

**ANNUAL REPORT  
OF  
ACCOMPLISHMENTS AND RESULTS  
THE  
ALABAMA  
COOPERATIVE EXTENSION SYSTEM  
(Alabama A&M University–Auburn  
University–Tuskegee University)  
FISCAL YEAR 2000**

**CERTIFICATION**

The Alabama Annual Report of Accomplishments and Results has been reviewed and approved by the 1862 Extension Director - Auburn University, the 1890 Administrator - Alabama A&M University, and the 1890 Administrator -

Tuskegee University. By separate correspondence, the Administrator, CSREES, has been notified that the Alabama Annual Report of Accomplishments and Results has been electronically transmitted by a duly sanctioned designee (Ronald L. Williams, Extension Head, Program Planning and Development). As such, and consistent with the stated guidelines, no signatures are required.

## **INTRODUCTION**

The Agricultural Research, Extension and Education Reform Act (AREERA) Annual Report of Accomplishment and Results from the State of Alabama reflects the program accomplishments of the Alabama Cooperative Extension System (Alabama A&M University and Auburn University) and of the Tuskegee University Cooperative Extension Program. The AREERA Annual Report of Accomplishments and Results details some of the more noteworthy program outcomes of Cooperative Extension work in the State of Alabama and reflects a positive and productive program-planning interface among the three institutions. Where appropriate, institutional identification associated with specific outcomes is noted.

The Alabama Annual Report of Accomplishments and Results reflects the Cooperative Extension programs funded by Federal agricultural extension formula funds and the required matching funds. In addition, it should be noted that many of these same programs are subject to the benefits of fiscal inputs leveraged from other sources.

This Annual Report of Accomplishments and Results is constructed consistent with the design and format of the Agricultural Research, Extension and Education Reform Act (AREERA) Plan of Work from the State of Alabama. Alabama was most appreciative of the allowed flexibility in the design of our AREERA Plan of Work. Such flexibility of design was beneficial in that it allowed Alabama Cooperative Extension to produce a program plan that was foremost in addressing the critical needs of our citizens and that also met the stated needs of our Federal partner. This Annual Report of Accomplishments and Results closely mirrors the design and format of our AREERA Plan of Work. Consistent with the guidance issued by CSREES, the Alabama Annual Report of Accomplishments and Results will address the stated components of Planned Programs, Stakeholder Input Process, Program Review Process, and Evaluation of the Success of Multistate Extension and Integrated Research and Extension Activities. Given that the three institutions (Alabama A&M University, Auburn University, and Tuskegee University) cooperated fully in the development and implementation of the AREERA Plan of Work the Annual Report of Accomplishments and Results is by definition, evidence of inter-institutional program planning, program implementation, and program accountability.

## **PLANNED PROGRAMS**

### **AGRICULTURE**

*(The following program accomplishments are most closely related to national goals 1, 2, & 4.)*

As they begin a new century, farmers face a set of challenges scarcely imaginable at the turn of the last century. Globalization is now a cold, hard economic fact of life for every Alabama farmer. As markets increasingly become internationalized, virtually every sector of the Alabama farm economy faces head-to-head competition with counterparts in foreign countries. Extension remains committed to providing producers with tools they will need to maintain their competitive edge in this increasingly international, consumer-driven farm economy. However, the biggest story in Alabama agriculture in 2000 combined high-tech communication and low-tech, old-fashioned sharing. The 100-year drought showed Alabama and Alabama Cooperative Extension at its best.

#### **Drought Relief**

As severe drought conditions intensified throughout Central and South Alabama, Extension coordinated at the county level one of the most successful farm-relief efforts in Alabama history: a statewide haylift. While Extension agents in South Alabama coordinated efforts to identify local producers in need of hay, agents in North Alabama coordinated the identification of producers willing to donate hay. By the time the haylift ended in September, more than 18 million pounds of hay had been provided to producers in 34 counties.

Extension also helped drought-stressed peanut growers reduce operating costs by following pesticide application recommendations. For example, growers were specifically advised to follow AuPnut, a computer program designed to reduce fungicide applications for leaf spot. Growers who followed this recommendation reduced their applications to three, compared to six for those who followed the traditional approach.

#### **Protecting the Environment**

Protecting the environment while increasing quality and profitability is a hallmark of Extension agricultural education. For example, nutrient-management programs stress the important balance between soil fertility and environmental quality. Under the Extension-sponsored Certified Animal Waste Vendor program (the first of its kind in the nation), more than 500 people have been certified to transport and apply animal waste using environmentally sound methods. Almost 300 Concentrated Animal Feeding Operations (for beef cattle, swine, and poultry) now operate under nutrient-management plans. Efforts are under way to help Alabama's remaining 4,000 smaller-scale animal feeding operations draft similar

plans. Master Gardeners are also learning how to manage nutrients in the urban landscape in order to protect watersheds such as Cahaba River in Jefferson County and the Fish River in Baldwin County.

Pesticide training sessions were conducted in three Southwest Alabama counties, resulting in the certification of 90 Worker Protection Handlers and 80 Private Pesticide Applicators. More than 60 participants who already held commercially restricted pesticide permits in Alabama and Florida were awarded continuing education credit. Alabama pesticide education specialists trained producers throughout the state in safe pesticide use and organized and conducted pesticide-dealer meetings attracting more than 150 people. Extension agents also trained more than 2,500 new pesticide applicators. Some 1,200 commercial applicators were trained and re-certified.

Pumpkin production is on the rise in Alabama. Two Alabama Extension specialists, in cooperation with Experiment Station researchers, are developing new approaches for dealing with powdery mildew, a perennial problem for southeastern pumpkin producers. A major focus of this effort has been developing an effective scouting program so that growers will be able to identify the disease in its earliest stages in order to reduce the number of fungicide applications.

### **Greenhouse Production Short Courses**

Extension-sponsored greenhouse short courses held in three locations through Alabama provided basic training in greenhouse practices to small-scale growers and employees of larger companies. These area courses offered a cost-effective alternative for people who otherwise would have had to travel farther to attend state or multistate courses.

### **Gypsy Moth Monitoring**

The Extension-sponsored Gypsy Moth Detection Program established traps throughout the high-risk areas of North Alabama to monitor the spread of this insect, considered one of the nation's most destructive forest-tree pests. Specially designed traps, set in 45 Alabama counties in April and checked at least twice prior to their retrieval in August, reveals the insect's presence in three counties. The bulk of the trapping is carried out by active and retired Extension agents and by Master Gardener volunteers.

### **Farm Business Help Online**

Accurate, updated market data is the lifeblood of any farming operation. With this in mind, Extension economists have developed a weekly Profit Profile, available online, featuring current cash, contract, and future prices for Alabama's principal agricultural commodities. A profit calculator enables producers to determine commodity profitability at current prices. Alabama agricultural enterprise budgets enable producers to better calculate farm operation profitability.

### **Fire-Ant Control**

Through the Alabama Fire Ant Management program, Extension personnel, in cooperation with Auburn and Alabama A&M University faculty and USDA researchers, are conducting fire-ant control demonstrations in Tuscaloosa, Montgomery, and Baldwin Counties to identify effective methods for controlling this pest. Agents in Talladega and Houston Counties have conducted experimental releases of phorid flies, which are intended to provide biological control of the ants.

### **Stored Grain Management**

Extension agents and specialists worked with Alabama producers throughout 2000 to improve stored grain quality. Telephone surveys gauged the extent to which producers have adopted Integrated Pest Management (IPM) practices, an environmentally friendly approach to insect eradication. Insect infestation data were collected from at least one farm site in each county.

Alabama and Georgia Extension sponsored an IPM workshop, offering extensive video and hands-on instruction on stored-grain management. Three phosphine gas detectors were purchased for use in different areas of the state to aid stored grain fumigation.

### **Assuring Beef Quality**

In only its second year, the Master Cattle Producers Training Program, which has already certified more than 800 cattle producers, has garnered rave reviews from cattle producers in every corner of Alabama. Master Cattle Producers must complete six days of intensive training and pass a series of exams covering the program's entire instructional manual. The Alabama Beef Quality Assurance Certification Program strives to ensure that Alabama-grown beef meets and even exceeds consumer demands.

### **Increasing Poultry Profitability**

Extension biosystems engineers have developed a number of methods to help growers maximize growth of poultry through careful monitoring and regulation of indoor air quality and other environmental factors. Studies have consistently shown that growers can post significant gains in profitability by adopting these practices.

### **Cotton Advances**

Area cotton tours have been widely credited with the rapid and widespread adoption of new technologies. The tours provide growers with first-hand exposure to the new technologies and allow them to talk with growers already using these technologies. Extension has developed a rapid identification system that will enable growers to take quick action against two perennial cotton pests indistinguishable to the naked eye: tobacco budworms and bollworms.

Extension is also helping producers adopt conservation tillage practices that save on farm-labor and fuel costs. Six winter cotton production meetings were held in North Alabama to provide information on cover crops, fertilization, crop residue burn-down, and weed control to help farmers avoid costly mistakes in switching to conservation tillage practices.

Every season cotton producers face the decision of how to defoliate and prepare the cotton crop for picking. Small on-farm trials were conducted to help determine what defoliation materials work best under different conditions. Four demonstrations evaluated ten different defoliation combinations.

### **National Clover Symposium**

In August 2000 an Alabama Extension agronomist chaired the first-ever National Clover Symposium, sponsored by the Oregon Clover Commission and hosted by the National Association of County Agricultural Agents. The symposium, which focused on the challenges and opportunities associated with growing clovers, was targeted both to Extension agents and key research scientists.

### **Computer-driven Weed Management**

Field evaluations were conducted to assess the effectiveness of the Herbicide Application Decision Support System, a computer program designed to help producers make sound economic weed control decisions. Alabama Extension experts are tailoring the program for use in major crop production areas of the state.

### **Geo-spatial Data**

Geo-spatial information holds great promise for producers. In conjunction with Auburn University, the Extension System has developed a facility through which experts will construct a comprehensive geo-spatial database. The data has already been used to assess potential pollution problems in some Alabama watersheds. Eventually the data will also help producers develop their own comprehensive farm management plans.

