

OUTLINE HISTORY OF THE ORGANIZATION AND ACCOMPLISHMENTS  
OF  
EPSILON SIGMA PHI  
1927 THROUGH 1969

A careful review of all of the documents in the files of your Secretary- Treasurer indicates that if a detailed report of the activities of the National Fraternity during this period were given it would encompass .a book-size volume. Therefore, this report will be in the form of an outline and a summary of the details.

Epsilon Sigma Phi, as an organization of Extension workers, was first discussed by. W. A. Lloyd and Dean Schaub, North Carolina; in December 1926. A club known as a "two figure club" was organized in North Carolina which later became the Epsilon Sigma Phi Chapter in North Carolina. Epsilon Sigma Phi was officially organized January 11, 1927 in Bozeman, Montana to maintain the standards and ideals, preserve the traditions and uphold the morale, prestige and respect of the Extension Service; to develop an effective working relationship and a spirit of fraternal fellowship among the present and past employees of the Extension Service. This implies' that Epsilon Sigma Phi would operate as an organization designed to honor its members, recognize performance and promote professional attitudes and to recognize such outstanding services. The national organization of Epsilon Sigma Phi and many state organizations have not operated in that manner,. The national organization has been an activist type organization from the beginning. It pioneered in five basic areas.

1. Concern for security of Extension agents after they have served the Extension. Service. This was reflected in a retirement committee looking into both the federal civil service retirement system participation as well as legislation encouraging state retirement programs.
2. The academic status of Extension workers in the university system was of significant concern to Epsilon Sigma Phi.
3. Scholarship loans for professional improvement of Extension workers were initiated by Epsilon Sigma Phi and are now a part of many state chapter programs..
4. Epsilon Sigma Phi was primarily responsible for the congressional action which established the two arches between the North and South agricultural buildings as the Knapp Memorial Arch for the East Arch and the Wilson Memorial Arch for the West Arch. As evidence of this, the Epsilon Sigma Phi seal is on the bronze plaques in each arch.
5. Publications

## Extension Employee Security

The first reference made to the problem of Cooperative Extension employees security and its relationship to federal retirement was on November 22, 1928, less than two years after the organization was created. A national committee was appointed at that time and served continuously through the forties. While the membership of this committee changed from time to time there was always sufficient membership committee continuity to insure effective work. The first committee was composed of: T. B. Symons, Director, Maryland; Chairman, C. B. Smith, Chief of Extension Service USDA; Virginia P. Moore, Home Economics Leader, Florida; A. E. Bowman, Director, Wyoming; L. N. Duncan, Director, Alabama; Connie J. Bonslagel, State Home Economics Leader, Arkansas; T. M. Marks, Agent, Oklahoma. This committee, and its succeeding committees, made detailed studies, surveys and analysis of the status of Extension workers, their present security and a detailed analysis of retirement systems. State and federal each were analyzed as they might apply to Extension employees.

From 1928 to 1942 ten detailed reports were made by the Retirement Committee. These reports ranged from one half to, four printed pages. In addition there were several detailed tabulations, of Extension status designed to support the need for some form of employee security for Extension employees. The committee worked with the Association of Land Grant Colleges and the County Agents Association.

In later years they worked on federal legislation which was signed by the President March 4, 1940 as Public Law No. 422 which authorized the states to initiate retirement programs for Extension agents and use federal funds for that purpose.- This authorization was watched carefully in terms of its implementation and employee security. This conclusion was reached by the committee that the security of Extension agents was not adequately covered by state retirement systems at that time and that the only thing that would provide adequate coverage was the Federal Civil Service Commission determining that Cooperative Extension employees were subject to the Federal Retirement Act.

There was apparently during the years considerable divergence of opinion as to appropriate procedures and the committee reports indicate that there was some vacillation between all state retirement-programs and an all out effort to achieve coverage within the Federal Retirement System.

