

Survey Results (Included Responses)

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INCLUDED RESPONSES

EXCLUDED RESPONSES

Included Respondents: 226
Excluded Respondents: 0

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NACAA Committee State Chair Survey

Report created on: Mar 20 2006 9:35AM

The results of your survey are displayed below. If your survey includes text responses, click the "View" button to read individual results. To exclude a particular response, click the Included Responses button. You can then view the set of individual responses that are currently included and select those you wish to exclude. Results below contain only included responses

EXCLUDE BLANK RESPONSES

Launch Date	Dec 20 2005 5:27AM
Modified Date	
Close Date	Jan 20 2006 8:42AM
Email Invites	613
Visits	268 (44%)
Partials	0 (0%)
Completes	226 (37%)

Responses: Completes only Partials only Completes & Partials

Which NACAA committee leadership roles do you currently hold or 1. have previously held? (Select all that apply)

	Number of Responses	Response Ratio
Council Chair	5	2%
Committee National Chair	14	7%
Committee Regional Vice Chair	45	21%
Committee State Chair	197	93%

Please respond to the following statements, indicating the level at which you agree or 2. disagree with each:

	1 Strongly Agree	2 Agree	3 Undecided	4 Disagree	5 Strongly Disagree	Don't know
1. The NACAA council and committee structure functions well	4% 10	57% 128	21% 46	8% 17	0% 1	10% 22
2. The NACAA council and committee structure is effective in meeting the needs of members	5% 11	55% 124	22% 49	8% 19	0% 1	9% 21

The top percentage indicates total respondent ratio; the bottom number represents actual number of respondents selecting the option

of members



3. Communication between national chairs/regional vice chairs and state committee chairs needs to be improved	20% 46	44% 100	14% 32	14% 31	2% 5	5% 11
4. The national committees are providing useful programming at the Annual Meeting/Professional Improvement Conference (AM/PIC)	17% 39	55% 123	11% 24	5% 11	1% 2	12% 26
5. The national committees should be developing educational programs during the calendar year, not just AM/PIC, such as workshops, web-based educational materials, study tours, etc.	15% 33	38% 85	27% 60	15% 33	1% 3	4% 10

Please respond to the following additional questions, indicating the level at which you agree or disagree with each:

The top percentage indicates total respondent ratio; the bottom number represents actual number of respondents selecting the option

	1 Strongly Agree	2 Agree	3 Undecided	4 Disagree	5 Strongly Disagree	Don't know
1. The NACAA committee structure is complex and confusing to members	8% 17	40% 90	17% 38	29% 65	2% 4	5% 11
2. The number of national committees should be reduced	5% 12	19% 42	44% 98	25% 56	2% 4	6% 13
3. Committees with similar or related disciplines should be combined	8% 18	51% 115	24% 55	13% 29	1% 2	3% 6
4. The number of national committees should be expanded	0% 1	4% 8	35% 77	46% 102	11% 24	5% 11
5. Committees covering more than one discipline should be divided to form more focused activities	1% 2	24% 53	43% 97	24% 53	2% 5	6% 14
6. The current method to provide information about award and presentation opportunities at the AM/PIC (The County Agent magazine) is complex and confusing	6% 13	27% 59	16% 35	43% 95	6% 14	2% 5

Should committees be combined or dropped on the national level to streamline the current structure?

	Number of Responses	Response Ratio
Yes 	67	34%
No 	133	67%
Total	200	100%


[VIEW](#) 40 Responses

Should committees be added to cover other relevant issues or disciplines that are not being served currently?

	Number of Responses	Response Ratio
Yes 	66	34%
No 	130	66%
Total	196	100%

[VIEW](#) 41 Responses

Should NACAA allow national committee chair and regional committee vice chair vacancies be filled "out of region" if no suitable candidate can be found?

	Number of Responses	Response Ratio
Yes 	129	61%

No 

84

39%

Total

213

100%

[VIEW](#) 42 Responses

What suggestions do you have to improve the professional improvement opportunities
7. offered to members by your committee(s)?

[VIEW](#) 88 Responses

If your committee oversees an award program, pre-conference seminar, or education
8. session at the AM/PIC, how can we increase the level of member participation?

[VIEW](#) 82 Responses

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NACAA Committee State Chair Survey – Open Ended Question Responses

Should committees be combined or dropped on the national level to streamline the current structure?

