



# Epsilon Sigma Phi

ALPHA SIGMA CHAPTER, WISCONSIN  
NOVEMBER, DECEMBER, JANUARY,  
FEBRUARY 2017/18

<http://wiesp.org/>

## Your Key to Professional Excellence

### PRESIDENT’S LETTER

I hope you had an enjoyable summer and are looking forward to fall as much as I am! Unfortunately, this summer I was unable to attend the ESP Picnic in Middleton. It was great to hear about the fantastic turnout from many members! The ESP National Conference was held in Wilmington, North Carolina, in early October. We had five WI Chapter members in attendance! The local food was absolutely delicious and we all had a nice time networking. I took away many great pieces of the conference and I wanted to share one from Wednesday’s keynote speaker, Jones Loflin. He talked about moving forward in times of change, using the analogy of growing a plant and pruning a tree. A plant (or change) will only grow as fast as its most limiting input. What motivates you to excel and go the extra mile in your position? We prune an apple tree because it is not doing the best it can at production. What do you need to cut back so you can grow forward? I think these are great things to think about as we move forward with our changing organization.



ESP is a great organization with many benefits to its members, including networking, professional organization, leadership opportunities, and financial assistance. I am impressed with all of the members who are contributing their time to do the valuable work of the organization. The talents of both active and retired members are greatly appreciated. If you aren’t involved, consider how you could participate in ESP.

- Join a committee
- Nominate someone for an award
- Submit a proposal for a concurrent or poster session at the National ESP Conference
- Consider becoming an officer
- Network with active and retired members
- Donate to the ESP Foundation
- Encourage colleagues to join ESP

Lastly, please join me in congratulating the National ESP Award Recipients from our chapter: Dan Marzu – Early Career Service Award, and Mary Ann Schilling and the Dollars During Development workgroup members – Distinguished Team Award. It was wonderful to have two exceptional people win awards while representing the WI Chapter!

Be well,

Katie Gellings  
ESP President  
WI Alpha Sigma Chapter  
[katie.gellings@ces.uwex.edu](mailto:katie.gellings@ces.uwex.edu)

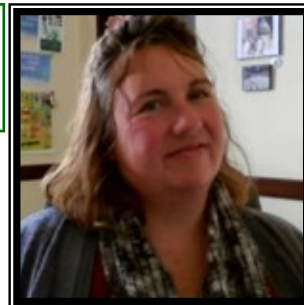
### IN THIS ISSUE

ESP President’s Letter.....	1
WI ESP President-Elect.....	2
Retiree Committee .....	3-4
ESP Picnic Highlights .....	4
Retirement Funds Update.....	5
Membership Committee.....	6
Awards Committee.....	7
Scholarship Recipients’ Report .....	8
Grants Committee .....	9
Resource Development Committee ....	10
In Memoriam .....	11-12
2017-18 ESP Board of Directors.....	13



## WISCONSIN ESP PRESIDENT-ELECT

Paula Hella



Hello fellow ESP members!

It's been a busy fall. In August, I attended the ESP picnic and had the opportunity to meet some wonderful ESP retirees. I heard great stories of days past. It was wonderful to hear how the passion for Extension work is just as strong in our retirees as it is with our current colleagues. I also attended the National Extension Association of Family and Consumer Sciences National Conference this past month in Omaha, Nebraska. I attended workshops that will enhance the Extension work that I do. Two highlights were hearing about a multi-state, on-line Co-Parenting initiative and gathering some additional activities and techniques to teach personal finance. I also learned Feeding America, the nation's largest domestic hunger-relief organization has partnered with Newell Brands and for every package of Ball® Sharing jars purchased, 4 meals are donated. The jars are sold in a four pack and have a more decorative design than the "regular" canning jar, which also makes them great for gift giving. What a great partnership!

JCEP conference planning is also underway, if you'd like to serve on a planning committee (you know you do), please contact me ( [paula.hella@ces.uwex.edu](mailto:paula.hella@ces.uwex.edu)) Many hands make light work! Retirees, you are welcome as well!!  
Take care,

President-Elect  
Paula Hella, ESP President-Elect  
Wisconsin Alpha Sigma Chapter  
[paula.hella@ces.uwex.edu](mailto:paula.hella@ces.uwex.edu)

### 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.



## RETIREE COMMITTEE

Paul Roback, Committee Chair



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

Recently, the Retiree Committee had the opportunity to interview Jim Hovland. Jim retired as the Community, Natural Resources and Economic Development Educator in Fond du Lac County. He currently serves on the ESP Retiree Committee.

