



Epsilon Sigma Phi

ALPHA SIGMA CHAPTER, WISCONSIN
NOVEMBER 2014

Your Key to Professional Excellence

PRESIDENT'S LETTER

Greetings ESP Members!

What a pleasure it was to represent the Wisconsin Alpha Sigma Chapter at the National ESP Conference in Indianapolis, Indiana. I was one of two voting delegates. Mary Ann Schilling, your President-Elect, was the other voting delegate. It was refreshing to meet members from across the country and learn of the scholarly work they are doing. The theme of the conference was "Extension Professionals: Racing into the Future". It was an inspiring theme that addressed topics such as "Connecting Extension's Past and Present", "How Networks Have Changed", "Reaching Audiences of the Future", the "Facilitative Leader-Energizing People to Achieve Common Goals", "Utilizing Technology and Social Media" and many more.

Besides the professional development programs, there is interesting news from the conference that I would like to share:

ESP at the national level is developing a strategic plan. "Strategic planning is a way of bringing the future into the present," says Jane Gault, Chair of the project. A short survey will be sent in the near future. I encourage you to take a few moments to respond to it. ESP exists for you, the members, and your ideas will help direct the future.

National ESP Conference concurrent sessions will now be supported with funding! Selected presenters will receive a complimentary registration to the conference. The value this year was \$425. Please consider presenting your scholarly work at the conference Oct. 4-7, 2015 in Coeur d' Alene, Idaho.

National ESP Diversity-Multicultural Team Award for the North Central Region - Congratulations to the Washington Co. Extension Team who received this award: Paul Roback, Carol Bralich, Renee Vertin, Alan Linnebur, Brianna Stapleton Welch and Megan Buehler. ESP membership renewal will be starting soon. Take a moment to encourage our colleagues to join. Networking and collegiality, professional development and scholarship opportunities, and awards are good reasons to be a part of this organization. ESP is your key to professional excellence!



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Mary Novak
Wisconsin Alpha Sigma Chapter President
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GLOBAL RELATIONS COMMITTEE

Marty Havlovic and Paul Ohlrogge, Co-Chairs

Members: Marty Havlovic, Gary Kirking, Rachael Loucks, Catherine Neiswender, Meg Sage, Mary Ann Schilling, and Jenny Wehmeier

The ESP Global Relations (GR) Committee met to discuss the election of a new chairperson, as Mary Ann Schilling was elected to the ESP President-Elect position. Marty Havlovic and Paul Ohlrogge will co-chair the committee. Marty and Paul have worked extensively on a variety of International experiences and Paul is the Co-chair of the International Committee. An 'International Preparedness' Workshop is in the early planning stages, to be held in May or June. Please make sure you look for details in your next newsletter. If you are interested in preparing for an International Experience or want to find out what that would entail, consider attending this workshop.

A Call for Retirees

The ESP Global Relations Committee invites two retirees to join the committee. Whether you have had an International Experience through UW Extension, are interested in experiencing an International Program as a retiree, or want to support that endeavor through giving of your time, please consider joining this active committee! The committee meets three times per year via a Wisline phone call. Contact co-leaders, Marty Havlovic, (608)297-3137, or martin.havlovic@ces.uwex.edu, or Paul Ohlrogge, (608)930-9850, or paul.ohlrogge@ces.uwex.edu.

The role of the Global Relations Committee is to make contact and promote affiliations to ESP with international professionals through: their representative(s) in the U.S., U.S. personnel (ESP members on international assignments), providing suggestions for strengthening Extension's International programming, promoting international enthusiasm within state ESP Chapters and the national ESP organization, recommending international recognition on a state or national basis, and developing proposals for international orientation and program development support in Epsilon Sigma Phi.



Rollie Cooper and Nancy sharing a laugh at the ESP Picnic.



ESP Picnic Chair
Tom Parslow



GRANTS COMMITTEE

Pattie Carroll & Christine Kniep, Committee Co-Chairs

ESP Grant Opportunities – Deadline February 1st, 2015

Are you considering attending a professional development opportunity in the near future?

Need funding in order to do so?