### **Water Quality**

Extension professionals are developing an Internet-based water quality information network, the primary aim of which will be to offer online educational material in order to enhance local citizen understanding of water quality. Extension and USDA have formed a partnership with NASA and EPA to make better use of geo-spatial technology as a tool for enhancing pollution prevention education at the watershed level.

### **Sand as a Litter Source**

Research and Extension faculty in the Auburn University Department of Poultry Science are exploring sand as a bedding material and as an alternative to other, more expensive materials such as pine shavings and peanut hulls. With funding provided internally and through the U.S. Poultry and Egg Association, Extension

has placed sand in 12 commercial broiler houses in order to evaluate its effectiveness in comparison to other approaches.

### **Assisting Alabama's Blue Crab Industry**

An Extension seafood technologist was enlisted by representatives of the Alabama blue crab industry to defuse a serious confrontation with the U.S. Food and Drug Administration stemming from what was widely perceived as the agency's too stringent interpretation of food safety regulations relating to blue crab handling and processing. Partly as a result of his efforts, FDA has begun a nationwide standardization process to avoid similar problems in the future.

### **Distance Learning**

For the first time in its history, the Mobile-based Extension and Research Center, in cooperation with Auburn University and Faulkner State Community College, offered seafood processing classes via the Internet from a Bay Minette classroom. This also marked the first time in Auburn University's history that the Internet was used for real-time video instruction and audio distance learning in multiple classrooms. The course also received high marks from the students.

### **Irrigation Demonstrations**

A drip-irrigation demonstration project aimed at limited-resource fruit and vegetable farmers completed its sixth year in 2000. Carried out with growers in close cooperation with their local Extension agents, the project features a one-day training session through which growers are introduced to all essentials of drip irrigation. Extension typically underwrites the bulk of setup costs for these demonstrations, leaving growers to pay only a fraction of the cost. Once the projects are set up, growers host on-farm tours in order to introduce other growers to the technology.

### **Dairy Summit**

Cooperation among Alabama Extension animal and dairy scientists and counterparts in other states resulted in a series of joint meetings. Multi-state discussions have also explored other joint ventures, such as the publication of a dairy newsletter and related activities. A Southeastern Dairy Regional Summit is being organized by Alabama and four other states to address the economic concerns of the dairy industry.

### **International Outreach**

Extension specialists continue to carry the tradition of outreach to distant parts of the globe. Efforts are ongoing to assist international agricultural market development with funding provided by several public and private partners including the U.S. Air Force, which provided transportation for an Extension-sponsored project in Romania.

The United Nations sponsored tours in which foreign scientists were placed with Alabama Extension personnel for visits for up to three months. All expenses,



including training fees, were underwritten by the U.N. Two additional agricultural study tours of Hungary, Poland, and former East Germany enabled more than 100 Alabama producers and agricultural leaders to tour Eastern Europe. Almost 140 of their former East German counterparts have come to Alabama. Additional visits are planned for 2002. Host families enabled 30 Hungarian agricultural students to complete six-month internships with Alabama farms and agribusiness's.

### **Leadership Development**

Through its successive two-year classes, the Alabama Agriculture and Forestry Leadership Development program continues to train emerging generations of agricultural leaders in public policy and effective industry and community leadership. The current class of 27 will graduate next year and join the other 166 graduates.

### **Agricultural Expos and Meetings**

Agricultural producers had many opportunities in 2000 to see and hear what other producers are doing as well as take a closer look at new technology. The annual Southeastern Agricultural Expo in Moultrie, Georgia, highlighted Alabama in 2000.

Throughout the year, Extension, along with the Alabama Agricultural Experiment Station and Auburn's Colleges of Agriculture and Forestry and Natural Resources hosted a series of meetings to listen to and interact with Alabama farmers and forest owners. Beginning with an Agriculture and Forestry Roundtable on campus at Auburn University in June, which drew more than 140 people, the Roundtable meetings continued at six locations throughout the state during October, drawing a total of 400 participants. The Roundtable meetings will conclude in February 2001 with an Agriculture and Forestry Resource Summit in Montgomery. In addition, five meetings were held during the year to explain and promote a special legislative request for funding for 40 new field-based Extension staff, including 24 in agriculture.

Working with two neighboring Southern states, Extension also sponsored the Gulf States Horticultural Expo, an annual event in Mobile, which provides educational and business opportunities for nursery, greenhouse, and landscaping industry professionals. Expo participation has increased dramatically with each passing year, attracting more than 4,000 visitors and 600 exhibition booths in 2000.

### **Distance Diagnostics through Digital Imaging system (DDDI)**

Fifty agents have been trained to use the Distance Diagnostics through Digital Imaging system (DDDI) for rapid diagnosis of plant diseases. DDDI uses digital imaging and the Internet to identify and diagnose diseases or pests. DDDI can reduce diagnosis of plant diseases from days and weeks to one to two days, saving producers by reducing crop loss and treatment costs. Currently there are

eight DDDI sites. Extension will expand DDDI to other sites throughout Alabama within the next year as well as expand the system to other disciplines.

## **AGRICULTURE, TUSKEGEE**

### **Low-Volume Beef Producers Get Bulls**

Beef cattle production is the major source of income for most limited resource farm families in the Alabama Black Belt counties. Traditionally, limited resource beef producers have marketed lightweight calves that have poor carcass quality. These calves took too long to reach the desirable market weight to earn reasonably good prices and profits. The Tuskegee University Cooperative Extension Program with assistance from the Natural Resource Conservation Service conducted intensive beef cattle workshops and clinics, concentrating on upgrading herds with performance tested bulls and improving nutritional programs. Health management, parasite control, and pasture and hayfield renovation were also emphasized and demonstrated. During the year, Four producers in Dallas and Perry Counties reduced fertilizer applications by incorporating legume crops in grazing pastures and hayfields. Twenty-two producers in these counties and in Lowndes and Wilcox counties increased weaning weights, some on an average by 142 pounds and market weights by 208 pounds, thereby, increasing their income by \$135.05 per calf. One producer started his own pasture feedlot operation to increase production of beef in a shorter time period.

### **New Market Initiative, More Than a Buzzword**

The main barrier to maintaining a steady year round income from low-volume commercial fruit and vegetable production in Central Alabama is the lack of a consistent market. The Tuskegee University Cooperative Extension Program with assistance from the Alabama Farmers Market Authority and the health departments of Dallas and Perry counties have collaborated efforts to establish local farmer markets. In order to sale fresh produce at these markets, farmers must become certified, through training in practices required by the state. Most of the fresh produce was sold to WIC mothers, and some to the general public. Two commercial vegetable growers increased their net income by \$2,300 with the aid of an additional market to sell fresh produce. More than 530 WIC mother participated in the local farmers market program and purchased fresh produce for their families, thus improving their diets. In another county, a farmers market that caters to seniors has been developed. Twenty-six commercial vegetable growers formed a cooperative to increase production and expand marketing opportunities.

### **Small-Scale Farmers Get it Together**

Recognizing that strength is in the numbers, the Tuskegee University Cooperative Extension Program has helped operators of low-volume, limited resource farms to create farm cooperatives. Organized in 1994 with 4 members, the Macon County Farmers Organization (MCFO) has grown to over 45 farming families. As a group, they have been able to accomplish goals not possible for individuals acting alone. For example, they are upgrading their beef herds with bred heifers provided with a \$65,000 grant from Heifer Project International, purchased fencing and feed at volume discounts, and received \$1,281 from the RC&D council to have farm record books produced that are relevant to their particular needs. This year, due to the severe drought that increased the scarcity and cost of hay, farmers in this group were able to purchase hay at \$10 per 1500 lb. roll, where prices were as high as \$70 per roll for individual farmers. Cooperatives also help Tuskegee University to provide educational activities and technical assistance to farmers. Cooperatives have also been organized in Sumter County where farmers learn in groups at field days. Also, in Dallas County, farmers partnered to market fresh vegetables and to market beef to a local processor. The latter is a market that is not generally available to low-volume producers.

### **Caged Fish for Income and Nutrition**

Caged production of Tilapia and other fish has potential for adding income to small farming enterprises, but has not been introduced to operators of small farms in the Alabama Black Belt. The Tuskegee University Cooperative Extension Program in Lowndes County conducted Tilapia cage culture demonstrations for the past two years and hosted one area Tilapia Field Day Tour at a successful Tilapia farm. Topics covered: cage design and construction, fingerling selection, feeding strategies, oxygen levels, water quality and marketing. As a direct result of these demonstrations, several small farmers have included cage culture fish as a part of their farm operation plan. Four farmers reported that they have developed home based markets to sell their fish, in addition to supplementing the home food supply.

### **Low-Volume Meat Processors Still in Business**

Tuskegee University, in cooperation with other 1890 universities, is helping small-scale meat, fish and poultry processors to stay in business. Located in Alabama, Georgia, Louisiana, South Carolina and Mississippi, targeted small-scale processors, like their large counterparts, also must comply with the requirements of HACCP (Hazard Analysis and Critical Control Points) in food safety, or close their processing operations. Fifty-six small scale processors attended training workshops at Tuskegee University (June 2000), Southern University (Louisiana, November 2000) and Fort Valley State University (Georgia, January 2001) to learn HACCP requirements and techniques with particular emphasis for small-scale meat processors. Cooperatives are being formed with more processors and producers coming together as marketers of their products. Through follow-up calls from processors seeking additional

information, all indications are that their plants are meeting HAACP requirements, all expressing appreciation for Tuskegee University's assistance. Some productivity gains have also been reported as a result of implementing HACCP procedures.

### **Vegetables for Health and for Sale**

In Lowndes and Wilcox counties, like many other areas of Alabama, there is a large number of households that enjoy raising and producing fresh vegetables as a source of food and supplementary income. However, many need help with basic and advanced gardening information to help them improve product quality, production and to lower costs. Tuskegee University held group meetings, home visits and demonstrations that helped gardeners understand; (1) soil testing, (2) selecting transplants and seeds, (3) irrigation methods, (4) mulching, (5) weed control, and (6) insect and disease control programs. Annual county-wide garden meetings are held to address basic garden problems. As a result the quality and productivity has increased, those selling surplus receiving better prices. In Montgomery County, the most populous in the Black Belt, more than 100 new home gardens were established as a result of Tuskegee University working with special financial support provided by the Montgomery County Community Action Agency.