The ultimate outcome was the decision by the Civil Service Commission that Extension agents under cooperative appointment were subject to the Federal Civil Service Retirement Act and therefore covered. This was communicated to the states in September, 1945, by the following document:

## EXTENDING BENEFITS OF CIVIL SERVICE RETIREMENT ACT TO COOPERATIVE EXTENSION EMPLOYEES

In a conference with Mr. L. W. Deitrick of the U. S. Civil Service-Commission on September 12, 1945, he stated that the Commission would give consideration to *all* applications of Cooperative Extension employees of the Department for inclusion under the Civil Service Retirement Act. .

Section 3(a) of the Retirement Act (United States) reads as follows:

"This Act shall apply to all officers and employees in or under the executive, judicial, and legislative branches of the United States Government, and to all officers and employees of the municipal government of the District of Columbia, except elective officers and heads of executive departments. Provided, that this Act shall not apply to any such officer or employee of the United States or of the municipal government of the District of Columbia subject to another retirement system for such officers and employees of such governments. Provided further, That this Act shall not apply to any officer or employee in the legislative branch of the Government within the classes of officers and employees which were made eligible for the benefits' of this Act by the Act of July 13, 1937, until he gives notice in writing to the disbursing officer by whom his salary is paid, of his desire to come within the purview of this Act; and any officer or employee within such classes may, within sixty days after January 24, 1942, withdraw from the purview of this Act by giving similar notice of such desire. In the case of any officer or employee of the legislative branch of the Government who enters the service after January 24, 1942, such notice of desire to come within the purview of this Act must be given within six months after the date of entrance to the service."

Minutes of the U. S. Civil Service Commission of July 29, 1944:

Applicability of Retirement Act to certain positions and policy to be followed in determining whether or not persons are subject to Section 3(a) of the Retirement Act, as amended.

The words 'in or under the executive, judicial, and legislative branches of the United States Government' appearing in Section 3(a) of the Retirement Act shall be construed to include only persons who (a) are engaged in the performance of Federal functions under authority of an Act of Congress or an Executive order and (b) are appointed or employed by a Federal officer, and (c) are under the supervision and direction of a Federal officer and for these reasons are officers or employees of the United States Government."

We cannot make a blanket endorsement and every case must be considered on an individual basis. Each employee who desires to be included under the Federal retirement system should fill out an application for service credit (Form. 2803) and send it to the

Extension Service at Washington D.C. The application should be accompanied with a check. in favor of the Treasurer of the United States to cover the mandatory deposit of 3 1/2% of basic salary from January 24, 1942, to June 30, 1942, inclusive, and 6% of basic salary: from July 1, 1942 to date.- (No interest will be charged on this mandatory deposit.)

When mandatory deposit is received from applicant, the application for optional service credit will be certified to the Commission for service prior to, January 24, 1942.

The Commission will determine the optional deposit (which includes interest at : 4%) between the period August 1, 1920, and January 23, 1942, and notify the applicant the amount and method of making the deposit. Failure to make this deposit will not deprive the applicant of credit, but will result in a reduction of the prospective annuity.

When an employee has made his mandatory deposit for premiums covering service from January 24, 1942, to date, Civil Service Commission suggests that the employment agreements be revised to cover direct payment of monthly retirement deductions: 6% of total salary excluding expenses, bonus, etc.). Collage to send in aggregate contribution for all employees covered at close of each month.

At that time it was interpreted that agents could elect whether or not to participate. Surveys indicated that there were approximately 1,000 Extension workers at that time who had worked several years (from one to many) without a cooperative appointment, and therefore were not eligible for coverage under the Retirement Act. The committee continued to work on this problem to obtain complete coverage. Minute 2 was eventually passed by the Civil Service Commission which provided a different criteria for coverage under the Retirement Act. More than 600 Extension employees were given credit for additional years of service for Federal Retirement as a result of this Minute.

One cannot read the Committee reports on Extension employee security without concluding that Epsilon Sigma Phi was the driving force and catalyst which resulted in the Federal Civil Service Retirement Act being extended to cover Extension agents holding cooperative appointment. If federal retirement had not been extended, all the other federal fringe benefits now available to Extension employees and the State Extension Services would not have been possible as each hinged on the original Federal Civil Service Retirement decision.

