

Community newcomers reached through EFNEP language skills

How many of us leave big blank spaces when asked to list languages spoken in addition to English?

Not so with eleven nutrition education assistants (until July they were known as community program assistants). At a quarterly EFNEP (Expanded Food and Nutrition Education Program) held June 3 in Duluth, they were recognized for their special language skills in addition to English.

Dick Krueger, state EFNEP leader, says their language skills "range from spoken languages to signing for the deaf." Some speak Hmong, Laotian, Cambodian, and Vietnamese, essential in communication with the Asian refugees. Some know Spanish. Some are bilingual and some multilingual.

"Nutrition education assistants find these special talents useful as they continue to reach residents with limited English skills in Hennepin and Ramsey counties," Krueger says.

"Our Spanish-speaking assistant was added in 1971 for the Mexican-American community in St. Paul," explains Evelyn Dose, Ramsey County EFNEP supervisor. The Asian, Hmong, and Laotian languages were added in March 1980. In February 1983, a Cambodian joined the assistants. He speaks Cambodian, Chinese, Thai, Vietnamese, French, and English. In Ramsey County, one assistant works in the St. Paul suburbs, but the rest concentrate in the

central city which is where many Asian refugees have settled.

"Some of the nutrition education assistants are hired specifically for their language skills while others bring this special skill to EFNEP as an extra embellishment," says LaVonne Misner, Hennepin County EFNEP supervisor. "While most NEAs or assistants are assigned a specific geographic area to work in, the NEAs with Southeast Asian language skills are asked to take referrals and work with families throughout the county." Assistants do not receive additional pay for these language talents.

Without these special skills, extension's programs would often miss reaching out to community newcomers who need it very much. "We're missing opportunities right now," says Misner. "We need a Vietnamese speaking staff member (in Hennepin County) and an Ethiopian speaking staff person. We also need publications in these languages."



Ue Yang, a multilingual program assistant with the Minnesota EFNEP program, takes Xia Lee on an educational shopping trip to a local supermarket. Yang shows Lee dairy products that can be purchased with the WIC food coupons she receives.

Nutrition education assistants in Hennepin County speak these languages in addition to English: Polish, Dorothy Burns; Spanish, Claudia Clark; Hebrew and Yiddish, Charlotte Gelfand; Swedish, Berit Gerhardson; Lao and Thai, Nataya Gunderson; sign language, Boni Jaroscak; and Hmong and Lao, A Vang Xiong.

Ramsey county nutrition educa-

tion assistants speak the following languages in addition to English: Hmong, Sy Vang Mouacheupao; Cambodian, Vietnamese, French, Thai, Chinese, Seng Prom; Spanish, Grace Sanchez; Hmong and Laotian, Ue Yang.

—Mary Kay O'Hearn
Communication Resources

Baughner joins extension, replaces 'Q'

Shirley Baughner joined the extension staff October 1 as assistant director for Home Economics Family Living Programs and assistant dean, College of Home Economics. She replaces Evelyn Quesenberry McDonald, who retired in 1982.



Baughner

Baughner's professional background includes extensive teaching and administrative experience; most recently she was the state director for home economics education in Missouri. She also served on the faculties of the College of Education at the University of Missouri—Columbia and the counseling department at Webster College in St. Louis. Earlier, she directed a seven-teacher home economics education department in

a Missouri school, served as an educational diagnostician in Texas, and taught individuals with learning disabilities.

Academic qualifications include a B.S. degree in home economics from Northeast Missouri State University, an M.A. degree in guidance and counseling from Northeast Missouri State University, post-master's work in special education at Lincoln University, and a Ph.D. degree in home economics education from the University of Missouri—Columbia, with support areas in family and marriage counseling and business and public administration.

Baughner is former president of the Missouri Home Economics Association, president of the Missouri Home Economics Teachers Association, a member of the President's Advisory Council on Agriculture and Home Economics Extension at Lincoln University, and has held many other professional and civic leadership roles. She has an extensive list of publications.

Director Brown says, "We are indeed fortunate to attract someone of Shirley's professional stature to our extension team."

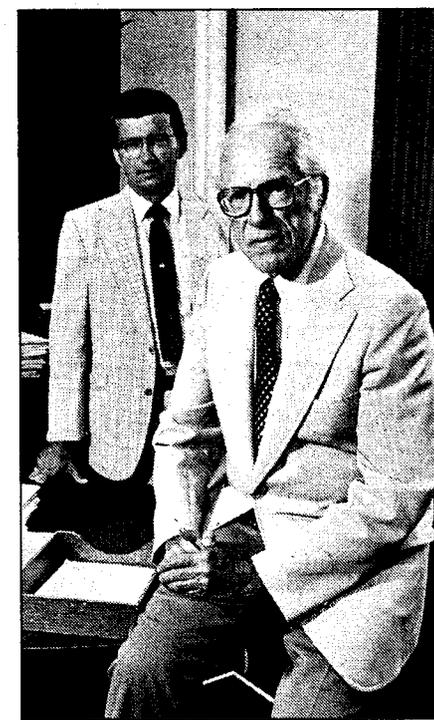
Institute reorganized, Sauer becomes deputy VP

June 30 and July 1 were important days for the Institute of Agriculture, Forestry and Home Economics.

On June 30, William F. Hueg resigned as deputy vice president and dean of the institute. The next day, a reorganization of the institute was announced, and Richard J. Sauer was named deputy vice president for the institute, a position he now holds in addition to his duties as director of the Agricultural Experiment Station.