### **Mass of Small-Scale Farmers Updated**

Tuskegee University holds an Annual Farmers Conference to keep limited-resource farmers abreast with small-farming innovations and ever-changing policies that have particular affects on small farms. During Year 2000, the Farmers Conference featured innovative small forest management demonstrations, drip irrigation for small commercial vegetable operations and an update on the Black farmers lawsuit settlement and claim follow-up. Counselors on hand assisted more than 150 farmers with complications from the claim process. During the year, County Agents continued to update farmers on other strategies for maximizing profitability, including the engagement of alternative enterprises such as rabbit production, pasture poultry, and goat production.

## **FORESTRY AND NATURAL RESOURCES**

*(The following program accomplishments are most closely related to national goal 4.)*

The Alabama Cooperative Extension System is committed to helping Alabama citizens better manage and preserve more than 22 million acres of forestland and 60,000 miles of rivers and streams. Two-thirds of the state's land is covered with forests growing over 15 billion trees.

### **Urban Forestry**

Urban forestry is growing in Alabama. In 2000, many communities and cities took advantage of urban forestry programs offered by Extension and its partners in the Alabama Urban Forestry Partnership. Other members in the partnership include the Alabama Forestry Commission, USDA Forest Service, Auburn University School of Forestry and Wildlife Sciences, and the Alabama Urban Forestry Association. The partnership's Urban and Community Forest Financial Assistance Program provided more than \$250,000 in grant money for urban forestry projects to Alabama cities, nonprofit organizations, and institutions of higher learning. The grants enabled many Alabama cities to develop some of the best forestry programs in the Southeast.

The Tree Board Academy offered training to numerous local tree commissions and beautification boards in 2000. Youth education projects on the benefits of trees in urban environments also grew through special Arbor Day celebrations and urban forestry fairs. In addition, support of professional development and training for urban forestry students through an internship program provides mentoring experiences for young professionals as they shadow experienced urban foresters in Alabama cities with successful urban tree management programs.

### **The Forest Masters Program**

The Forest Masters Program went into full operation in 2000. Designed to motivate and recognize forest landowners and stakeholders for educational and service efforts related to forest resource management, the program had more than 200 applicants in 2000. The Alabama Treasure Forest Association also officially adopted the program as its education and service recognition program.

### **The Private Forest Management Team**

The Private Forest Management Team (PFMT), an educational, informational and technical support program for forest landowners, was active in several areas in 2000. The PFMT works with and is supported by Alabama forest industry's Sustainable Forestry Initiative. PFMT staff assisted with the regional satellite broadcast of the Master Tree Farmer 2000 educational program series from Clemson University. Eleven locations in Alabama hosted more than 280 forest landowners for the seven-week series. Twenty-three Extension agents and professional foresters assisted with the program. The PFMT website

(www.pfmt.org) was updated and several new items were added. One section gives landowners definitions and examples of forested wetlands, insight into legal issues, and options for managing wetlands. An online prescribed burning certification course provides professional foresters and landowners with information and training to prepare them for Alabama's Prescribed Burning Certification Exam. Also added to the website were slide shows and videos showcasing good forest stewardship on private forestlands.

### **Forest Products Development Center**

The Forest Products Development Center at Auburn University assisted in state economic development efforts by providing resource analysis, site evaluation work, market surveys, and technology guidance for new industrial projects in Chambers, Dallas, Monroe, and Lee Counties in 2000. A cooperative effort among Extension, Auburn University, and the Alabama Forestry Commission, the Center provided technical information and analytical assistance to several forest products companies in the state regarding operations, markets, and raw material sourcing. It also provided economic development assistance and guidance to developers, industry, and economic development groups.

### **Sustainable Forestry Partnership**

An Extension Forester was named associate director of the Sustainable Forestry Partnership, a networking organization of forestry programs at Auburn University, Oregon State University, Penn State University, and the USDA Cooperative State Research, Education, and Extension Service. The partnership's mission is to document and promote innovation in sustainable forestry and to integrate this innovation into both policy and practice.

### **Other Initiatives**

Other Extension initiatives in forestry and natural resources were carried out during the year.

- Extension hosted an international meeting on the interaction of forest tree nursery management and silvicultural operations. The meeting was attended by more than 60 people from 14 countries.
- Using compressed video technology, staff produced a second Landowner Seminar Series consisting of seven two-hour programs on a variety of forestry-related topics.
- A forestry curriculum was adapted for use in school enrichment programs.
- Forestry Awareness Week Now (FAWN) was attended by 700 students.
- An Extension wildlife specialist, Extension associate, and county agent conducted workshops in California, Nebraska, and Pennsylvania on how to conduct and coordinate a 4-H wildlife habitat evaluation program. Alabama's program is ranked in the top five in the nation.
- Training in nursery management and plantation establishment techniques was provided to Honduran visitors. Honduras was ravaged a few years ago by a major hurricane. The U.S. Department of Commerce sponsored the visit.

- Nursery managers from all over the South attended a short course on forest tree nursery soil fertility management.
- Extension personnel helped organize a regional task force on the continued availability of methyl bromide. This highly effective and safe soil fumigant is used in forest tree nurseries and is in danger of being lost through regulation. The task force includes members from the forestry industry, U.S. Forest Service, state forestry organizations, and pesticide manufacturers.



## **FORESTRY AND NATURAL RESOURCES, TUSKEGEE**

### **Small Forest Tracts for Profits, Forever**

The importance of the thousands of separately owned small forest parcels to the economic well being of the Alabama Black Belt counties is not widely recognized, nor is the potential fully realized. Improved use of water, wildlife, timber, recreation and aesthetics of each tract can have a significantly positive impact on the economy and collective aesthetics of the Black Belt counties and on the income of individual landowners. Tuskegee University conducted field demonstrations, group meetings, and farm and home visits, with assistance from the Alabama Forestry Commission and the Natural Resource Conservation Service to help these landowners increase awareness of improved natural resource management practices. In Dallas and Perry counties, three landowners increased their family income through lease fee hunting contracts. Four limited resource landowners developed management plans for timber, wildlife, and recreation. Farmers in Lowndes County learned to maximize forestland use through wildlife management, recreation and reforestation and expect their overall profits from forest enterprises to increase by more than 20 percent.

### **Keeping Water Safe for Drinking, Livestock and Irrigation**

Water quality and its protection continue to be concerns for rural areas of Alabama and others using private water sources. Tuskegee University has addressed this issue from two aspects, protection and monitoring. Farmers and other industries are taught to more safely manage various chemicals, runoff and particulate pollutants that can contaminant on-farm and community water resources used for drinking, livestock and irrigation. Special demonstrations and technical assistance have been provided to vegetable farmers, who learned the value of using row coverings (black plastic mulch) along with drip irrigation as a means to conserve water and protect the water supply from agricultural chemicals. This year, 22 participating limited-resource farm operators adopted the recommended practices. Tuskegee University continues its water quality monitoring program to test private wells for various pollutants, and presents information on the testing program at events such as health fairs.

### **Small Town Rejects Nation's Waste**

Tuskegee University through its environmental justice efforts helps citizens to understand the impact of environmental policies and issues that affect their communities, and possibly their future wealth. This year the Cooperative Extension Program helped citizens in the town of Shorter, Alabama, and the encompassing areas of Macon, Bullock and Montgomery counties understand the facts surrounding a mega-landfill proposed for a site near Shorter. Citizens were apprised of several underlying complications that would have threatened wildlife in an EPA protected stream and the Eutaw aquifer that supplies domestic water in the aforementioned counties. It was also shown that the large quantity of household and business waste the site was to accept from any state east of the Mississippi River would have greatly congested traffic in this small

community, by one 40-ton garbage truck every three minutes. Thus, the incidence and severity of accidents involving heavy trucks with school buses and smaller vehicles would have greatly increased. Also, local highways not designed for such volumes of traffic would have deteriorated, and without any liability of landfill operators. Moreover, property values in areas near “dumps” also greatly decrease. Supplied with an understanding of these facts, citizens were able to decide with confidence to reject the proposed project, though it was supposed to bring approximately 40 badly needed new jobs to the area.

## **URBAN AFFAIRS AND NEW NONTRADITIONAL PROGRAMS**

*(The following program accomplishments are most closely related to national goals 1, 3, 5.)*

The Urban Affairs and New Nontraditional Programs unit provides knowledge, information, innovative technology, and other educational services for the state's growing urban population, thus allowing Extension in Alabama to more comprehensively serve its constituents--that is all the people of Alabama. Collaborations with state and local agencies, universities and colleges, county commissioners, community development groups, and individual volunteers have enabled Extension programs to reach more people in our urban and nontraditional audiences than ever before.

### **Urban Centers**

Extension's philosophy of taking programs to the people wherever they live was exercised as Urban Centers brought Extension education to more of the state's metro areas during the year 2000. Urban contacts for the state nearly doubled with the establishment of Urban Centers. The most recent additions, in Morgan and Calhoun Counties, represent two of the eight centers that have opened across the state since 1995. Two satellite offices were also established through partnership agreements with Huntsville and Decatur municipalities. Tuscaloosa, the last of the proposed centers in the ten metropolitan areas is expected to open Fall 2001. Urban Centers augment the services offered through the county Extension offices by focusing on family, health, community, and consumer needs of urban and nontraditional audiences.

### **The Urban Family Network**

As Alabama families continued to transform from what has been characterized as traditional, the Urban Family Network responded with programs that had broad appeal. Making Family Connections, the second annual Urban Family Conference provided educational and networking opportunities for parents, social workers, daycare providers, and educators. Urban Family Summits across the state addressed intergenerational lifestyles, technical careers for women, and nutritional needs of the elderly, serving an estimated 3,500 families, which translates to approximately 13,000 individuals.

Certification in internationally acclaimed curricula prepared urban agents in five of the state's ten metro areas to deliver educational information to Families in Divorce Transition. Agents are working with family court judges to create enhanced opportunities for Extension to provide leadership in this area through mandated programs.