ESP is able to help you out using an endowment fund that was created by us, the employees and retirees of UW-Extension Cooperative Extension. A wide variety of grants are available including:

Professional Development Grant *This is a general fund that provides up to \$2,000 per person for in-depth, focused, professional development opportunities such as formal coursework, internships, workshops or conferences with a specific subject matter focus.*

Marvin and Ellouise Beatty Award *One award of up to \$2,500 annually is made to an exceptionally promising and/or productive individual in UWEX-Cooperative Extension to aid the recipient in the development of his/her career as an adult educator.*

Henry L. Ahlgren Award *Provides up to \$5,000 annually for individuals or groups whose work helps to perpetuate the family farm in Wisconsin. It supports professional development that improves the ability of Extension educators to work in agriculture and natural resource areas such as farm succession, modernizing family farms, or protecting the environment.*

J. Mitchell Mackey Award *An award of up to \$1200 to support professional development of promising faculty or staff in Youth Development.*

Ellen Fitzsimmons Award *Provides up to \$1200 annually to support professional development of promising/productive faculty or staff.*

ESP National Conference / Galaxy Conference Grant *A professional development grant of up to \$1200 to assist faculty or staff attend the National ESP Conference.*

The next deadline for ESP Grant applications is February 1, 2015. Each year over \$24,000 is available for grants. Preference is given to ESP members, but you do not need to be an ESP member to apply. When applying for a grant, be sure to use the current application form and include all required information.

Application forms can be found on the ESP Website at: <http://blogs.ces.uwex.edu/esp/grant/>.



Reports from ESP Professional Development Grant Recipients

Donna Peterson, Wisconsin Nutrition Education Program (WNEP) Coordinator & Educator, Iowa County, received an ESP Professional Development Grant to attend the 2014 National Extension Association of Family & Consumer Sciences Annual Session in Lexington, Kentucky.

The Annual Session was a great opportunity to see what other colleagues teaching nutrition education are using for curriculum and how as well as whom they are teaching.

I attended a preconference session entitled “Current Science and Practice in Home Food Preservation”. That was a great session as it was done by Elizabeth Andress of Cooperative Extension, the University of Georgia. She shared with us the latest in products for doing home preservation. She also shared information about the research that Barb Ingham is doing here in Wisconsin. Our office has ordered the latest/newest edition of So Easy To Preserve as a result of her presentation. I also feel that I am now more versed on the latest products that consumers can purchase for preserving their products.

I was part of the Showcase of Excellence Session. My presentation/poster highlighted the Food \$ense Newsletter and the FYI sight that hosts the newsletter. I had many colleagues from several states stop and ask questions about the newsletter; how it is put together, how it is distributed, can we use this in our state and several other questions. I shared copies of Food \$ense, Food \$ense for Families, and the web address of our FYI site. Part of my discussion with conference attendees was regarding social media and how Food \$ense is keeping up with the latest trends. I now plan on discussing with the Food \$ense newsletter group if there is a way that we can notify those interested in the FYI site when the postings are occurring. I came away from the discussions feeling that we need to go to our audience instead of our audience finding us.

Overall it was a great experience for professional development and networking with colleagues around the states that do what I do.

Upcoming ESP Events & Deadlines!!

January 16, 2015—Awards applications due
February 1, 2015—Professional Development Grant applications due
April 12-15, 2015—Public Issues Leadership Development (PILD) Conference, Washington D.C.
April 28-29, 2015—Wisconsin Joint Council of Extension Professionals (JCEP) Conference, Appleton, WI
October 4-8, 2015—ESP National Conference, Coeur d’ Alene, Idaho



Reports from ESP Professional Development Grant Recipients

Barb Truttman, Parent Resource Center Educator, Oconto County received an ESP Professional Development Grant to attend the 2014 National Extension Association of Family & Consumer Sciences Annual Session in Lexington, Kentucky.

I wanted to Thank the ESP Grants Committee once again for the opportunity to attend the NEAFCS Conference. It was a remarkable experience, and I will continue to have fond memories of my days in Lexington! The \$600 grant awarded to me was used to pay for my lodging, and for part of my flight for the conference.

I learned so much about family living as a whole, and felt immersed into the culture of Kentucky throughout the conference. I was pleased to be a part of the Raising a Thinking Child Team Concurrent Session, and feel that those who attended our workshop were very interested in our program. It gave me an opportunity to bring the enthusiasm of the group back to the program that I am currently holding in Oconto County. I loved to see the types of programs being introduced in other parts of the Country, and will use some of the information in my programs. The Exhibitors also had many good resources to take back to our programming.

