

## Extension Oral History Project – Harold Kerr and Tom Zinn - Part 5

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Place: Tom's home in Corvallis

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Interviewer: Elizabeth Uhlig, Oral Historian

Transcriber: Sue Bowman

EU: This is Part 5 of the interview with Harold Kerr and Tom Zinn.

**[00:10]**

Tom, let's go to Turkey. Why don't you tell us about the five years you spent in Turkey?

TZ: Well, we left for Turkey in 1970 – my wife and two children. My youngest son was just a year old. We spent five years there. It was a two-year assignment and it turned into five. The assignment was to try to adapt the summer fallow system that was so successful in the Mid-Columbia Basin of Oregon where I was working in Gilliam County to Turkish conditions on the Anatolian Plateau that had about eight million acres there. They were producing some where around nine to eleven bushels per acre of wheat and with the summer fallow system we thought we could double that at least.

We did find out, through research while I was over there, that adding fertilizer at the right time, and they had access to fertilizer, and then using herbicides for weed control at the right time we could double the yield. If you added then the summer fallow system which we talked about earlier, you could triple their yield. So we could go from ten or eleven bushels to about 35 to 40. The nice thing about Turkey and the Anatolian Plateau and why we thought we could do that was if you overlay the weather data in Pendleton, Oregon, like temperature per month, rainfall, moisture, transfer evaporation rates, it almost was a direct overlay with Pendleton, Oregon on the Anatolian Plateau at Ankara, Turkey. So we thought that we could successfully develop a tilling system that would work.

The biggest challenge we had was soils over there which are extremely heavy in clay. You could just roll up the soil when it was wet into a ball or plate-like or a bowl-like, fire it and you had pottery. So that created some challenges in the timing of tillage but other than that over that five-year period, we were successful.

When we left, Turkey had been importing wheat every year; we had been giving Turkey wheat through what's called the PL480 Bill and providing wheat for them for years. About two years after we left, they stopped importing wheat and they began to export a little wheat. They have never imported wheat since. So it was USAID Rockefeller Program that was very successful. And it wasn't just me; there was a team of people. We had a weed specialist and another tillage specialist that worked for Rockefeller and myself and then a person that developed Extension pamphlets and taught Extension agents how to teach farmers.

**[3:30]**

EU: So, did you have a leave of absence from the Extension Service?

TZ: Yes, I did. I had a leave of absence for two years that stretched into five and as that stretched out, I had agreed to get my degree during that period of time...

EU: This was your Master's Degree?

TZ: My Master's, yes...when I got back I asked the university in the fact that I had extended if I couldn't develop some research myself for my Master's. Because I wanted to get a Master's of Science in Cereal Production because I thought I wanted to come back and work in cereal production somewhere in Oregon. They agreed to that, so I actually did my research first and then when I returned in 1975, I enrolled at OSU and got my course work out of the way in about a year and got my Master's. I was then transferred to The Dalles where there was a position open in The Dalles which really just fit right up my alley. I keep thinking back about the time that I took my first job in St. Helens which was in Horticulture and finally the university found a job that I thought maybe I was qualified.

**[4:55]**

EU: Before you move on; your family, your wife and children, came with you to Turkey.

TZ: Yes, my wife and two boys. Like I said, my youngest boy was just one year old when we moved to Turkey and we lived in Ankara which is the capital. My oldest son was two and so we lived there four or five years.

EU: You must have liked it; I mean, looking around your home with the rugs and photos...

TZ: Oh, we really enjoyed it. We didn't have television there in Turkey in those days and we did a lot of things with our children. It was kind of neat that you don't see now. We read a lot of books and listened to a lot of music and my wife and I did a lot of rug shopping on the weekends when I was home.