## RETIREE HIGHLIGHT: JIM HOVLAND

### How did you transition into retirement?

A person needs to plan ahead on what they want to do in retirement. It is important to stay active and explore different activities. Upon retirement, there were opportunities to become involved with community organizations. The first year we planned to do some traveling and continued to attend national professional organizations to keep up with friendships. Once retired, we had time to attend more auctions and estate sales. As a family, we could spend more time with family and friends doing different activities.

### How have you contributed to UWEX and/or the community since retirement?

After I retired in the community that I presently live in, I felt it was important to become involved with community organizations. When I was working, I had worked with different area conservation organizations. After retirement, I volunteered with a couple of these organizations. A couple of years after retiring, I was appointed to the Village of Kewaskum Planning Commission. It allowed a person to gain further knowledge on what some of the issues impacting the village and its citizens. Later, a vacancy for the Kewaskum Village Board occurred. I currently serve on the Kewaskum Village Board as a Trustee and continue to represent the Village Board on the Planning Commission. Several years ago, different communities in our area formed the Mid-Moraine Municipal Association. I currently represent the Kewaskum Village Board at the different meetings and serve on the Mid-Moraine Board.

For several years, I have been a member of the State 4-H Plant Sciences Committee. We conduct the Plant Science field day for members and leaders. Through the committee, I have worked with other volunteers in presenting a plant science workshop at the annual 4-H Fall Forum.

### How did you identify and/or tap into a passion during retirement?

When I was a child, my grandparents operated an antique business. I remember going with them to obtain different items for their business. Later, our family enjoyed going to auctions and flea markets to collect different items. Once I retired, we started to sell items at a local antique mall. A couple of years later, we expanded our sales to a couple of more antique malls. During our travels to different areas, we look for unique items to keep and for the antique mall. Before retirement, we enjoyed camping as a family in different Wisconsin State Parks. After retirement, we have continued to take camping trips to different areas in Wisconsin.

*(continued on page 4)*





## RETIREE HIGHLIGHT: JIM HOVLAND (cont.)

Chris Kniep

### How do you connect with UW-Extension or former colleagues in retirement?

It is important to stay connected with former co-workers. I would try to attend the ESP picnics and the retirees group that meets in Appleton as my schedule allows. I try to maintain contact with former coworkers either thru e-mail, phone calls, meeting with them in person, or through Extensions Professional Development organizations.

### Do you have any advice to those who are about to retire?

Cooperative Extension provided a wonderful career. It is important to take some time and enjoy your retirement and think what you would like to do. In your community and area that you retire in, there are many organizations that are looking for volunteers. Take some time on what you would like to do in retirement, it's important that you stay active and enjoy your life.



## 2017 ESP PICNIC HIGHLIGHTS

Photo Credit, Kathi Vos



Catching up with some good conversation!



Enjoying the buffet!



Linda Kustka, John Roberts & Marvin Beatty posing for the camera.



Jerry Apps, his wife Ruth Apps and Judy Olson enjoying the picnic.



## **YOUR WISCONSIN RETIREMENT FUNDS IN ACTION**

Brian Holmes, ESP Representative to the Coalition of Annuitants

### **Retirement Report - October, 2017**

The State of Wisconsin Investment Board (SWIB) Core Trust Fund preliminary return for the calendar year ending September 30, 2017 was +11.9 vs its benchmark of +11.4%. The Variable Trust Fund preliminary return for the year was +16.3% vs its benchmark of +16.2%. The target return for the SWIB Core Trust Fund is 7.2%.

The stock market returns as of October 31 were:

Dow Jones Industrial Average	+ 18.3%
S & P 500	+ 15.0 %
NASDAQ	+ 25.0%

The September WRS newsletter includes a preliminary estimate of state retirement annuity adjustment of 0.9-1.3 % increase based on the annual Core Trust Fund performance of 9.6% which occurred on July 31. Realize the final annuity adjustment will be announced in March 2018 based on fund performance on December 31, 2017.