### Professional Status of Extension Workers

The first reference in the minutes of the Grand Council of activities with respect to status of Extension workers was in the 1931 Yearbook. Reference was made to the work of Theta (Idaho) Chapter, where a committee was appointed to inquire into the professional status of Extension workers at the University of Idaho. In connection with this study, Theta Chapter made a country-wide study of this topic. This study was mimeographed and sufficient copies were furnished to the Grand Council to send one to each Chapter Secretary. Much of the work related to professional status of Extension workers within their institutions was conducted by individual Chapters.

The 1936 Yearbook of Epsilon Sigma Phi provides a rather philosophical discussion of the status of the County Agent at that time with reference to support of federal, state and county and private funds and the agent owing allegiance to no one in particular. It also refers to a survey that was made in 1932 which showed at that time 21 state colleges gave academic rank to all or a part of the Extension staff. Only eleven of these included the County Extension Agents as a part of the Extension staff. The 1937 report of Epsilon Sigma Phi provided a rather detailed discussion of the status of Extension work and included a survey which showed the states that had provided: academic" rank, sabbatical leave privileges, retirement, and listing in the college catalogue. This detailed report, both Table 1 and Table 2 was submitted by Alex D. Cobb of Delaware who was chairman, F. L. Ballard, Gamma, of Ore:-on; J. P. Wojta of Wisconsin; and Ruby McDavid of Florida. The report provides a rather carefully documented, statement of the status of Extension workers with their university. In 1938 this same committee provided another report which summarized the status nationally; showing four states provided professional titles alone, six states provided faculty rank alone, twenty-one states provided professional titles and faculty rank, and seventeen states provided neither professional title nor faculty rank. This information was obtained by Lambda Chapter, New York and based on a national survey. Dr. V. B. Hart made the study and completed the report.

In 1939 another survey was made and reported at the Chicago meeting of the Grand Council. This report indicated that ten states granted academic rank to all Extension employees, twenty states were granting academic rank to part of the Extension staff, eighteen states still granting no rank academically to Extension workers, and twenty-four states retirement systems *were* then in effect. Twenty-five states granted sabbatical leave and thirty-six states listed Extension employees in college catalogues. This report was signed by Alex D. Cobb, of Delaware; Chairman; E. H. White, Mississippi; W. R. Paige, North Dakota; H. J. C. Umberger, Kansas; and Evelyn Bently, Arizona, as committee members:

Surveys were continued on practically an annual basis through 1950. These reports showed progress made by states, how each state stood and changes in states. Mr. Cobb continued to serve as chairman of this Committee-

The 1947 report indicated that substantial progress had been made among the states with respect to the status of Extension workers. Progress continued to be made over the next several years. However, most of the work had to be performed by the members of Epsilon Sigma Phi in each state. This was done. The National Fraternity basically provided information to the states as a basis for their action.

#### Extension Publications Sponsored by Epsilon Sigma Phi

The first reference to Epsilon *Sigma* Phi sponsoring of Extension history appeared in the 1936 Yearbook. The first effort was devoted primarily to encouraging the states to prepare extension histories of each state. This effort was continued by a working

committee composed of L. R. Symons of New York; Neil G. Knowles of Iowa; F. E. Palmer of Washington; and H. S. Wilds of Louisiana. Surveys were made of each state with a report from twenty-two chapters. These reports indicated that initiations had been taken and varying degrees of progress made.

In 1938 the committee surveyed all states and all but seven indicated that some progress was being made. This ranged from discussions within a state to almost a complete report. The year 1939 was the twenty-fifth anniversary of Extension Work under the Smith-Lever act. The Yearbook indicates that there was a great deal of activity by all Chapters and by many counties. The committee in 1939 was composed of F. E. Balmer, Washington, Chairman;- Mrs. Jane S. McKimman, North Carolina; J. C. Spittler of Illinois; T. R. Bryant of Kentucky;' and A. L. Deering of Maine.