I traveled out in the country quite a little bit. Our research plots were in five areas which would be similar to counties in Oregon. Maybe between twenty miles and 150 miles apart. So I was on the road quite a bit of the time, particularly during the season when you were plowing or seeding or whatever. The experience that I got was fantastic and the education then coming back just really fit well for the job in Wasco County. And that job was...I was responsible for crops and livestock in Wasco County. I moved to Wasco County, I think it was the latter part of '76.

**[6:40]**

EU: So you say, they finally gave you the right...

TZ: Finally found my niche, at least I thought I did. I have never regretted any position that I ever had or was assigned to in the Extension Service. And I learned so much in every position. It was just a wonderful, wonderful challenge and experience for me in all three of the counties. That probably fit my education better than any position I had.

EU: So what exactly was your title?

TZ: It was Livestock Crops Agent in Wasco County at that time, yes.

EU: So what kinds of projects did you work on?

TZ: Well, there were numerous projects. I had some research projects that I conducted in seed size for wheat, the larger size of seed, theoretically the more production you get with a heavy production. And then a couple of other things I did I think were significant in Wasco County was I ultimately gained the trust of the wheat producers there and sent out a questionnaire asking them if they would please divulge their yield. I didn't want their name but I wanted their yield in the area in which they were farming. I could figure out who was who but that wasn't important – and the variety of wheat they were growing. What I wanted to do is put that all together and send out a report to all the ranchers to show them what varieties were assumed to give the best yield. So I remember imploring them to be honest about their yields and you just had to accept that and I think probably once they found out what I was trying to do after about the second year, it became really quite popular 'cause they could see in their area if there was another variety of wheat somebody else was growing and they knew that was in their area, it might be a lot better yield and it was particularly on three or four other ranches, it was of great help to the wheat producers. Those are some of the things I recall that were quite involved.

**[9:00]**

I conducted a wheat workshop and I was thinking of about three counties then; Heppner in Gilliam County, Sherman and Wasco and good heavens, when we advertised that we had people from both Washington and Oregon State. And it was quite an intensive workshop where we had the ranchers dissect a wheat plant and understand all the parts of the wheat plant and why they operated; we had a wheat physiologist there and why it operated ... the wheat plant how it grew and we went through the whole gambit of use of herbicides and what effect that would have on, say, the coleoptile or the growing point of the plant at different stages and why you got injury in some and why you didn't in others. It seemed to be really popular, didn't it Harold?

HK: Excellent.

TZ: Had to put together quite a workbook for them and it really challenged them. They had to get in and they had to work. They had to think. It wasn't just sitting there talking to them. I had microscopes for everybody there at the tables; they were like kids back in school. At first, they were kind of grouching about it but once they got into it they really seemed to get into it.

**[10:25]**

EU: So, Harold, you were also in Wasco County?

HK: Right. I followed Tom and those were big feet to fill. I moved down there from Heppner to The Dalles to Wasco County.

EU: What year was that?

HK: Oh, it must have been 1980. The people in Wasco County loved to say that they were a lot smarter than those in Morrow County because they got rid of him in less than two years. It took them 13 years up in Heppner to get rid of me. But that led to an opportunity to come to Corvallis to be part of the Administrative Team. Wasco County was a fascinating place to work. As Tom was talking about their areas, it's not a huge area as far as acres of wheat but there are some real differences between the north end of the county, the middle of the county, and the south end. Huge differences in yield potential because of rainfall and soil depth. Up in that Columbia district up next to the Columbia River is as good as any wheat ground in Oregon. As good as anything up in Umatilla County. And then out south in the shallow, gravelling soil it was a struggle to get a crop out there. But it was a very interesting place to work. I followed Tom as the livestock agent and crops agent and also the staff chair. I was there a very short time and I think was just beginning to be accepted by the growers when I left.

**[12:00]**

EU: One thing I have to ask you about, is the Rashneeshees – were you there?

HK: I was their county agent. I got a call from Sheila's husband; he wanted to talk about growing wheat back there ...

EU: Maybe we should say exactly who they were?