#	Response
1	Those with the same or similar disciplines should be combined.
2	But they need to be explained better to all members
3	We should focus on our strong points and not duplicate 4-H, Natural resources and community development
4	Less committees will make the overall work much more efficient and as a result more effective as folks have more time to do a better job.
5	I would say that reorganization of committees should be explored, but many of the committees are functioning well. I would hate to see some combined just for the sake of change.
6	I answered yes to be able to respond. It is critical the NACAA recognize this as a committee decision. If there are benefits to combining or dropping then the committee needs to discuss it and make that recommendation to the NACAA Board.
7	I do not know, at present I feel no effect of the current system.
8	I don't have a good suggestion. But it seems there are too many committees. having a quick finder and briefly list in 1-2 sentences what they are all about. Thanks
9	develop committees to meet needs of members new job duties
10	all recognition events should fall under one committee with sub committees for those programs that way their one national chair and the subcommittees answer to that individual (communications, PRIDE etc.)
11	Combine similar committees
12	No. The present system is flexible and allows for adjustments to fit the situation. There aren't enough members willing to take on the responsibility of additional committee chair positions. Agronomy/Pest Management has handled this problem by offering multiple sessions on Agronomy and Pest Management. Other committees have also done this. I like the flexibility of the current system, particularly in view of the reduced number of extension faculty positions on a nation-wide basis.
13	There are too many committees
14	Yes, if there are no interests or activities in those committees. There should be a minimum number of states participating, having activities or programs to be considered a national committee.
15	Maybe the committee titles themselves could be altered to best reflect their purpose. I think what would help a lot is to revise the County Agent awards issue so that it spells out who your entry should go to. I have had committee chairs and members struggling with that issue over the last two years. Usually I can help them figure out where to send their items, but I think that's because I have been an officer in the state association.
16	Professional Improvement & Extension Development Councils could be combined. Most of the Development Council has to do with professional improvement. There are way too many committees. There must be a way to combine or eliminate some. Organization needs to be restructured and focus on Professional improvement and recognition.
17	Only for those committees for which adequate membership/leadership can not be obtained.
18	I think that some of the committees could be combined.
19	We could divide responsibilities in some of the committees and help make them more responsive to the membership.
20	the difference between professional improvement council and extension development council continues to baffle me.
21	Make it three Councils and that is it. Let the councils divvy up the responsibilities. Let the folks in the field submit to just three councils.
22	None.
23	We need to get rid of or combine the committees that have been consistently inactive or unproductive. At times this is due to the current leadership of the particular committee, but in general there are a few that probably could be folded into more general committees.
24	Not sure
25	We need some streamlining, but I am not familiar enough with them to know which to combine.
26	If there is little to no participation/interest in a particular committee, drop it.
27	it's just the trend. people's time is too scattered. look for opportunities to downsize, if they are there.
28	Don't have specific suggestions
29	I would suggest a more thorough study of the structure rather than a survey of those that may not have evaluated the committee structure.

- 30 Combine if it reduces duplication
- 31 The functions and subject matter of the committees need to be clarified for the uninitiated. Instead of the same number of committees, place two members from each state and region on the reduced number of committees. This will encourage more collaboration and mutual support for the tasks to be done
- 32 Committees need to represent what the future holds for us. That could mean combining some, eliminating others, and/or creating a new one or two.
- 33 Answers aren't simply "yes or no". The need is to determine how effective they are. Having an organization or committees, etc just to have them is questionable. Simplify how you describe the committees and perhaps provide that info to the membership (limited or whole) and see what input you get.
- 34 Administrative Skills should probably be moved to one of the other committees.
- 35 but only if found necessary
- 36 I'd first like to see a description of what each committee is responsible for, a timeline of what needs to be accomplished when, and regular communication from the national and regional level to the state level.
- 37 I really do not know which ones but we do have too many.
- 38 Committees should be reviewed each year and the determination made as to whether they are still providing a needed service or if changes should be made.
- 39 The 3 councils are okay but maybe there are too many committees.
- 40 Combine them. We have too many committees, many of which don't function. At the state level virtually everyone in our membership is a chair of one committee or the other.