A public education program implemented in agreement with the U.S. Department of the Treasury's EFT 99 Campaign informed more than 600 federal recipients about the benefits of direct deposit and other account options.

### **Family Resiliency**

Health and safety issues surrounding domestic violence cost the state millions of dollars annually, making the issue truly everybody's business. Programs such as 'Angry John' that address anger management in Fayette County schools; Parents and Children Together (PACT), to prevent child abuse in Morgan County; Brushing With Violence, educating cosmetologists in Mobile County; Bounce Back in Jefferson County; and domestic violence Sanity Savers in Lawrence County helped to strengthen the resiliency of families across the state. More than 8,000 citizens were educated on how to respond to situations of abuse and violence in their homes and communities. Further, educational displays on this subject reached another 2000 individuals on an inter/intra-state basis.

### **Community Health and Nutrition**

Food safety education is a national issue linking consumers, processors, retailers, and food service providers. High incidences of food borne illnesses and death have created increased public concern, particularly among the elderly. To address the issue, a USDA-funded project to train food handlers in care facilities for the elderly was piloted in four metro areas (Colbert/Lauderdale, Madison, Jefferson, and Montgomery Counties). The project HACCP Food Safety: It is In Your Hands has statewide implications. To date, some 600 providers at 47 senior care centers have been trained. USDA-funded Youth in Charge: Nutrition and Health provided nutrition and health information on the food guide pyramid and healthful fast food choices for developing adolescents. The project involved more than 1,000 youth 10 to 16 years old.

The High Risk Diseases and Breast Cancer Awareness projects continued as programming priorities during 2000, reaching an estimated 10,000 citizens.

### **Forefronting Youth**

The Forefronting Youth Initiative (FYI) is a positive approach to engaging youth assets in building urban communities. Programs such as the Urban Youth Leadership Development Institute, co-sponsored by the Kettering Foundation, encouraged deliberations and community forums to get youth more involved in discussing problems and making choices together. Practical exercises were designed to foster problem solving, critical thinking skills, and leadership development.

A multistate training on the Teen Leadership Connection (TLC) curriculum prepared agents in four states (Alabama, Tennessee, New Mexico, and Texas) and representatives from other agencies serving youth, to better train middle and high school youth on dimensions of leadership including life skills, cultural diversity, and conflict resolution. Partnerships with local and state youth agencies have been initiated as a result of this training including the Board of Education for the State of Alabama, Youth at Risk Division; and the State Independent Living Program.

Several other prevention and intervention programs are helping to channel the energies of young people in positive directions and to foster their well being.

- Youth Challenge
- Yes I Can!
- Collaborative Alliances with Boy Scouts of America
- Fostering Achievement Through Mentoring Education (FAME)
- Urban Tobacco Awareness Project (U-TAP)
- Youth Elderly Service (YES)

These programs reached thousands of youth in educational progress centers, Upward Bound programs, juvenile facilities, foster homes, community centers, and parenting laboratories.

### **Meeting Other Needs**

Workforce preparedness needs, community development, economic needs, diversity issues, and others surfaced as a result of a series of focus group activities aimed at identifying concerns in urban centers. In response, the System has focused on programs designed to help Alabama citizens improve their economic status through resource management, workforce preparation, and nontraditional economic development outreach. Job fairs, job maintenance programs, and job readiness training were designed to assist unskilled and newly skilled workers in obtaining first-time employment. An estimated 11,500 citizens have benefited from these programs.

Diversity coalitions such as the Shoals Diversity Council provided opportunities for citizens, organizations, city officials, law enforcement, community leaders, and school systems to work together to address ethnic and cultural differences.

A new and very innovative effort titled "Dogs as Companions: Physiological and Psychological Benefits" program appealed to youth audiences, law enforcement and health professionals across the state. The program has potential as a model for multi-state involvement. As collaborations continue, expectations are that major groups including the Pet Food Industry will embrace the program.

### **Nontraditional Agriculture**

Agricultural programs educated consumers and producers on alternative and niche crops, nontraditional adaptations, and viable partnerships to sustain animal health and production. The Small Ruminant Animal Health Care Delivery Systems project focused its 2000 programmatic priorities on issues related to the development of the planned Buck Test Facility at the Winfred Thomas Agricultural Research Station at Alabama A&M University. The Buck Test Facility will support enhanced production of small ruminant breeding herds and flocks through effective demonstrations, systematic integration, and utilization of proven reproductive technologies. The facility will also strengthen the linkages between Extension and research activities.

Programs in commercial and home horticulture were continued during the 2000 programmatic year with a focus on preserving and enhancing urban greenspace. Distance learning technology was used to make information delivered through master gardener training programs more accessible to clientele using web sites, supplements, and self taught segments.

## **FAMILY AND INDIVIDUAL WELL-BEING**

*(The following program accomplishments are most closely related to national goal 3.)*

More than four million people call Alabama home, and well over a million of those are children. A major effort of the Alabama Cooperative Extension System is to improve the lives of all Alabamians.

The state's children are the target audience for many programs. Why? More children than ever live in poverty in Alabama. The child death rate is increasing in the state. Juvenile violent crime continues to grow, and many of Alabama's children do not have enough to eat. Extension has a mission to help Alabama's children and families, and Extension is fulfilling that mission with a variety of programs.

### **Nutrition Education Program**

The Nutrition Education Program (NEP) is perhaps the most wide-reaching of all the program efforts within the Family and Individual Well-Being program area. The five-year-old program's goal is to reach food stamp participants and other low-income citizens who are eligible for food stamps and improve their quality of life through educational programs on food and nutrition. NEP was in place in more than 50 counties reaching more than 200,000 children and adults in 2000. The program is funded by more than three million dollars in external funds. NEP is also a collaborative effort between the Alabama Cooperative Extension System and the Food Stamp Division of the Alabama Department of Human Resources under the umbrella of the Food and Nutrition Service. This unique partnership is a stellar example of Alabama agencies working together to better the lives of the state's citizens. The key elements that make NEP successful are the field staff working in Alabama's communities. NEP agents, agent assistants, and program assistants employ a variety of curricula to reach different target audiences. For example, the puppet Chef Combo is a key element in teaching pre-schoolers about trying new foods, while Let's Eat teaches limited-resource adults how to select and prepare healthful foods. One unique element of the NEP program is the use of interactive evaluation tools. Participants, primarily children, play nutrition games, which allows NEP staff to determine how much the young people have learned. These interactive tools provide valuable data on curriculum effectiveness, but the data are gathered in a friendly and fun way.

### **Expanded Food and Nutrition Education Program**

The Expanded Food and Nutrition Education Program (EFNEP), which receives more than two million dollars annually in federal funds, provides educational programs aimed at increasing the number of healthy, well-nourished children, youth, and families along with decreasing the number of low birth weight babies born to Alabama's low income mothers. A recent study indicated that each \$1 spent on EFNEP defers more than \$10 in health care costs. EFNEP programs target different audiences for nutritional education. Pregnant women at risk for

delivering low birth weight babies are an Alabama EFNEP target audience with the Today's Mom program. The Mom's Helper program teaches and encourages breastfeeding as the best mode of infant feeding for the first six months of life. The 4-H Diet is Our Thing (DOT) program targets young people, 6 to 18, to improve their families' nutrition awareness. Basic EFNEP works one-on-one with clients in their homes to improve their families nutritional well being. EFNEP reached more than 20,000 Alabamians with multiple nutrition education lessons in 2000.

### **On The Road With BEE**

The Begin Education Early (BEE) program brings parenting information and early childhood education to rural families with young children. In a classroom-on-wheels, an educator works with the parent one-on-one to show how everyday parenting behaviors have an impact on children's development and affect children's school readiness. Meanwhile, another educator works with the preschool-aged child in hands-on, age-appropriate learning activities designed to stimulate the child's thinking, language, and social skills. Five West Alabama counties participate in the BEE program, reaching more than 250 Alabama families. Grants from the Children's Trust Fund as well as from USDA's Children, Youth, and Families at Risk (CYFAR) Initiative provides financial support to this program.

### **Reaching Alabama Teens**

Extension specialists and county agents are involved in a number of programs targeting adolescents. Many efforts focus on enhancing the quality of parent-adolescent relationships. Extension professionals gave presentations to parents and to family educators addressing a number of issues affecting teens. Also, the first of a series of Principles of Parenting publications addressing parent-adolescent communication has been completed.

### **Alabama Expertise Needed Out West**

Extension in Alabama has long recognized the importance of both food preservation and food safety education. Recently, several Extension professionals had their expertise recognized and were awarded a grant to assist Native American Tribal Colleges in South Dakota to develop food preservation and food safety curricula for use with Native American populations. In addition to training workshops, Extension professionals are developing a Food Preservation Handbook for Native Americans featuring foods important to their culture.

### **Food Safety Efforts Expand**

Extension specialists continued their work with Alabama's food industries to develop Hazard Analysis Critical Control Point (HACCP) plans to make their food products even safer. More than 1,000 food service workers received training in HACCP and General Food Safety principles. A 4-H program called General Food Safety was developed, featuring a character dressed as a general who



gives out the war plan to Fight Bac(terial). The program and the character were featured in a segment on one of the state's television stations.

Extension conducted a workshop in conjunction with the Alabama Department of Public Health, Department of Agriculture and Industries, and Alabama Grocery Association to help new food businesses start off on the right foot. More than 70 people attended the workshop, which focused on the details of how to start a food business in Alabama.

### **Taking Alabamians Online**

As more and more citizens go online, there is an increasing need to educate them on how to effectively use the Internet and World Wide Web. A web site, [www.aces.edu/dept/family/commerce](http://www.aces.edu/dept/family/commerce), was developed and is the central repository of quarterly newsletters, links, and timely topics. Initial emphasis was placed on training agents, and the next phase will provide a general curriculum to assist these agents in teaching basic e-commerce, World Wide Web, and Internet issues.

