

PLAN OF WORK



**University of Nebraska Cooperative Extension
Institute of Agriculture and Natural Resources**

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Federal Fiscal Years

2000 to 2004

Plan of Work University of Nebraska Cooperative Extension FY 2000 to 2004

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Plan of Work

University of Nebraska Cooperative Extension

I. INTRODUCTION:

University of Nebraska Cooperative Extension is a division of the University of Nebraska Institute of Agriculture and Natural Resources. Other divisions include Agricultural Research Division and College of Agricultural Sciences and Natural Resources.

This Plan of Work describes the planned Cooperative Extension programs for the Cooperative Extension Division for the next five years, as required by the Agricultural Research, Extension, and Education Reform Act of 1998. It includes the elements identified in the USDA document, "Guidelines for Land Grant Institution - Plan of Work". This federal Plan of Work is based on the current strategic plan of Institute of Agriculture and Natural Resources and on emerging issues identified through stakeholder input in anticipation of beginning the next revision of the Institute of Agriculture and Natural Resources Strategic Plan. This federal Plan of Work is for the University of Nebraska Cooperative Extension Division programs only, but was developed in conjunction with University of Nebraska Agricultural Research Division's Plan of Work.

In fiscal year 1998-1999, the University of Nebraska Cooperative Extension funding in support of the programs described in this plan totals \$34,874,449. Smith Lever Federal Formula Funds (3b & 3c) provided \$4,157,379 or 12 percent of this total.

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II. MATRIX (5 FEDERAL GOAL AREAS)

Goal 1: To achieve an agricultural production system that is highly competitive in the global economy.

Issue(s):

Agriculture production is the foundation of Nebraska's economy. Integrated crop management (ICM) arose from the recognition of the need for sustainable and profitable agricultural production systems and concerns about environmental stewardship. ICM programs provide integrated plans for management of soil fertility, soil and water resources, pests and crop production in a way that sustains agricultural profitability and promotes environmental stewardship.

Integrated animal systems management encourages producers to manage their operations as complete units instead of as independent enterprises. The livestock industry plays a significant role in Nebraska's economy. Livestock production also offers producers an important means to add value to their grain and other crops. Nebraska has 6 million acres (53% of the land area) of rangeland and seeded pastures, not counting the crop residues across the state that are used for livestock. Long-term sustainability requires that animal systems be economically viable, ecologically sound, and socially responsible.

Goals:

1. Increase farmer and rancher knowledge and implementation of practices which enhance sustainability and profitability
2. Increase farmer and rancher knowledge and implementation of recommended practices which protect or enhance the environment
3. Increase farmer and rancher knowledge and implementation of practices to help manage financial and production risks
4. Increase knowledge and enhance the recommendations provided to farmers and ranchers by private sector consultants and other agency personnel

Output Indicators:

1. Number of individuals participating in in-depth workshops
2. Number of crop consultants participating in crop management diagnostic clinics and other programs that provide continuing education credits for certification programs.
3. Number of individuals in selected watersheds adopting recommended best management practices that enhance environmental protection.

Outcome Indicators:

1. Practice or management changes made or planned as a result of the total education program and the corresponding land area or number of animal units involved in the change.
2. Knowledge gain and/or attitude changes made by the program participants
3. Changes in recommendations made by consultants and the corresponding land areas or animal units where management decisions were influenced by consultants.

Proposed Impacts:

An overall desired impact from Extension and Research related to this goal is more efficient production of agricultural commodities with highly desirable end-use characteristics. Processors and

consumers will benefit from commodities that better suit their needs. More stable markets with premiums paid for desired characteristics will enhance income at the farm level.

Data Collection:

Bench mark data is available on selected watersheds relative to clientele use of best management practices that influence water quality/crop and livestock management. Periodic surveys will be used to verify changes in practice and/or new practice adoption. These surveys will be supplemented by pre-post tests, end of meeting assessments and periodic follow-up to inquire about potential management changes resulting because of the educational program.

Reporting Data Collection:

Faculty at the University of Nebraska with appointments in Cooperative Extension and Agricultural Research Division's are required to prepare annual reports which contain impact and outcomes. In Cooperative Extension these impacts are reported on the Extension Accomplishments Reporting System (EARS). EARS is an electronic program used to collect and retrieve program impacts focusing on University of Nebraska Cooperative Extension's work. The EARS system is used as a communications tool for faculty, staff, stakeholders and clientele to see progress toward achieving the outcomes that support the priority areas. Please check out the EARS website at: <http://deal.unl.edu/extension/ears/>

Secondary reports will be written for target audiences. Funding partners (county commissioners, state legislators, federal congressional delegations and agencies) will receive special emphasis for reports. This data will also be submitted for the National Impact project.

Key Program Components(s):

Extension

1. Offer crop management diagnostic clinics focused toward educational needs of crop consultants or others seeking continuing education credits for certification programs.
2. Conduct inservice educational programs for personnel from other agencies and organizations providing information and educational services to farmers and ranchers.
3. Develop crop protection clinics for farmers and landowners.
4. Develop corn-soybean clinics, field days and other workshops in partnership with commodity groups designed to help producers adopt better management practices.
5. Deliver Integrated Pest Management and Integrated Resource Management workshops.
6. Offer home study courses in beef production, irrigation management and soil fertility which allows producers and ranchers to learn in their home environment and on their schedule.
7. Continue to offer outreach educational programs in animal nutrition and production programs designed to influence profitability.
8. Partner with State Department of Agriculture to deliver focused programs on goal setting, financial and risk management.

Joint Extension/Research Programming Components

We have a combined Extension and Research team dealing with precision farming. Extension has an Integrated Pest Management (IPM) team and Research has several Integrated Pest Management projects. Team goals and project objectives are complimentary and some of the Extension team members are principal investigators on the Research projects. Several team members also carry joint Extension and Research appointments. There is also Extension and Research representation on a multi-state Integrated Pest Management committee.

Internal and External Linkages:

Partnerships will be maintained with Extension Educators, Researchers and Extension specialists at the University of Nebraska and collaborating land grant institutions, neighboring state institutions, commodity groups, Nebraska Independent Crop Consultants Association, seed, fertilizer and pesticide suppliers, commercial pesticide applicators, Certified Crop Advisors.

Target Audiences:

Producers and ranchers, crop consultants, certified crop advisors, certified pesticide applicators, state and federal government agency staff, and landowners.

Program Duration:

This is a long-term program with a five year life span. It is expected that the target audiences and forms of program delivery will evolve during the five years of the program.

Allocated Resources and FTE:

	Current	FFY2000	FFY2001	FFY2002	FFY2003	FFY2004
Funding*:	\$ 914,623	\$ 951,208	\$ 989,256	\$ 1,028,826	\$ 1,069,979	\$ 1,112,778
FTE**:	74.9	74.4	72.4	71.9	70.9	69.9

* FY98-99 Federal Formula Funds only (includes 3b & 3c)

** Includes both professional and para-professional funded from all sources

Goal 2: A safe, secure food and fiber system.