HK: The Rashneeshpuram bought this large block of land in southern Wasco County and it had some pieces of ground that had been farmed through the years but when they took it over those pieces of ground were all grown up to weeds and rabbit brush. But there was a potential acreage there to grow wheat on. And the gentleman that I worked with was a lawyer from back East, if I remember right, knew nothing about wheat. These guys are still alive so I guess we can talk about them.

Anyhow, I spent quite a bit of time with him, going through the whole process of the equipment he needed and tillage and when to do it and what kind of seed to plant and how much fertilizer to use and what they needed to harvest and with and we got all through and I realized I had skipped over weed control. And I said, "Oh, we've got to back up here; there's one area that's probably vital. You plow up this desert ground and plant it to wheat and the weeds are going to come on unbelievable; all that seed that's been laying there for years and you disturb that soil, it's just going to be solid weeds and these are the chemicals..." "Oh," he said, "We don't believe in chemicals. Weeds won't be a problem." And I said, "Tell me how you're going to control weeds." "We have a lot of people here," he said. "We'll pull the weeds." And thinking about people pulling all those weeds and I said, "You know, we have just wasted a couple of hours of my time and our time because you aren't going to get those weeds all pulled by people and you aren't going to grow any wheat unless you get those weeds out of there." So I left.

Later at harvest time, they wrote a big story about this combine and it cut the wheat and it took the plant and the real wheat fell into the bin and the writer said we harvested all day and we got 50 bushels. That sounded great to them, but that was really a

laughable statement to make because you should harvest 50 bushel in ten minutes. And so it was a disaster economically.

[14:40]

The other instance I had with them, another person, part of their administrative group, came into the office one day and asked me if he could use my phone. And I had a private office and I said sure, assuming he was making local calls. And I walked out of the room. I was out quite awhile and walked by the door and picked up on the conversation that we was talking to somebody in Portland. And I thought, "I didn't give you permission to make long distance calls." So I walked in and I said, "Your time's up. I didn't give you permission to make long distance calls to Portland." And he said, "What do you mean?" I said, "Hang up the phone; you're done." About that time was when they were accused to poisoning the salad bar at the Portage Inn and for a little while I thought I might be on their list, but I never heard anymore from them.

EU: So they left the area, then, I assume?

HK: They were still there when I left.

EU: You didn't drive them out?

HK: I didn't drive them out. Nope. Nope. I don't know what all happened that they left, but the Rashneesh moved to India, I guess. Anyhow, it fell apart.

TZ: I think the whole thing was initiated finally that there was a lot of fear down in the south county of them by a lot of residents and I think the straw that broke the camel's back was when they poisoned the salad bar at the Portage Inn.

EU: It was in The Dalles, right?

TZ: That's the Portage Inn in The Dalles where the judge and the commissioners were having a meeting I guess or ate there; I don't think anyone lost their life as I recall but

they made some people very, very sick. I think it was botulism was the poison. I'm not positive about that. From there, I think it finally got the support of the state and it went downhill.

**[16:50]**

HK: You asked earlier, Elizabeth, about corporate farms in Morrow County and I didn't give you a complete answer there. The county judge that kind of challenged me about being wet behind the ears, called me up one time and he said, "People are concerned that you're spending too much time with the corporate farms." I said, "Paul, I treat those people the same as I do the smallest wheat farmer in the county. I answer their questions. If they want me to go to look at a problem, I do it, but I do the very same thing for any individual family wheat farm." And I said, "I can tell you that they honestly don't get a disproportionate amount of my time but I appreciate you asking because..." what was the lady that wrote the *Silent Spring*, Rachel Carson...that book had come out and he sent that book over to me saying that he wanted me to read that and wanted to know if I agreed or disagreed with it. I wrote him back a two-page response and told him how I didn't discriminate against just because they were big, but I certainly didn't do them any favors, either. It seemed to satisfy him. I felt comfortable with that, so when the Rashneesh called, I thought, "Well, they are a landowner and they had a right to my services."