When he resigned, Hueg agreed to remain at the university to work full time to secure funding for the Agriculture Future Fund, the institute's development arm, until he retires at the end of 1983.

Sauer sees Hueg's new assignment as very important: "Bill Hueg had a lot of foresight when he decided that we wouldn't be able to



Richard J. Sauer and William F. Hueg, Jr.

develop our programs and build resources in the future to the extent we had in the past if we relied only on public appropriated funds. He began a substantial effort in private fund-

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GOOD NEWS

The Federal Land Bank of St. Paul donated more than \$11,000 worth of word processing equipment to the St. Paul campus-based **4-H Youth Development office**. Two used linear word processors a printer, and software were phased out of land bank offices and installed in the 4-H office in June. 4-H assistant director Byron Schneider noted both time and labor-saving advantages, and added, "Corporate contributions to organizations like ours come at an opportune time now with the budget crisis that has hit our educational institutions."

* * *

Ramsey County extension staff members recently learned that the comparative value of volunteer contributions in the county totals more than one half million dollars worth of

support annually. Those giving time and effort include 4-H leaders, office workers, master gardeners, home study group leaders, EFNEP leaders, food preservation leaders, energy savers, outreach homemaker leaders, housing and legal affairs practicing professionals, and leaders from other agencies.

* * *

Thanks to efforts by **Dave Kabes**, Red Lake County extension director, and other federal representatives on the county emergency board, Red Lake and Pennington Counties were declared eligible for disaster relief funds. Farmers who suffered losses following three straight years of bad weather are now able to borrow up to \$500,000 at 8 percent interest to cover actual losses.

* * *

Ag leaders develop computer potential

Assistant extension directors from twelve north central states met for three days this August to develop a cooperative computer software program, to enhance their computer skills, and to discuss the broad agricultural applications of computers.

The North Central Program Leaders meet annually to coordinate and develop programs to be used cooperatively in the north central states. This year, the meeting was devoted to developing a specialized computer software packages utilizing the knowledge of the extension staffs of each state.

Four areas cited for initial software development are: dairy nutrition, financial management, soil conservation systems, and weed management. A task force composed of extension specialists representing each state will further develop these packages.

Ag leaders participated in a computer workshop presented by John Schmidt and Arlin Brannstrom of the North Central Computer Institute of Madison, and Dave Nelson and Hal Routhe of the University of Minnesota's EXTEND program. Instruction was offered in computer fundamen-

During 1982-83, the number of volunteer food preservation consultants grew from 35 to over 200 statewide. **Irene Peterson**, area extension agent (who retired in June), trained homemakers to deal with rising food costs in a declining economy through increased use of home food preservation food techniques.

* * *

Minnesota foresters may stand to benefit from long-needed continuing education courses and licensing procedures resulting from a newly released report requested by the 1982 Minnesota legislature. Extension forester **Mel Baughman** chaired an interagency task force of representatives from the Department of Natural Resources and the College of Forestry (including **Scott Reed**, extension forester) to examine the need and to recommend actions for significantly upgrading foresters' skills. Extension is expected to play an important role in this effort.

* * *

tals and jargon, computer category analysis, and a software overview.

Norm Brown was banquet speaker and discussed opportunities for ag leaders to strengthen extension programs. Correspondence courses and the Referral Farmer Program were also featured in a presentation by Minnesota's Dave Radford, University of Minnesota extension specialists, and by Eddie Disterhaupt, a participant in the referral farmer program.

Minnesota hosts for the conference were Gene Pilgram, Gerald Miller, and Joe Conlin.

—Diane Winkler
Communication Resources

Delphi method gives glimpse of future



Harry Burcalow and research assistant Sue Halvorson review the results of some future of agriculture questionnaires.

How will Minnesota's agriculture change by the year 2000? And how must Minnesota's Agricultural Extension Service change to help meet the needs of agricultural decision-makers in the state?

These questions are not easy to answer. Futurist Earl Joseph jokes that forecasting the future is "a bit like drinking wine—the more you do it, the fuzzier the future becomes."

To help predict extension's role in Minnesota agriculture at the end of the century, district program leader Harry Burcalow is using the Delphi research method. "The Delphi method was developed by the Rand Corporation in 1953," he says. It was developed as a decision-making aid to help forecast the future where specific data couldn't be identified. The Delphi technique involves using a series of questionnaires to structure a group communication process. The process helps the group deal with a complex problem.

Burcalow and research assistant Sue Halvorson are working with a panel of about 100 agricultural leaders who were initially identified by state and county extension staff. Panel members fill out four rounds of questionnaires and mail them in. Results of each round are sent back to panel members, but individual responses remain anonymous.

"The Delphi method is designed to build consensus," Burcalow says. "Panel members have an opportunity to change their answers in response to information exchanged between respondents during each round."

"In the past, the Delphi method has been a good forecasting tool. Part of the reason may have been that the leaders in the panel were the people later adopting new technology which resulted in the forecasted change."

Results of the Minnesota study will be available soon.

—Jack Sperbeck
Communication Resources

Report assesses extension today

The concept of cooperative extension work is as sound today as when formulated 69 years ago. But extension has not grown in proportion to the knowledge base or number of people who need knowledge, according to the "Extension in the '80s" report.

The report was compiled by a joint committee of the U.S. Department of Agriculture and the National Association of State Universities and Land Grant Colleges. Former Minnesota Governor Al Quie was a committee member.

