

# Survey Results (Included Responses)

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**INCLUDED RESPONSES**

**EXCLUDED RESPONSES**

Included Respondents: 52  
Excluded Respondents: 0

- [Cross Tabulate](#)  
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## NACAA Committee Leadership Survey

Report created on: Mar 20 2006 9:40AM

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 16 2005 10:35AM
Modified Date	
Close Date	Jan 20 2006 8:48AM
Email Invites	77
Visits	53 (69%)
Partials	0 (0%)
Completes	52 (68%)

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	3	6%
Committee National Chair	15	29%
Committee Regional Vice Chair	47	90%
Committee State Chair	23	44%

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	13% 7	73% 38	12% 6	2% 1	0% 0	0% 0
2. The NACAA council and committee structure is effective in meeting the needs of members	13% 7	67% 35	15% 8	4% 2	0% 0	0% 0

*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	29% 15	44% 23	15% 8	10% 5	0% 0	2% 1
4. The national committees are providing useful programming at the Annual Meeting/Professional Improvement Conference (AM/PIC)	44% 23	46% 24	8% 4	0% 0	0% 0	2% 1
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.	12% 6	50% 26	27% 14	12% 6	0% 0	0% 0

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	10% 5	31% 16	15% 8	42% 22	2% 1	0% 0
2. The number of national committees should be reduced	2% 1	19% 10	38% 20	37% 19	2% 1	2% 1
3. Committees with similar or related disciplines should be combined	6% 3	47% 24	27% 14	20% 10	0% 0	0% 0
4. The number of national committees should be expanded	0% 0	8% 4	31% 16	44% 23	15% 8	2% 1
5. Committees covering more than one discipline should be divided to form more focused activities	2% 1	23% 12	37% 19	33% 17	4% 2	2% 1
6. The current method to provide information about award and presentation opportunities at the AM/PIC (The County Agent magazine) is complex and confusing	2% 1	33% 17	12% 6	47% 24	6% 3	0% 0

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

	Number of Responses	Response Ratio
Yes 	16	34%
No 	31	66%
<b>Total</b>	47	100%


[VIEW](#) 13 Responses

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

	Number of Responses	Response Ratio
Yes 	17	34%
No 	33	66%
<b>Total</b>	50	100%

[VIEW](#) 15 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 	22	42%

No 

30 58%

**Total** 52 100%

[VIEW](#) 19 Responses

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

[VIEW](#) 36 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](#) 38 Responses

## NACAA Committee Leadership Survey – Open Ended Question Responses

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

#	Response
1	Some committees have a lot of responsibilities and duties while a few of the committees do not have very much to do. If a particular committee does not have a lot of responsibilities, that is one place where some consolidation could take place. I also think the names of the Professional Improvement Council and the Extension Development Council are confusing verses their names. Development vs. Improvement needs to be better defined, especially for the members who are not that familiar, new members or members who do not pay close attention. Also, even though one is for awards and the other is for Development and are in two different Councils, I think "Public Relations" committees can get mixed up simply because they have the same words in the committee title. Maybe we should just have an Recognition Council and a Research and Education Council, as an example.
2	I am not familiar enough with the committee structure to respond intelligently to this question.
3	not sure
4	policy, membership, combine all the awards under a recognition committee
5	Ask the committee chairs and Vice Chairs what they do and determine which ones are only performing a small function. Next determine whether this is because the need is small or whether the committee needs some new fire to expand their activities.
6	The Public Relations committee & the Ag. Issues and public relations names create confusion
7	Committees not being used.
8	Yes where there is overlap of purpose and efforts. This should help reduce the number of volunteers who are needed for these leadership roles.
9	I responded yes to this to comment. I think this is a council/committee decision. The input from the Regional Vice Chairs stimulated the addition of the Community Development section in Ag Econ. That has been a very beneficial addition. I guess what I am suggesting that the Regional Vice Chairs need to have more input into the committee structure and functions.
10	Yes, if there are areas of duplication.
11	no specific suggestions...just seems there are a lot of committees.
12	Depends on available human resources nationally and locally.
13	maybe if it could improve the system