**[18:10]**

EU: So, you said you went to Wasco County following Tom. And so Tom where did you move to?

TZ: Well, at the time, Extension was looking for a supervisor. There was a position open, and so I applied for that and ultimately was selected as an area supervisor for a number of counties. And so I moved from Wasco County, in The Dalles, to Corvallis four days before...you know it seems like four days before things happened to me before...the October 12<sup>th</sup> windstorm when we moved to St. Helens on October 8<sup>th</sup> and four days before Mt. St. Helens blew we moved into our house on Roosevelt in Corvallis. So the omen wasn't too good. So I became a part of the administration in Corvallis at the time and then...



**[19:25]**

EU: You said you were a supervisor. Could you explain that? And the district system.

TZ: Okay. At that time we were in charge or had administrative responsibility to a number of counties. There are 36 counties in Oregon and they were divided up, I think there were four supervisors. And so we didn't have nine counties. I think at the time when I first came to Corvallis I think I had the administrative responsibility for seven. And basically, our responsibility at that time was working with the chair agents who had the administrative responsibility in each county and working with them and their issues and problems on budgets, evaluating them come evaluation time making sure they evaluated their staff and as an administrative support to the county staff and specifically the county staff chairman. Did I miss anything there, Harold?

HK: Well, you were responsible for hiring new agents.

TZ: Right. And hiring agents, and hiring faculty members. We were part of a group later when we reorganized but we were part of a group that did the hiring and decided which positions would be replaced if there were vacancies. And responsible for taking the candidates to the counties to have the counties look the candidates over; interviewing the candidates and basically just everything that had to do with administration. And as Harold said, hiring staff.

**[21:05]**

EU: Had there been a reorganization?

TZ: Well, in 1982 the Extension Service was reorganized...

HK: Which happened about every ten years (laughter).

TZ: Yeah, which seemed to happen about every ten years for some reason. But in the reorganization of the Extension Service put us in our position, there were three of us at the time, that we were supervisors and they were going to make associate directors to

the director and have an administrative team which would be comprised of the director and the four associate directors and they were responsible at that time for total budgets statewide, faculty on and off campus as far as those decision were concerned and what positions were replaced. The associate directors also had responsible for recruiting staff, filling positions and had responsibility to serve like a supervisor a certain number of counties. So we had a position vacant at the time, after we reorganized. And so Harold applied and was accepted and so that's how he got to Corvallis. It was 1982 when he came down as associate director.

**[22:45]**

EU: You said there were four?

HK: There were three that worked with the counties—Tom and I and Alberta Johntson and then Norm Goetze was the associate director responsible for the specialists on campus. And so we worked with the department heads in a slightly different way than we worked with the staff chairmen, but basically he was responsible for all specialists on campus.

TZ: He worked through the department heads, and with the specialists and then as an administrative team, the four of us made decisions on budgets and evaluation. Department heads evaluated the faculty, but Norm had a significant input on the faculty. So we had a representative for on campus and off campus.

**[23:30]**

EU: So you each, the two of you and then Alberta, divided up the 36 counties?

HK: We did. We each had approximately twelve.

TZ: Oh we divided it a little different. I think at one time we had – I know when I had the metro area, that was a pretty good sized area, but it was closer and one time I had just nine counties and the other two associate directors picked up with rest of the counties and then we did some shuffling again. Part of it, you looked at where you had to travel. Whereas, Harold had probably the hardest travelling job, the furthest,

because he had the outlying counties on the east side; the far east side – Malheur, La Grande, Wallowa, so he had less counties than some of us a times just because of the distance he had to travel to get there.

EU: Did you have some in the valley?