Issue(s):

Listening sessions throughout Nebraska identified food safety as an area of increasing concern. Recent food borne illness outbreaks in Nebraska have brought this to the forefront for consumers, food processors, and farmers/ranchers. Nebraska has seen illness and hospitalization of individuals, the closing of meat packing plants, and restaurants sued as a result of breakdowns in the food safety chain.

1. **Goals:** Increase food handler knowledge and implementation of recommended food handling practices
2. Increase food processors' knowledge and implementation of management and new technologies to reduce the risk of food-borne hazards.
3. Adopt practices that insure the production of a safe food supply.
4. Increase awareness of producers, food processors, food handlers and extension personnel on food safety issues (microbial, chemical and physical).

Output Indicators:

1. Number of individuals who pass food handler and food manager certification programs
2. Number of individuals completing pork and beef quality assurance programs
3. Number of meat and food processors completing training on sanitation and manufacturing practices Hazardous Analysis Critical Control Point (HACCP)
4. Number of farmers/ranchers who completed Pork Quality Assurance Level III certification so to insure sale of their hogs.

Outcome Indicators:

1. Food handlers, food processors and livestock producers will increase their knowledge, and awareness for controlling food-borne hazards and will develop positive attitudes about implementation.
2. Managers of foodservice, food processing and animal production businesses will implement practices for the reduction of food safety hazards.
3. Meat processing businesses will comply with food safety regulations and remain in business through the implementation of HACCP and other regulated food safety programs.
4. Foodservice and food processing businesses will avoid shutdowns and economic loss due to food safety hazards or compliance with food safety regulations.

Proposed Impacts:

A desired impact of these programs is to have fewer incidents of food-borne hazards and fewer recalls of food products.

Data Collection:

Bench mark data is being collected for 1999. Bureau of vital statistics will be accessed as appropriate. Periodic surveys will be used to verify changes in practice and/or new practice adoption. These surveys will be supplemented by pre-post tests, end of meeting assessments and periodic follow-up to inquire about potential management changes resulting because of the educational program.

Reporting Data Collection:

Faculty at the University of Nebraska with appointments in Cooperative Extension and Agricultural Research Division's are required to prepare annual reports which contain impact and outcomes. In Cooperative Extension these impacts are reported on the Extension Accomplishments Reporting System (EARS). EARS is an electronic program used to collect and retrieve program impacts focusing on University of Nebraska Cooperative Extension's work. The EARS system is used as a communications tool for faculty, staff, stakeholders and clientele to see progress toward achieving the outcomes that support the priority areas. Please check out the EARS website at: <http://deal.unl.edu/extension/ears/>

Secondary reports will be written for target audiences. Funding partners (county commissioners, state legislators, federal congressional delegations and agencies) will receive special emphasis for reports. This data will also be submitted for the National Impact project.

Key Program Component(s):

Extension

1. Train food service managers in HACCP and ServSafe (a program of the national restaurant association.)
2. Assist Food Service Establishments in HACCP.
3. Assist and train very small meat and food processors with HACCP implementation.
4. Train meat and food processors on sanitation and good manufacturing practices and provide a HACCP demonstration model for small meat processors.
5. Train youth producers in Pork Quality Assurance Level III
6. Increase the number of pork producers trained in Pork Quality Assurance Level III
7. Increase the number of beef producers trained in Beef Quality Assurance
8. Conduct Food Safety Update for Extension Educators in Nebraska and neighboring states.
9. Inform Public on Farm to Table Food Safety and establish September as Food Safety month.

Joint Extension/Research Programming Components

University of Nebraska Extension and Research Divisions of Institute of Agriculture and Natural Resources both have faculty teams addressing food safety. The teams have complimentary goals and overlapping membership with several team members carrying joint Extension and Research appointments.

Internal and External Linkages:

Partnerships will be maintained with Extension Educators, Researchers and Extension Specialists at the University of Nebraska and neighboring state institutions, commodity groups, Nebraska Restaurant Association as well as restaurants in communities across the state, nursing homes, schools, state and local health departments, state department of agriculture, farmers, ranchers and meat processors.

Target Audiences:

The focus is on training individuals in the management of food preparations in restaurants, schools, nursing homes, hospitals. Small meat packing plant managers are targeted as are the farmers/ranchers who produce meat for slaughter.

Program Duration:

This is a long-term program with a five year life span. It is expected that the target audiences and

forms of program delivery will evolve during the five years of the program.

Allocated Resources and FTE:

	Current	FFY2000	FFY2001	FFY2002	FFY2003	FFY2004
Funding*:	\$249,443	\$259,421	\$269,798	\$280,590	\$291,814	\$303,487
FTE**:	19.0	19.0	19.0	19.0	19.0	19.0

* FY98-99 Federal Formula Funds only (includes 3b & 3c)

** Includes both professional and para-professional funded from all sources

Goal 3: A Healthy Well-Nourished Population

Issue(s):

Institute of Agriculture and Natural Resources listening sessions across Nebraska identified a healthy well-nourished population as an issue of concern. The public recognizes that a well nourished population is paramount to Nebraska's continuing economic success as a state. Helping Nebraskans make informed healthy lifestyle choices leading to an improved quality of life is perceived to be our role as Cooperative Extension educators. Opportunities for individuals and communities to determine how they might maintain access to care and stabilize health costs is important to the viability of rural Nebraska.

Goals:

9. Decrease the high risk behaviors of individuals
10. Increase the adoption of healthy lifestyle practices
11. Increase farm safety practices
12. Increase understanding of changes in health care finance and delivery within Nebraska
13. Increase attention to health care access and managed care issues impacting communities
14. Increase the ability of consumers to make informed health and health care decisions

Output Indicators:

1. Number of individuals practicing good dietary habits
2. Number of youth between 10-16 completing the tobacco education program
3. Number of individuals indicating the usage of sun protection on young children
4. Number of youth completing farm safety education programs
5. Number of individuals that have improved their personal medical record keeping
6. Number of individuals that have improved their comprehension of their own health care coverage as a result of educational programming
7. Number of communities studying health care access issues

Outcome Indicators:

9. Increase in the number of individuals experiencing good cardiovascular health through the adoption of at least one of the dietary guidelines, i.e. decreased saturated fat/cholesterol or increased fruit, vegetables or grains.
10. Increase in youth not practicing a risky health behavior because they did not start using tobacco.
11. Increase number of youth working or living on farms who use recommended farm safety practices.
12. Increase in the number of youth under 12 not exposed to unhealthy rays of the sun because of the usage of sun protection, wearing a hat or covering up with appropriate clothing.
13. Improve consumer's satisfaction with communication with their health care provider.
14. Improve consumer's ability to communicate with their insurance agent or benefits officer regarding health care coverage needs.
15. Increase in number of communities implementing changes in health care access.

Proposed Impacts:

A desired impact of this program is to educate Nebraskans so they make more informed choices on diet, risk behaviors and safety practices. Making informed decisions will help consumers improve their health practices, access to health care, and ultimately their quality of life.