### **Managing Debt and Building Wealth**

System professionals played a crucial role in the development of Managing Debt and Building Wealth, a national consumer education program. The program was developed as a cooperative effort by Consumer Action, the Consumer Federation of America, the National Foundation for Consumer Credit, the Neighborhood Reinvestment Corporation, and the Cooperative State Research, Education, and Extension Service, and is published by American Express Company. Available in three languages, the education set consists of a video, a leader's guide, and a consumer brochure. Since the original distribution, there have been more than 4,000 requests for multiple copies of the materials, including nearly 2,000 Spanish videos.

### **Chase Your Dream to Work**

One outstanding example of Extension's collaboration with other state agencies and partners is the Chase Your Dream to Work calendar. The calendar was published with funding from the Alabama Department of Public Health. The calendar, which won first place in an international competition, featured colorful children's art and provided employment tips as well as healthy lifestyle information. Thirty thousand copies were printed and distributed statewide through county offices of both agencies.

## **FAMILY AND INDIVIDUAL WELL BEING, TUSKEGEE**

### **Food Safety, a Faith-Based Approach**

In collaboration with youth and adults at six churches, Tuskegee University implemented a Church-Based Food Safety Educational Program. Participants received training through demonstrations and planted spiritual church gardens to include fruits, herbs and vegetables of their choice. HAACP techniques were demonstrated from production to the table. These stressed kitchen safety and sanitation, personal hygiene, basic food preparation, appropriate cooling and heating of foods and other ways to avoid food-borne bacteria and illness. As a bonus, the church gardens provided fresh vegetables to more than 300 community individuals and families. Youth also gained valuable gardening experience, and are able to solve various gardening problems. At these six churches in Greene and Hale Counties, 60 youth and 72 adults participated, the program now being duplicated in several other counties.

### **Health Education Outreach Saves Us All**

Cardiovascular disease (CVD) and stroke are leading causes of death in the African American communities in Alabama. Many cases can be avoided by lifestyle changes. Some of the barriers that make it difficult to adopt recommended lifestyle changes include the inability to afford medical care and the lack of access to health information and services. Also, early detection is less likely for individuals who do not seek medical advice until serious illness has already occurred. Tuskegee University partners with others in the health care community to provide health education outreach to the poor, minority underserved communities for the purpose of detecting and controlling chronic diseases at the early stages. The program uses a variety of media channels and interpersonal strategies to reinforce health messages. Interpersonal strategies include educational sessions, training of individuals, health care professional, support personnel, and nurses to provide information to peers, neighbors, friends, etc.; health fairs to screen for blood cholesterol, high blood pressure, diabetes, sickle cell anemia, hearing, vision, body-fat analysis, etc. This year, a recorded 2,064 individuals gained knowledge of CVD and its risk factors. More than 600 people were screened for chronic diseases. The per person value of screening was \$200, thus saving clientele \$120,000 by providing free screening to needy participants. Moreover, by early detection, millions of individual and public dollars for long-term care have been saved, particularly since the poor consult medical professionals only when they have serious advanced illness. This year, for example, 27 persons were identified with high blood pressure, and having poor methods of control. Fifty were found with high blood cholesterol. Twenty-two had high blood sugar. Five had sickle cell traits. Ten had vision problems. Five had hearing disorders, and 49 having extra body fat. Follow up classes and appropriate referrals were made.

### **Seniors Compete for Good Health**

The Tuskegee University Cooperative Extension Program in cooperation with various community groups in five surrounding counties, the Alabama Cooperative Extension System and state and local health care and gerontological organizations has co-hosted an annual Senior Olympics event at the Booker T. Washington High School for almost than ten years. This year, between 400 and 450 seniors and volunteers were in attendance where the focus was on appropriate exercises for seniors to maintain good health. Seniors competed in 14 gaming and sports events, including horseshoe, basketball shooting, softball throwing and a walk. Seniors practice and return annually to compete vigorously for the bronze, silver and gold metals that are awarded for each event.

### **Parenting Improves for the 21st Century**

To be effective as a parent today in a rapidly changing society, traditional parenting methods must be augmented with methods and skills relevant to these changes and diversity of individual needs. For more than five years Tuskegee University has been teaching individuals to become better parents in order to cope with dramatic changes within family structures and within the larger environment. Of major concern are single parenting, teen parenting, grand parenting, male parenting and absentee parents and others who drop parenting responsibilities upon grandparents or others living within the same or different households. In 12 Alabama Black Belt Counties, predominantly rural and African-American, County Agents conduct three sessions of parent education certification training per year, each lasting eight weeks. Of a total of 347 participants, 200 completed the 8-week sessions. Of those, 180 were certified to conduct parenting classes and now collaborate with community groups to recruit and train parents.

### **Effective Parenting Reunites Families**

Benefits of Tuskegee University's Creative Effective Parenting Program to the Juvenile Court Systems alone include savings of approximately \$99 per child due to non-repeat offenders. The Departments of Human Resources in Greene, Hale, Marengo and Sumter Counties have been able to reunite 30 families this year and feels confident that the parents have obtained through this program the effective parenting skills necessary to cope with child rearing. Also, churches and their leaders have been partners in community parenting improvement conscience and efforts.

### **Better Parenting Pays Off in School**

Recognizing that ineffective parenting skills affect learning performance of children, among other critical factors, Tuskegee University and the Dallas County School System partnered to teach parents better parenting skills. Two eight-week parenting classes were offered over the year to 28 parents. The courses help parents become more aware of children's needs for healthy behavioral development and teach rules and structure of family life, communication, respect, love and understanding. The schools indicate that there is increased parent

involvement, a decreased number of child abuse cases, unwanted pregnancies, grade retention, and behavior problems. Follow-up of previous parents who graduated shows recommendations are being followed. All reported a better relationship with their children and a better home life.

### **Job Readiness Training**

In Hale County, single-parent limited resource families who participate in the Welfare-to-Work program face unique challenges in making the transition from Welfare-to-Work. A major challenge is that many have no history of job readiness experience. Tuskegee University, in a collaborative effort with HERO Family Resource Center, and local Department of Human Resources, provided an 8-week class session on Job Readiness. Through demonstration and training, participants are exposed to resume preparation, filling out job application forms, dressing for success, and professional self marketing. Participants also attended a Job Fair. As a result of participating in the job readiness training and other welfare to work programs, thirty-two individuals were provided with the necessary job-readiness skills. Twenty-four participants graduated and successfully completed the classes and through the HERO Family Resource Center, 17 participants are presently employed full-time. Seven participants are employed part-time.

### **Home-Made Clothes Make Ends Meet**

To help limited resource families make ends meet, the Tuskegee University Cooperative Extension Program conducted 20 classes to train adults how to decrease clothing costs for their families by making some of their own clothes. Classes demonstrated layout, design and craftsmanship. At the end of each class, participants were instructed on how to eliminate errors in construction, how to produce garments of good craftsmanship, and how to proceed to the next step. Classes have been completed for 25 adults, providing them opportunities to cut their normal spending for clothing from \$1500 annually to \$500 annually, thus saving 25% to 50% annually in clothing costs.

## **COMMUNITY ECONOMIC DEVELOPMENT**

*(The following program accomplishments are most closely related to national goal 5.)*

Critical to the success of Alabama's communities are economic development, leadership development, environmental quality and community health development, public policy and strategic planning, and workforce development. Such work is in continual progress throughout Alabama.

### **Environmental Health**

Extension is responding to the state's critical need to create awareness about the dangers of radon. That response has won national acclaim. USDA's Cooperative State Research, Education, and Extension Service issued one of its four Flagship awards in Natural Resources and Environmental Management to Alabama Extension's Radon Awareness, Mitigation, and Radon-Resistant New Construction program. The program also won an EPA Environmental Merit Award for outstanding efforts in improving the environment in the Southeast. The education focus has been primarily directed at a 15-county area in North Alabama where radon risk is highest. Program efforts center on testing for radon and teaching techniques to correct problems and reduce radon levels in new and existing homes. During the three years of program effort, more than 2,000 homes have been tested for radon, with more than 500 showing elevated levels of radon. All occupants in homes with elevated levels of radon are at enhanced risk of developing lung cancer and are encouraged to correct problems. Cooperating partners (such as the Environmental Protection Agency, Alabama Department of Public Health, Southern Regional Radon Training Center at Auburn University, USDA/CSREES, the American Lung Association, Huntsville/Madison County Builders Association, Building Code Officials of Alabama, Alabama Homebuilders Association, and Governor Don Siegelman) have helped this program reach outstanding acclaim.

Another Extension success, the Healthy Indoor Air for Alabama Homes program, aims to protect the public health by reducing risks associated with indoor air contamination. In May, Extension collaborated to provide training for Extension agents from 24 counties. A total of 37 agents and trainers participated in the two-day event. The UAB School of Public Health was the major collaborative cosponsor of this program, which covered moisture and biologicals, combustion products, radon, formaldehyde, household products and furnishings, asbestos, lead, particulates, and tobacco smoke. Other cosponsors included the Alabama Department of Public Health, EPA-Region 4, Clemson University, and the Alabama Lung Association. Corporate cosponsors included Home Depot and the Alabama Home Builders Association. Education is provided through newspapers, television, radio, newsletters, county fair exhibits, 4-H day camps and programs, civic and professional club programs, school nurse programs, Home and Garden Show exhibits, Family and Community Education Leader

classes, Chamber of Commerce programs, environmental fairs and tours, health fairs, Show of Homes publications, public library exhibits, and office calls. Local educators and trained volunteer leaders exhibit profound influence in helping consumers make decisions that affect the quality of indoor air. According to the Alabama Home Builders Association, this area of programming is one of the most needed for homeowners across Alabama. Alabama Extension is committed to responding to that need.

### **Community Health**

In 1998, the Alabama Family Practice/Rural Health Board and Alabama Family Health Care formed a partnership to serve as a lead agency in paving the way for Alabama to qualify for a major grant and be a leader in rural health care access. The lead agency, supported by Extension, developed the planning grant proposal that led to a \$678,000 grant from the Robert Wood Johnson Foundation. The grant, awarded in 2000, funds pilot and demonstration projects to improve the access of rural people to health care. Additionally, the Robert Wood Johnson Foundation awarded \$85,000 to Extension to coordinate the provision of technical assistance to rural communities that are developing strategic plans for health care.