The study emphasizes that the basic mission of the Cooperative Extension Service is to disseminate and encourage the application of re-

search-generated knowledge and leadership techniques to individuals, families, and communities.

The study calls for establishing priorities within all program areas, reaching more people, and retaining flexibility and federal-state-county partnerships.

The report emphasizes the need for more applied research and demonstrations and says that universities must place lifelong learning on a plane equal to research and preparatory education.

It also recommends stronger links with other governmental agencies, more volunteer leader training and development, and encouraging resources from the private sector.

All states are encouraged to improve program evaluation and to involve the public and decisionmakers in extension evaluation efforts. And,

support must be increased in order for people to receive practical knowledge generated by the land grant system, the USDA, and related agencies.

Responses to the report are being formulated from state and national groups. Loren Noeldner, Madison, Minnesota, is part of a response team from the national Committee on Agricultural Research, Extension and Teaching (CARET) scheduled to report at the November meetings of the National Association of State Universities and Land Grant Colleges in Washington, D.C. Noeldner, who is a member and former chairman of the Minnesota Extension Citizens' Advisory Committee, presented a preliminary report to that group at their late August meetings in St. Paul.

—Jack Sperbeck
Communication Resources

INSTITUTE

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raising through gifts and endowments. We now have a full-time foundation officer in the institute and several others who play that role throughout our organization. We're really beginning to see the dividends; we have major gifts that have resulted in new faculty chairs in a couple of departments and some major gifts of land that will generate income to support additional research to name a few."

Hueg is following up on earlier contacts, trying to bring potential gifts and commitments to closure, which would mean additional support for the institute's programs in the future.

"He's built strong relationships with people throughout the state who identify with him," Sauer says. "I think they will respond with a commitment to repay in some small way the benefits they have received from the institute's programs and the university over the years."

A challenge facing Sauer is securing statewide support for the institute's research, teaching, and extension programs. "Public dollars are going to be harder and harder to come by," he says. "We've been very fortunate in having strong state support, but we've lost some of that over the past two years. And, the prospect is not very bright for any growth or even maintenance of current levels of federal funding. We need to figure out a way to organize and mobilize a broad statewide coalition if we are going to be successful in making sure that some of the new state dollars go to support the institute's programs."

Sauer is optimistic about the recent changes in the institute. "I think they create an environment which allows all of us to be more productive and work in a more positive manner," he says. "The reorganization will result in greater integration of the institute's programs and—it is hoped—better communication. This will enable us to better serve the citizens of Minnesota, the region, and the nation."

Sauer intends to be a strong spokesman for the institute within the university. He says he's both a representative of central administration on the St. Paul campus and the person who must take the lead in representing the institute's programs to central administration. "I see education as one of my responsibilities," he says. "I intend to keep the central officers constantly informed on what we are doing, what we have accomplished, what we hope to do, and what our needs are. I don't want to become labeled so much a central officer that I can't stand off and disagree with them openly, challenge them, and raise concerns on behalf of the institute."

Finally, Sauer thinks there will be greater coordination within the institute and an effort to work through him as the representative of central administration. He hopes that dialogue and debate over issues such as implementation of a retrenchment will take place through him, and he intends to implement any changes in a coordinated manner within the institute.

—Sam Brungardt
Communication Resources

Extension directors change with the times

Getting extension programs out into the counties requires the hard work of county extension offices throughout the state. But as programs, funding, and people's needs change, the county offices are also changing. Perhaps one of the most visible ways this change is taking place is in the role of the county extension director (CED).

Pat Borich, associate director for personnel and staff development, notes, "The county extension director position has always been one of the most important and visible positions in extension. The CED is responsible for coordinating county program development, office management, coordination of staff development and orientation of new county extension employees, county budget management, and public relations for local extension work. With increased budgets, staff, and responsibilities, today's CED requires more effort and skill than ever before in extension's history."

Time was when the term CED was synonymous with the ag agent in any given county. When Sharon Knutson, CED in Norman County, first applied for the position she's now in it wasn't even posted because it would automatically be the ag agent.

In applying for the job, Knutson had to explain to the county extension committee at length that the administrative role did not have to be

involved in the ag program. It wasn't easy to explain, but in doing so she broke the mold of what the CED has traditionally been.

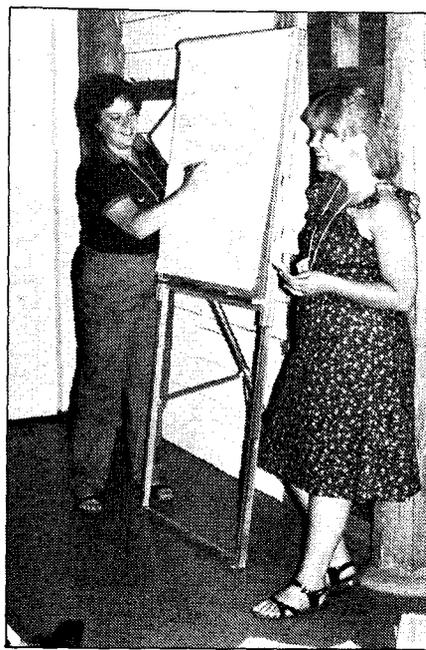
As a home economist, Knutson had to take responsibility for the total county program in a county that has virtually no industry and is nearly 100 percent agricultural. As a woman, she was the first outstate woman CED.

Knutson passed the test and believes that she and other non-traditional CEDs are now well accepted.