Data Collection:

Bench mark data is being collected for 1999. Bureau of vital statistics will be accessed as appropriate. Periodic surveys will be used to verify changes in practice and/or new practice adoption. These surveys will be supplemented by pre-post tests, end of meeting assessments and periodic follow-up to inquire about potential management changes resulting because of the educational program.

Reporting Data Collection:

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Secondary reports will be written for target audiences. Funding partners (county commissioners, state legislators, federal congressional delegations and agencies) will receive special emphasis for reports. This data will also be submitted for the National Impact project.

Key Program Components(s):

1. Expand programming to reach child and youth audiences (Tobacco education, sun safety, nutrition, farm safety)
2. Address emerging issues that promote healthy lifestyles in adults (Diabetes Type 2, men's health issues, pesticide-contaminated clothing, nutrition education)
3. Continuation of health coalition participation and leadership in rural Nebraska sites
4. Expand internal and external marketing efforts
5. Expand use of technology for program delivery
6. Initiate health policy web based instruction course

Internal and External Linkages:

Partnerships will be maintained with Extension Educator, Researchers and Extension specialists at the University of Nebraska and collaborating land grant institutions, Health and Human Services, Department of Education, appropriate legislators, appropriate health related entities such as the Nebraska Rural Health Association and Nebraska Association of Hospitals and Health Systems. Additionally the other units of the University of Nebraska system such as the University of Nebraska Medical Center will be involved in this program.

Target Audiences:

The focus in training individuals will be those who help extend these programs into the communities: teachers, child care workers, medical personnel, consumers, policy makers.

Program Duration:

This is a long-term program with a five year life span. It is expected that the target audiences and forms of program delivery will evolve during the five years of the program.

Allocated Resources and FTE:

	Current	FFY2000	FFY2001	FFY2002	FFY2003	FFY2004
Funding*:	\$582,033	\$605,314	\$629,527	\$654,708	\$680,896	\$708,132
FTE**:	47.5	47.5	47.0	47.0	46.5	46.5

*FY98-99 Federal Formula Funds only (includes 3b & 3c)

** Includes both professional and para-professional funded from all sources

Goal 4: To achieve greater harmony (balance) between agriculture and the environment.

Issue(s):

Nowhere is the importance of natural resources more evident than in Nebraska's economy. Abundant natural resources provide for agricultural production that is directly responsible for a majority of the state's economic activity. Agriculture's economic strength is due in part to irrigation, which accounts for over 50 percent of crop production. Approximately 50 percent of the state's land is pasture or rangeland, and nearly 40 percent is crop land. Stewardship of Nebraska's natural resources is vital for a sustainable future and high quality of life. Biological resources provide for wildlife habitat, hunting, fishing, and other forms of outdoor recreation. Nebraskans continue to expect improved management of these natural resources.

Goals:

1. Protect a sustainable quality and quantity of water
2. Promote soil conservation through total resources planning
3. Increase biodiversity to protect and maintain biological resources
4. Enhance understanding and appreciation of natural resources stewardship through environmental education

Output Indicators:

1. Number of youth participating in water and related festivals
2. Number of workshops and related participation in workshops for acreage owners
3. Participation by landowners and tenants in selected watershed programs

Outcome Indicators:

1. Increase understanding and appreciation of natural resources. Behavior changes representing positive environmental values and attitudes.
2. Participants will understand environmental impact of various practices, and gain awareness of environmentally high-risk activities and components of the farm/ranch/acreage.
3. Participants will gain understanding about wildlife resources.
4. Reduce quantities of atrazine applied through combination herbicides, band application and alternative herbicides. Practice adoption rates as high as 80%.
5. \$8.50 per acre savings based on reduced inputs. Estimated net returns-\$9,000 increase per farm.

Proposed Impacts:

A desired impact of this program is to help farmers and ranchers adopt better management practices that will protect and enhance the environment. Policy makers will use more science-based information to help make policy decisions.

Data Collection:

Bench mark data is available on selected watersheds relative to clientele use of best management practices that influence water quality/crop management. Periodic surveys will be used to verify changes in practice and/or new practice adoption. These surveys will be supplemented by pre-post tests, end of meeting assessments and periodic follow-up to inquire about potential management changes resulting because of the educational program.

Reporting Data Collection:

Faculty at the University of Nebraska with appointments in Cooperative Extension and Agricultural Research Division's are required to prepare annual reports which contain impact and outcomes. In Cooperative Extension these impacts are reported on the Extension Accomplishments Reporting System (EARS). EARS is an electronic program used to collect and retrieve program impacts focusing on University of Nebraska Cooperative Extension's work. The EARS system is used as a communications tool for faculty, staff, stakeholders and clientele to see progress toward achieving the outcomes that support the priority areas. Please check out the EARS website at: <http://deal.unl.edu/extension/ears/>

Secondary reports will be written for target audiences. Funding partners (county commissioners, state legislators, federal congressional delegations and agencies) will receive special emphasis for reports. This data will also be submitted for the National Impact project.

Key Program Components(s):

Extension

1. Twenty-five or more youth festivals held annually for youth from Kindergarten -12th grade.
2. Acreage Workshops and Farm*A*Syst Program
3. Wildlife Habitat Evaluation, Program Wildlife Damage Handbook
4. Blue River Basin Project-9,700 Acre Watershed. Emphasized practices to reduce atrazine runoff.
5. Republican River Valley Limited Irrigation Project

Joint Extension/Research Programming Components

We have a combined Extension and Research team dealing with livestock and environmental issues. Extension has a water quality team and Research has several water quality projects. Team goals and project objectives are complimentary and some of the Extension members are principal investigators on the Research projects. Several team members also carry joint Extension and Research appointments. There is also Extension and Research representation on a multi-state water quality committee and on the national manure management initiative.

Internal and External Linkages:

Partnerships will be maintained with Extension Educators, Researchers and Extension specialists at the University of Nebraska and collaborating land grant institutions, School of Natural Resource Sciences, Department of Agronomy, Biological Systems Engineering, Agricultural Economics, Research and Extension Centers, Department Civil Engineering, Natural Resources Conservation Service, Nebraska Department of Agriculture, Nebraska Department of Environmental Quality, US EPA Region VII, Nebraska Corn Growers Association, Nebraska Groundwater Foundation, State Colleges (water festivals), Natural Resources Districts.

Target Audiences:

Agricultural producers, ranchers and irrigators, Natural Resources Managers and Technology Transfer Agencies, Rural and Urban Youth, Acreage Owners

Program Duration:

This is a long-term program with a five year life span. It is expected that the target audiences and forms of program delivery will evolve during the five years of the program.

Allocated Resources and FTE:

	Current	FFY2000	FFY2001	FFY2002	FFY2003	FFY2004
Funding*:	\$665,181	\$691,788	\$719,460	\$748,238	\$778,168	\$809,295
FTE**:	54.4	54.4	53.4	53.4	52.4	52.4

* FY98-99 Federal Formula Funds only (includes 3b & 3c)

** Includes both professional and para-professional funded from all sources

Goal 5: To enhance economic opportunities and the quality of life among families and communities.