Some of the sessions I attended were Michigan states program "Relax", as well as the Master Family & Consumer Sciences Volunteer Program... I learned some things to take back from the "How to use Images in Social Media to increase Engagement and Outreach", and also felt good about the level of programming I currently do in our county. I attended a wonderful in-depth session to the "Old Friends Retirement Home", was very fortunate to attend the "First Timer's Event", and the "Opening Ceremony". I think Kentucky Extension did a Wonderful Job hosting this conference. I am very thankful to have had this opportunity!

I also found Jon Gordon's presentation a great inspiration, and the Keynote Presentation on the Affordable Care Act a very informative session. This is an area I don't know a lot about, and found it very informative.

People always laugh when I tell them my goal is to be a "Cowgirl" when I grow up! Now maybe I want to be a "Jockey" in my next life.

Sincere Thanks!



Reports from ESP Professional Development Grant Recipients

Karen Early, WNEP Coordinator, Brown County received an ESP Professional Development Grant to attend the Renewable Energy in Developing Countries Workshop

Thank you to the ESP grants committee for making it possible for me to attend the “Renewable Energy in Developing Countries” workshop. This fulfilled a desire that I have had for several years to learn more about field work in developing countries and in particular, ways to improve living conditions through renewable energy technologies. The workshop consisted of a balance between classroom instruction, hands on and cultural exchange experiences. I gained an understanding of renewable energy types and where their use might be most applicable, along with the type of skills needed to install them. Even more valuable, I was able to do this with local people who are now either teaching others, with families who have received installations in the past or with families whom we made an installation for. The course also provided an immersion experience in Spanish. The program was taught in both English and Spanish, and we communicated with families who were the beneficiaries of a renewable energy installation at their home through an interpreter. This immersion was very valuable as we continue to understand the experiences of immigrant Latino families in Brown County WNEP Education. Although I had traveled to Mexico and Central America twice before, 35 years ago and 10 years ago, through this opportunity I had more ability to directly communicate with individuals and the variety of living environments that people have come from. Several times I was told that Latino families have been coming to the states for better opportunity of education and income. It was further explained that those who have come will probably stay. However, there has been a realization that the loss of culture and family for this better opportunity has taken a toll that many are no longer willing to make. Because of this, there is now a renewed interest to improve lives at home.

Our eclectic group ate meals together in the open air around a large table at the Ranch, a permaculture community which operated all on renewables. This experience provided a balance of technical information and cultural exchange. The cultural exchange, as I mentioned, has enriched my appreciation for the backgrounds from which Latino families in Green Bay come from. Our access to local families through home installations and language translation provided the opportunity to learn from and share directly with them. I have gained an appreciation for the challenges with technology transfer, which is most valuable as I pursue future international work with an interest in food security through gardens, food preservation and in demonstrating safer and sustainable of cooking methods. The appreciation gained for challenges with technology transfer I believe are also applicable to any new concept that offers a different way of living. Once again, than you for enriching my life and work with the valuable learning opportunity. It has given me a broader perspective for understanding the rich culture and variety of conditions that the families we have the opportunity to work with have come from.

Read more about Karen’s experience on the ESP website!



Reports from ESP Professional Development Grant Recipients

Pattie Carroll, Family Living Educator, Dodge County was the recipient of the ESP *Ellen Fitzsimmons Award* to attend the Council on Contemporary Families 17th Annual Conference, Families as They Really Are: How Digital Technologies are Changing the Way Families Live and Love, University of Miami School of Education and Human Development

Today's parents embrace the benefits of technology as a means to support their parenting. Married couples with children who are younger than age 18 have higher rates of internet and cell phone usage, computer ownership and broadband adoption than any other households (Kennedy, Smith, Wells, & Wellman, 2008). Usage of social networking, e-readership, video chat, tablets and smart phones for parenting purposes is increasing at an astonishing pace as well (Pew Internet & American Life Project, 2011). Responding to the shift in how contemporary families use technology, I joined Family Living Program's Digital Parenting workgroup. The Council on Contemporary Families 17th Annual Conference, Families as They Really Are: How Digital Technologies are Changing the Way Families Live and Love at the University of Miami School of Education and Human Development, was a tremendous professional development opportunity to help expand my work with the group.

Dr. Ellen Wartella, Department Chair; Professor; Sheikh Hamad bin Khalifa Al-Thani Professor of Communication; Professor of Psychology; Professor of Human Development and Social Policy, researches the effects of media on children and adolescents, and the impact of food marketing in the childhood obesity crisis. She delivered the key-note address and highlighted a national survey on parenting in the age of digital technology.