Knutson describes her style of leadership as participatory. Ag and 4-H agents have conferences with her to decide on staffing, programming, and other major issues. She feels that staff involvement in decision-making is one key to a stronger staff and better extension programs.

Barb Klixbull, district program leader for the Northwest District agrees that Knutson's style is a good one for CEDs. "The CED needs to be less a boss and more a coordinator and facilitator," according to Klixbull.

Eldon Senske has a more traditional CED and county ag agent role. For the past 28 years, Senske has been the Freeborn County CED and has seen many changes in administrative systems. Throughout the years, Freeborn County has been flexible to administrative changes, says Senske, while still maintaining the long-



Cathy Solheim (right) and Linda Johnson, North St. Louis County, teach session on stress at 1983 Homemaker Camp.

standing extension philosophy of helping people help themselves.

Senske is the ag agent in a largely agricultural county. Freeborn County has a 140 million dollar ag industry, according to Senske, and the ag agent has to move fast. If someone other than the ag agent were the CED, the ag agent would have to be very independent and wouldn't have time to check with the director on everything. "Whether it's hailstorms or corn borers, ag has to react rapidly," says Senske. "The dollar involvement in ag gives it excitement and urgency," he says.

Unlike Norman and Freeborn Counties, Ramsey County is not strongly agricultural and most of what was once in corn and dairy production is now in high rises, condominiums, and apartments. In fact, the only barn still left in the county is on the federal historical registry. It has a function, too; it houses the Ramsey County extension office.

Caye Nelson, extension agent, 4-H, is the CED in Ramsey County. Change away from agriculture has been the biggest programming change, but does not stop there, she says. More advisory committees and county program committees have helped bring about needed changes, according to Nelson. Also, the county extension committee has become ac-



Caye Nelson conducts an indoor gardening lesson with the developmentally disabled 4-Hers at Hancock school.

Morrison County learns strategic planning

A germ of an idea Gordon Stobb planted in Morrison County in the early 1970s may come to harvest by 1984.

"Spring planting usually means fall harvest, but with some things you're never quite sure when the harvest is going to come," says Stobb, area extension agent in Community and Natural Resource Development.

His suggestion, first voiced to the county auditor and some of the commissioners in the 70s, was that Morrison County (population now 30,000) do strategic planning five years in advance after involving courthouse staff and citizens of the county. That way, public support would be built in advance for the decisions that ultimately have to be made.

"It's making government proactive rather than reactive," Stobb says.

Realizing they needed an "out-

sider" to help develop and oversee the planning process, the county commissioners asked Stobb if he could serve in that role. He began by working with the county board and department heads to develop a mission statement for county government. Later the economic profile of the county (including demographic data) will come into play.

Every county employee received a piece of paper asking that they respond to two questions. More than 80 percent did respond. The first question asked what issues or problems do you see your department of county government being concerned with in the next five years. The second was the same question, but concerning Morrison County as a whole.

After the courthouse groups considered the responses, they talked about the issues and came up with a list they could all agree on, Stobb says. Responses could be as anonymous as placing them in the courthouse suggestion box.

Now, David Loch, executive secretary to the board of county commis-

sioners, is compiling the responses. A committee of department heads of county offices has been appointed to plan citizen involvement as the next step begins. There might be some town meetings, perhaps an open house at the courthouse, and certainly media coverage. Loch and the county board feel very strongly that the people served by county government should be involved in the planning process.

"The key to the whole thing is that I'm working with them, not for them," Stobb says. He and Loch developed a proposed planning process and presented it to the commissioners for their approval in March. After some questions and answers, it was accepted "almost as we presented it." Stobb has been astonished at how fast developments have taken place since. By the end of June the survey of county employees was completed. As the commissioners felt it was "their plan" and stood firmly behind it, the feeling of ownership extended to the staff and both commissioners and county staff want this feeling to

tively involved in planning and evaluating programs.

Perhaps the most noticeable change in today's programs is the change in audience. Low income families, single parents, teenage parents, young families, older adults, child care givers, persons with disabilities, and priority programming with Hmong families means a highly visible change in extension programs and the role of the CED.

Cathy Solheim, home economics family living, became acting director in Lake County in 1982 and is now the CED. As CED, she found that one of her first tasks was public relations.

Questions going to her seemed to have a common theme: if extension is an agricultural agency, what is it doing in extreme northeastern Minnesota where farming isn't part of the economic base? With more emphasis on home economics family living, 4-H, and some horticultural programs, Lake County extension is beginning to answer some of those questions and meet the county's real needs.

When a county has a 27 percent unemployment rate, those needs are many. But the Volunteer Budget Program, the Food Consultant Program, and the Home Horticulture and Food Preservation Programs have gone a long way teaching Lake County people that extension programs are made to fit their needs.

Proper selection of CEDs and meeting county needs are closely linked according to Borich. "Selecting the best person to serve as CED in each county is the goal of both the county extension committee and university extension administration. A new selection system has opened the CED position to all, regardless of program area or sex of the applicant. Not only is this fair, but the results of these changes will improve the quality of extension programs to the people we serve in Minnesota," Borich concludes.

Tailoring programs to meet local needs continues to be part of the counties' role in extension. And as those needs change, so do the programs and the people who run them.

—Richard Sherman
Communication Resources

extend to the public when the time comes to involve the citizens.