Issue(s):

There are many interrelated issues impacting youth, families and communities in Nebraska. Economically some communities in Nebraska struggle as individuals and families are impacted by a breakdown in family structure, not enough positive role models for youth, and limited leadership for community decision making responsibilities. Youth development research indicates that character and values education, involvement of youth in families and communities, and civic and citizenship education increases the long-term positive development of youth. As families, youth and communities are impacted by technology some communities are not able to keep up and consequently are left out of becoming economically viable places in which people want to live. Some of the research that undergirds the objectives that faculty wish to accomplish in this goal is:

- Successful community projects involve four segments of the community; business, faith, public institutions and individuals being served. Working together communities can accomplish goals that may be too difficult for any one group alone.
- Parents teach skills and model attitudes that help children become confident, responsible and caring adults.
- Couples who have strong relationships with each other are more likely to create a positive environment for children and are more likely to stay in their job.
- Families with stable financial situation are more likely to provide for current and future family needs. They are less likely to need assistance and more likely to be able to contribute to their community.

Goals:

- Children will learn character education
- 4-H Clubs will foster opportunities for families and youth involvement in the community
- Youth as a contributor to their families and communities will be nurtured
- Rural and urban communities and organizations will be strengthened through an enlarged pool of effective leaders
- The pool of leadership from diverse cultural backgrounds available in Nebraska will be strengthened
- Entrepreneurial skills in Nebraska communities will be strengthened and new businesses will be created
- Greater teleliteracy among Nebraska citizens will be achieved
- Families will access, use and manage their resources wisely
- Families will strengthen and improve relationship skills in their family units

Output Indicators:

1. Number of children completing character education programs
2. Number of 4-H Clubs that organize and carry out a community service activity in support of the community
3. Number of youth, ages 9-19, who serve the community in a leadership role
4. Number of individuals completing a leadership education program
5. Number of individuals from diverse cultures completing a leadership education program
6. Number of individuals completing an entrepreneurial program: Enhancing Growing and

- Developing Entrepreneurs (EDGE), small-scale business
- 7. Number of new business start-ups
- 8. Percent of increase of household income derived from the start-up and expansion of businesses
- 9. Number of individuals completing a Master Navigator course
- 10. Number of families completing a program that effectively use resources: Money 2000
- 11. Number of families completing a program to strengthen their relationships: Parents Forever, Strengthening Families and Celebrate Families

Outcome Indicators:

1. Increase in the number of children who help each other and are truthful
2. Decrease in the number of children who blame others for their problems
3. Increase in the economic contributions made by 4-H clubs to their communities through service projects
4. Increase in the youth involved in public policy roles in their communities
5. Increase in the number of individuals assuming community roles because they are confident in their abilities to lead
6. Increase in the number of individuals from various cultures that impact the community decisions being made through their leadership contribution
7. Increase in the economic impact on communities because individuals have made changes in their businesses: created a business, wrote a business loan, expanded their business income, added new jobs to their business
8. Increase in community viability because of support received through teleliteracy: train the trainer concept impacted the development of businesses and community organizations, individuals who received new jobs because of their training, and through businesses developing new products, jobs and or new ways of doing business
9. An increase in the dollars saved and/or decrease in debt load of families
10. Increase in the families who are able to talk about anything within the family unit and resolve differences
11. Increase in the ability of families to enjoy being a family
12. Increase in the ability of families to develop clear rules and consequences for positive behavior of children

Proposed Impacts:

A desired impact of this program is to slow the rate of population decline in rural Nebraska by creating communities where there are enhanced relationships among people, increased economic opportunities, and ultimately an improved quality of life.

Data Collection:

Bench mark data is being collected for 1999. Bureau of vital statistics will be accessed as appropriate. Periodic surveys will be used to verify changes in practice and/or new practice adoption. These surveys will be supplemented by pre-post tests, end of meeting assessments and periodic follow-up to inquire about potential management changes resulting because of the educational program.

Reporting Data Collection:

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Cooperative Extension these impacts are reported on the Extension Accomplishments Reporting System (EARS). EARS is an electronic program used to collect and retrieve program impacts focusing on University of Nebraska Cooperative Extension's work. The EARS system is used as a communications tool for faculty, staff, stakeholders and clientele to see progress toward achieving the outcomes that support the priority areas. Please check out the EARS website at: <http://deal.unl.edu/extension/ears/>

Secondary reports will be written for target audiences. Funding partners (county commissioners, state legislators, federal congressional delegations and agencies) will receive special emphasis for reports. This data will also be submitted for the National Impact project.

Key Program Components(s):

Extension

1. Character Counts! Curriculum and support materials
2. Youth citizenship web page
3. Citizen Washington Focus
4. Pick a Project - Designating 4-H Projects to be use with Character Counts!
5. Full Range Leadership workshop offered in 7 or 8 counties
6. Enhance leadership program in place with Santee and Omaha tribal members
7. Deliver entrepreneurial programs: EDGE, Small-Scale Entrepreneurship
8. Deliver teleliteracy programs: Master Navigators
9. Deliver programs to nurture children: Child Care Provider conferences; parent children: Parents Forever and Teaching Parenting the Positive Discipline Way; interpersonal relationships: Family Asset Mapping, Strengthening Families and Celebrate Families; financial management: Money 2000

Joint Extension/Research Program Components

The goal is to assess and teach managerial and workforce professional development interventions that increase employee retention, performance and productivity.

Internal and External Linkages:

Partnership will be maintained with Extension Educators, Researchers and Extension specialists at the University of Nebraska and collaborating land grant institutions, Health and Human Services, Department of Education and Economic Development, school personnel such as teachers and principals, businesses, local public policy makers (i.e. city councils), youth serving organizations such as FFA, service organizations, Nebraska Enterprise Opportunity Network, National Sustainable Ag Research and Education Marketing Project, Nebraska Division of Technology, Center for Rural Affairs, Partners for Rural Nebraska, Nebraska Indian Community College and Little Priest (1994 Tribal Colleges), clergy, health care providers, child care providers, Head Start, Youth Diversion Officers, Courts, Mental Health Agencies, Family Preservation Teams, Nebraska Rural Development Commission USDA and the Nebraska Development Network.

Target Audiences:

Children and older youth, parents, teachers of elementary and secondary students, individuals with ideas for businesses not yet in business, Home Based Business Owners, Main Street Businesses, Agricultural Producers, Omaha, Winnebago and Santee tribal leaders and other community lay leaders.

Program Duration:

This is a long-term program with a five year life span. It is expected that the target audiences and forms of program delivery will evolve during the five years of the program.