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

#	Response
1	I agree with the concept, although I have no suggestions for actual committees at this time.
2	only if needed
3	so far the youth committee only seems to do the former "search for excellence" and not other educational programs that might be of interest.
4	Several programming area committees are only regional in nature already. i.e.: aquaculture, forestry and natural resources, and a few more
5	only if less relevant issues or disciplines are dropped
6	Perhaps a new issues committee that concentrates on current and emerging issues in Extension.
7	If their is issues or disciplines not being covered.
8	Public and agricultural policy.
9	split by disciplines or interest, i.e. small grains, corn and soybeans, forages, animals i.e. cattle, small ruminants, swine, horses
10	Yes if these topic areas develop or are identified.
11	Some 4-H and youth programming could be expanded Horticulture/ apiary
12	Again, I think we have the best committee structure of any Extension Professional Assn.. Our Association needs to maintain the flexibility to address emerging issues and offer our membership cutting edge professional development to address those issues. If one of those issues shows up the Executive Board needs the flexibility to assign it to one of the Councils to be addressed. I would not support the addition of committees for the sake of getting bigger.

- 13 Yes, as needed.
- 14 If needed.
- 15 none in particular

**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	We've got to do a better job of motivating state Presidents to motivate their members to apply. If we start crossing regions to fill slots, then we no longer need regions.
2	let them stay unfilled until someone within the region agrees to fill it.
3	If members are not interested enough to take leadership roles for particular committees, perhaps the committees in question should be dissolved.
4	Better notification of vacant positions. A national data base would help this identification of potential candidates.
5	Suitable candidates almost always can be identified within region if those responsible will conduct a well-organized search
6	What do you mean by "no suitable candidate"
7	appoint
8	Leave it open and re-evaluate the need for the committee. Maybe split up the unfilled region among existing vice chairs if no one can be found.
9	It is important for all regions to have representation on the committees. We need to get the states to involve their members more in national activities. It would be good for P&T but to many members don't know enough about it.
10	Unless, ALL possibility have been exhausted.
11	Provide potential chairs or vice chairs with more information about what the responsibilities and benefits of being a committee chair/vice chair are.
12	Contact State Presidents or State Committee Chairs
13	Better communication and advertising of opportunities!
14	We need to work harder to identify leadership and make sure that the same people don't continually fill positions. Sometimes it looks like the "good old boys network"
15	As a past Regional Director I have had to deal with this and it is very real problem. But, I think the regional identity is critical to the future success of this organization. If NACAA is going to maintain support from other regions, in particular the west and northeast, it is critical to maintain the current vice chair system.
16	State President appointment
17	If this problem is occurring, maybe some of the regions need to be evaluated and reassigned or we need to evaluate why membership in the regions is low or not willing to take leadership roles to determine if the goals of the organization are appropriate for meeting needs.
18	NO way. If a candidate can not be found from a region to serve on a particular committee then that position should remain vacant until a regional candidate is found.
19	Do some recruiting in the region that is needed...I have found people will serve if asked.

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

#	Response
1	Find out from the membership if they want opportunities throughout the year. If there is interest, then a committee should try something during the non AM/PIC time. Maybe a fall conference, or a spring workshop, etc. Maybe a committee could try blogging or finding a way for members to share ideas, programming methods throughout the year. "I'm thinking of doing a workshop on _____. Is there anyone who has tried it and what suggestions do you have?" That's a way of sharing rather than just waiting for AM/PIC to get together and hope you find someone in your discipline to visit with at AM/PIC. I would like to find ways to have NACAA bring members of particular disciplines together, either in person, or electronically.
2	I think we have excellent professional improvement opportunities
3	fewer more focused tours during the national mtg.
4	My committee is already doing a good job with this. But, I would like to see agents attending the AM/PIC show support of their fellow agents by attending a colleague's presentation.
5	Streamline the process now that technology is making it easier to do.
6	not sure of any improvements