5. Should committees be added to cover other relevant issues or disciplines that are not being served currently?

#	Response
1	more emphasis on aquaculture
2	if someone with a new issue sees a need and has several people interested, otherwise add it in with another
3	Not on a wide level-but as new disciplines evolve, we may want to add a committee to cover that. For example-bio security.
4	None at this time - My comment is simply the organization needs to remain flexible and fluid and be willing to add committees as needed - for example with the expansion of technology over the years - do we need a technology committee?
5	The first step should be to see if the new idea fits within an existing committee. If not, then a new committee should be considered. One educational area that NACAA might want to consider a new committee for is Community Economic Development. This might fit within the Farm Management committee.
6	Again, that should be a committee/council decision, make a recommendation and present it to the national board. I would suggest the NACAA Board not pay too much attention to USDA and focus on the 4 Congressional mandates for CES: Agriculture, 4-H/youth, families and community development. Rural America and the food/fiber industry is changing and as change agents our organization must recognize, accept and promote those changes. If more committees within our professional organization is what it takes then we need to step to the plate and offer them keeping in mind that no committee should be "forever".
7	Economic Development
8	Yes, is not my best answer but the best choice. Before adding new committees, if needed, remove some committees that are not quite needed
9	Ag. policy and issues.
10	Only as needed.
11	While I can't think of an example at the moment there probably are some new or emerging issues/disciplines.
12	More committees will mean less work for current committee chairs and provide more opportunities for NACAA members
13	We should always look to improving and adapting the structure to meet the current needs.
14	Horticulture and or Greens Industry related.
15	If there is a need or interest in other areas. These could be ad hoc committees that may be of interest to certain states or regions.
16	We should always be ready for change when needed.
17	If there is something important that's not being covered it should be, but I don't know what those areas are!
18	NOOOO no more committees! There is no issue or discipline not addressed or that could not be explored or incorporated into the existing organization.
19	County Tourism Ag issues

- 20 base the additions on what field staffs do day to day.
- 21 Distance education activities
- 22 Not sure what's not covered
- 23 I do not think we need more committees.
- 24 ergonomics. this is serious business. with more and more time spent online or preparing information online, people are spending more time on their computers and now laptops. repetitive motion injury is very real, debilitating and expensive.
- 25 We need to be sure we are offering programs for all Extension professionals in our association i.e.--crops, hort. county directors, etc.
- 26 Have the combined committees define more or fewer issues and interdisciplinary programs as they see fit yearly.
- 27 Committees could be added with a time limit on them for issues that need addressed.
- 28 Answers aren't simply "yes or no". But I doubt you need "more". You already look to the needs of the organization over that of the membership in many areas I think. The organization is ONLY needed for the members not for those "in power" in the organization.
- 29 Wild land fire in the west. Role in natural disasters.
- 30 if found necessary: drop some and add others as needed
- 31 Community Development
- 32 Website and distance education programming
- 33 The ability to face change is one of Extension's strengths- we should look in our own mirror- what is good for our clients should be good for us.
- 34 My responsibilities include 4-H and while we have a recognition program for youth development, we have no training programs for 4-H because there are other conferences that cover that...maybe NACAA should be sponsoring this award at another conference (probably more efficient)or they should invest in professional development for this program area. Interesting that in my state we have a statewide professional development conference that neither ag educators or 4-H educators support. They have allegiance their own conferences with minimal support to the system wide PI. The statewide conference will now be held every 18 months rather than annually.
- 35 As needed, things are developing everyday: technology, biotechnology, etc.
- 36 Extension Policy for Issues with the USDA, Cost Sharing programs for Farmers
- 37 Things change, so some flexibility should be built into the committee structure.
- 38 Keep them simple.
- 39 Yes, if there is a demand for it.
- 40 Unsure.
- 41 fruit and vegetable crops

6. Should NACAA allow national committee chair and regional committee vice chair vacancies be filled "out of region" if no suitable candidate can be found?

#	Response
1	Make this a duty or requirement of the region leadership
2	restructuring the regions to make them more balanced
3	Work more aggressively with state presidents and state chairs fill these vacancies.
4	If we can not fill the seats-look at the structure and change this to reflect the lack of membership. Filling out of region may be a short term fix for a long term problem.
5	Only as a VERY last resort. The organization needs regional diversity in order to have a balance. NACAA is also about developing leadership within the organization. How will we accomplish this if the leaders only come from one or two regions?
6	This is a qualified "no". The western region has little interest in the Sea Grant programs for example. It is not the fact that fisheries and a strong fish industry do not exist but the Sea Grant agents for some very unfounded reasons have indicated they do not feel NACAA offers them professional improvement opportunities (I don't agree with that but that is their response when asked the question). I would hope the Futuring Committee, on the other hand, would recognize how important regional affiliation is to those regions with smaller membership numbers. I believe the NACAA organization will lose regional support if those regional affiliations are lost and shuffled to regions with larger memberships. It is getting harder and harder to get CES Directors to support agents attending national meetings unless they hold an office or are giving a professional paper.
7	contact each state
8	I find it hard to believe that no suitable candidate can be found in a given region of, or indeed, the entire country. Maybe we need to look harder.