Allocated Resources and FTE:

	Current	FFY2000	FFY2001	FFY2002	FFY2003	FFY2004
Funding*:	\$1,746,099	\$1,815,943	\$1,888,581	\$1,964,124	\$2,042,689	\$2,124,397
FTE**:	139.6	139.6	138.6	138.6	137.6	137.6

* FY98-99 Federal Formula Funding only (includes 3b & 3c)

** Includes both professional and para-professional funded from all sources.

III. PROCESS ESTABLISHED TO CONSULT WITH STAKEHOLDERS

Consulting with Stakeholders Regarding the Identification of Critical Issues in the State and Identification and Development of Programs Targeted to Address the Issues.

Cooperative Extension and the Agricultural Research Division collaborate routinely in the development of programs. These Divisions, as part of the Institute of Agriculture and Natural Resources, have been partners in the development of strategic plans for over ten years. A systematic method of receiving input from clientele regarding “real world problems” is in place for the University of Nebraska Cooperative Extension and the Agricultural Research Division.

Nebraska Cooperative Extension has conscientiously tried to involve the under-served (women, racial and ethnic minorities, persons with disabilities and limited resource clientele) in the planning of programs. Approximately 10% of the state’s population is identified as representing minority audiences. Poverty rates for Nebraska equal 10% of the population.

Special efforts to involve under-served audiences were:

1. Randomly drawn telephone surveys of Nebraska residents
2. A focus group targeting limited resource individuals
3. Special invitations, i.e. 1994 Tribal College representatives, and targeting organizational representatives, i.e. Women of Color, to participate in one of the nineteen face-to-face listening sessions

It is known through assessment of transcript summaries of these data collection sessions that issues identified by the attendees at the focus group for the limited resource audiences were the same as that identified by the general population.

“Listening” to the issues impacting Nebraskans has six components. Each “listening” component is summarized in this section. Following the description is a summary of what was heard from Nebraskans who participated in the following “listening” sessions:

1. **Randomly drawn telephone survey under the direction of Wiese Research Associate, Inc.**
A systematic random sample of 203 consumer households and 151 farmers/ranchers across the State of Nebraska were interviewed by telephone. The total random sample of consumers was proportionately stratified according to gender, age and geographic area (i.e. county) to ensure a representative sample of this population within the state of Nebraska. Farmer/rancher respondents were randomly selected from a list of *Nebraska Farmer* subscribers. Quotas by county were established for this sample as well. Further, it should be noted that in order for a farmer/rancher to qualify for interview, at least 25% of their household’s total family income had to be from farming or ranching. Finally, the questionnaires for each of these samples (consumer households and farmer/ranchers) were essentially identical, thereby allowing for a direct comparison between these two groups.
1. **Focus group interview of limited resource audiences under the direction of Wiese Research Associates, Inc.**
This effort was organized by an Extension Educator in Lancaster County (Lincoln), NE. Assistance

was requested from the Lincoln Medical Education Pathways Program (LMEP), a residential self-sufficiency program. Extension Nutrition Advisors assisted in the coordination of this effort. Extension Nutrition Advisors notified families with whom they work that their names might be drawn to participate in a focus group interview. The focus group composed of 10 individuals was held at the LMEP where on site child care was available. The LMEF Pathways Program Coordinator helped in the selection of families based upon their schedule availability. A late afternoon time was selected since many of the clients work or go to school. This site was selected because transportation was available and because focus group participants felt comfortable coming to this site. This group of individuals very much appreciated being invited to express their opinions. Each of those participating was presented with a \$20 cash stipend for their participation.

2. Listening sessions at nineteen sites across the state (one each in Omaha and Lincoln) and the other seventeen in communities statewide under the direction of the Special Projects Director, Institute of Agriculture and Natural Resources.

Over 700 participated. Individuals received written invitations, announcements were made over local radio and advertisements were run in local newspapers indicating that these “listening” sessions were open to the public. Participants included stakeholders, students, faculty and staff. Stakeholders represented all walks of life, white and blue collar workers, men, women and a limited number of minorities. Representatives of one of the 1994 Tribal Colleges attended. The session participants represented gender and age diversity and a wide range of background and interests. Prior involvement with programs ranged from considerable to none. Sessions were two hours in length and included a brief background presentation. Teams of two to four Institute of Agriculture and Natural Resources administrators listened to the facilitated discussions and responded to the questions as appropriate. An effort was made by the facilitator to motivate the participants to think into the future as well as the present.

3. Cooperative Extension participated in the Nebraska Annual Social Indicators Surveys completed by the Bureau of Business Research at the University of Nebraska.

Data was collected via telephone surveys from 1827 households. Data was weighted so the responses represent Nebraskans according to age, sex, and geographic region.

4. External Advisory Committees

Several Institute of Agriculture and Natural Resources Departments, Interdisciplinary Centers and program areas have external advisory groups representing stakeholders which meet periodically and provide input on the current and future programs of the unit. One example of an advisory committee is the Building Nebraska Families (a welfare to work program funded by the Nebraska Department of Health and Human Services) which includes representatives of Cooperative Extension, Health and Human Services and individuals associated directly with the program. Another example is the advisory committee for the Agronomy Department which meets biannually to discuss Agronomy programs and provide feedback. These groups normally rotate membership at 2 or 3 year intervals, bringing new viewpoints regularly.

5. Extension Boards

Cooperative Extension programs at the county level have appointed boards serving in an advisory capacity for programming purposes. The Extension Boards are appointed by the County Commissioners/Supervisors of the county and typically serve a four year term. The memorandum of understanding between University of Nebraska Cooperative Extension and the individual counties specifies that the individuals appointed should represent the diversity of programs and

ethnic backgrounds residing in the county. Currently there are 81 Extension Boards in Nebraska with a total membership of 702.

Similar programmatic issues (needs) were identified during each part of these six separate attempts to “listen” to the needs of residents of Nebraska. The Cooperative Extension Division and the Agricultural Research Division of the University of Nebraska Institute of Agriculture and Natural Resources believe that issues identified through these processes validates the program topics on which the Cooperative Extension Division and the Agricultural Research Division are working. Printed below are what we heard and the differences from the last time “listening” sessions were held in 1994.

WHAT WE HEARD IN 1999

Communities: Need quality jobs in communities throughout the State to hold young people who have education and sk
applies to large and small communities.

Economy: Concern with the overall agricultural economy, particularly grain and livestock prices. Must compete in the g

Families: Increased concern regarding the status of families from what we heard in 1994. Schools, services, family finances, nutrition, parents holding multiple jobs, lack of basic parenting and survival skills in young families, and schools given family responsibilities are among the issues.

Lack of Control: A lot of uncertainty with increased complexity including global economics, regulations, change in rural la
policies ranging from rules and regulations to legislation.

Lifelong Learning: Wanted and needed. Bring the University programs out state. Use the technical equipment already available. Collaborate with other higher education institutions around the State. Strong support for Extension programs as an essential source of non-credit programs. Need to assess the role and contributions of Extension Educators to provide a connection to the total University.

Livestock Industry: The trends in concentration, vertical integration, balancing supply with the domestic and internationa

Population: The population is shifting from rural to urban areas; especially Lincoln and Omaha. With an aging population
in rural areas.

