challenged to deliver their own Elevator Speech telling their Extension stories for a contest. Cash prizes were awarded for first, second, and third place speeches.

At the writing of this report, the committee is in the process of working on its 2018 webinar series, "Economic Vulnerability and Poverty - Implications to Extension".

Two members of the Public Issues Committee continue to serve on the planning team for the JCEP sponsored Public Issues Leadership Development Conference.

Thanks to the following members for their service to the Public Issues Committee during the year. 2018 members are Debra Bolton, Wanda Carpenter, Patricia Dawson, Paul Lachapelle, Carol Smathers, Crystal Smith, Mandel Smith, and Peter Wulforst.

(2nd Vice President Continued from page 3)

I am looking forward to learning more at the 2018 Conference thru general session speakers and concurrent session presenters. Our colleagues at K-State have diligently planned and prepared for this conference over the past three years.

ESP Dinner JCEP Leadership Conference



(Membership Continued from page 2)

Achievement in Chapter Membership was revised and shared with chapters. Seventeen chapters submitted applications, up from nine in 2016-17.

The Mentoring Program introduced at the meeting in Wilmington received positive reviews from participants and will be continued at the Manhattan meeting.

Chapter Relations Committee

Mark Blevins, Co-Chair and National President Elect, and Mike Knutz, Co-Chair and National 2nd Vice President



The Chapter Relations Committee, made up of your four Regional Vice Presidents and your 2nd National Vice President, worked to enhance regular communication from the board to chapter leadership. The regional Vice Presidents utilized Newsletters,



Zoom calls, and email to keep chapter presidents informed of ongoing National ESP business. Articles were Published in the ESP Connection Newsletter to inform members regarding the roles and responsibilities of Regional VPs and Leadership recruitment for the ESP Board and National Committees.

In an effort to support ESP Chapters, training was provided at the JCEP Leadership Conference in Orlando, Florida in February. The session included topics on best practices for building and maintaining strong chapters, the Chapter of Merit Award Application, member recruitment & retention and recognition.

Training is also planned at the 2018 National Conference with the concurrent session entitled, "ESP 101". This class will share resources and information to help chapter leaders effectively manage their membership data as well as roles and responsibilities related to national ESP.



Extension Professionals' Creed

I Believe in people and their hopes, their aspirations, and their faith; in their right to make their own plans and arrive at their own decisions; in their ability and power to enlarge their lives and plan for the happiness of those they love. I Believe that education, of which Extension is an essential part, is basic in stimulating individual initiative, self-determination, and leadership; that these are the keys to democracy and that people, when given facts they understand, will act not only in their self-interest, but also in the interest of society. I Believe that education is a lifelong process and the greatest university is the home; that my success as a teacher is proportional to those qualities of mind and spirit that give me welcome entrance to the homes of the families I serve. I Believe in intellectual freedom to search for and present the truth without bias and with courteous tolerance toward the views of others. I Believe that Extension is a link between the people and the ever-changing discoveries in the laboratories. I Believe in the public institutions of which I am a part. I Believe in my own work and in the opportunity I have to make my life useful to humanity. Because I Believe these things, I am an Extension professional.

The committee reviewed and updated the Membership Recruitment and Retention Section of the National Handbook. There were many duplicative sections that were combined and refined. The MRRC is also reviewing the membership bookmark, used to highlight benefits of membership. It should be available in time for the Manhattan meeting.

The MRRC also assisted the executive director with preparing the document for the Proposed Member Dues Process for Wild Apricot.

Resource Development & Management Committee

Mike Knutz, Chair, RDM Committee and National 2nd Vice President



The RDM Committee serves to provide oversight for ESP's Development Funds and Organizational Budget. The Development Fund provides professional development scholarships to members and grants to chapters. The fund also supports expenses related to ESP professional development activities and recognition.

The organizational budget funds the operations of the National Office and Board. This year's proposed budget focused on reducing expenses and using other sources of revenue such as conference expenses covered by the conference budget and , and development funds towards professional development expenses. Looking to 2019, a proposed increase of \$15 was recommended to the board to go before the delegates at the 2018 National Meeting. It's been 10 years since dues were last increased and the operating cost of the national office grew at an average annual rate of 1% since 2010. A level well below the rate of inflation. The increase in the 2019 budget will push the overall annual growth rate to 1.48% since 2010. Board travel grew at an overall averaged annual rate of 1.38% from 2010 to 2017 while total operational expenditures grew at an average annual rate of 1.47%. The cumulative rate of increase for operational expenses from 2010 to 2017 was 10.7%. Those increased costs coupled with a decrease in overall membership in the past 10 years has made a dues increase more imperative.