- 9 draft from that region
- 10 It's important that all chairs be filled although every effort should be made to fill vacancies with "in region" candidates
- 11 Yes, but only if no candidate is available.
- 12 Each participating state should have an equal voice on these matters, or have just the participating states make decisions.
- 13 If a region does not have enough interest to fill a vacancy then the work or issue of the committee is not a priority.
- 14 Only after a deep search
- 15 Let longer term limits
- 16 Regions need to step to the plate, if no chair from a region, the states in that region are not eligible. Someone who usually submits entries finds that they can not because of no regional chair, will more than likely step to the plate, but you will need to allow the state and regional chairs to enter.
- 17 One can always find a suitable candidate, but at times must work harder and dig a little deeper to find a person.
- 18 Add incentives to make serving on one of the committees more attractive.
- 19 I think contacting states in the region and requesting them to discuss it at the state level before going out of region is essential. A lot of the time people just don't know about the opportunities and won't step up unless they are asked.
- 20 But give the region(s) that have the least leadership positions priority.
- 21 I would hope that with better informed members, vacancies could be filled from within the respective region. (Might need some arm twisting but hopefully, can be done.)
- 22 Contact State Presidents of the appropriate regions
- 23 We have enough members that there should be ample candidates. If members knew a little more about the requirements and the benefits of committee chairmanship, I think more would apply.
- 24 Yes, fill them that way temporarily.
- 25 if this means 'at large,' I guess it is ok. I really am unfamiliar with the structure of the organization.
- 26 More aggressive recruiting
- 27 Send more info out to members--Most have no idea what's open
- 28 Regional representatives are critical for focusing subject matter and for communication among members. Regions need representation!
- 29 definitely not, what? you want to build your own organization for yourself?
- 30 Design a state rotation within the region so the states can appoint the person to fill the vacancy
- 31 Leave empty
- 32 Reorganize the regions
- 33 Expand the size of the region, the NE is the smallest. Too frequently the same individual is asked to serve again and again in a regional or national role representing this region
- 34 The south "voting block" is already so big, it holds back the progressiveness of the whole organization. Having more southern representation would only exacerbate that problem. Until the southern "good ole boy" approach is overridden, I don't see NACAA adapting to the needs of the other members as fast as it need to.
- 35 Regions should be interested in finding people who will serve as committee chairs.
- 36 Interested parties contribute more
- 37 Only if every effort has been made to fill the position in the assigned region.
- 38 I find it difficult to believe that "no suitable candidate" could not be found in every region of this organization.
- 39 Leave it open until filled. Have a regional rep fulfill the responsibility until it is filled.
- 40 I believe the problem is getting State Chairs for all the committees. If a chair is not available in one state, then I believe it should be assigned to a neighboring state.
- 41 Involve state presidents more in recruiting chairs.
- 42 State Presidents in region select members.

7. What suggestions do you have to improve the professional improvement opportunities offered to members by your committee(s)?