Next, I listened to an examination of how digital technologies affect family structure particularly with communications and aging. A panel discussion on new technologies and family health included research on Home Media and Cell Phone Influences on Children's School Achievement and Behavior, Cell Phones as Windows into At-Risk Parenting, and Texting as a Valuable Tool for Maternal Child Health.

Not only did I learn during the two-day conference, but also I was able to make connections. Dr. Jennifer Burke LeFever is a Research Assistant Professor of Psychology and Associate Director of the Center for Children and Families at the University of Notre Dame. Her research focuses on at-risk parenting and its impact on the cognitive, behavioral, physical and moral development of children. Dr. Burke LeFever recently agreed to present during a Digital Parenting "Tech Tuesday", a professional development initiative organized by a small workgroup from the Digital Parenting workgroup of which I am part. She will be presenting her research around cell phones as windows into at-risk parenting spring 2015.



FACES IN THE CROWD

Photo Credits to: Clarence Olson (RET.) AND PEGGY COMPTON



CALS Dean Kate VandenBosch offered greetings and administrative updates.



A solemn moment was observed when JoAnn Gruber-Hagen recognized our colleagues and friends who had passed on since we were last together.



Newly retired ESP Life Member, Randy Knapp, enjoys chatting with former UWEX Administrator and not so new Life Member, Marv Beatty.



Dwayne Rohweder informed us about our retirement benefits- past and future outlook.

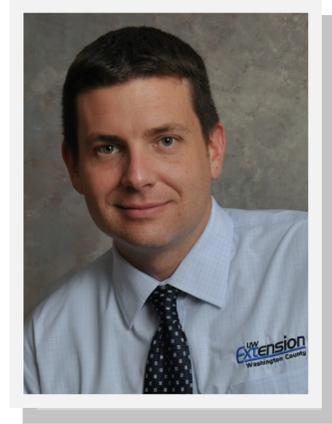


Clarence Olson, Ginny Hall and Gale VandeBerg enjoying the day.



RETIREE COMMITTEE

Paul Roback, Committee Chair



Paul Roback

The Retiree Committee (Marilyn Herman, Jim Hovland, Christine Kniep, Mary Mennes, Paul Roback, and Kathi Vos) continues to serve as your link between Cooperative Extension and retirement. If you are not receiving e-mail communications from Paul Roback, please send him an e-mail at paul.roback@ces.uwex.edu and he will add you to our e-mail distribution list.

We recently met to review and update our policy and procedures. We are excited that Marilyn Herman has joined the committee to serve as our liaison to the ESP Board. Committee members continue to share the benefits of ESP membership to retirees at the ESP annual picnic in August and at the 4-H/UW-Extension Retired Staff Annual Fall Gathering in October. You can help us by sharing with other retirees the benefits that you receive as a Lifetime ESP Member!

Lastly, our committee has agreed to work on two projects over the next several months and we hope that you will engage with us on both. First, we have agreed to collaborate with UW-Extension Administration to develop resources for colleagues transitioning into retirement. We recognize that there is not a single strategy that works with everyone, that is why we will be approaching several retirees to develop best practices. The second project we want to engage you with is developing retiree stories for future ESP newsletters. So many of you are doing amazing things in your retirement and we would like to share that with our members. We are looking forward to engaging many of you in both of these projects!

Respectfully Submitted by Paul Roback, Committee Chair



Mission of Epsilon Sigma Phi (ESP)

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

Vision of Epsilon Sigma Phi (ESP)

Epsilon Sigma Phi (ESP) leads the Extension System in providing and facilitating professional development that focuses on the Extension organization and the Extension professional.



ELECTION UPDATES

ESP needed to fill the vacated position of President-Elect so an on-line election with the ESP membership was held. As a result, Mary Ann Schilling, Waushara County Family Living Agent, was elected ESP President-Elect. Mary Ann was previously serving as the Chair of the Global Relations Committee. Congratulations Mary Ann!



Last month in Indianapolis, Wisconsin ESP member Peggy Compton (5th from left) became a member of the National Board of Epsilon Sigma Phi. For two years she will serve as the Vice President from the North Central Region and Chair of the National Membership Recruitment and Retention Committee. Contact Peggy to learn more about how you can become involved in our national organization. Peggy.compton@ces.uwex.edu.