"Just by talking more and working together, we are already finding bet-

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Extenovations

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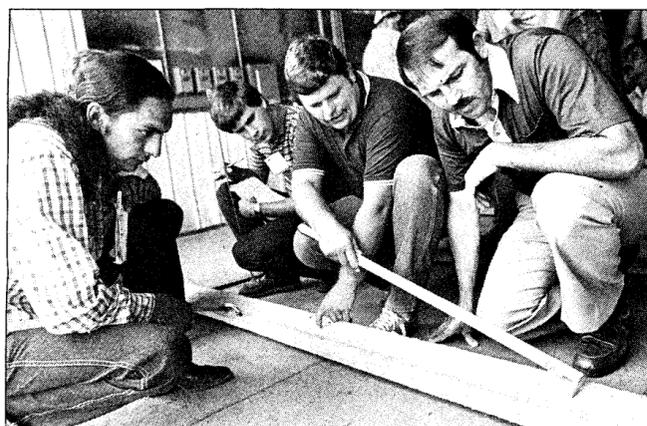
The University of Minnesota, including the Agricultural Extension Service, is committed to the policy that all persons have equal access to its programs, facilities, and employment without regard to race, color, creed, sex, national origin, or handicap.



4-Hers attending the annual 4-H Conservation Leadership Conference at Itasca State Park participate in the age-old rite of walking across the source of the Mississippi River (photo by Ruth Klossner).



Jim Kitts, extension wildlife specialist, leads a discussion on wildlife camouflage at the annual 4-H Conservation Leadership Conference at Itasca State Park (photo by Ruth Klossner).



Dright Lineberry, instructor, points out the defects in a hardwood board for Joe Goodman (left) of Ojibway Forest Products, Jeff Holzhueter of Marshall Saw Mill, and extension specialist Lew Hendricks at the Annual Hardwood Lumber Grading Shortcourse in St. Cloud. The short-course attracted participants from Wisconsin and Canada as well as from Minnesota.

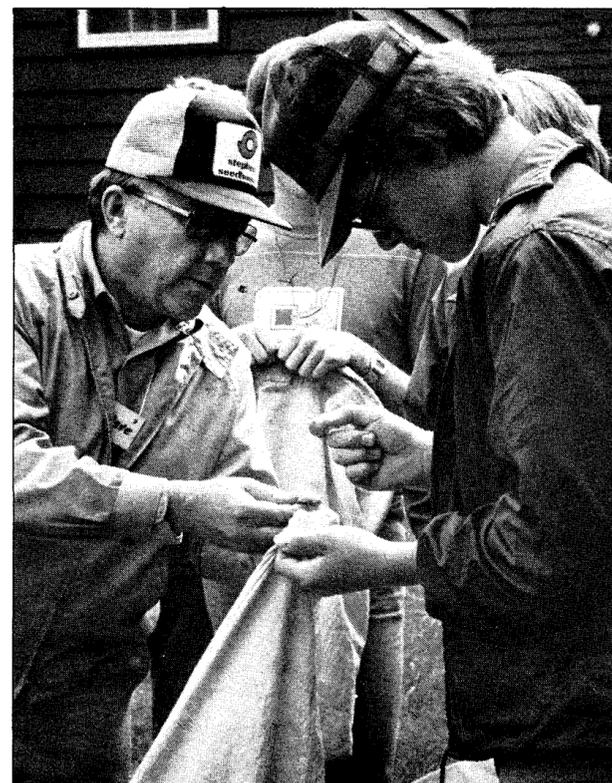
Summer Activities



Legislators often visit county fairs to talk with constituents. Here Congressman Gerry Sikorski, Sixth District (left), visits with Hennepin County extension director Jim Kemp at the Hennepin County fair in Hopkins (photo courtesy of Congressman Sikorski's office).



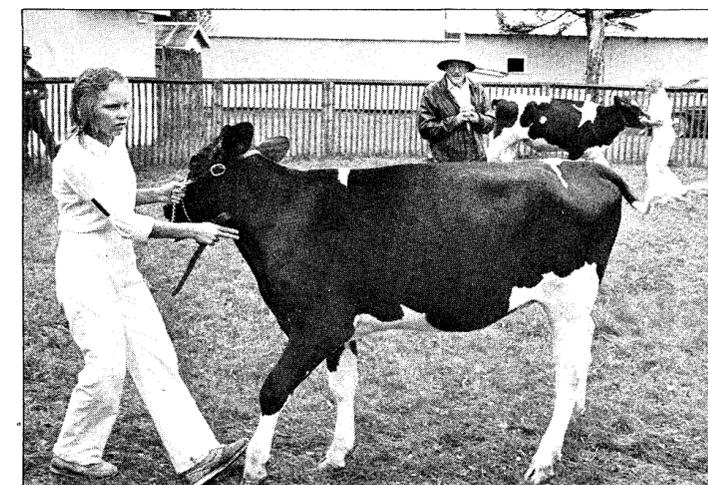
Shirley Barber, Ramsey County extension agent, gives some tips on tomato canning to Ramsey County volunteer food preservation consultants Candy Cobenals and Bea Kler. Candy and Bea are conducting food preservation workshops at the St. Paul Native American Center on Payne Avenue.



Dave Noetzel, extension entomologist, examines an insect caught by a 4-Her at the 4-H Conservation Leadership Conference at Itasca State Park. The camp taught ecology, conservation practices, and an appreciation of nature to 69 4-H junior leaders throughout the state (photo by Ruth Klossner.)