The Federal Retirement Cost of Living Adjustment for 2018 will be announced in mid-October. The 2017 COLA was 0.3%. The Social Security COLA for 2018 is estimated at 2.2%. The final Social Security COLA for 2018 will also be announced in mid-October.

Even though the Group Insurance Board (GIB) recommended the state initiate health self-insurance, the legislative Joint Committee on Finance (JCF) rejected the proposal. JFC asked the GIB to find savings to the state budget of \$63.9 million from; GPR drawdown of reserves (\$25.8 million), aggressive negotiations with health insurance plans (\$22.7 million), and aggressive tiering, and/or additional reserve draw down, and/or plan design changes (subject to a 10% employee cost increase limitation) ((\$15.4 million). This as an alternative to the estimated \$60 million savings for the biennium from self -insurance.

The State Insurance Board approved 10 fully insured health plans. Almost all current health care providers (i.e., doctors, specialists) will be covered. Fewer than 2% of members will need to change providers.

Through aggressive negotiations by ETF staff, health plans participating in the State of Wisconsin Group Health Insurance Program will have a 0% premium increase next year. The September WRS Newsletter has information about changes to the 2018 State Health Insurance program. It's Your Choice open enrollment materials will be available in late September. The open enrollment period is October 2-27. Members affected by the health plan changes will be able to review their options and determine which health plan(s) will cover their health care providers. Some of you may be receiving a survey this October. The survey will be inquiring about what you value in a health insurance program. Please participate in the survey.



## MEMBERSHIP COMMITTEE

Dan Marzu, Committee Chair



### Wild Apricot is on the Loose!

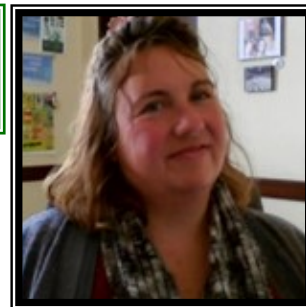
National ESP is now only accepting new members and renewals through the Wild Apricot system. I can hear all the groans going through the state. For those that have logged into Wild Apricot there will be very little changes on the method of paying for your dues. You will still be able to send a check to the National ESP office or pay by credit card. For those that have not logged into Wild Apricot or want to join ESP you will have to log into the website, <https://epsilonsigmaphi.wildapricot.org/>, to create an account. One of the changes this year is that all of the state dues are listed separately. During the pilot, states were lumped into groups with the same dues amount which caused some confusion and frustration so this is a welcome change. Additionally, as you create or edit your account there is an option to join new Affinity Groups. The first and as of now only group is the Latino Affinity Group. The Latino Affinity Group is a group of ESP members that have a common interest in outreach and programming to Latino/Latina communities. The purpose of the group is to provide professional support and training to ESP members interested in implementing culturally-relevant programming. There is no fee to join this group. More Affinity Groups will be formed as members request them. Also, new this year is the ability for the Membership Committee to send invoices through Wild Apricot to all renewing members. We will be looking into how this function works and will be providing more information during our membership drive. Speaking of the membership drive, the website is live so if anyone wants to renew or join please do so. Otherwise be on the lookout for notices in late 2017 and early 2018. Finally due to the current financial shortfall of the chapter, the ESP board decided to increase the membership dues to \$100 this past year. The last time dues were increased was in 1999. If you have any questions on using Wild Apricot please feel free to contact me at 715-539-1078 in Merrill or 715-627-6236 in Antigo or by e-mail at [Daniel.marzu@ces.uwex.edu](mailto:Daniel.marzu@ces.uwex.edu).





## AWARDS COMMITTEE

Paula Hella, Committee Chair



### 2018 ESP Award Nominations

As we are entering the last quarter of 2017, please consider reflecting on the work you have done and consider Applying for a 2018 ESP award. This is a great way to tell others of the wonderful work being done in Wisconsin. There are several award categories (listed below) and the nomination process for most awards, is on-line. Award recipients will be recognized at the WI-Joint Council of Extension Professionals (JCEP) conference to be held May 1st and 2nd. Most award winners are also eligible for regional or national ESP award consideration as well.