Following the individual state effort, the Fraternity's attention turned to the need for the publishing of a national publication which would preserve significant papers which had been developed over the years. Director R. K. Bliss of Iowa accepted the assignment as editor-in-chief of such a publication and the Executive Committee voted in 1945 an amount not to exceed \$1,000 to the budget for the purpose of defraying expenses incurred by the committee on publication policy for stenographic and clerical assistance, stationery, postage and editorial work. The focus by the Fraternity at this point was shifted from state histories to a national publication designed to preserve the important papers reflecting the development of Extension work over the years. The 19<sup>1</sup>:7-50 report reflected further progress and reported some of the activities of the committee indicating the number of top flight publications which had been received. In 1951 the committee made another report and authorized travel for Mr. Bliss. During this time the publication had taken form and the title "The Spirit and Philosophy of Extension Work as Reported in Significant Papers" was assigned to it.

The 1951 report indicated that a manuscript had been prepared. Several meetings of the committee composed of T. B. Symons, Maryland, Chairman; Miss Madge Reese (USDA); Dr. Gladys Gallup; M. L. Wilson; L. M. Schruben (USDA) reviewed the manuscript and developed an agreement with the Graduate School of USDA for a joint publication of the book: The Fraternity advanced \$2500 which-was 50% of the total advanced, the graduate school advanced the other \$2500. Prepublication price of \$3.00 was set in lots of ten or more with an ultimate selling price of \$4.50 after publication. The details of the memorandum between the Fraternity and the USDA Graduate School were included in the Yearbook. It was signed by M. Louise Sullivan, Acting Director of the Graduate School, USDA, and: George<sup>s</sup> E. Lord of Maine, Grand Director of Epsilon Sigma Phi and certified to by the Grand Secretary, Madge J. Feese. With this report and 'subsequent actions,' the ' wheels were in motion to publish the volume which finally appeared under the title "The ,Spirit and Philosophy of Extension Work", July 1, 1952. Three thousand copies of the publication were printed. The volume actually went on sale July 1, 1952. The report for 1953 indicated that of the 3,000 copies printed, 1,959 had been sold and that the net profit for the year's sale was \$488.28 for the Graduate School and for the Fraternity. The committee to promote the publication was chaired by Lester A. Schlup, Washington, D. C.; Madge Reese, Washington; C. R. Edler, Iowa; Dorothy Simmons, Minnesota; Thelma Huber,

Utah; J. W. Scheel, Oregon; T. B. Symons, Maryland; and Mary Rokahr, Connecticut. Attention was devoted from that point on to the promotion of the book. September 30, 1954 there were only 853 books on hand. The supply of books was exhausted by 1956. Many subsequent orders received the "so sorry". slip. Much has happened within Extension in, many, areas. The question may be asked whether now is the time to consider writing, and publishing another book on "Spirit and Philosophy of Extension Work, Second Edition".

### Scholarship Loans-

The 1931 record of the meeting of the Grand Council carried the following minute:

"Moved that a *committee* be appointed on scholarship to be financed by Epsilon Sigma Phi".

A. T. Coleman,,,-Indiana, Chairman: Madge J. Reese, USDA; Blanche Lee, Montana; L. R. Symons, New York; R. R. Lancaster, Texas; G. F. E. Story, Massachusetts; Tom Marks, Oklahoma; were the committee members.

The 1932 records indicate that, the Chairman polled the committee members and based on that poll expressed the opinion that it would not be a very practical proposition. The scholarships thus available would be very limited and the problem of determining, the most meritorious case: would be difficult and might result in misunderstandings among the members. It was further stated that this statement was not intended to close the, issue but rather one of raising some real questions in the, minds of the delegates, and members of the committee.

Minutes of the Grand Council Meeting, November 12, 1933 carried the following report:

"A. T. Coleman reported for the committee on scholarship. M. C. Wilson discussed the possibility of awarding fellowships to extension workers for advanced work. V. B. Hart reported on what Lambda Chapter (New York) had done in making a scholarship *available* to deserving students. O. B. Martin, Paul V. Harris, T. B. Symons, J. C. Taylor, T. R. Bryant discussed the subject further. "Moved that the committee be continued with a request to report at the next meeting of the Grand Council."

At the November 21, 1934 Grand Council Meeting the committee *made* a rather detailed, report, setting forth an eight point proposal for providing loans for graduate work. The report is significant in its detail and was signed by M. C. Wilson, Secretary of the Committee.