### **Workforce Development**

Economic development is the natural evolution of a prepared workforce. Extension helps job seekers experience a better quality of life by teaching them personal management principles and skills. The new Works for Me curriculum is being used to promote personal growth among individuals having little or no experience in the workforce. Effective methods for handling decisions and situations at home and work are taught.

Career Awareness for Business and Industry engages 400 junior high and high school students in structured career awareness activities involving classroom instruction and exposure to the workplace. Piloted in 2000, the project helps youth become aware of career opportunities, gain a realistic view of the workplace, expand their vision of the future by examining career interests, learn the basic career selection process, and make good decisions regarding employment, training, and education after high school graduation. Alabama students were among the one million students who celebrated National Job Shadow Day February 2, 2000. The nationwide event is sponsored by a coalition comprised of America's Promise, School-to-Work, Junior Achievement, and the American Society of Association Executives.

One out of five manufacturing jobs in Alabama, representing almost 72,000 Alabamians, are in the textile and apparel industry, with approximately 450 companies and 600 plant sites. To help ensure workforce preparedness in this industry, Extension specialists developed and delivered presentations to youth groups on image, selection, and care of clothing, and business start-up. Extension also created and launched an online directory of Alabama textile and

apparel producers at [www.aces.edu/atad](http://www.aces.edu/atad). The online version, as well as the print version of the directory (provided by Alabama Power Company), facilitates business-to-business relationships and supports Alabama's existing small and medium-sized textile and apparel companies.

### **Tourism Development**

Tourists spend billions of dollars in Alabama communities each year. Tourism development is one method of strengthening the economy of Alabama communities. New for 2000 was the contractual partnership established between the South Central Alabama Development Commission and Extension to produce a Tuskegee and Macon County Tourism Development Plan. This project was funded by a grant from the Appalachian Regional Commission. Other major partners in the development of this plan are the City of Tuskegee, Tuskegee University, the Tuskegee Area Chamber of Commerce, the Economic Development Institute at Auburn University, and the South Central Alabama Development Commission. Extension has directed and supported similar projects designed to boost tourism in communities throughout Alabama.

## **COMMUNITY AND ECONOMIC DEVELOPMENT, TUSKEGEE**

### **It Takes a Village to Afford College**

Rural communities in Lowndes and Wilcox counties partnered in 1994 to form a community scholarship foundation as an affiliate chapter of the National Dollars for Scholars organization. The purpose of the organization, called Wil-Low Dollars for Scholars Community Foundation is to expand educational opportunities for youth in Lowndes and Wilcox counties by raising funds for scholarships and awarding scholarships to deserving students. Over six years, a number of fund raising activities have been conducted to increase the Foundation's scholarship fund. Board members and volunteers worked together to accomplish this goal. Annual events included a trail ride, a walk-a-thon and publication of souvenir awards program booklets. A total of 67 scholarships have been awarded to Lowndes and Wilcox County students. Having been organized and assisted through a special grant to the Tuskegee University Cooperative Extension Program, Wil-Low is a totally voluntary organization that also provides tutorial services and other educational enhancements for rural students in all K-12 grades.

### **Big City Thing Helps Down Home Communities**

Community Development Corporations (CDCs) started in big metropolitan areas in the U.S. for the purpose of empowering people at the grass roots level to make decisions and work toward revitalizing and protecting the development of their own neighborhoods. The Tuskegee University Cooperative Extension Program with assistance of a special grant from the U.S. Housing and Urban Development was charged with establishing and nourishing a CDC to serve three blighted communities in the small City of Tuskegee. However, since the organization's initial mission is to help develop and train small business owners to take advantage of the exiting market and to capture the potential dollars from the growing tourism business in the area, the CDC's service area was expanded to cover the entire county. The CDC is able to obtain multi disciplinary technical assistance from several departments at Tuskegee University. This has included organizational assistance, board training, financial management, and conducting two 16-week training workshops for more than 60 emerging entrepreneurs. A total of 41 completed the workshops, 16 of whom are living in subsidized housing.

### **Rural Housing Lot Improved**

Rural areas such as Greene and Hale counties continue to bear a large percentage of inadequate housing. Tuskegee University partnered with the USDA Rural Development office to assist families and individuals to improve or acquire new homes. Potential homeowners were identified and assisted with the completion of all forms necessary to apply for a Rural Development loan or grant program. Training in home management, household budgeting, dwelling maintenance, credit and debt management and other areas were provided to assist individuals in becoming successful homeowners or recipients of home



repair funds and grants. Twenty-six applicants were assisted. Nine of the 22 participants have already received financial assistance. During the year, three elderly families obtained a 504 grant in the amount of \$7,500 per family. Four families obtained 502 loans in the amount of 20,000 per family for home repairs. One family was able to become a first time homeowner with a loan of \$78,000.

### **Rural Economic Development Summit**

The concept of this summit evolved out of a major conference sponsored by Tuskegee University in 1995 celebrating the Centennial of Booker T. Washington's famous address given at the International Cotton Exposition in Atlanta, Georgia, in 1895. The Centennial Conference identified a urgent need to revisit the economic and educational conditions of Blacks in America from the historical and philosophical perspectives of Booker T. Washington. Booker T. Washington and his followers believed that economic independence is essential for Black Americans in order to participate fully in the American Society. Thus, the Centennial Conference called for annual follow-ups. The first Booker T. Washington Economic Development Summit was held in 1996 as a forum for exchange of ideas and a revisit of the business -for self-help paradigm. This year, the Fifth Booker T. Washington Economic Development Summit, under the theme, **Strengthening the Economic Base for Rural Communities: A Call to Action**, sought to create a movement and to identify critical elements, programs, and policies needed to strengthen the economic base in rural communities. One hundred professional workers and 295 students from the various disciplines attended this conference. Activities of the conference were such that each participant: (a) learned how to develop human resources for creative and appropriate entrepreneurship for African-Americans and rural communities, (b) gained information about successful businesses and entrepreneurial ideas or programs that have great replication potential, (c) learned about key resources, programs, people and information for business and economic development, and (d) developed a network than will be used in business and economic development for African-Americans and rural communities.

## **4-H AND YOUTH DEVELOPMENT**

*(The following program accomplishments are most closely related to national goal 5.)*

What an exciting time to be part of Alabama's 4-H Youth Development program! This century-old organization, rich in heritage and tradition, is transforming itself to meet the ever-changing needs of today's youth. Four-H is committed to reaching any kid, any time, anywhere with quality hands-on, minds-on learning.

Four-H is moving toward more community-based volunteer-led clubs with emphasis on school enrichment and away from traditional school classroom clubs. Partnering with the schools in school enrichment and after-school programs, 4-H is being recognized for its educational potential to offer high-quality programs in many subject areas.

With fewer 4-H county agents now than at any time in the past 20 years, Extension is maximizing efforts to adopt much more volunteer-led 4-H programming. To build on our strengths and seize new opportunities, Extension agents, with the help of teachers, parents, kids, and other stakeholders, are involved in a three-year asset-mapping program to identify opportunities in our communities and to find ways to use them for 4-H. Extension specialists are preparing an exciting new set of curriculum materials.

### **Animal Science**

Approximately 4,250 young people participated in 4-H programs to expand their knowledge of agriculture and animal sciences. Alabama 4-H members consistently compete and win top honors at regional and national competitions in livestock, dairy, meats, horse, and poultry and egg competitions. A new program implemented in 2000 is the Agri-Knowledge Event that tests a 4-H member's knowledge of various species. Tests cover management decisions, quality assurance and problem solving exercises, and identification of equipment, breeds, cuts of meat, grains, feeds, and grasses. Many organizations partner with Extension and the Auburn University Animal and Dairy Sciences Department to provide support and funding for 4-H animal science programs. They include: the Alabama Cattlemen's Association, Alabama Cattlewomen's Association, Alabama Department of Agriculture and Industries, Alabama Farmers Cooperative, Alabama FFA, Alabama Horse Council, Alfa Insurance Company, Alabama Meat Goat Association, Alabama National Fair, Alabama Pork Producers, Alabama Poultry and Egg Association, Debter Hereford Farm, Greater Alabama Fair and Festival, A.C. Legg Company, Southeastern Livestock Expo and Rodeo, Southeastern United Dairy Industry Association, and R.L. Ziegler Company.

### **Environmental Stewardship**

More than 25,000 young people in both urban and rural settings participate in environmental stewardship programs, projects, conferences, and team and

individual competitions in forestry, wildlife, environmental stewardship, shooting sports, and wood science. Continuing a winning tradition for Alabama, the state's team finished a convincing first in the 2000 National 4-H Forestry Invitational in Weston, West Virginia. Team members finished second, third, fifth, and tenth in the overall top ten individual competition. The 4-H Forestry Judging Team also won the 2000 National 4-H Forestry Knowledge Bowl. This marks the tenth time since Alabama began competing in this contest in 1984 that a team from Alabama has won the national championship.

The Alabama 4-H Shooting Sports State Rendezvous held at Brentwood State Park in April attracted 85 youth from 20 counties. The focus of the 4-H Shooting Sports program is to teach kids valuable lessons in personal discipline and responsibility as well as safety. Additional funding comes from the Alabama Chapters of the National Wild Turkey Federation and the Alabama Friends of the National Rifle Association. The state champion Chilton County Muzzleloading Team won the Texas National Invitational. The Shotgun State Championship attracted forty youth from nine counties. The winning Talladega County team placed fourth at the Texas National Invitational. Seventy youth from twelve counties participated in the Air Rifle and Air Pistol State Championship held in March in Cullman County. The Archery State Championship was held in May in Loxley with 20 youth from three counties attending. The BB Gun State Championship, the only championship open to juniors, was held in April in Montgomery, with 30 youth from six counties participating.

### **Horizons**

Alabama's young people have many opportunities to make a difference in the social and cultural lives of their counties through participation in 4-H. Managing Pressures Before Marriage is the abstinence-only curriculum taught to sixth graders by teen leaders in the Teens Getting Involved in the Future (TGIF) program. Located in nine counties, the program involved more than 30,000 student contacts in 2000.