- 7 I have no suggestions.
- 8 State and regional leadership should commit to work together to assemble topics and speakers that would be of most benefit to our members.
- 9 write articles for the County Agent magazine
- 10 better linkages between state and regional vice chairs. Roles and responsibilities of state chair not always known.
- 11 My suggestion would be to try regional trainings
- 12 Better communications from the national chairs about suggestions of information regarding awards to send to states would help.
- 13 I'm not sure I can answer this question fairly since this is the first year on a committee that must put together professional improvement opportunities.
- 14 Offer some Professional Improvement opportunities via interactive TV/satellite so members wouldn't have to always travel to participate
- 15 More opportunities for resume building. Peer reviewed presentations at the AM/PIC. Published abstracts on the website.
- 16 find a better sponsor - such as Microsoft
- 17 Focus on extension practice and recognition. There are enough professional meetings in specialty subject areas, but NACAA is the only one that addresses how to do extension work.
- 18 Offer Professional Improvement opportunities only...outside of the current AM/Pic format. There are too many distractions during the AM/Pic for in depth subject matter training.
- 19 We may can have some opportunities on the regional level.
- 20 need to work with state administrations to support more agents to attend.
- 21 get it out in front of them when ever possible.
- 22 Offering programming in addition to the AM/PIC would be beneficial. Also, meetings with legislators at their place of business would be beneficial. 'A day at the hill' would give members the opportunity to become better familiar with the legislative process and legislators that are making decisions that affect Extension.
- 23 More information as to what is available.
- 24 Promote the PI opportunities throughout the summer, perhaps via e-County Agent.
- 25 need more of an audience for speakers
- 26 Regional workshops,
- 27 This is the third time I have filled out this survey. I keep getting notices saying I have not filled it out, and I have twice already. Again, the chair of my committee has not had any communication with any of the rest of us who are regional vice-chairs. The chair does not return any emails that are sent to her regarding providing programming and tours for our members. Until communication is improved within the committees, particularly with the chair (who is from the southern region) we cannot improve upon the opportunities we currently offer.
- 28 We discussed this at length as a committee in Buffalo. See our report....
- 29 Do a better of advertising the topics being presented.
- 30 There has been a significant improvement in the structure of the Annual Meeting since the focus changed to professional improvement at the San Antonio meeting. The policy should focus on professional improvement as much as possible because that is the only sales pitch agents have to directors and college deans. The focus on industry representatives is an excellent direction and it would be my hope more representation from our industry partners in our professional improvement in the future could be the direction.
- 31 Make sure we continue to meet the current needs and not just repeat performance to meet past expectations.
- 32 no response
- 33 Make a list of members interests and areas of expertise as a base for involvement in particular committees.
- 34 I think NACAA currently provides great opportunities.
- 35 I suggest maybe a workshop on filling out the awards application and how to write an abstract. As a state and regional chair I see a lot of inconsistencies.
- 36 Committee budgets do not allow to reward outstanding members with scholarships to attend the annual meeting.

**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	Everyone seems to be motivated by the amount of money in the award. Donors are hard to secure. Therefore, how can we better help that winner to be recognized in his/her state, be able to use that award for his/her resume, be able to provide