The only reference made to student loan funds in the 1936 Yearbook was a statement made by Dr. T. B. Symons in which he stated that there should be a student loan fund (perhaps to revise and improve the plans). The chair deferred the appointment until a later date. No other progress apparently was made during that year.

The next report of a scholarship loan committee was in 1941 which carried nine provisions.

The 1942 yearbook indicated that the scholarship loan committee was continued and it reiterated its approval of the forty-one committee report which was approved by the Grand Council. It went ahead, however, to explain that the committee did not look with favor upon Epsilon Sigma Phi giving any encouragement to Extension workers leaving their jobs during the war period for study, so the rec-

ommendation was made to the Grand Council that no loans be made available in 1943. There was no official Epsilon Sigma Phi business transacted from 1942 to 1946. There was a Grand Council meeting held in 1946 and the scholarship loan committee established \$2400 as a Scholarship Loan Fund. A maximum of \$600 would be loaned to any individual, with no loan less than \$200. The \$2400 loan fund was divided equally among the four Epsilon Sigma Phi provinces, which correspond to the Extension regions. \$600 was provided for each province and apparently if it was not used in one province it could not be used in another. A maximum of, \$600 was available in each province. The loan committee also stated four conditions as a consideration for making the loan: 1)The ability of the individual to profit from advanced study as indicated by past training, position held and accomplishments; 2) Expressed desire to continue as a professional employee in the Extension Service; 3) Practicability of special study or research problems selected. A thesis would not be required. If a thesis was prepared, a copy was to be filed with the Grand Secretary-Treasurer of Epsilon Sigma Phi and given such distribution as seemed desirable; 4) Equitable distribution of the loan among men and women Extension workers if possible.

The procedure for applying for a loan was quite similar to the one currently used.

The 1947 committee report reiterated again the policies and procedures for obtaining scholarship loans with no change in policy. The scholarship loan committee, however, headed by J. O. Knapp of West Virginia reported in 1949 a recommendation that four scholarship loans amounting to \$1900 be approved and that at the Executive Committee Meeting in November, 1948 it was recommended that the amount of scholarship loans be raised from \$2400 to \$4800.

During fiscal year 1949-50 there were five scholarship loans made for \$3000. The report went on to say that since April 1948 there had been ten loans totaling \$5500. Repayment on loans at that time had been \$700.

The scholarship loan committee of 1952 indicated that loans outstanding on November 1, 1951 was \$4400 and loans granted during the year was \$600, making a total of \$5000. Payments received on loans amounted to \$2600 with the balance of loans outstanding on November 1, 1952 of \$2400.

The 1959 report of the scholarship loan committee indicated that outstanding loans of \$4400 and repayments of \$900 were made with the sum of \$1600 available for loans.

Subsequent actions by the Grand Council resulted in a loan policy setting aside \$8000 for loans, with no loan exceeding \$1,000. The 2% interest is charged if the recipient: pays one-half the loan during the first year following completion of his study and one-half during the second year. If the loan isn't paid when due, 5% interest is charged on any unpaid balance.'

The U. S. Department of Agriculture Memorial Arches

The first reference to the USDA Knapp & Wilson Memorial Arches in the records of Epsilon Sigma Phi was in 1933 when a resolution was passed by the Executive Committee with respect to the two arches that were being completed between the North and South buildings of the USDA, known as the East and West Arches.

This resolution reads as follows:

Executive Committee, Epsilon Sigma Phi  
The National Honorary Extension Fraternity

WHEREAS, the building of the United States Department of Agriculture, commonly known-as .the South Building, is now nearing completion, and

WHEREAS, it: is proposed to connect the south Building with the main building by two archways across B Street, Southwest, and

WHEREAS, The Honorable James Wilson; deceased, for sixteen years Secretary of Agriculture, began the building of a home for the Department which would ultimately house all of the Department's activities, and

WHEREAS, The dream of the, great Secretary is only now nearing realization and in recognition of his great qualities as A statesman and high service to American agriculture, be it.