Three counties held Youth Entrepreneurial Summits attracting more than 1,000 young people. The year 2000 was a planning year for the statewide summit. The Alabama Adult Volunteers Association annual retreat at the 4-H Youth Development Center in Columbiana involved 120 people. The meeting elected the second female president and endorsed the concept of volunteer-led 4-H programming.

Partners and Agents Teaming to Help (PATH) was developed in 2000 as a collaborative effort of 4-H staff and volunteers to partner with other youth-serving agencies to multiply the resources available to our youth. PATH empowers public community resources to be more effectively utilized by all agencies. Word is rapidly spreading about 4-H's presence in after-school offerings in urban and rural areas of the state.

The Southern Regional 4-H Volunteer Forum held in October at Rock Eagle, Georgia, was an opportunity for 60 Alabama 4-H volunteers and agents to share Alabama's successes in 4-H and to learn new techniques and strategies. Alabama Extension participated in the mid-October Governor's Summit for Alabama's Youth. At this event, Governor Don Siegelman and General Colin Powell jointly launched Alabama's Promise, our state's version of General Powell's America's Promise, a program that focuses on teen volunteer opportunities. Alabama 4-H has made a pledge through America's Promise to strengthen youth participation and youth/adult partnerships to help make our communities better places for everyone. Approximately 100 young people combined their talents to present an exciting production of the musical *Bye, Bye Birdie* at the Performing and Creative Arts Camp. School enrichment and short-term programs reached more than 50,000 Alabama youth in 2000.

### **Leadership**

One of the foundations of the 4-H program is To Make the Best Better. Building on this principle, 4-H offers many opportunities for youth to gain confidence and skills as leaders of today and of tomorrow. Four Alabama 4-H leaders attended this year's National 4-H Conference in Washington, D.C. General Colin Powell and Agriculture Secretary Dan Glickman spoke on Building a Global Community: Piece by Piece. Twenty-four Alabama 4-H'ers attended the National 4-H Congress in Atlanta. Exploration 2000: Choose Health! was the theme for the expanded four-day State 4-H Congress held on the campus of Auburn University. One full day of the conference was devoted to workshops presented by health experts from throughout the state. Extension partnered with the Alabama Department of Health, the American Red Cross, and many other health care professionals, foundations, and corporations to present Exploration 2000. The Midwinter Teen Retreat promoted leadership development with emphasis on science and technology literacy.

Emphasizing the theme of Better Citizens Today, Better Leaders Tomorrow, Citizenship Washington Focus took 60 Alabamians to Washington, D.C. Each 4-H'er and his or her county received a CD with 600 pictures of the young people's experiences learning about government and citizenship rights and privileges as well as the characteristics of successful leaders.

One young Alabamian who attended last year's National Youth Leadership Conference in Wisconsin has participated in Governor Don Siegelman's Distance Learning Program. The Alabama Commissioner of Agriculture and Industries again hosted Alabama 4-H'ers during Legislative Days in Montgomery. The 4-H'ers toured the Department of Agriculture facilities. Extension partners for this event are the Alabama Cattlemen's Association, the Alabama Farmers Federation, and the Alabama Rural Electric Association office in Montgomery. Science and Technology Helping prepare young people for an increasingly technological society, 4-H continues to expand its program offerings in the field of science and technology. Extension is continuing to develop an exciting new

Alabama 4-H Web site. Plans are to provide online versions of the new 4-H curriculum materials through this site.

Alabama 4-H is transitioning to the development of regional science camps throughout the state. For the first time, Alabama 4-H had a participant in the aerospace competition at the National 4-H Engineering Science and Leadership event. Alabama 4-H'ers continued to participate in Aerospace Challenge, a program conducted with the Civil Air Patrol that concentrates on science, technology, and aerospace education. It provides hands-on learning in model rocketry, gliders, navigation, and the solar system.

#### **4-H Youth Development Center**

Nestled in the Appalachian Mountain foothills on beautiful Lay Lake, the Alabama 4-H Youth Development Center is enjoying increased popularity as a prime location to learn and have fun in Alabama's outdoors. In 2000, the facility, which is open to individuals and groups, expanded its hours to seven days a week, week ends, and holidays. Four-H Summer Camps attracted 1,400 youngsters, and 4-H Environmental Camps drew 3,800 participants. Plans continue for the construction of an Environmental Education Building that will serve as a multifaceted facility focusing on students and teachers. A forestry demonstration area located on property adjacent to the 4-H Center is also under discussion. The 4-H Center continues to provide creative programming to encourage youth leadership development and environmental education.

## **4-H AND YOUTH DEVELOPMENT, TUSKEGEE**

### **Youth Invade College During Summer Break**

Underprivileged youth lack exposure to sufficient educational enrichment opportunities during the summer months unless efforts are targeted to their specific needs. Tuskegee University operates a 7-week Summer Youth College Program each year on campus in Tuskegee and at the Lowndes County Community Life Center to focus on exposure to educational, social, recreational and vocational needs of this targeted group during the summers. Youth study mathematics, sciences and computer technology with certified high school and college instructors. The concept of the children are our future is a vision to help children 12 to 15 years of age. The Lowndes County effort provided learning activities to the racially diverse in a positive manner to forward a better life for all Lowndes County citizens. Concerned citizen made sure the participants participated each day, and when scheduled, provided transportation to and from the Tuskegee University campus for youth enrolled in the program. For the 20 children enrolled in this local program, additional studies included a DNA experiment, African culture, genetics, entrepreneurship, quilt making, pillow making, pizza making, home economics and health Issues. These programs help to increase positive and serious attitudes towards education and improvements in behavior.

### **From Forestry Camp to College Campus**

For the 5<sup>th</sup> year, a few fortunate students in grades 10 through 12 throughout Alabama get the chance to attend the 5-day Alabama Forestry Camp. At the natural setting of the Federation of Southern Cooperatives in Epes, Alabama, 30 to 40 male and female youth campers experience hands-on exposure and training in various aspects of forest and natural resource management. Founded by Tuskegee University and the Federation of Southern Cooperatives in 1995, this effort has support and collaboration from the Alabama Forestry Commission, U.S. Forest Service, Alabama Cooperative Extension System, several other Alabama universities and industries, who provide instructors, financial and other support. As a result of this camp experience, 12 students are now enrolled in programs of study in forestry and natural resources in Alabama universities. Others are also considering this career area.

### **Farm Safety, Not a Plaything**

Many farm accidents have left victims with serious lifetime injuries or dead, some of them being underage children and youth. Recognizing that at least one Sumter and Marengo County resident is involved in some type of serious farm accident annually, the Tuskegee University Cooperative Extension Program partnered in Sumter County with the Alabama Cooperative Extension System, the Sumter RC&D council, Livingston Emergency Service, University of West Alabama and the Sumter County Board of Education to hold the First Farm Safety Day Camp. More than 700 students in grades 5 and 6 attended the camp

held on the campus of the University of West Alabama and were exposed to 26 areas of safety.

## **ALLOCATION OF FISCAL AND HUMAN RESOURCES**

The following represents a composite allocation of fiscal and human resources for the Alabama Cooperative Extension System (Alabama A&M University and Auburn University only). In most cases this data has not changed significantly since the development of the AREERA Plan of Work. These numbers include both AAMU and AU fiscal resources from all sources. The FTE's exclude secretarial, clerical and other non-academic positions; they also do not include FTE's allocated to administration or program support.

<b>PRGM AREA</b>	<b>\$ ALLOCATION</b>	<b>FTEs</b>
4H&YD	\$ 7,360,916	56.62
AG	\$ 12,890,923	114.96
C&ED	\$ 1,955,147	17.06
F&IWB	\$ 9,706,750	79.53
UU&NNTP	\$ 2,229,000	32.35
F&NR	\$2,951,862	26.83
EFNEP	\$ 1,912,385	66.55

Tuskegee University, allocation of fiscal and human resources among program areas for 1999. Data does not reflect FTE's for clerical and support staff nor administrative support. However, these factors are reflected in the dollar amounts.

<b>PRGM AREA</b>	<b>\$ALLOCATION</b>	<b>FTE's</b>
4H&YD	\$112,117	1.1
AG	\$434,842	4.6
C&ED	\$401,785	4.1
F&IWB	\$328,594	3.5
UU&NNTP	\$22,781	.3



## **STAKEHOLDER INPUT**

The Alabama Cooperative Extension System has a very comprehensive stakeholder input process. The foundation of this process is the statewide network of sixty-seven County Extension Advisory Boards (CEABs) and the hundreds of county and state-level program advisory committees. Also within the state, Alabama Cooperative Extension System has five regional Agricultural Research and Extension Centers. Each of these centers has an advisory committee to provide direction for the research and extension programs at the centers. The eight Urban Extension Centers utilize the Urban Task Force as the mechanism for stakeholder input.

In addition, the Tuskegee University Cooperative Extension Program is also heavily dependent upon the input of stakeholders. The Alabama AREERA Plan of Work describes in detail the stakeholder input process for both the Alabama Cooperative Extension System and the Tuskegee University Cooperative Extension Program.

### **The following actions were taken to seek stakeholder input and to encourage stakeholder participation.**

The Alabama Cooperative Extension System has a very comprehensive stakeholder input process. The foundation of this process is the statewide network of sixty-seven county extension advisory boards (CEABs) and the hundreds of county and state-level program advisory committees. Each county has a CEAB. The County Extension Advisory Board is an organized group of ten to fifteen respected, influential, and knowledgeable community leaders. Board members are progressive thinkers who believe that researched-based knowledge available through the county Extension office can be applied to help solve a wide variety of local problems. They understand how Extension education can be used in many different areas to improve the economic, physical, and social well being of all county residents.

The Board's primary mission is to assist the local Extension staff in the following manner:

- By identifying issues of widespread public concern within the county.
- By helping the local staff decide which of these issues should be addressed through Extension educational programs.
- By helping the staff establish priorities and plan a well-balanced, total Extension program.

The CEABs meet as needed during January through April of each year to carry out their mission and develop its report as outlined in the Extension Advisory Board section of this Handbook.