#	Response
1	none. Award based on excellence in programming
2	better communication

- 3 Time constraint is my biggest impediment to activities related to professional improvement.
- 4 Improve communications to state chairs throughout the year
- 5 Communication, Communication, Communication
- 6 something specifically for first year members
- 7 MY COMMITTEE SEEMS TO FUNCTION WELL, BUT I KNOW MANY OTHER CHAIRMEN HAVE NEVER RECEIVED CORRESPONDENCE FROM REGIONAL CHAIRS, TO MY KNOWLEDGE, THEY DO NOT HAVE RESPONSIBILITIES.
- 8 Improve communication to state chairs. This is the first communication I have received and I have been the State Chair for 3 years.
- 9 Make the conference shorter and more defined. We do not need so many choices.
- 10 More regional workshops, conferences, tours that are subject matter focused. Expand the professional improvement opportunities beyond the national meeting
- 11 I like the idea of having professional improvement opportunities or tours "out of season" at other times than during the AM/PIC. Of course all this depends on finding volunteers to organize it and most of us are pretty busy.
- 12 Committees should expand their scope to provide educational opportunities beyond the AM/PIC. Attempting to provide training on a state or regional basis can be a challenge. The NACAA website could become an excellent resource for information transfer and training.
- 13 I believe NACAA is heading in the right direction. I have seen a big shift in the organization since 2000. I just think NACAA needs to do more of what the organization is doing very well. I feel the organization needs to strengthen the relationship with our partners in the industry such as the Boards of Trade, Federal Reserve, SARE/ATTRA, John Deere, Farm Foundation, Assn. of Farm Broadcasters and more. Some we need to bring into the loop are the commodity tied groups. I believe CES professionals have a skill set that is valued by the industry, the problem is the organization has not done a good job of marketing and selling itself to industry support.
- 14 keep annual meeting date consistent. example- always 3rd week of July or always 1st week of August. stop moving the dates around and never have in any month other than July or August
- 15 Better publication of national chairs addresses and which applications go to whom.
- 16 Bolster the NACAA website with access to recorded presentations of the annual meetings.
- 17 more relevance to current job duties
- 18 Promote them throughout the summer months as soon as they are determined prior to the AM/PIC
- 19 More and better marketing, publicity and information provided to the general membership and to state committee chairs.
- 20 I definitely like the idea of offering other opportunities outside of the AM/PIC. Only a handful of members from our state are ever able to attend the National meeting but many would participate in web-based training or regional events.
- 21 The only suggestion I have is to try a different time of year for the AM/PIC summer is a time that most of us in KS cannot attend
- 22 More advanced notice and scholarships
- 23 tours
- 24 find a larger more representative sponsor such as Microsoft for the communications awards
- 25 None
- 26 Annually, the national and region chairs should notify or remind the state chairs of the purpose, objectives and goals of these committees.
- 27 Request states to propose professional improvement activities. The submissions can then be disseminated to all via email or internet for viewing, use, or adaptation.
- 28 Make PIC sessions (recordings or abstracts) available to those not attending.
- 29 From the two AM/PIC meetings I've attended I believe the professional improvement opportunities were excellent.
- 30 We already have more professional development opportunities than any other professional association.
- 31 Offer good info when appropriate and logical.
- 32 Written explanation
- 33 Strengthen the peer review process and increase scholarly content.
- 34 Keep cost to a minimum
- 35 I find no shortage of opportunities, but time is another story. So many states have cut positions and those that remain pick up the slack leaving little or no time for Association activity as in the past.
- 36 None at present time ?
- 37 provide time structures to committee chairs by continuing annual extension conferences not cutting back on state meetings and state committees meeting on a quarterly basis

- 38 putting on programs that meet members' needs through improved assessment of their needs and more communication between members and committees in planning the programs
- 39 I think the opportunities are pretty good as is.
- 40 We might develop some trainings for dates other than the national meeting date.
- 41 None
- 42 n/a
- 43 Work hard to get timely topics and workshop presented during the AMPIC
- 44 regionally we could learn what of other opportunities beyond the state border
- 45 Our committee has pretty poor communication between the national chair and the regional chairs. I have made an e-mail distribution list for the Western State chairs, but haven't had much to communicate to them about!
- 46 The committee members need to do a better job of communicating with each other. I am a regional vice-chair and I have not been contacted by the committee chair to work on anything or give ideas or input. I have tried to make contact but, the only response I got was "we'll work on it next week". That was three months ago, and I haven't heard anything since then. Once communication is improved among committee members, then we can start to think about how to improve prof. develop. opportunities offered by the committee.
- 47 I rarely hear from the national chair. If I email I get little response
- 48 None.
- 49 Try to figure out how to get state chairs more active in their committees. The communication from national/regional is often not passed on to members of the state organization from the state chair. I have seen this on both committees on which I served.
- 50 Continue and expand sharing opportunities of winning entries.
- 51 Study tours are GREAT! Surely there are companies out there willing to help sponsor such outstanding professional improvement. 2) Extension Agent exchange - especially for YOUNGER agents - allow them to go to another region for perhaps a 2 wk exchange. In other words, States or Regions exchange Ext agents for a brief time giving agents time to experience ext. programming in another state. I have always thought this could be another outstanding professional improvement benefit the NACAA could offer.
- 52 Improve communication from the top down.
- 53 ergonomics. see answer 5.
- 54 already good
- 55 I have been chair of my state committee for 2 years and have had absolutely no correspondence with my regional chair other than after I had to send her several emails regarding the same issue. We need to make sure we have chairs committed to the job!!!
- 56 I suggest program committees ask or appoint regional and/or sub-regional individuals or committees to develop and present professional improvement programs and get-togethers for one or more states.
- 57 Engaging in the professional improvement opportunities with NACAA is not part of our State's Extension culture. Our State's association is akin to a social club and not necessarily viewed as a professional organization that provides meaningful value to its members. Not that opportunities aren't available, Montana doesn't have a strong tradition of engaging.
- 58 Encourage participation in state or regional leadership (NELD) programs or create an NACAA NELD type program
- 59 Work with regions. A national meeting is nice for those that happen to be interested in it but is very costly and quite honestly, if people would be honest, questionable as to the value. Help the regions have some type of "self improvement" or put more things on the web that can be accessed by all (which might be the best bet).
- 60 I am pleased with the structure and process.
- 61 The AM/PIC should be changed to the PIC/AM with much more emphasis put on Professional improvement and less on administrative and awards events
- 62 Have committees allowed to have specifically designed field trips on tour day that might focus on their area.
- 63 While I suppose there is always room for improvement, I am satisfied.
- 64 nothing more
- 65 cd or dvd of examples or a sales pitch by past participants. A list of people who would be willing to help first time participants. by state, region, or nat'l level.
- 66 Problem is committee meets, gets everyone excited and then chair gets too busy back home and follow through is often limited. Not always but there are conflicts at times.
- 67 Membership should be asked, not me.
- 68 I am unclear just what my committee is responsible for, as I have not received any communication for the regional or national chair in over a year.
- 69 Continue to increase sponsorships of tours and workshops, not just around the AM/PIC, but throughout the year.