RESOLVED, That the-West Arch connecting the South Building with the West Wing be designated the Wilson Memorial Arch, that it be suitably sculptured with the name of Secretary Wilson and appropriately dedicated, and

WHEREAS, The Honorable Seamon A. Knapp, deceased, as Chief of the Office of Extension Work in the Southern States,, Department of Agriculture, by his farseeing vision and tireless application to duty founded the system of county agricultural agents, home demonstration agents, and boys' and girls' club work in the United States which from its small beginning in the State of Texas, in 1904 has now expanded to reach almost every county in the United States, and

WHEREAS, December 16, 1933, is the one-hundredth anniversary of the birth of Doctor Knapp, be it

RESOLVED, That in recognition of the, statesmanlike qualities and philosophical insight in relation to the problems of agriculture and the welfare of country people, that the East Arch connecting the South Building with the East Wing of. the Department, of Agriculture be designated the Knapp 'Memorial Arch, that it be suitably sculptured and appropriately dedicated, and be it

RESOLVED, That a copy of these resolutions be presented. to, the Honorable Henry A. Wallace, Secretary of Agriculture; to the Iowa Senators and delegation in Congress; to the Governor. Of the State of Iowa; to the New York Senators and delegation in Congress; to the Governor of the State of New York; and to the Honorable Edward A. O'Neal, President of the American Farm Bureau Federation,

Recommended by the Executive Committee of the Grand Council, Epsilon Sigma Phi, National Honorary Extension Fraternity, composed of 48 chapters in 46 of the States, Hawaii, and the District of Colombia.

Washington, D. C., December 1, 1933.

W. A. Lloyd,  
Director Grand Council  
Regional Agent in Charge, Western Section,  
Office of Cooperative Extension Work,  
U. S. Dept. of Agriculture

H. J. Baker,  
Vice-Director, Grand Council,  
Director of Extension, New Jersey.

P. H. Ross,  
Secretary-Treasurer, Grand Council,  
Director of Extension, Arizona.

MEMBERS OF THE EXECUTIVE COMMITTEE:

Venia M. Kellar,  
State Home Demonstration Leader,  
Maryland

Lyland J.  
C. Taylor,  
Director of Extension, Montana

Helen Johnston,  
State Home Demonstration Leader,  
Alabama;

T. R. Bryant,  
Asst. Director of Extension, Kentucky

These resolutions were presented to the Secretary of Agriculture by Dr. C. W. Warburton, Director, Extension Service, M. L. Wilson and the Grand Director and were approved by the Secretary December 19, 1933.

The Grand Director has appointed the following committee J. A. Evans, Chairman; D. W. Watkins of South Carolina; O.B. Martin of Texas; Dr. C. E. Ladd of New York, and R. K. Bliss of Iowa. This committee is to handle the matters relating to this proposition with Congress looking to the passage of a concurrent resolution designating the arches as memorial arches. Any resolutions by chapters or letters supporting this movement should be addressed to Mr. J. A. Evans, Office of Cooperative Extension Work, U. S. Department of Agriculture, Washington, D. C.

In 1934 the report of the Grand Council Meeting indicated that notable progress was being made with respect to the Knapp and Wilson Memorial Arches sponsored by Epsilon Sigma Phi, and that a distinguished sculptor, Mr. Carl C. Mose was employed to execute the tablets; His design was approved by the National Fine Arts Commission. Work actually began on construction of the Memorial Arches in November 1935, and they were to be completed July 22, 1936. The bronze tablets were completed in March 1936.

The 1934-35 Yearbook includes a picture of both the Knapp Memorial and the Wilson Memorial tablets which were prepared for installation in the arches. On both tablets the seal of

Epsilon Sigma Phi, the National Honorary Extension Fraternity, appears. Epsilon Sigma Phi was solely responsible for initiating the designation of both arches and developing and casting the bronze wall tablets which are now installed. The minutes of the Grand Council Meeting in 1934 also discussed the plans for the dedication of the Knapp and Wilson memorial tablets which were to be placed in the arches. The total cost for this endeavor to the Fraternity was in excess of \$1500.