Nomination forms are located at: <http://espnational.org/>. When you arrive at the site, click on the “Forms” tab, you will get a drop down of options. 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, under the ESP logo, in the black bars. Click on the appropriate award category for instructions and applications. It is tempting to click on the gold lettering in the white box, however, these aren’t actually hyperlinks and you won’t get to your nomination form.

#### Service

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

#### Leader

- Administrative Leadership Recognition
- Visionary Leadership

#### Other

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

Application forms for the awards above are located on the on the Wisconsin ESP website:

<http://blogs.ces.uwex.edu/esp/committees/awards/>

If you are secretly nominating someone and don’t know the year s/he was initiated into ESP, provide an estimated day. For Chapter Recognition Contact insert – Paula Hella and for Chapter Recognition Email insert – [paula.hella@ces.uwex.edu](mailto:paula.hella@ces.uwex.edu). The application will be sent to me from National ESP for our state committee to review. Please also send me an email that you completed an online form. This will alert me to look for your application and do any necessary follow-up.

Chapter awards are available for:

- Meritorious Support
- Retiree Service

Let’s work together to recognize the great work and efforts of our colleagues and don’t feel shy about nominating your own work. February 1st, 2018 is the deadline for applications. Contact me with questions or go to the ESP awards committee site - <http://blogs.ces.uwex.edu/esp/committees/awards/>.



## SCHOLARSHIP RECIPIENTS' REPORT

Becky Sapper, UW-Extension Master Naturalist Program

My role with UW Extension is to direct the Wisconsin Master Naturalist Program. The Master Naturalist program is growing a network of well-informed citizens dedicated to conservation education and service within their communities. The Master Naturalist volunteer training provides 40 hours of coursework in natural history, interpretation, and conservation stewardship. Courses combine classroom instruction with field experiences and are taught by professional natural resources educators and scientists, who are trained to deliver the course. Wisconsin Master Naturalists perform at least 40 hours of volunteer service each year across the state. See more at <https://www.wimasternaturalist.org/>

The ESP scholarship allowed me to attend the Alliance of Natural Resource Outreach and Service national conference held in Portland, Oregon in September 2017. The Alliance of Natural Resource Outreach and Service Programs is a national network of natural resource education and service programs which provides leadership, information, and resources to support the establishment and expansion of its member programs. It is a national organization for Master Naturalist type programs that come together to network and gain valuable information to help develop, facilitate or assess master or volunteer service programs in natural resource education or conservation. ANROSP promotes active stewardship by supporting science-based outreach and service programs in the field of natural resources.

In the first four years of the Wisconsin Master Naturalist program more than 500 individuals provided over 34,000 hours in service from 2013-2016. These individuals were trained by a growing network of instructors representing 70 different organizations. Our program is less than 5 years old and is still developing, while similar programs across the nation have been in existence for more than 20 years. The scholarship provided me with the opportunity to network with other people who also direct similar Master Naturalist programs across the nation. I was encouraged to see how many of these individuals worked as Extension professionals. Being newer in this role, it is very advantageous for me to forge relationships with these peers and learn from their experiences within their states.

In addition, I was able to represent the great work being done in Wisconsin by delivering an oral presentation and showing two posters at the conference. The oral presentation was well received and I anticipate cross state partnerships forming as the result of conversations I had after the presentation. The posters highlighted

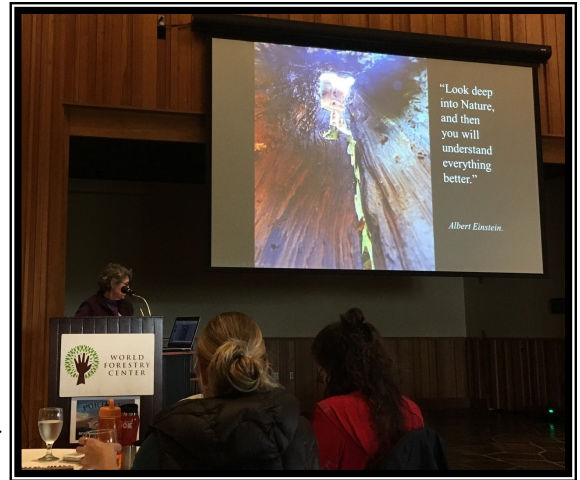
the Wisconsin's first four years with a Master Naturalist program and the other states were complimentary of the progress we have made so quickly.