Verna Mikesh, retired extension specialist, keeps active by judging at county fairs. Here she examines Susan Bade's educational foods entry at the Ramsey County Fair.



Bob Jacobs takes a critical look at Becky Breneman's Holstein heifer at the Koochiching County Fair. Retired livestock specialist Jacobs judged all the 4-H and open class livestock entered at the fair.

Hoover and Luby make special extension team

Ask a question about fruit in Minnesota and you'll probably be directed to either Emily Hoover or Jim Luby, fruit specialists in the Department of Horticulture and Landscape Architecture. The two specialists not only share an interest in fruit but also in each other.

Emily and Jim, both assistant professors, met while doing graduate work at the University of Minnesota and later married. Over a year ago, each accepted a position with the university. Since then it's been all apples, blueberries, raspberries, and strawberries.

MORRISON

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ter ways of dealing with current problems," Stobb says. As an example, he mentions that many departments such as social services, sheriff, and public health sometimes find they are taking individual approaches to a problem that concerns all of them. Sometimes physical office separations make unity difficult; social services offices are in the Morrison County Courthouse, but the public health department is clear across town. What could be arranged to cut down on the trips across town or even the double sets of files?

For several years there has been talk about a new jail which would also house other county offices. "Now it seems to be more important to see the five-year plan before doing any building," Stobb senses.

Courthouse thinking is on a new track. As the long-range planning process was unfolding, one long-time county commissioner commented that he didn't know how the county had been meeting the issues for all these years. He indicated the planning process was long overdue.

But Stobb understands why the incubation period was so long. Opening county government to the staff and to the public, after operating behind closed doors traditionally, involves "a great deal of risk." Commissioners had wanted to develop a plan for years. When David Loch began a new position as executive secretary to the county commissioners two years ago, he became the motivating force—the time was right. He was on board to increase the efficiency and effectiveness of county government.

Responses from county employees will now be assembled under four headings: general government (treasurer, register of deeds, similar offices); human services (social services, public health, extension); courts and law enforcement (clerk of court, judges, county attorney); and physical facilities (buildings housing them). Tabulations will go back to the departments and employees to be reviewed for accuracy and to be prioritized.

"Then we are going to take it as it comes, naturally, in the rest of the planning process," Stobb says. By the end of 1984, it should be finished, Stobb anticipates. Then Morrison County government will have a good sense of direction for the future.

—Mary Kay O'Hearn
Communication Resources

The fruit industry in Minnesota has a value of between \$10 and \$15 million, depending on the year. Half of the crop is in apples while the other half is a combination of strawberries, raspberries, and the sale of nursery stock.

On being in the same department, Emily explains that it works pretty well. "Jim made the analogy that farm families work together all the time." And, adds Jim, "Most of the clients we serve are family farmers. If farm family members can work together, there's no reason we shouldn't be able to."

While both their interests are in fruit, individual work assignments vary. "Even though we work on the same crops, we deal with different facets of them," said Emily. "I work in fruit extension and teaching. I talk with fruit growers by phone or in person to learn about their fruit operations and needs. Also, I help teach extension programs for the various fruit growers."

Jim is a researcher in fruit breeding and his appointment is through the experiment station. "Probably the most exciting work during the past year was taking part in the release of a new blueberry variety for Minnesota. I also do research in strawberry breeding, and for raspberries, grapes,



Jim Luby and Emily Hoover enjoy a morning cup of coffee at the St. Paul student center.

and apples." In addition to work in the lab, Jim accompanies Emily to speak at some of the various fruit schools and programs.

"We're going to try and collaborate on a few studies," says Emily. "Occasionally we'll work on a few projects over dinner, but mostly we try not to discuss our work at home unless something is bothering one of us." "Or," says Jim, "if either one of us has a real good idea for work."

As for working in extension for the past year, Emily comments, "At first, I found extension to be kind of baffling. It was difficult to figure out where you go for what but that's

probably typical in any job."

But both agree that finding jobs in the same department at the University has worked well for them.

"The advantage of working together is that you understand what your spouse is going through at work and what the conditions are," explains Jim. "Also, since we both work at the same place, we can walk to the office together and have the chance to see a bit more of each other, which is nice."

—Greg Doerning
Communication Resources

Minnesota 4-H among nation's top award winners

Minnesota 4-H members, alumni, and volunteers have distinguished themselves as recipients of a number of national awards and honors. Most recently, Edna Wilke Thayer has been named a winner in the 4-H alumni recognition program.

Thayer is one of eight former 4-H members who will receive the coveted Gold Key Award during the National 4-H Congress, November 27-December 1, in Chicago. She has been involved in 4-H as a member, volunteer leader, county project leader, Rice County Federation Exec-

utive Committee member, and member of other county committees.

Minnesota has had two national alumni winners in two years. Last year, Stanley D. Sahlstrom, provost of the University of Minnesota Technical College at Crookston was the recipient of the Gold Key Award.

Previous recipients of national alumni awards include Keith McFarland, dean of the College of Home Economics and assistant director of the Agricultural Experiment Station, and Myron Clark.

Minnesota 4-H members have

also distinguished themselves with national awards. Last year Jenny Reuters, Dundas, Minnesota, was one of six young people receiving the highest honor given for excellence in 4-H—the Presidential Award. Another recent recipient of the Presidential Award was Tom Hook, former 4-H Ambassador from Tracy, Minnesota.