Research: Support for both basic and applied research. Request for more research in the rural and social sciences to focus
private sector; and in environmental sciences on the interface between agriculture and environmental concerns.

Water Quantity and Quality: These issues continue as high priorities. A particular concern is the quantity of water availabl

ISSUES SHOWING INCREASED CONCERN IN 1999 Differences from 1994 Listening Sessions

- Agricultural Economy: Low profitability, evolving crisis situation. Difficult since the non-farm economy is doing very well
- Environmental Concerns
- Families and Communities: Related to families, youth, viable communities, quality of life
- Food Safety Issues
- Livestock Concentration Issues: Impact on the environment and communities
- Lack of Management Control: Increase in regulations, global markets - uncertainties

IV. COLLABORATIVE EFFORTS WITH OTHER COLLEGES AND UNIVERSITIES

University of Nebraska is the only university in Nebraska that has a land-grant mission. The University of Nebraska's Institute of Agriculture and Natural Resources is also the only state college or university authorized to deliver agriculture and agriculturally-related programs on a statewide basis.

The Cooperative Extension Division of Institute of Agriculture and Natural Resources has established collaborative relationships with University of Nebraska-Omaha to deliver food safety and urban landscape programs. We collaborate with University of Nebraska-Kearney on tourism and work with University of Nebraska Medical Center on health care policy education. Negotiations are underway to develop a memorandum of understanding between the Cooperative Extension Division and the University of Nebraska Medical Center to cooperate on agricultural safety programs.

Nebraska has two 1994 Tribal Colleges — Little Priest Community College in Winnebago and the Nebraska Indian Community College at Macy. Leadership, nutrition and youth education are three issues on which we are collaborating. Discussion has also been initiated in the natural resources arena.

University of Nebraska Cooperative Extension is a collaborator with four Learning Centers across Nebraska. These Learning Centers are typically established in partnership with the private sector, local community colleges and other state colleges. Cooperative Extension is engaged in delivery of non-credit education at each of these Learning Centers located at Scottsbluff, North Platte, Grand Island and Norfolk.

V. JOINT EXTENSION/RESEARCH PROGRAMS AND MULTI-DISCIPLINARY COLLABORATION

University of Nebraska's Institute of Agriculture and Natural Resources, which is the "umbrella" unit for the Agricultural Research Division and Cooperative Extension Division, regularly conducts listening sessions across Nebraska to identify critical issues. These events provide the opportunity for both Research and Extension to keep abreast of issues of importance and what type of help Nebraskans expect from Research and Extension. These listening sessions form the foundation of our strategic plans which influence both Research and Extension programs. (*See description of most current listening sessions in Section III.*)

The Cooperative Extension Division and the Agricultural Research Division have a long tradition of working together on issues. Currently of our 118 Extension specialists (generally Ph.D. trained and holding tenure leading positions), 96 or 81% hold a joint appointment between Cooperative Extension and Research. About half of these specialists are located in five Research and Extension Centers located across Nebraska. Faculty at these centers typically have a 50 percent research and 50 percent extension appointment. For faculty on campus, the appointment is more often 75 percent extension and 25 percent research. These joint appointments are designed to ensure that research-based knowledge can be incorporated into extension programs that are helping people improve their economic, environmental and/or social well being.

The approximate annual investment of Cooperative Extension funds to support faculty with joint appointments with Agricultural Research Division is as follows:

Faculty salaries and fringe benefits	\$ 5,546,880
Other operating support	\$ 1,742,760
Grant and contract funds	\$ 2,841,060
Total	\$10,040,700

This total of \$10,040,700 is about 29.5 percent of the total 1998-1999 Cooperative Extension budget.

For the near future, the Cooperative Extension Division and Agricultural Research Division have identified six priority areas where research and extension faculty will be working to enhance discoveries and strengthen education. These areas include:

- Food Safety (*refer to Goal 2 -- Joint Extension/Research Program Component*)
- Integrated Pest Management (*refer to Goal 1 -- Joint Extension/Research Program Component*)
- Manure Management (*refer to Goal 4 -- Joint Extension/Research Program Component*)
- Precision Farming (*refer to Goal 1 -- Joint Extension/Research Program Component*)
- Water Quality with Emphasis on Hypoxia (*refer to Goal 4 -- Joint Extension/Research Program Component*)
- Workforce Preparation and Retention (*refer to Goal 5 -- Joint Extension/Research Program Component*)

We have teams of faculty working on these critical issues. The teams have identified both research and extension goals they wish to achieve. Extension and research administrators have worked to help faculty on these teams strengthen already sound linkages between research and extension including joint funding of some programmatic goals.

Multi-disciplinary Activities:

Multi-disciplinary program activity is encouraged and there are several organizational arrangements that help support this effort. At the outstate Research and Extension Centers previously mentioned, the faculty include multiple disciplines at each center, usually with one or two faculty of each traditional discipline at each center. They're involved in applied research and extension related to the needs of that particular area and multi-disciplinary activity in the normal approach.

Another mechanism to help foster multi-disciplinary activity is the Institute of Agriculture and Natural Resources Interdisciplinary Centers. These include Centers for Biotechnology, Food Processing, Grassland Studies, Global Environmental Change, Industrial Agricultural Products, Rural Community Revitalization and Development, Sustainable Agricultural Systems, Water/Environmental Programs, Communication and Information Technology and Pork Central. These centers serve to bring faculty together from diverse disciplines and departments to work together in dealing with problems that need multi-disciplinary solutions.

Cooperative Extension currently has 12 multi-disciplinary action teams to address issues of critical importance. All these teams involve faculty from a variety of disciplines, and include campus, district research and extension centers and county representation. As the need arises, Cooperative Extension also develops ad-hoc task forces which are also multi-disciplinary in nature. A current example of such a task force is the one addressing the farm/ranch family economic situation.

Inter-disciplinary team efforts are recognized and rewarded through the annual Cooperative Extension and Institute of Agriculture and Natural Resources Team Awards given to the teams which have outstanding accomplishments. The Cooperative Extension administration believes strongly that the "multi" approaches - disciplinary, function, and state -- are important to best address the needs of our stakeholders. While not appropriate for every type of program, we encourage these collaborations where possible and try to use resources and a reward system to help in this regard.

Institute of Agriculture and Natural Resources is in the midst of developing a new strategic plan, based upon extensive stakeholder input at listening sessions held throughout the state in early 1999. The new strategic plan will encourage change and continuous improvement. By working as a team, we can make commitments needed to move the extension, research, teaching and service programs of Institute of Agriculture and Natural Resources toward higher levels of contribution in Nebraska, the nation, and the world.

VI. PROCESS FOR RECEIVING STAKEHOLDER INPUT ON USE OF FORMULA FUNDS

University of Nebraska Cooperative Extension is seeking guidance in setting priorities from a 21st Century Task Force. The task force made up of 25 individuals from a variety of backgrounds is assessing the strengths of University of Nebraska Cooperative Extension as we enter the 21st Century. This task force began its work by reviewing the feedback from listening sessions (section III) and next reviewed funding, staffing, and program delivery. This task force will make recommendations for repositioning of programs in their final report to be submitted in August 1999.