This conference allowed me the opportunity to increase my knowledge and networking ability on topics such as volunteerism, program support, evaluation, and outreach. I have already had the opportunity to share lessons learned with colleagues at the Environmental Resources Center and network post conference with colleagues in other states. This opportunity, which was granted to me through an ESP scholarship, will have lasting impacts as our program continues to grow and benefit the

Wisconsin's natural resources, local communities and volunteers across all 72 counties.



The conference included many field trips, including this one to Netarts Bay given by Tillamook Estuaries Partnership



Keynote speaker, Ellen Morris Bishop, shared this Einstein quote, "Look Deep into nature and then you will understand everything better."



## GRANTS COMMITTEE

Pattie Carroll & Mandi Dornfeld, Committee Co-Chairs



The Grants Committee had a very successful application process this summer – 14 applications totaling over \$18,000 in requests. We met on August 9th to review applications and awards were made. Professional development ranging from national conference attendance to tuition reimbursement for UW Flexible Option certification were awarded. Again, the committee is amazed at the diverse professional development colleagues are attending, for example we awarded one-application funds to attend and present at the National American Evaluation Association annual conference. Current award amount is \$16,899.00 for 2017.

On behalf of the committee, we would like to thank Chris Kniep, Kay Schroeder and Colleen Pulvermacher for their dedication and work on the grants committee. We are seeking new committee members to join the grants committee.

Lastly, the online grant application is open and we are accepting applications throughout the year, with the next deadline being February 1, 2018 for consideration in this grant cycle.



## RESOURCE DEVELOPMENT COMMITTEE

Patrick Nehring



### Recognition for ESP Professional Development Support

Over \$150,000 has been awarded by the Alpha Sigma (Wisconsin) Chapter of ESP to current and retired UW-Extension Cooperative Extension employees to participate in professional development opportunities that have benefitted UW-Extension. The ability to provide these grants is made possible through support of current and retired faculty and staff who see the value in supporting their colleagues in learning new information, skills, and approaches and presenting the great educational programs and research that is being done by UW-Extension, enhancing our reputation locally and globally. In 2001, the Alpha Sigma Chapter of ESP established an endowment fund to enable current and retired UW-Extension Cooperative Extension faculty and staff to participate in professional development opportunities. Contributions to support ESP's professional development grant can be made by donating and purchasing items at the ESP Silent Auction held at the JCEP Conference or through direct donations to the Epsilon Sigma Phi Fund held at the UW Foundation. Contributions made through the ESP Silent Auction at the JCEP Conference are anonymously. Donations made to the Epsilon Sigma Phi Fund are acknowledged on a sculpture of evergreens located by the main lecture hall at the Pyle Center on the UW Madison Campus. Donations can be made in someone's name to honor, recognize, or memorialize them. The evergreen sculpture will be updated this winter and any donations received by the UW Foundation in 2017 will be included in the update.

Donations may be made online; a link to make an online donation is provided on the Wisconsin ESP website, <https://wiesp.org/endowment/>, or you can go directly to <https://secure.supportuw.org/give/?id=87171cbb-6675-4e2f-8c81-7b1e1bd51788>. The ESP Professional Development Grants enable UW-Extension faculty and staff to learn new skills, approaches and information, earn advanced degrees and certifications, share the results of UW-Extension curriculum and research with peers at state, national, and international conferences enhancing the ability and reputation of UW-Extension.

For more information and gift levels visit <https://wiesp.org/endowment/> or contact Patrick Nehring at (920) 787-0416 or [patrick.nehring@ces.uwex.edu](mailto:patrick.nehring@ces.uwex.edu). Consider making a donation of \$50 or more to the Epsilon Sigma Phi Fund before the end of the year to be recognized for supporting your colleagues.