- 70 DSA and AA doing everything possible at this time. Involvement is not an issue.
- 71 Continue the RISE program
- 72 Bi-monthly satellite updates? Or web casts or pod casts?
- 73 Maybe NACAA can't be all things to all people. Possibly having input on animal science tracks at Galaxy or other Extension PI opportunities might be more appropriate than trying to have a track at the NACAA conference. Or possibly some kind of swap...NACAA assists with portion of the 4-H conference in exchange for 4-H coming to the NACAA.
- 74 As a committee chair, I would like some guidance in providing professional improvement opportunities to the members. Money available? Scholarships? I'm not sure how to go about it.
- 75 Give more incentive to members for finding sponsor.
- 76 None at this time
- 77 Communication needs to be improved. I am a state chair and have had no correspondence from NACAA in three years. The organization needs to assure that national chairs take the work and not just the glory!
- 78 I have been on and chaired several state committees in the last 18 years. They have done very little except the communication awards committee which gathers the communication projects.
- 79 One option may be to actually offer a class during the AM/PIC that takes someone through the process of applying for an award - or answers some of the questions that people have about the rules.
- 80 I believe that the largest deterrent to more participation in the National Meetings is the cost of attending. As an Association we really need to cut our expenses. Our Western Regional Ag Agent meeting, where we meet and share successes is wonderful and very inexpensive. \$50 reg. and \$40 rooms.
- 81 Set up regional workshops where there are increased opportunities for professional improvement
- 82 Continue pre and post annual mtg. tours by subject.
- 83 Don't know
- 84 none
- 85 Time is valuable! Folks need something they can take home and use.
- 86 Offer state committee chair trainings. Many do not know what to do.
- 87 None
- 88 Increase communications

8. If your committee oversees an award program, pre-conference seminar, or educational session at the AM/PIC, how can we increase the level of member participation?

#	Response
1	The timing of the awards is poor. Jan/Feb/Mar is the busiest time for many extension agents in the way of meetings, etc. Later entry deadlines would allow them to get through the busy meeting times and have time to submit entries.
2	Get more educators to join the organization.
3	better communication
4	Time and scheduling are major obstacles
5	Communications: Offer state incentives
6	When states change their leadership and Committee assignments this information needs to not only get to National faster and the necessary changes made. This would insure the right information gets to each Committee Chair.
7	I struggle with this question every year. We have good people doing good things, but they do not apply. Could make participation part of promotions, but fear that we would lose good people that do not seek the limelight.
8	More advance communication
9	give me something simple I can send out to eligible people in my state. Many may not be aware what all scholarships can be used for, for example (more than just getting a Masters)
10	Better publicity and communication
11	Just keep promoting it and that is the best you can do.
12	Early career committee would like to work on making the AM/PIC a more pleasurable experience for newcomers. Attending the meeting for the first time can be confusing. The committee has suggestions on how to reduce the confusion and these ideas have been presented by our chair.
13	I feel as though I have to say this based on the comments made to me by my colleagues. NACAA has promoted the AM/PIC as a family event (my personal hope is that NACAA not lose sight of that) but the convention sites many times are quite expensive for younger members with families. I would urge states making bids for the national meeting to keep that in mind. If NACAA is going to bring young families into the loop expense is a strong consideration. It is not a matter that younger