This past year the RDM Committee strived to keep the membership informed regarding donations and the Professional Development Fund. Nine articles were published in the five ESP Connection Newsletter since last fall's annual conference. The committee met monthly via zoom meetings to review financial standings of ESP.

The Development Fund Campaign was launched in 2002 with the goal to reach ½ million dollars of donations. Prior to this year's campaign the endowed fund is \$418,700. This year has been the most successful ESP fund drive to date with contributions totaling \$42,725. When these funds are endowed, the development fund will be at \$461,425. This speaks to the value of ESP as it serves its mission to promote excellence among Extension Professionals and the Extension System. Thank you to all who gave!

2018 Journal of Extension Report

Lacie Ashby, University of Maryland, College Park, Representing ESP

The Journal of Extension (JOE) is **the** flagship journal for all Extension professionals and one we can be very proud of. JOE expands and updates the research and knowledge base for Extension professionals and other adult educators to improve their effectiveness. In addition, JOE serves as a forum for emerging and contemporary issues affecting Extension education.

A unique feature of JOE is its emphasis on readability. Authors are encouraged to write in first-person and avoid jargon that increases the "fog index." JOE is not intended to be an in-depth exploration of a topic, but to encourage the broad scholarship of all Extension professionals. Just as ESP is the umbrella professional organization for all of Extension, so JOE serves all aspects of our profession.

Because JOE is a very rigorous journal it has an acceptance rate of only 29.5%. However, despite its low acceptance rate, JOE has one of the easiest processes for submitting an article. JOE was one of the first peer reviewed journals to appear exclusively on the web and to only accept paper submissions electronically. Even if a paper is initially rejected, authors usually receive copious advice on how to resubmit successfully.

JOE is currently looking for reviewers. JOE reviewers review approximately six to 12 submissions per year. Their comments and critiques help JOE authors produce articles of the highest quality. Apply by sending the name and email address of a reference who can

National ESP Executive Director

Greg Price



I am very appreciative of the opportunity to serve as your Executive Director. After retiring from a 34 year career with the University of Georgia Extension program this opportunity seems like a great fit. However, I did not enter into this position alone. My work with Epsilon Sigma Phi is a partnership with my wife, Becky. Together we have enjoyed our first 9 months and look forward to next year.

Transition of executive directors could be a stressful time for an organization. However, the professionalism, organizational skills and historical knowledge of Bob Ohlensehlen has made the transition smooth and without major interruptions to the organization. I am grateful and privileged to follow such an outstanding ESP member, leader, and director.

Becky and I have been greatly impressed by the leadership of your National Board. They are very dedicated to Epsilon Sigma Phi and have been very supportive during our first few months. We are looking forward to next year.

Past ESP Executive Director

Bob Ohlensehlen



Greg asked if I wanted to add anything to the Director's report for my time as the Executive Director for the last three months of the year. All I can say is that it was great to have Greg here in Idaho before Christmas where we spent almost three days going over what needs to be done by the ESP National Executive Director. I really enjoyed working with Greg both then and throughout the past few months in 2018. While I am missing the opportunity to continue on as the Executive Director, I am really happy to be able to turn over the reins of our organization to such a great team as Greg and Becky. ESP is truly in good hands. Best wishes to the great organization and the great team that will help to steer it into the future.

speak to your ability to serve as a reviewer and a file containing your curriculum vitae to JOE peer reviewer representative Robert Ricard at robert.ricard@uconn.edu.

2018 has seen a major project for Extension Journal Inc. (EJI) completed, the first special topic issue. This special **Journal of Extension Innovation Issue** which was funded by eXtension Foundation is "hot off the press" - or in modern terminology published "hot on-line." This issue features technology, assessment, delivery, and evaluation representing a variety of Extension programming. Please check it out and give your feedback so the Board will know the best direction for future special issues.

Finally, JOE serves one other very important duty for all of Extension. It is home to the National Job Bank that lists available Extension positions across the country EJI encourages all Extension Systems to use the National Job Bank. Those who regularly use it report they get applicants who meet the job criteria rather than a wide range of individuals without the qualifications needed. While there is a small fee for employers posting a job, there is no fee for Job Seekers. We also remind those who have positions which are hired by a county or other entity to use National Job Bank.

I have enjoyed my first year of a three year term representing ESP to the EJI Board. Please contact me with any questions or concerns you have about *The Journal of Extension* or National Job Bank: lashby@umd.edu or 301-724-3320.