Many other 4-H members have been recipients of \$1,000 scholarships as national winners in the 36 award areas at the National 4-H Congress. "Minnesota 4-H members have most consistently won national awards in the areas of dairy, food and nutrition, health, public speaking, wood science, fashion revue, forestry, veterinary science, and leadership," says Juanita Reed, 4-H extension specialist.

Minnesota has also been well represented with winners at the national livestock shows held throughout the country. 4-Hers have participated in general livestock, dairy, horse, meats, and the national western stock shows.

—Jon Groth
Communication Resources



Edna Thayer, national winner in the 4-H alumni recognition program, is congratulated by Byron Schneider, assistant director of Minnesota 4-H.

ExtensionOVATIONS to . . .

Extension dairyman **Bob Appleman** received the 1983 Alfa-Laval, DeLaval Agriculture Award at the annual meeting of the American Dairy Association this summer in Madison, Wisconsin. The award cited Appleman's work on milking management and chore reduction studies which "have been extremely effective with dairy farms in his home state and have demonstrated his ability to put together extension programs readily understood and accepted by the dairy industry."



Appleman



Hanson



Hasbargen



Berg

James Hanson, extension veterinarian, was named Extension Veterinarian of the Year for 1983 by the American Association of Extension Veterinarians at its annual meeting in July in New York City. Hanson, who was called the "ideal extension educator," was cited for dedication to "helping others and extending information in the tradition of the land grant university philosophy."

Paul Hasbargen, extension economist, farm management, was elected vice president of the International Association of Farm Managers at its triennial meeting in Nairobi, Kenya. The association is composed of members from over 40 countries.

Extension poultry specialist **Bob Berg** was awarded the Pfizer Extension Award for his outstanding poultry extension work. The award consists of \$1,500 and a plaque.

Extension animal husbandman **Bob Jordan** received Animal Management and Fellow Awards at the American Society of Animal Science meeting in Pullman, Washington, in late July. Jordan was cited for research leading to the development of improved systems for feeding and managing sheep.

Stearns County Extension Service received the Governor's Award of Honor for a second year at the annual Minnesota Safety Conference in St. Paul. County extension staff were cited for involving more than 3,000 people in farm and home safety activities. Outstanding safety achievement awards also went to Steele and Chippewa Counties, with Chippewa receiving second-year recognition. In addition, five meritorious achievement awards were given to Isanti, Norman, Mille Lacs, Pope, and Ramsey Counties.

Erlin Weness, area extension agent, farm management, was elected president of the National Association of Farm Business Analysis Specialists, composed of members from 12 midwest and eastern states.



Francis Januschka, Stearns County extension director (left), receives the Governor's Award of Honor for outstanding safety programs on behalf of the Stearns County extension staff. Presenting the award is Kenny Austin, chairman of the Agricultural Division of the Minnesota Safety Council (photo by Bob Aherin).

Forestry course finds surprising popularity

"It was the best \$10 I ever spent. Thanks," wrote one person who enrolled in extension's Forestry Management Correspondence Course.

The idea of the six-unit course was to get people out in the woods to look at their land and to exercise their skills in developing a management plan. What that means is having them know their objectives in owning a woodlot.

Response was far beyond anything anticipated by A. Scott Reed, Carl Wegner, Greg Brown, and Dave

Radford, all members of the task force planning committee. "Two hundred would have made us happy, but there were 635," says an astonished Reed, extension specialist in forestry at Cloquet Forestry Station. He was course director, orchestrated its writing, and wrote the grant.

It was a \$3,000 innovative program grant from Director Norm Brown's office that made the program possible. If four of the six mail-out units were completed, certificates of

completion were given and 75 percent received these.

Reed mentions that the six units were sent to a test panel of a dozen people (representative of people who would be taking the course). "Some fairly significant changes were made," he says. The test panel received a complimentary course.

At least two public officials were among the 635 registered. Extension was a new experience for 75 percent of those enrolled. The 635 represented more than 80,000 acres of Minnesota's forestland, with 130 acres the average size forest, but 3½ to 2,200 acres being the spread. Ten percent of those enrolled owned no land, but were interested in purchase or just in studying land, such as a publicly owned park. Some owners live in states as far away as North Carolina and Washington.

Radford, area extension agent, Small Farm Program, served as the expert on correspondence courses. He had earlier success with those in dairying, crops, and soils. Brown, before resigning to move to Maine in August, headed the University of Minnesota Department of Forest Resources. Wegner is the county extension director in Itasca County where the paperwork for the course was handled.

"We corresponded with each person seven times," Wegner says. There was so much work added to the office that a part-time person was employed. Units were mailed out at two-week intervals over a space of three months. The invitation (on the last page of each unit) to any question, generated many questions—so many that there had to be a grouping of answers. Extension publications could also be requested from a list

provided. Libraries in the Arrowhead area had loan-out materials in connection with the correspondence course.

Helping to write the six units, besides University of Minnesota foresters and an entomologist, were experts from the Minnesota Department of Natural Resources and from Ohio State and Michigan State Universities.

Tax roles in three northern Minnesota counties, Aitkin, St. Louis, and Carlton, helped provide mailing lists to contact forest owners. Many other organizations such as the Soil Conservation Service used newsletters and mailing lists to assist.

From the first unit, when those enrolled were asked to cruise the timber (walk through and note the species of trees), to the last, which talked about marketing timber, time was spent in the woods. Each drew a map of the land being studied, to show exact boundaries, roads, swamps, forest clearings, building sites, and possible powerlines.