HK: I did, actually, I don't know if I ever had less than twelve. I had those eight on the east side and then I had Benton, Lane, Linn and Lincoln on the west side so I didn't have to stay overnight; I could go, spend the day and get back. But when you went east, if you were planning at all, you tried to plan a whole week out there. I said I could leave Corvallis at 5:00 and be in any county seat in Oregon by midnight but it took all that time to get to Wallowa County.

**[25:10]**

EU: So Tom, what were your counties? You said the metro area?

TZ: Well, yeah, I had the metro area, I had central Oregon and I had some of the coastal counties. Then I had Klamath, Jackson and Lake at one time; Crook, Deschutes and Jefferson and Douglas. I had Multnomah, Washington and Clackamas at one time. I had Astoria, Clatsop, Tillamook and Columbia.

EU: Back to St. Helens, huh?

TZ: Right. We traded around a bit from time to time because of differences in people's travel or schedule or other things that they might have to do. We brought in another associate director for a while, when they pared down the business office and he took over a number of counties and I can't remember what the assignment was. I know I had every county in the state with the exception of the ones that Harold had in the far east. I had at one time been in every county in awhile.

**[26:40]**

HK: One of the unique things that both of us talked about being hired by Frank Ballard and his team. When I got to Corvallis the counties that I was assigned had three

vacancies and the traditional way to fill those was to take a candidate out, meet the local people, see the area, and have them be interviewed by a local committee and bring them back to Corvallis and interviewed by the formal committee that made the decision about hiring subject to the local people accepting that person. That was all kind of negotiated by the associate director.

Well, when I saw that I had three positions and the policy was to take one candidate at a time, I thought, "This is impossible. I'm going to be on the road forever filling these three positions in eastern Oregon." So I think I'm right, that I instituted the...I had four candidates for two positions in Burns and John Day; Harney and Grant counties. And so the Grant County position was temporary while the agent was on a sabbatical. And so somebody said that you can't take all four candidates in the same car; and I said, "I think I can. I'm going to talk to them that they are not being evaluated while we're travelling. They can visit as much as they want, talk about anything they want to, get acquainted, but the formal interviews start when we get to the county seat."

So that first trip I picked up two candidates in Corvallis and one at the Eugene Airport and headed over the mountain to Bend and the fourth candidate had flown into Boise and rented a car and met us in Burns. So we had our interviews in Burns with the local people and then we had two cars and five people and so I said, "We've got to rotate so everybody gets acquainted." So one of the candidates was from Iowa and I said, "Why don't you drive the rental car and the other four of us can ride in my car."

So we went from Burns to John Day. Well, when we got down the hill, coming down into Canyon City and this other car didn't come and didn't come and when we were at the top of the hill she was right behind me. So finally, I got concerned; turned around and drove back up the hill and here she was coming at 15 miles an hour. She had never been on a mountain like that in her life --- scared to death driving down that hill. Anyhow, she ended up getting the position in Grant County and the girl that had flown in from Minnesota to Boise ended up getting the Burns position. And then so I filled the

other position in the same fashion and did that for the eight or nine years that I was a supervisor. Never had a problem with it.

**[29:25]**

TZ: Well, he started something and all of us did the same thing. We started when we advertised, we would pick out of the pool, we'd select whatever candidates we thought, whatever the selection committee was, composed of people from the county and on state and it was probably heavily loaded with county people and maybe a specialist and certainly one of us. We'd put them in the car and I would telephone the candidates if they would call, "You know, this is going to be different for you because you are going to see your competition and ride with them and stay with them." I remember a couple candidates saying they had never heard of a thing like this in their life. But when they got through the process they would say they learned so much and it was so much easier for them to accept maybe the fact that they didn't get the job because they saw all the candidates and made judgments. Occasionally that would work the other way, because they thought, "Well, I was better than any of the three, or whatever." But we used that, all of us. And on campus that was almost heresy.

**[30:40]**

HK: They were shocked.