## IN MEMORIAM

JoAnn Gruber-Hagen, Volunteer



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

**Russell L. Luckow**, age 92, of Appleton, passed away October 15, 2016. After graduating from Florence High School in 1942, Russell entered the United States Army, serving in the South Pacific from 1943 to 1946. He began his studies in agriculture at Northern Michigan College of Education and later transferred to the University of Wisconsin-Madison, where he earned his bachelor's degree in Soil Science and his master's in Agronomy. Russell began his tenure with UW-Extension, working first in Medford, as the Taylor County 4-H Agent and moved to Appleton in 1955 where he became the Outagamie County Farm Management Agent of Outagamie County and later the County Agricultural Agent. Russell retired in 1982. He was active in Kiwanis for over 50 years, especially after his retirement serving as District Secretary/Treasurer and Governor. An outdoors enthusiast, as well as an avid Badger, Packers, Cubs, and Brewers fan, Russell was, above all, a family man at heart, and cherished the time he spent with his family and friends.

**Philip Howard "Phil" Lewis Jr.**, age 91, passed away July 2, 2017. Phil enlisted in the Air Corps upon graduation from high school in 1943 and concluded his service with the Air Corps in 1946. He attended the University of Illinois on the G.I. bill, receiving a bachelor's degree in landscape architecture in 1950. He completed a summer internship with the National Park Service in 1952 where he learned about governmental agency interdisciplinary efforts to maintain the landscapes under their jurisdiction. Phil worked for the University of Illinois Bureau of Community Planning from 1953 to 1963 and was the director of the Recreation and Open Space Study of Illinois from 1958 to 1961. He was recruited by Wisconsin Governor Gaylord Nelson to direct the State of Wisconsin Recreation Resource, Research and Design, Department of Resource Development, from 1963 to 1965. Phil became the founder and director of the UW-Madison Environmental Awareness Center (EAC). He had joint appointments with the Department of Landscape Architecture, Department of Urban & Regional Planning, and the University of Wisconsin-Extension. He also served as chair of the UW Landscape Architecture Department from 1964 to 1972 and taught undergraduate and graduate design courses. Phil retired in 1995.

**Brenda Byron Janke**, age 58, passed away on July 6, 2017. She earned her Bachelor's and Master's of degrees in Home Economics Education at UW-Stevens Point. For a number of years, Brenda served Langlade, Lincoln and Marathon Counties as Family Living Agent, positions she enjoyed greatly. In her free time, her talents were expressed through reading, crafting, sewing and knitting, supporting local theater, gardening, singing and spending time up north at family cabins.

**John Skinner**, age 93, left this world after a prolonged battle with Parkinson's disease on Sunday, July 2, 2017. John inherited a love of fancy poultry at the age of four which led to a fascination for avian life and pursuing it as a career leading to being inducted into the American Poultry Hall of Fame. John served in the U.S. Army Air Corps in World War II and at Iwo Jima. The GI Bill enabled him to further his education leading to faculty positions at Texas A&M, University of Nebraska and the University of Wisconsin-Madison Poultry Department in 1963. In 1971, he became the country's first designated Poultry and Small Animal Specialist. John participated in the writing of 18 books, numerous journal articles, and educational and 4-H publications. John retired as an Emeritus Professor in 1985. In his retirement, he and his wife, Jean were repeatedly recognized for their community involvement and they enjoyed extensive foreign travel.





(Continued from page 10)

**Francis W. “Frank” Groves**, age 92, died peacefully on August 4, 2017. Frank joined the U.S. Army in 1946 and served in Occupied Japan. Upon discharge in 1947, Frank earned his B.S. in Dairy Industry in 1951. Frank went on to earn his M.S. and Ph.D. in Agricultural Economics and joined the faculty in 1961. In 1965-66, Frank was the head of a Dairy Marketing project for the National Commission on Food Marketing in Washington, D.C., after which he returned to UW-Madison. He was named Director of University Center for Cooperatives in 1970, a position he held until his retirement in 1989. Frank’s passion for the power of economic democracy led him to teach people around the world how to create their own cooperatives and improve their financial stability and potential. Frank was a founding member and on the founding Board of Directors for Group Health Cooperative in Wisconsin. He was an active member of the Lodi community, serving many years on the Ambulance Commission, in the Optimist Club, and the Lodi United Methodist Church. He and wife Shirley also owned small businesses and were active in the Chamber of Commerce and proud supporters of other local enterprises. Grateful for his childhood home, and recognizing what a beautiful and enduring legacy Fern Glen Farm could be, Frank placed most of the land into a conservation easement with the Ice Age Trail Alliance in 2011, thus ensuring that the Trail section and the land would be preserved in perpetuity for all to enjoy.  
Bottom of Form