In a six-inch stack of comments from both before and after the units were completed, 87 percent said ahead of the course that they needed to improve their forestland and 55 percent that they needed to plant trees. After the course, 40 percent said they had contacted a forestry adviser and a grateful 81 percent said they thought the next time the course was given, people would be willing to pay \$25 for it.

Three wrap-up sessions in August convened in Grand Rapids, Cloquet, and St. Paul for anyone who wanted further questions answered.

—Mary Kay O'Hearn
Communication Resources



A. Scott Reed, extension forester, meets Forestry Management Correspondence Course participants Rover and Sharon Anderson of Braham at the wind-up session held on the St. Paul campus.

4-H horse show returns to state fairgrounds

The graceful style of English equestrian riding and the excitement of Western horsemanship were combined at the annual 4-H Horse Show held September 19-21 at the state fairgrounds.

Over 300 4-H'ers and their horses took part in 55 classes to show what both rider and animal had learned during the past year. Equally important to the horse show was the large number of volunteers who organized and supported the event.



Zurcher

Tom Zurcher, extension specialist in 4-H Youth Development who worked with both participants and volunteers, says the youngsters were the main beneficiaries of the show.

"It's an out-of-county experience for the youngsters and a chance to

meet participants from all over the state," said Zurcher. "The recognition program at the show is excellent and the 4-H'ers have the opportunity to show at a higher level of competition."

Again this year a high point of the program was the special handicapped riding class organized by Caye Nelson, extension director of Ramsey County. Additional events including a horse judging contest with 50 county teams represented and a horse skillathon.

Zurcher pointed to the high involvement of volunteers as making the show a real success. "The Horse Show Committee, which is composed of volunteers and agents, planned, organized, and directed the event. This year the two coordinator positions were filled by two volunteer leaders—Karen Humphrey, Hen-

nepin County, and Ida Paulson, Becker County. Arlos Krueger, extension agent of LeSueur County, served as the agent adviser."

Additional volunteer activities included forming a Horse Show Resource Development Committee. The committee is headed by Larry Bucher, Olmsted County, and its goal was raising funds to help defray the cost of putting on the show.

"My role is primarily as a resource person," says Zurcher, who sees the extensive volunteer involvement in the horse show as a positive step. "I'm really supporting the committee as they plan the show. I think the high interest level of the volunteers to make the show the best possible is the main strength of the program."

—Greg Doerning
Communication Resources

Home study groups promote leadership, civic awareness

People who claim, "I could never speak in front of a group!" could find themselves easily teaching whole-wheat cookery or home energy con-

servation to their neighbors in an Extension Home Study Group.

Neighbors working with neighbors for the purpose of learning and

sharing experience is the backbone of the Extension Home Study Group (EHSG), and the major factor in their success. In Minnesota, EHSG membership has grown to over 40,500, and most of the publicity is simply word-of-mouth.

Specifically, EHSGs are adults organized into small neighborhood groups for the purpose of continuing their education by studying topics related to Home Economics Family Living Programs. Providing an educational opportunity in an informal setting reaches adults who may shy away from traditional education programs.

Guided by the home council and the county home economist extension agent, EHSG members study topics and organize activities ranging from family record keeping to resource recycling, from making layettes for needy newborns to investigating the legislative process. The home council is an advisory board of elected EHSG representatives. In each county, the home council helps study groups focus areas of study. The county home economics extension agent provides a link to the boundless resource of information available from the University of Minnesota's Agricultural Extension Service.

"The study group experience provides an opportunity for leadership development," says Eileen Anderson, project leader for Hennepin County extension services. "Members can begin with general group operations, and then may be elected to the home council."

Once a month, a leader-trainer is chosen from each community group. The leaders participate in a subject-oriented training session led by the county extension agent. Leaders then teach members in their local group. Delegates from each local group may also be elected to the county home council.

Confidence and positive reinforcement gained by teaching friends in a familiar setting has prompted a few people to make life-changing decisions. A Ramsey County woman's experience as a leader-trainer was a key influence in her decision to complete a master's degree in adult

education. A former home council president from Ramsey County was motivated to complete her college degree as a result of EHSG work.

The impact of leadership training and development on the community is increased because the training is done within the context of the community.

"Study groups offer potential for helping women to learn and be aware of the community, and to become a force in making it a better place to live," says Anderson. "There is potential for community interaction. For example, input into a community government can occur through the study of a timely controversial issue."

Civic awareness was heightened in LeSueur county through a lesson in legislative process which was spread to community organizations by an EHSG leader-trainer. A northern Ramsey County EHSG drew from their leadership and organization experiences, and initiated a petition to present to their city council expressing a need for a recycling center. Another EHSG held a fundraiser to buy a firetruck for their community.

The commitment of EHSG members to community service, and their support of home economics education is reflected in county scholarship programs. Scholarships totaling over \$3,000 are provided annually to students enrolled in home economics programs. Kandiyohi County EHSG also includes in their scholarship program a mature-woman scholarship for any EHSG member seeking continuing education.

Extension Home Study Groups are dynamic, continuously adapting to the changing needs of the members and their community. Current study groups encourage couples to participate, set meeting hours to accommodate working women, and include timely study topics in their curriculum. Extension Home Study Groups provide valuable leadership experience, exposure to new occurrences in home studies, and a community support; they are a unique link between research, home, and community.

—Diane Winkler
Communication Resources



Madonna Perry, volunteer leader, works with a Dakota County home study group on "Keeping Marriage Alive."