TZ: We were heretics to do something like that. Why, they would never let a candidate see another candidate. We kind of had to laugh, but it not only saved the State a lot of money, but I think it had some real value in being able to have all those candidates together, see how they reacted with one another and see how they reacted and when it was their time to make a little presentation, which they had to do and then they were asked questions to see how they responded. We did take the candidates and individually question them, you know the committee.

HK: They were interviewed individually.

TZ: But they all had an opportunity together where three of them might be sitting watching and the other make a little presentation about themselves. So they could

judge for themselves what this candidate was like. And sometimes there was a world of difference as you well know, when you are interviewing people, there's a world of difference between candidates. It really was a system that at the time worked well for us.

HK: It worked good. I had at least two instances through the years where the candidates would get me aside and tell me who I should hire. Which I never expected that kind...you know...but they had this feeling; they had gotten acquainted you know and say, "Boy, so-and-so is the one you ought to get."

TZ: And I would call the candidates that I had and say, "You know, wanted to let you know." I always told them that as soon as we made a decision, I'll call you and I'll let you know and I'll do the call and let you know. And like Harold said, on three or four occasions, they'd say, "Well, you know, I think you're right. You picked the best candidate." It wasn't that person you know, but they'd say, "I can see why you picked him." It kind of made you feel good and, like I said, occasionally you would have somebody that thought for a whole bunch of reasons they were the best. And they might have been the most intelligent but we always looked at people skills.

**[32:40]**

HK: Those people are now ready to retire. It's been almost 30 years since we started that.

EU: So you recruited nationwide? Oregon had a good enough reputation ...

HK: And had a system to contact their career counselors or whatever they were called on the campus that we had these vacancies in Oregon. Most states did that.

TZ: We advertised, I can't remember, in ten or twelve papers in and around the general area; northern California, some in Idaho, Washington and Oregon and then a position announcement went out to every Extension Service in every state. We interviewed some people from Alaska and from Hawaii. I had a candidate for Hawaii that I took over

to Central Oregon and we interviewed and she was the top candidate. She ultimately turned the job down but coming back down the south Santiam, it started snowing. It was later in the year, like February or March so it was a wet snow and I mean it was just coming down and we stopped at a little restaurant just before you get to Sweet Home, The Mountain House, I think it is, halfway house there and she said "Stop, please stop." I thought, "Oh gosh, something's wrong. " Then I thought, "Well no, oh no, maybe they want to go to the bathroom or something." And the Mountain House was open and so I pulled in there and she got out and was just flabbergasted because they had just finished their interview and she had some pretty nice clothes on. There was about five, six, seven inches of snow on the ground. She just fell down and started making a snow angel. And I said, "What are you doing?" And she said, "I'm sorry, but I've never seen snow before. I'm from Hawaii!" I said, "They have snow in Hawaii don't they?" "Well, not where I live. I've never seen snow." She just stood out there ...you learn so much about every individual from all over the United States. It was interesting and exciting.

**[34:50]**

EU: In your work, what percentage of time did you travel? I mean, you were away from home quite a bit, it seemed or not?

HK: Yeah, as associate director. I never stopped to figure out how much time it was, but like you say, when I went to eastern Oregon I tried to schedule so that I either visited all the counties or spent time in the county where there was a personnel problem or something like that or a budget problem and tried not to run over on Monday and comeback on Wednesday and then have to go back on Thursday. I'd get more done in one trip.

I was thinking that morning that in those 30 years of driving over the mountain and through the gorge, I never looked at a weather report, never considered the weather as to whether I should go or not. Chained up twice in 30 years. One time because a Forest Service rig stopped in the middle of the road 'cause he spun out and I was still going, I had to stop I couldn't get around him and I embarrassed him and he put my chains on for me. The other time I had a set of chains that I had never put on and I was

trying to get over Mt. Hood and it was slick and I hadn't spun out but I felt like I could so I stopped and put these wire chains on. I didn't go five miles but one of them came off and wrapped around the rear axle and the other one finally broke and thought, "I'll just leave those on there until I get to Madras, I'll take them off." And so that was the only two times I chained up in 30 years. And now I don't think I'd approach it in quite the same way.