As part of its work this task force will complete over 20 in-depth reviews with individuals representing leadership roles in organizations/agencies/clientele/stakeholders with whom Cooperative Extension works.

VII. MERIT REVIEW PROCESS

Review of University of Nebraska Cooperative Extension State Action Plans

Building programs based on “real problems” facing Nebraskans has been a long-term effort. Through listening sessions conducted by University of Nebraska Institute of Agriculture and Natural Resources in 1995, five critical issues were identified: Agricultural Profitability and Sustainability; Children, Youth and Families; Food Safety, Health and Wellness; Strengthen Nebraska Communities; Water Quality and Environment were identified which became the focus of Cooperative Extension programming. To further refine these critical issues, Cooperative Extension conducted workshops around each of the five issues. The goal of each workshop was to identify and prioritize a set of desired outcomes. Over 400 Nebraskans representing different agencies, commodity groups and other organizations participated in these workshops.

Writing teams including specialists and educators used the information from the workshops to develop 12 extension action plans. The plans contain a brief situation statement, set of learning objectives, educational approaches to be used and an evaluation plan.

Drafts of these action plans were sent to all faculty having extension appointments for their review and input. The plans were also sent to workshop participants to help ensure the plans reflected their desired outcomes and priorities. After rewriting, all the plans were placed on our home page where the plans can be accessed by the public. Annually our teams have re-evaluated the plans and modified them as appropriate to reflect changes that continually occur around issues of critical importance.

In 1999 Institute of Agriculture and Natural Resources conducted “listening” sessions (see section III. Process established to consult with stakeholders) to determine current critical issues. The information gleaned has been shared with Cooperative Extension teams and the twelve action plans have been revised to reflect this input. As before, the revised plans are available to the public via the Internet.

Annual Merit Review of Extension Action Plans

University of Nebraska Cooperative Extension uses a continuous programming system “with a rolling horizon.” Nebraska does not start and stop its programming process, i.e. a new set of action plans every few years, but instead relies on teams of faculty leading action plans to look forward and make adjustments at least annually. This is our commitment to clientele and stakeholders.

To accomplish this task, teams of Extension faculty are responsible for continuously listening for changes that need to be made in Nebraska’s twelve action plans. Annually the teams are asked to critique their plans, evaluate their success toward achievement of goals and to establish new benchmark outcomes to be achieved. It is the responsibility of the team leaders to have their action plan reviewed by at least five external stakeholders annually that are familiar with the subject matter area of the action plan. Typically these external reviewers represent one of the several hundred organizations/agencies that have been involved in Cooperative Extension programs during the past five years. The merit review questions asked annually are:

- Does the action plan address “real world issues” identified during listening sessions with clientele and stakeholders?
- Does the action plan represent work which is complementary, but not duplicative, of work of other educational entities in the state/region?

- Are the goals of the action plan clearly written, complete and appropriate?
- Are the outcomes to be achieved stated in measurable terms?
- Are the key program components clearly matched to the program goals and the outcomes to be achieved?
- Is there an element of risk included in the action plan?
- Are there potential collaborators for the action plan?
- Can the proposed action plan be accomplished with the constraints of resources (personnel, program support)?
- Are there potential sources for grant/contract funding to support the action plan?
- Are there program elements of the plan that have been identified for reduction in emphasis or elimination?

Review by Extension Boards *(See Section III)*

Merit review of Federal Plan of Work

Extension program leaders from Kansas, Nebraska, South Dakota and North Dakota meet on a regular basis to develop joint program opportunities for these four states. Programs impacting all four states have been developed as a result of these regular planning meetings. To increase the effectiveness of programs in these states, the program leaders exchange plans of work in agriculture and natural resources, family and consumer science, youth and community resource development programs. Program leaders review plans of work of the other states for both content and methodology and make recommendations as appropriate.

Merit review of Special Funded Programs

Cooperative Extension faculty have increased their participation in competitively funded educational programs. These projects may be funded by agencies, organizations, foundations or other entities. These competitions have substantial relevance and technical review of proposals prior to the awarding of funds. Since these projects directly support issues of critical importance, a portion of Nebraska's Extension educational programs receive a periodic and substantial review through this process. Furthermore, all of our administrative units have a regular five year program review by a team composed of external constituents. During programmatic reviews, time is dedicated for review of extension programs in which the unit is engaged.

VIII. MULTI-STATE EXTENSION PROGRAMS

Extension program leaders from Kansas, North Dakota, South Dakota and Nebraska have been collaborating on programming opportunities for about four years. We have developed and offered three inservice opportunities for faculty from the four states. These inservice opportunities have focused on program impact assessment, responding to change in agriculture and program planning. Collaboration by faculty among the four states has been encouraged and supported by Extension Administrators in the four states.

University of Nebraska Cooperative Extension has formal arrangements to cooperate with Kansas State University on the delivery of sheep, post-harvest grain quality, and food safety programs. University of Nebraska no longer has subject matter specialists in sheep and grain quality arenas, thus we contract with Kansas State for educational programming assistance. We are working on collaborative food safety research and extension programs with Kansas State to strengthen the work in both states. Kansas and Nebraska have conducted a joint Grain Sorghum research and education symposium for several years. The symposium location alternates between states and includes significant participation by the grain sorghum commodity groups in both states.

Faculty at our Panhandle Research and Extension Center at Scottsbluff are encouraged to collaborate on crop production with colleagues from Colorado State University and University of Wyoming. Crop production/protection manuals have been jointly written by faculty from these three universities and distributed to clientele in this high plains geographic region. We are engaged in current discussions to pursue more formal collaboration arrangements with both states.

There are many other examples where we are working with other states to offer programs including multi-state vegetable production conferences, irrigation management conferences and livestock production conferences. We also have, and are collaborating, on educational water quality programs that are delivered on a watershed basis, thus crossing state boundaries. Most notable is collaborative work with Kansas on the Blue River Basin. Several faculty are engaged in a 4-state consortium (Missouri, Kansas, Iowa, Nebraska) to develop extension and research programs focused on enhancing the profitability of grazing pastureland and range resources.

The fiscal year 1998-1999 federal formula funds (3b & 3c) received in Nebraska were \$4.2 million dollars. An overview of multi-state programming is shown in Appendix 1 that totals \$1.13 million. Information in appendix should not be viewed as a complete listing because not all faculty responded to our request for time committed to multi-state programming.