YOUR WISCONSIN RETIREMENT FUNDS IN ACTION

Dwayne A. Rohweder, ESP Representative to the Coalition of Annuitants

ESP RETIREMENT FUNDS REPORT

“Sailing Forward on Choppy Seas”
Dwayne A Rohweder – WCOA Representative

This characterized remarks by Michael Williamson-SWIB Executive Director in a recent report. WRS funds followed the performance in the stock market throughout the year to date. Data in Table 1 shows the performance of both funds.

Table 1 WRS Performance by month

Item	Core	Variable
2013 Annuity Adjust	4.7%	25%
31 Year Average	4.1%	4.7%
January 31, 2014	-1.5%	-3.7%
February 28	+1.5%	+1.0%
March 31	2.0%	1.5%
April 30	2.9%	1.8%
May 31	4.6%	4.9%
June 30	6.2%	6.3%
July 31	5.4%	4.6%
August 31	7.3%	7.8%
September 30	4.8%	4.7%



In January through June the funds increased as the market increased, but by the end of July the market had lost all it had gained this year. The market rebounded in August and then back down in September and October, both months with poor history on the market. The violent downturn jerked the S&P 500 down 7.4% from its September high. On October 23rd the market again rebounded on the ‘choppy seas’ due to ‘better than expected profit reports’.

Making money is not easy in these tough environments. The key to reducing risk is diversification of assets. SWIB has reduced its exposure to stocks and is relying on other types of investments including real estate, private equity and hedge funds. SWIB reports ten year average investment performance of 8.0% for the Core Fund and 8.5% for the Variable Fund.

What may retirees expect for an annuity adjustment in 2014 payable in 2015? ETF projects that the adjustment in 2015 will be if:

SWIB makes 7.2%, the adjustment will be 3.1 to 3.5%

SWIB makes 0%, the adjustment will be 1.7 to 2.1%.

Remember these projections are not cast in stone. It has been reported that retirees will obtain a COLA of 1.7% in Social Security and Federal pension in 2015. But Medicare cost is reported to increase about 3.8%. I am still looking for assistance on this committee.



AWARDS COMMITTEE

Monica Lobenstein, Committee Chair

2014 ESP Call for Nominations

As you're preparing your success stories and annual reports, think how the work you or colleagues have done could be nominated for an ESP recognition award. Nominations can be self-made or by someone else who knows of a colleague's great work that deserves to be nominated. **Note: In most cases, nominees need to be a current ESP member. Make sure your membership is up-to-date!** The ESP Awards Committee is seeking nominations for a number of prestigious awards. Recipients will be honored at the 2015 WI-Joint Council of Extension Professionals (JCEP) conference. Award winners are also eligible for regional or national ESP recognition as well.

The nomination process is on-line. Nomination forms are found at: <http://espnational.org/>. When you arrive at the site, scroll across the top and click on the "Applications/Reports" tab. Click on "Recognition Award Applications" from the drop-down box. This will take you to a new screen. There are three types of awards listed across the top of the screen. Click on the appropriate award application for instructions and applications.

Service

- Distinguished Service
- Mid-Career Service
- Early Career Service
- Continued Excellence Recognition
- International Service

Leader

- Administrative Leadership Recognition
- Visionary Leadership

Other

- Diversity/Multicultural Recognition
- Distinguished Team
- Friend of Extension



If you are looking to submit a nominee for Meritorious Support, Retiree Service, and 25 Year Tenure Award, refer to the ESP National Handbook - Section D for details. If you have questions, please let me know. **January 16, 2015** is the deadline of when the application form must be entered and submitted. If you are secretly nominating someone and don't know the year s/he was initiated into ESP, you may simply guesstimate.

For the Chapter Recognition Contact insert – *Monica Lobenstein* and for Chapter Recognition Email insert monica.lobenstein@ces.uwex.edu. Please insert those items so I receive the application from National ESP for our state committee to review. **Please also email me a short message that you completed an online form. This will alert me of what to be looking for and to do any follow-up if needed.** The ESP Awards Committee really wants to have MANY applications for every award this year, so let's get busy! You can also go to the ESP awards committee site at: <http://www.uwex.edu/ces/admin/esp/committees/awards.cfm> and find much of the information discussed above. Thanks and looking forward to hearing from many of you!



MEMBERSHIP COMMITTEE

Peggy Compton, Committee Chair

Prepare for 2015!

The end of 2014 and the start of a new year is just around the corner. And that means it's time to renew your Epsilon Sigma Phi membership! There are many wonderful ESP benefits – scholarships, awards, networking and professional development – if you haven't taken advantage of such in 2014, be sure and do so in 2015. It's easy to get your money's worth!