**[36:30]**

TZ: Well, we did spent a lot of time on the road. And sometimes you kind of tried to evaluate that. Boy, you know, your time utilization might not be the best in the world, but in trying to service those people and service them from an administration standpoint, and make those county agents or faculty and our chairs feel that we did care about them and although we were in Corvallis we were out there. I think we made a special effort during that era to make sure that they knew that we were there for them and in support of them.

We did spend a lot of time on the road and I can remember a number of times raising a couple of little kids and my wife was a teacher, coming home and she would say, "Boys, I'd like you to meet your new Dad." (Laughter) But like Harold, if you're out, particularly on the east side and you know you've got to do something on Thursday and you're all through somewhere else on Tuesday, you aren't going to want to turn around and come back to Corvallis and then beat the highway up going back over. And there has been a couple of times when Harold and I had to go different places so we took two cars and we had a couple of races going up over the south Santiam. He never won one of them.

HK: He cheated. He beat me. (Laughter)

TZ: Yeah, we did spent a lot of time on the road.

**[38:10]**

EU: Could you talk a little bit about Alberta. I mean in the position of women in the Extension Service. Alberta Johnston. Was she the first woman in a high position in the Extension Service?



TZ: I don't think so. We had, well, they had an organization when Harold and I were chairs and when he was in Prineville and Heppner and I was in St. Helens, where they had a man supervisor and a woman. And this was kind of an interesting scenario compared to now, but in "those days" back in the '60s and '70s, they had a woman who supervised the home economist and if the 4-H agent was a woman then that woman supervised her probably, so never did the men supervise the women. Never did the women supervise the men.

So when the administrative staff from Corvallis went to Burns or Bend or wherever, they went as a man and a woman team. And the woman would go in and sit down and visit with the home economist and do whatever they needed to do and the other supervisor would go in and sit down and visit with the chairman agent or the other agent. And so I would say that at that time, that was probably the first women in administration that we had. My guess is, around the '60s when they had that split between the supervisors, one handling the men and the women, and then they moved over to...

I think Alberta probably was the first female supervisor, all programs, without having a male to supervise the male part. You kind of have to laugh about that now days, you know, would never have flown a hundred years ago, but I guess that was the only way it would have worked in the '60s.

HK: Alberta and I were assigned to meet with two Federal Extension people, that's a small staff in Washington D.C. but they kind of view themselves as overseers of the state organizations. And these two guys came out and Alberta and I were chosen to meet with them. And they made three or four references to Alberta supervising the women. Or we told them about our county breakdown and they would say to Alberta, "Well, who supervises the ag program in your counties." And she said, "I do." I think she said that at least twice and I supported her at least twice and this guy still was saying, "Well, who is the ag supervisor in this county?" And I said, "Alberta is, how many times we have to tell you that?" (Laughter) They never did understand it I don't

think. They just couldn't get used to that idea. So apparently our old system was more common nationwide than the new one we had.

One of the things we did each spring, we travelled together as a threesome and evaluated the staff chairmen and listened to the staff chairs' evaluation of the agents. And we did that as a team and so we travelled together; we were out for a whole week, probably two weeks to get it done and we became good friends, travelled well together and had a lot of stories that the three of us shared that probably ought to stay in the car. (Laughter).

**[41:45]**

TZ: Well, we did and we did have a very good working relationship among us and you kind of had to, I mean, you were there, you were in the box. Unless you wanted out, no one was going to let you out of the box and so you made it work. But it wasn't a case where it didn't work for us. We were very fortunate having the personalities that we did with Harold and Alberta and myself. Anyway, there are some stories that are kind of funny ...

HK: I think she thought of us as "her boys." (Laughter).

EU: Let's take a break. So this is the end of Part 5.

**[42:34]**