IX. SUMMARY OF CRITERIA FOR IN-DEPTH REVIEW OF THE PLAN OF WORK CONTENT

1. Are critical agricultural issues addressed in the plan (*See Section III*)
2. Is the planned stakeholders process appropriate? (*See Section III*)
3. Has appropriate attention been given to the needs of under-served populations? (*See Section III*)
4. Does the plan indicate the level of Federal formula funds in proportion to all other funds available at the director or administrator level? (*See Section I*)
5. Does the plan provide evidence of multi-state, multi-institutional, and multi-disciplinary and integrated activities? (*See Section IV & V*)
6. Does the plan identify expected outcomes and impacts for each of the proposed program? (*See Section II*)

Summary of Multi-State Programs and Activities

Assumptions

- 1) Educator time including benefits and operating support is valued at \$32/hr.
- 2) Specialist time is \$51/hr.
- 3) Meeting costs (travel, food, hotel) are valued at \$300/day
- 4) Day is considered 9 hrs., a year is 2,250 hrs.

Multi-State Programs and Activities Supporting Goal 1:

Managing Change in Ag Conference - KS, ND, NE, SD

3 days x 15 faculty (mix of educators/specialists)	\$17,000
x 9 hr. x \$42/hr.	
travel = 15 x 3 x \$300	13,500

Four-State Horticultural Workshop - IA, KS, MO, NE

3 days - 4 faculty (3 x \$42 x 9 hrs. x 4)	4,500
travel = 4 x 3 x \$300	3,600

Four-State Grazing Meeting - IA, KS, MO, NE

3 days - 8 faculty (3 x \$51 x 9 hrs. x 8)	11,200
travel = 8 x 3 x \$300	7,200

NC SARE Program - host institution

50,000

Multi-State Soybean Cyst Nematode Project

John Wilson (38 days x \$32 x 9)	10,900
Project Support	2,500

Kansas-Nebraska Grain Sorghum Conference

2 days x 5 faculty x 9 x \$42	3,800
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Kansas-Nebraska-Colorado Tri-State Irrigation Meeting

12 faculty x 3 days x \$42 x 9	13,600
travel = 12 x 3 x \$300	10,800

Kansas Contract on Post-Harvest Grain Quality

7,000

Kansas Agreement on Sheep Programming

3,500

Regional Livestock Marketing Agreement - CO

7,500

NC Extension Committees:	
IPM - Bob Wright, 3 days x 9 x \$51	\$ 1,400
travel = 2 x \$300	600
PIAP - Shripat Kamble	2,000
PAT - Schulze, Ogg & Vitzthum	6,000
Alternative Swine - Levis & Bitney	4,000
Regional Swine Work - Levis, Brumm, Reese, Bitney	
70 days x 9 x \$51	32,100
Farm Management - Selley	2,000
Small Farms - Dave Varner	2,000
MWPS Meeting - Bodman, Shelton, Koelsch (contributes to Goal 4)	6,000
MWPS Publication work - Shelton, 8 days x 9 x \$51 (contributes to Goal 4)	3,700
MWPS Assessment (contributes to Goal 4)	12,000
NC ANR Program Leaders' Meetings - 2 meetings annually	5,800
National Involvement:	
Manure Management Initiative - Koelsch	
(10% + travel) (contributes to Goal 4)	15,100
Panhandle Cooperation w/WY & CO:	
Sugar Beets, Dry Edible Beans, Wheat, Alternative Crops,	
Weed Control - Wilson (10% = 225 hrs. x \$51)	11,500
Varieties Selection - Nuland (25% = 563 hrs. x \$51)	28,700
Insect Control - Hein (10% = 225 hrs. x \$51)	11,500
Jointed Goat Grass - Lyon (5% = 113 hrs. x \$51)	5,800
Alternative Crops - Baltensperger (18% = 405 hrs. x \$51)	20,700
Water Management - Yonts (25% = 563 hrs. x \$51)	28,700
Potatoes - Pavlista (15% = 338 hrs. x \$51)	17,200
Machinery Management - Smith (8% = 180 hrs. x \$51)	9,200
<u>Multi-State Programs and Activities Supporting Goal 2:</u>	
Kansas-Nebraska Food Safety Cooperation - Burson & Brashears	
(50 days x \$51 x 9)	23,000
Food Safety Video for national distribution to small-scale meat processors	
Burson (35 days x \$51 x 9)	16,000
Brashears (30 days x \$51 x 9)	14,000
Cichy (80 days x \$32 x 9)	23,000
<u>Multi-State Programs and Activities Supporting Goal 3:</u>	
NC FCS Program Leaders' Meetings	
2 meetings annually (contributes to Goal 5)	5,800

Multi-State Programs and Activities Supporting Goal 4:

NC Extension Committees:

Hypoxia - Franti	\$ 2,000
Kansas-Nebraska Blue River Basin - Franti (90 days x \$51 x 9)	41,300

Multi-State Programs and Activities Supporting Goal 5:

NC NELD Program

3 people - registration	6,000
travel = 3 x 4 days x 4 trips x \$300/day	14,400

National NELD

2 people - includes travel	24,000
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NC 4-H Program Leaders' Meetings - 2 meetings annually	5,800
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NC CRD Program Leaders' Meetings - 1 meeting annually	2,900
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4-H

Foundation Directors - Heusel & Friesen, 12 days x 9 x \$51	5,500
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Cooperative Curriculum System - Etling, Lodal, Fox, 30 days x 9 x \$51	13,800
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Character Counts - Heusel & Lodal, 42 days x 9 x \$51	19,300
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Global Conference - Caldwell & Lodal, 20 days x 9 x \$51	9,200
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National Recognition - Martikainen & Lodal, 17 days x 9 x \$51	7,800
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NC 4-H Staff Development, Asset Mapping - Heusel et al. 36 days x 9 x \$42	13,600
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NE 4-H Leader Forum - Fox, Caldwell, Lodal, 15 days x 9 x \$51	6,900
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International Exchange - Caldwell, Lodal, Etling, 46 days x 9 x \$51	21,100
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AK-SAR-BEN - Heusel & Nold, 16 days x 9 x \$51	7,300
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National Service Learning - Caldwell, 8 days x 9 x \$51	3,700
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National Involvement:

Small Scale Entrepreneurship - Thayer (10% + travel)	15,100
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Multi-State Programs and Activities Supporting All 5 Goals:

Evaluation Conference - KS, ND, NE, SD

Same as Managing Change	30,500
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Four-State Program Leader Meeting - KS, ND, NE, SD

2 days - 4 leaders x \$75 x 9	5,400
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travel = 4 x 2 x \$300	2,400
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NC Extension Committees:

Policy - Frederick & Stevens	4,000
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NC Deans' Meeting	
3 days, twice a yr. x \$75 x 9	\$4,000
travel = 3 days x 2 meetings x \$400	1,800
National Involvement:	
PODC - Niemann (10% or 225 hrs. x \$51)	11,500
3 mtg./yr. x 4 days x \$300	3,600
Miscellaneous Multi-state Projects	
Reported by Educators	
364 days x 9 x \$32	104,800
Reported by Specialists	
2.31 FTEs x 2,250 hrs. x \$51	265,100
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TOTAL	\$1,127,200

25% of FY98-99 Federal Formula Funds (3b & 3c) = \$1,039,345