The membership renewal form can be found here:

<http://wiesp.org/files/2012/03/2015-membership-form.pdf>. Simply fill in the blanks and return it with payment to Treasurer, Melanie Miller (address is on the form.) While you're at it, why not invite an Extension colleague who is not currently a member of ESP to join our organization? Retiring this year or recently retired? This is also a great time to become a life member of ESP. Epsilon Sigma Phi is THE Extension Professionals Association! Don't let your membership lapse. RENEW YOUR MEMBERSHIP TODAY!

Questions? Contact a member of the Membership Recruitment and Retention Committee!

Peggy Compton, Chair

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NATIONAL ESP CONFERENCE

Seated at left are (L to R) Mary Novak, Wisconsin ESP President, Peggy Compton, Member of the National ESP Board from Wisconsin and Mary Ann Schilling, Wisconsin ESP President-Elect! All three were attending the National ESP Conference in Indianapolis, Indiana.



ALPHA SIGMA CHAPTER OFFICERS 2014-2015

Your 2014-2015 ESP Board of Directors

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Newsletter Joan Wimme



IN MEMORIAM

By JoAnn Gruber-Hagen

IN MEMORIAM -- We are saddened to share that we received information of losing four friends and colleagues since our last newsletter.

Robert "Bob" Sumnicht - age 91, of Merrill, passed away on June 11, 2014. He attended and graduated from UW-Madison in 1952 and served in the military and including 3 years in occupied Japan. Bob worked in the UW Extension office as a Lincoln County Agricultural Agent from 1953 until he retired in 1981. Outside of Extension, Bob was an active and involved citizen being active in the Merrill Lions Club, chairing the Merrill Parks and Recreation Department, Board of Directors of the WI Association of County Fairs, the Lincoln County Fair Board, the Merrill Chamber of Commerce and chaired the Lincoln County Board of Supervisors.

Bernadine Peterson – age 90, passed away in Madison on July 27, 2014. Bernadine graduated from the University of Wisconsin-Stevens Point (then Central State Teachers College) in 1945 with a degree in Home Economics Education and taught Home Economics in several area high schools for eleven years. She completed work for M.S. and PhD degrees at the University of Wisconsin-Madison in 1961 and joined the faculty at Kansas State University. In 1965 she joined the faculty at the University of Wisconsin-Madison in the School of Human Ecology and later accepted a joint appointment with University of Wisconsin Extension where she served as Professor and Extension Program Leader in the Southeast District for twenty years.

Lowell Klessig – age 89, died on August 8, 2014. Lowell was valedictorian of his class at Chilton High School, and went on to earn a B.S. and M.S. from the University of WI-Madison, another M.S. from Vanderbilt University, and, in 1973, was conferred his Ph.D. in Rural Sociology from UW-Madison. Lowell's doctoral dissertation served as the foundation for Wisconsin's Inland Lake Management Law. The first of its kind in the country, it served as a model for other lake protection programs and began his career with the University of Wisconsin-Extension as a Lake District Specialist. He crisscrossed the state to help lake property owners and county boards develop stewardship plans and lake districts. Lowell's teaching career expanded to traditional college courses, in addition to outreach education. In 1992, the UW-Madison Center for Resource Policy Studies presented Lowell with the "Wisconsin Idea Award" for his ground-breaking work on lake management, and continuing advocacy for the environment. Additionally, Lowell was deeply involved and committed to Wisconsin's Rural Leadership Program for which he taught classes and served as co-leader for foreign learning experiences. A Celebration of Life will be held in mid-September at New Hopestead Farm located in the Town of New Hope in northeast Portage County.

Marlowe E. Nelson – age 86, passed away Oct. 4, 2014. He graduated from the University of Wisconsin-Madison and worked as county extension agent in Ozaukee and Kenosha Counties in the 1950's prior to entering the U.S. Army and serving in the Korean Conflict. He went on to earn his master's degree from Michigan State University. Marlowe continued his career as the sire procurement manager at Tri-State Breeders (now Accelerated Genetics) for many years and went on to found International Protein Sires. While stationed in Japan, he struck up a conversation about cattle with dairy farmers near his camp which led to the development of a program that brought over 100 young Japanese dairymen to work as trainees with Wisconsin breeders. On May 24, 2000, Marlowe was decorated in Tokyo, with the Grand Cordon of the Order of the Rising Sun by the Japanese Government, for his contribution to improved genetics and dairy management in the Japanese dairy industry.