- state Extension Director to recognize that individual. Motivation doesn't always have to be money. Recognition by in their state can be a significant factor, if it happens. If we raise the level of recognition of that individual back in his/her state, I would think that would catch on in a couple of years for more entries.
- 2 I've been searching for the answer to that for a long time. Don't yet have an answer.
  - 3 shorten the length of the national mtg or provide some reduced cost for attending the 5 or more days.
  - 4 Just continue trying your best to offer the highest quality educational programs while understanding that agents attending a national meeting want freedom of movement as well. Overall, I think NACAA does an excellent job on national meetings.
  - 5 This is a difficult issue. Perhaps if we could get award applications out earlier. We probably all put it off, but for many of us January to April is a very busy time.
  - 6 As committee chairs, we need to make sure an communicate with our members and state committee chairs. Several email reminders will help inform people of award opportunities.
  - 7 There are many activities competing for the same time slots. Some of those come from scheduling problems, but some also come from out of conference attractions found at the host location. We need to encourage professionalism among our members at all levels with the intent that agricultural Extension members will commit to themselves to properly balance professional improvement with off-site tourism. This could involve better streamlining conference activities to allow off site visits during the AMPIC, coupled with the designation of specific timeslots where off site visits, family time, would be encouraged.
  - 8 Announce educational sessions in the County Agent magazine with the registration information.
  - 9 N/A
  - 10 We need to get states actively involved in recruiting members for the activity
  - 11 See above answer; help to really promote the awards in the region. Cash awards are great but it seems to always be the same people applying and winning.
  - 12 I was on the communications committee last year, the biggest complaint that I heard from different members was that the magazine was late being mailed out, which made it very difficult to get the forms in.
  - 13 Participation is very good at present.
  - 14 offer some type of education or training rather than just an awards luncheon
  - 15 Allow third party nomination with significantly abbreviated application information required. Full info can be solicited after finalists are determined.
  - 16 increase efforts to include paraprofessional extension workers and those that are not isolated to counties. Remove Agent and County from the organization name something like National Association of Agricultural Extension. Professionals.
  - 17 There are just too many things going on during AM/Pic, by the time the committee time slot rolls around, the membership is not going to go to any meeting they don't have to...they are burned out. To highlight the committee efforts maybe the committee time slot should be moved to day 1 of the conf. rather than day 3.
  - 18 For the educational sessions, maybe a stipend for the speakers. Also, more publicity in the Magazine.
  - 19 Get more members to attend Am/Pic.
  - 20 Reducing concurrent sessions may increase participation as there would be fewer options for members. Variety is good, but we may be stretching ourselves thin. Other opportunities could be offered throughout the year.
  - 21 Previous attendees recruiting new participants.
  - 22 Good question. Aquaculture is pretty specialized.
  - 23 scholarships for extra days expenses
  - 24 Have state association contacts encourage all members to participate. Personal phone calls/conversations to members about their county programs and how they can be shared/recognized on the national level.
  - 25 We all need to just take time to encourage fellow members to apply or have some method to nominate strong extension programs. People don't like to nominate themselves. Possible have Extension Directors or State Chairs make nominations.
  - 26 Better communication among committee members would be a start. To increase participation among the membership, regional vice-chairs and state chairs need to inform and encourage members in their region and state to fill out an application for awards and all the other opportunities that are available.
  - 27 Invite high quality presenters with national name recognition. Offer certificates of participation. Send "personal" invitations via e-mail to encourage participation. Offer door prizes. Many more ideas are possible!
  - 28 Continue to offer lots of perks to the winners. Tours and learning opportunities are as important as money.
  - 29 Emphasize that chairs and vice chairs communicate to state chairs and keep the lines of communication open.
  - 30 Assistance in marketing the event.
  - 31 As long as the committees and councils can stay focused on providing professional improvement that address cutting edge issues the association will be OK. I would suggest the inclusion of regional training opportunities might as a way to include agents in the structure and get them more involved in the national association. The Western Region has done that and I think it has increased support for the overall national association.

- 32 Award applications are too time consuming to complete. It would be better if abbreviated, summary applications could be completed at state levels.
- 33 no response
- 34 Poster Session has good participation.
- 35 Keep conference costs as reasonable as possible.
- 36 States need to do this. Perhaps a checklist could be provided to help the process.
- 37 Cost seems to be a big factor indicated by our state association.
- 38 Provide scholarships to members who participate in delivering educational programs.