members do not want to attend but the value and return to them in contrast to the expense is not clear until they have participated. Although the structure of the national meeting has changed recently there are remnants of yesterday that continue to plague the organization. I would have to ask whether some of those program segments still have value? I believe the more NACAA can focus on professional improvement the stronger the organization will become. Many of the other sessions are important to the business of the organization but they should probably be streamlined and minimized as much as possible with the focus remaining on professional improvement. Finally, I believe having long ball hitters in some of the sessions would be beneficial. I firmly believe NACAA needs to build a stronger alliance with our support groups by having them conduct professional improvement sessions. Where is the Farm Bureau Federation, Farmers Union, and National Grange? I believe NACAA has got to step up and ask: What should our relationship be with our support partners and how should NACAA network with their leadership. If our organization cannot get that done I seriously question how long NACAA and CSREES will be viable?

- 14 Most members are reluctant to throw their shoulder out patting themselves on the back to get an award. I do not see this as an association problem, more of an extension middle management issue. Contact the area supervisors in the state, have them submit on behalf of their agents. Someone else recognizing my efforts means much more than my own application on behalf of myself.
- 15 Good question. I have the same frustration to recruit applicant, This year I was successful. Continue on being persistent and help participants to fill correctly the entries
- 16 First and foremost, I would say that the AM/PIC announcement needs simplification. It's very hard to understand how/what to register for - I suggest that someone create a table of when/where presentations, luncheons, dinners, tours, etc are scheduled to happen. A webpage table could link directly to the event in question. Offer a "customized" schedule - where someone could select the events they are most interested in and a table/schedule including those events would print out.
- 17 change the time frame for submission to less busy time. I have no few days in Jan, to March to do application due to state downsizing and increased work load.
- 18 promote, promote, promote
- 19 same as #7. More and better marketing, publicity and information provided to the general membership and to state committee chairs.
- 20 Simplify the application process and explain the AM/PIC conference more clearly. I couldn't make heads or tails out of the AM/PIC program the first time I was planning to attend. Maybe allow for web-based awards submissions along with e-mail verification from supervisors. Most of us are not located in the same town as our director or program leader; getting a signature on an award application is a challenge that could be reduced through the use of e-mail.
- 21 More advanced notice and scholarships
- 22 don't worry about it. if it is a good program they will come. if not, don't do it again.
- 23 don't want to see it grow - its the largest one in NACASA already - the communications entries. Would like a larger deep pocket sponsor.
- 24 Pre-conference seminars are difficult because of the extra expense and time of attending. Attempt to conduct these on Tuesday or Thursday.
- 25 n/a
- 26 Use email to promote participation by members.
- 27 provide incentives to participate (travel costs, scholarships, tools, resource materials, etc.)
- 28 Maybe a marketing piece on the cover of or first page of the County Agent awards issue, so newer members understand what opportunities are available to them...or why they should enter.
- 29 Announce educational sessions in county agent magazine announcing the AM/PIC so members can see more of what they are missing by not attending.
- 30 Council Chairs need to be proactive in encouraging Regional committees to involve the state committees for each committee in Professional Dev. Council to suggest ideas that could then be prioritized according to feedback - some type of survey.
- 31 Create more awareness.
- 32 Make the meeting more accessible/cheaper. If the conf is nice and convention like then that is the crowd you are going to have - deal with it.
- 33 Sorry, don't have an idea.
- 34 If you can ever get the young members to attend these wonderful events they will be repeat attendees and mentor the next group of educators/agents behind them. I went kicking and screaming to my first NACAA meeting and have been a fan of it ever since.
- 35 Don't make them come to the national meeting to receive awards !!
- 36 involvement needs to come early on at the state level for greater participation
- 37 Maybe more advertising to let people know what is being offered.
- 38 Due to the fact that membership are so busy, they are program focused many times they don't take time to apply. If administrators would pay more attention to staff who receive awards with salary adjustments this would help. The key to more participation is monetary combined with recognition.