**Truman Frederick Graf** passed away on August 7, 2017. He graduated with honors from New Holstein High School which led to receiving two scholarships that allowed him to enroll at the University of Wisconsin-Madison. Before completing his studies, he enlisted in the U.S. Navy Air Corps, proudly earning his “Wings of Gold” and becoming commissioned a Navy Ensign. He flew a Curtiss SB2C Helldiver Dive Bomber. After the War ended, then transferred into Naval Intelligence, after obtaining top secret clearance. He continued serving in the Reserves, in Naval Intelligence, throughout his professional career, retiring from the Navy as a Full Commander in the U.S. Naval Reserve. He returned to the UW to earn his BS, MS and PhD in Agricultural Economics. After working in research for the U.S. Department of Agriculture, Truman accepted a position as a Professor of Agricultural Economics with responsibilities for teaching, research, and U.W. Extension. His areas of expertise were: dairy policy; dairy marketing; federal milk orders; dairy promotion; transportation; international trade; and dairy pricing such as butterfat, nonfat solids, components, protein and whey. Following a 35-year career as a Professor at the UW, Truman stepped back from active duties and was awarded Emeritus Professor. Following retirement, Truman worked overseas in many countries, suggesting to governments what could be done to improve agricultural income for producers. Domestically Truman served as an expert witness in over 100 lawsuits.

**Richard Hauser**, age 92, passed away October 20, 2017. Dick honorably served his country during WWII in the US Navy. While in flight school in Winona, MN, Dick won the Golden Gloves boxing championship. He went on to earn a Bachelor of Science degree from the University of Wisconsin – Madison and served the state of Wisconsin for over 20 years as the Agricultural and later the 4-H Agent for Ozaukee County, retiring in 1982. He was a member of Ozaukee Lodge 17 F & A.M., the Port Washington Senior Center, and the American Legion Van Ells-Schanen Post 82 in Port Washington. He enjoyed playing golf, shooting pool (Green Felt Club) and pitching horseshoes. He won many local championships.

### **Help Us Recognize Colleagues Who Have Passed On**

As a service to our ESP membership, we try to share information of deaths of colleagues. You can help if you would forward information you become aware of to JoAnn Gruber-Hagen. She will prepare announcements for ESP newsletters as well as for ESP gatherings. If you have an ESP event coming up and would like to be able to recognize colleagues who have passed, please contact JoAnn and she will be sure you have the most recent information. You can contact JoAnn at W4048 Kammes Drive, Belleville, WI 53508 or [joann.gruberhagen@gmail.com](mailto:joann.gruberhagen@gmail.com).





**2017-2018 ESP Board of Directors**

**President  
President-Elect  
Past President  
Secretary  
Treasurer  
Director, State  
Director, State  
Director, Retirees  
Director, Retirees  
Director, County  
Director, County  
Annalist**

**Katie Gellings  
Paula Hella  
Mark Hagedorn  
Mary Ann Schilling  
Sherry Daniels  
Kandi O'Neil  
Matt Hanson  
Mary Mennes  
Jeanne Baum  
Jessica Beckendorf  
Angela Allen  
Heidi Zoerb**

**Ex-Officio Board Members**

**Historian  
Newsletter**

**Melanie Miller  
Sara Richie**

If your email or mailing address changes, please contact Paul Roback via telephone (262)335-4480 or email at [paul.robback@ces.uwex.edu](mailto:paul.robback@ces.uwex.edu)



ALPHA SIGMA CHAPTER, WISCONSIN  
NEWSLETTER MAILED FROM:  
ONEIDA COUNTY UW-EXTENSION OFFICE  
3375 AIRPORT Rd. #10  
RHINELANDER, WI 54501