The minutes of the November 1936 National Council Meeting reported that Epsilon Sigma Phi had secured passage by the United States Congress of a joint resolution, No. 100, signed by President Roosevelt June 16, 1934 designating the arches across Independence Avenue in the city of Washington, D. C. and connecting the main building of the Department of Agriculture with the South Building as memorial arches to the Honorable James Wilson, Secretary of Agriculture and to Dr. Seamon A. Knapp, founder of the Farmer's Cooperative Demonstration Work, now known as Extension Service, in America. Several other resolutions were passed which would involve the Secretary of Agriculture, the President of the Land Grant College Association, the President of Epsilon Sigma, Phi and the Director of the Extension Service, U. S. Department of Agriculture to dedicate the arches at the National Council Meeting of Epsilon Sigma Phi in November 1937.

The 1937 Yearbook confirms the plans for the dedication program which was held on November 17, 1937. Jean Marguerite Wilson, the granddaughter of James Wilson, was present at the dedication of the Wilson arch. Bradford Knapp, son of Seamon A. Knapp, Sr., Mrs. Bradford Knapp, Virginia Knapp, daughter of Bradford Knapp, Sr., Mrs. Seamon A. Knapp and several other relatives of the Knapps were present at the dedication presentation of the Knapp Memorial Arch. This is an achievement of Epsilon Sigma Phi that has been well recognized and one that will stand for all time as a contribution that Epsilon Sigma Phi made to the recognition of strong, dynamic early leaders in the field of Agriculture and Extension.

In November 1956 an Extension exhibit was dedicated: This was just prior to the meeting of the National Council. A large number of Council delegates were present at the time to witness, the, dedication of the Extension exhibit which had developed over the two previous years.

In recent years standing committees have served in the following areas: (1) Federal Group Health Insurance; (2) Credit for Accumulated Sick Leave for years of service for retirement; (3) Equal annuity regardless of sex; (4) Chapter Programs and Activities; (5) Awards and Recognition; (6) Knapp Memorial Arch; (7) Scholarship Loan; (8) Extension Journal Representative. The report of these Committees are included in the annual Highlights of the National Council.

In recent years and currently, your secretary-treasurer, at the request of the National Council, Board of Directors, the Extension Committees on Organization and Policy, as well as its legislative and special subcommittees, has been carefully reviewing National legislative proposals affecting Extension for the purpose of informing the above groups. It is clearly understood that this work is a service function keeping those who are responsible for acting informed. Under no circumstances is this function to be construed as a lobby effort or spokesman for Extension.

## MOST SIGNIFICANT DEVELOPMENTS OF EPSILON SIGMA PHI

One of the feature presentations at the National Workshop, Washington D.C. November 9, was a summary of the most significant developments of EEC based on the records of Luke N. Schruben, Mildred Payne (statement read by Jesse Francis) and Robert C. Clark, past and present Executive Secretary-Treasurers of the Fraternity. A summary of the points made by these three individuals is summarized herewith.

A decision by the Civil Service Commission that cooperative Extension Agents were federal employees for federal retirement, group life, health and disability insurance programs.

A Congressional resolution naming the Knapp and Wilson arches across Independence Avenue between the two USDA buildings.

Helped in achieving academic status for extension workers through their Universities.

Sponsored and paid for the book Spirit and Philosophy of Extension Work.

Established a loan program for Extension Workers.

Obtained availability of U.S. federal stores, excess federal property and the right to occupy federal office space.

Helped to prevent revenue sharing bill S1615 and "Rural Development" bill S2220 from passing in their original form.

Developed the "Extension Workers Creed."

Helped to delay mandatory social security which would strip extension workers of their federal retirement privileges.

Further developed a scholarship loan program with a current budget of \$20,000 and encourage its full use.

Supported regional officers workshops, both professionally and financially.

Publish an Epsilon Sigma Phi Newsletter tri annually.

Sponsored the publication The People and the Profession.

Recognize outstanding achievement of Extension Workers and Friends of Extension on a statewide and national basis.

Provide strong support for the Extension Journal.

Cooperate with and assist other countries in developing sister chapters of En and recognize individuals who have made significant contributions to international work.

Computerize all active and life member records for greater accuracy, efficiency and economy in maintaining membership records and mailing purposes.  
Encourage greater involvement of retired members in the affairs of Epsilon Sigma Phi and Extension in general.

Summarized by Cordell Hatch