- 39 Constant communication.
- 40 Just be sure that all sessions are advertised and signed appropriately. There has been some confusion with the luncheon award seminars in the recent past.
- 41 n/a
- 42 More individual contacts need to be made.
- 43 other than self nomination the incentive has to be beyond cash. it has to be directly linked to career development
- 44 The National meetings are fantastic opportunities for networking, learning and fun. We just need to get the word out better at the state levels.
- 45 Distance to the conference, gas prices, hotel expense, leaving children or family at home, the expense of attending or the expense of bringing the entire family, and leaving the farm and livestock or pets for a week are all factors in member participation. I'm not sure how to increase the level of participation. I spent nearly \$1000 to attend, and I think expense is one of the biggest reasons some people don't attend. Cheaper hotels would help a lot.
- 46 remind us in Oct.
- 47 Keep getting sponsors, because like it or not....the money is a draw for participation.
- 48 More information needs to be send to members, more frequent e-mail communication will help
- 49 I think that Mickey C's article in most recent County Agent is effective. Run that article in more places.
- 50 Improved communications and better promotion of such would be a start. I think it relates to the overall confusion by the membership awards entry and selection programs. I think the KISS principle is needed for the Awards program, and perhaps by doing so the above can be improved.
- 51 It is getting to be very expensive to attend the AM/PIC.
- 52 in general, make it simple. again, I have very limited experience here. thank you for asking for input.
- 53 Timing and expense of the AM/PIC- summer is a busy time for many of the members
- 54 try harder
- 55 How about enclosing unattached registration forms in the late winter issue? In the "County Agent" show examples of entries that have done well and explain what is wanted.
- 56 (check your spelling). The value many see is that of promotion and tenure issues (I believe). While that is valuable it is a goal to be obtained and then move on. There are people that like to attend meetings, that have the budget to attend meetings (realize that many don't have this), and that like the "prestige" (real or not) they get from serving. Not all have the time or interest or money to get involved in this way. If you want to be used more by more, make yourself usable, you just aren't that way now. For instance, you could have a website built that shows the programs and posters and other things people submit so that we can more easily see what people are doing across the nation. Thinking people are going to attend a very expensive (in terms of signup costs, transport, hotel, etc) just isn't really practical if you are thinking of serving "a lot" of people vs. fewer. And if you are going to continue having these programs, seminars, etc...you have to realize that any one item is "only" going to attract so many people, its pretty much impossible to have it so broad as to attract many. Do you fail to realize how different many of our jobs are? Even Ag people go about their jobs in so many different ways and concentrate on so many different issues. Also, one last thing, making it mandatory to attend an awards program is ridiculous, again, you are "NOT" thinking of the agent, only of the organization and attracting money. I realize that is a "need" of yours but it puts a burden on many members and doesn't show your understanding of the agent who it is you are supposed to be supporting.
- 57 By focusing on Profession Improvement more agents would attend the AM, also we need to look at reducing costs to attend the AM.
- 58 There are only a handful of people in area of aquaculture but it is an area that is steadily growing and others could benefit from a baseline of information. We could set up a course for agents on the basics of aquaculture.
- 59 live, active, solicitation by the committee members in their regions/states
- 60 each state make sure they are represented
- 61 Have state chairs that have been in that arena stay in the position. Train new state chairs as to their duties and what's expected of them.
- 62 Simplify applications as much as possible. Note that you can win. Cash awards do not seem to be a great incentive (at least at the level we give)
- 63 Try to find conference locations that are less expensive. Many agents do not attend because of high costs. Orlando was particularly expensive.
- 64 Lower expenses to attend the AMPIC by getting sponsors.
- 65 I do not know. One thing is that there is so much out there for an agent to pay attention to it becomes overwhelming, resulting in no participation.
- 66 I am not sure how to do that
- 67 I'm not always sure that the "best" are presenting at the NACAA...many times it seems more like...like presenting to like.
- 68 Reduce the cost.

- 69 Make incentives to the state. Like reduction in dues, maybe.
- 70 1) Avoid scheduling delegate or voting member conferences at the same time, and 2) Try not to over-schedule, and have concurrent sessions with almost opposite discipline topics.
- 71 By having the national and regional chairs doing their job. It also makes me think that council chairs need to improve their communication links.
- 72 I have found that aside from the members being busy with life the other main reason they are not more active in applying for the award programs is thinking the what they are doing is not special or worthy. Some of my work has been to encourage people to toot their own horn - because even if they aren't national winners they are letting others know about their project on a state or regional basis and they get some good pats on the back - which everyone needs more of!
- 73 Provide scholarships of part of the registration fee to DSA and AA Award winners.
- 74 Continue the requirement that award winners attend AM/Pic
- 75 Monetary awards really help but I know money is hard to get.
- 76 Most agents are very busy with local programming. The conference needs to be fit within what the agents are doing during the year.
- 77 Up to state to promote. Also make sure recognition and awards are appropriate.
- 78 trim down the number of committees
- 79 Again, it needs to be something that folks can take home.
- 80 Stop reducing sponsorship of pre-conference seminar. A few years ago, this happened with the horticulture program. Actually, the funding was switched from the committee to an awards program.
- 81 Increase communications
- 82 I have no idea. Folks need money to attend meetings.