On April 1 of each year the County Extension Advisory Board Chairperson submits report to County Extension Coordinator. These reports are forwarded through the respective district coordinators to the System Staff Development and Community Programs Educator for analysis. The Staff Development and Community Programs Educator forwards compiled Advisory Board Reports to Associate Directors for Programs who distribute Advisory Board Reports to the state program leaders. The state program leaders insure that the System's programs adequately address the priorities identified by the CEABs.

**The following highlights the process used by the recipient institution to identify individuals and groups who are stakeholders and to collect input from them.**

In addition to the CEABs each agent has several program advisory committees, which assist in developing specific educational programs and in promoting these programs. There is also an Alabama Extension System State Advisory Committee (ESSAC) which meets several times each year to review the overall System plan of work.

The objectives and priorities identified by the CEABs, PACs and ESSAC are reflected in this plan of work and implemented through numerous Extension Team Projects (ETPs). Each ETP is chaired by one or more Extension specialists who have responsibility for the specific subject matter area(s) addressed within the ETPs. Each ETP also has an advisory committee consisting of agents and clientele.

Within the state we also have five regional Agricultural Research and Extension Centers and each of these centers also has an advisory committee to provide direction for the research and extension programs at the respective centers.

In addition to the many standing advisory committees and boards, the System has recently contracted with the Institute for Communicative Research at the University of Alabama to survey the various publics within the state to determine which programs to accentuate, which to modify, and which to eliminate. The longer-term objectives of this survey are to provide a basis for future planning, staffing and programming based on sound clientele/market research. This effort included extensive surveying of statistically valid samples of current and potential Extension clientele, as well as current System employees. Surveys were sent to all of the System's professional employees and 8,000 current and/or potential clientele (including 1,800 agricultural producers from the 1997 Alabama Census of Agriculture). The clientele sample was stratified by the current System program priority areas of Agriculture, Forestry and Natural Resources, Family, Urban, Community and Economic Development, and Youth. The state's Senators and congressional representatives, state legislators, and county commissioners were surveyed as separate populations to determine their

feelings about which programs should be prioritized and which should be eliminated.

**Statement of how collected input was considered:**

The input collected from the CEABs, ESSAC, PACs, REC Advisory Boards, and the survey of all ACES employees and 8,000 current and/or potential clientele was reviewed by the two associate directors for programs and the four state program leaders. This input was instrumental in assisting them in defining the scope and breadth of the Extension Team Projects.

## **TUSKEGEE UNIVERSITY-STAKEHOLDER INPUT PROCESS**

As stated in the Plan of Work, Tuskegee University has ongoing efforts to assure relevance and quality of Extension programming. Beginning in 1997, it strengthened relationships with various community and interest groups by forming County six Advisory Councils. Each council has representatives from the two adjoining counties served by each Tuskegee field office. These councils represent 2 Alabama Black Belt counties. Membership on these councils consists of established and emerging leaders of existing and targeted clientele organizations. From this membership, a State Advisory Council was selected and includes farmers, educators, public officials and other individuals. Various committees of the State Advisory Council include program committees that represent the five GPRA and the corresponding USDA National goals for Research, Extension and Education. Through scheduled quarterly meetings and individual efforts, council members identify and communicate critical need areas for Extension, and review State and Federal plans of work, as well as Extension projects proposed by the Tuskegee University Cooperative Extension Program.

Part of its work with the County Advisory Councils and the State Advisory Councils involves board development training for council members. Initial training was provided in 1999 and continued in 2000. Both, the State and County Councils meet each quarter. At these meetings, progress reports are provided, and new program needs are discussed. The councils also reviewed and commented on the summary document of the State Plan of Work for Cooperative Extension Work in Alabama. They consequently provided comments on Extension Team Projects led by the Tuskegee staff.

In meetings this year, the State Advisory Council recommended that the Tuskegee University Cooperative Extension Program increase its efforts in, (a) Youth Entrepreneurship and, (b) Leadership Training for Aspiring and Newly Elected Officials. As a result, these areas are being augmented. Many other excellent ideas are also identified and discussed by the councils. However, many are outside the scope and resources of the Tuskegee University Cooperative Extension Program.

This year, advisory council program committees held several meetings for the following programs, (a) small farm agriculture, (b) community and economic development, (c) parenting, (d) water quality, (e) forestry, and (f) health education. These committees review progress of programs within the subject area of each committee and consist of council members, County Agents and Extension Specialists working together to discuss inputs and ways to implement new ideas into the Extension process.

## **PROGRAM REVIEW PROCESS**

- 1.
2. The program review process for the programs contained in the Alabama Cooperative Extension ARRERA Plan of Work remain essentially unchanged. Alabama continues to employ program priority area teams as a primary mechanism for program review. In Fiscal Year 2000, program priority area review team members continued the process of evaluation of the content and relevancy of Extension programs. Each team engaged a thorough reexamination of the Extension Team Projects associated with each of the six priority area goals. This review generated the elimination of several Extension Team Projects while others were refined / combined for greater clarity and programmatic impact, and additional projects were added.
- 3.
4. The process of continual review and assessment of Alabama Cooperative Extension programs has also resulted in a major restructuring of the program planning, implementation, reporting evaluation and accountability processes. Modifications to the program planning and development processes began in calendar year 2001; the implementation, reporting, evaluation and accountability components will begin in January 2002. The following bullets explain the key elements of the process.
- 5.
6. Programs will be based on goals and objectives as defined and established in our 1998-2001 long-range plan of work that is posted on-line on the ACES Website.
- 7.
8. Programs will be organized under a two-tiered system. The first tier consist of 20 to 40 "statewide major programs" (SMPs). These are the more generalized areas in which we focus our efforts. The second tier consist of 1 to 5 more specific "Extension team projects" (ETPs) under most SMPs. The ETPs are those areas within each SMP on which we are going to focus our evaluations and ultimately our measurable benefits to society.
- 9.
10. We recognize that not all that we do will result in measurable impacts. Therefore, our overall target is to devote approximate one half of our total System efforts (FTEs) to Extension team projects and the other half to more general educational efforts under the respective state major program areas.
- 11.
12. Accountability for the work (FTEs) that is not part of a specific Extension team project will be through annual unit narrative accomplishment reports. These annual accomplishment reports will be done at the county-level, district-level, departmental-level and ultimately at the state program leader level.
- 13.
14. Information for the respective unit accomplishment reports will come primarily the individual employee performance appraisal process and documentation.

The document explaining the new ACES program planning, reporting, evaluation and accountability process (i.e. the SMP/ETP process for 2002) is now online at:  
[http://www.aces.edu/department/acesadm/plan/ACES\\_program\\_planning.htm](http://www.aces.edu/department/acesadm/plan/ACES_program_planning.htm)

## **TUSKEGEE UNIVERSITY-MERIT REVIEW PROCESS**

As stated in the Plan of Work, the Tuskegee University Cooperative Extension Program, in collaboration with the Alabama Cooperative Extension System, began carrying out Extension programs in 1998 through an Extension Team Project concept. Team projects involve teams of interdisciplinary specialists and County Agents throughout the Alabama Extension network, where each project focuses on specific related problems. During the development of each team project, team members collaborate and post draft documents on computer networks for review by other Extension specialists and agent, as well as Advisory Council members. Each Tuskegee led Extension Team Project has various evaluation and review periods wherein team members of related Extension Team Projects serve as peer reviewers.

In addition, the County Advisory Councils and the State Advisory Council (See Stakeholder Input Process) review and comment on programs during the concept and planning stages. As stated under the subject of Stakeholder Input Process, these councils and program committees conduct periodic progress reviews.

## **EVALUATION OF MULTISTATE AND INTEGRATED RESEARCH AND EXTENSION ACTIVITIES**

The Guidance from CSREES references Sections 105 and 204 of AREERA. Those sections, respectively, amended the Smith-Lever Act by requiring institutions receiving extension formula funds under sections 3(b) and (c) to expend a defined percentage of said funds for Multistate Activities and for Integrated Research and Extension Activities. This section of the Annual Report of Accomplishments and Results will specifically address these requirements.

The Alabama Cooperative Extension System and the Tuskegee University Cooperative Extension Program are aware that the requirement to document Multistate Activities and Integrated Research and Extension Activities applies to both 1862 and 1890 institutions. However, given that AREERA does not require recipients of federal funds that derive from sections 1444 and 1445 of the National Agricultural Research, Extension, and Teaching Policy Act of 1977 to adhere to the formula provisions, the following applies specifically to Smith-Lever 3(b) and (c) funds. The Alabama AREERA Plan of Work does note planned Multistate Activities and Integrated Research and Extension Activities funded from sections 1444 and 1445 of the National Agricultural Research, Extension, and Teaching Policy Act of 1977.

### **Request for Waiver from Target Percentage for both Multistate Extension Activities and Integrated Activities.**

When Alabama submitted its plan for Multistate Extension Activities and Integrated Research and Extension Activities a 'Post-waiver' request for Fiscal Year 2000 was included. That request was in response to the unfeasibility of attempting to identify and provide fiscal documentation of current multistate and integrated activities with current data collection mechanisms. A considerable amount of programmatic manipulations were necessary in order for Alabama Cooperative Extension to identify and document personnel working on multistate and integrated research and extension activities. Further, in order to provide a suitable fiscal and programmatic audit trail, as required by law, personnel and fiscal modifications had to be implemented for the identified multistate and integrated personnel. It was simply not feasible to attempt these manipulations given the very short time remaining in Fiscal Year 2000.

The Alabama Cooperative Extension System was aware that the 'Post-waiver' was intended for submission with the Annual Report of Accomplishments. However, given the July 1, 2000 due date as the first opportunity to present our multistate and integrated plans, the 'Pre-waiver' option was not available. Consistent with the guidelines, Alabama restates its request that we begin reporting on Multistate Activities and Integrated Research and Extension Activities beginning with accomplishments noted in Fiscal Year 2001.



'Option C' was selected in the Alabama Cooperative Extension System Multistate Activities and Integrated Research and Extension Activities Plan. The Fiscal Year 2001 target for Multistate and Integrated Research and Extension Activities supported by Smith-Lever 3 (b) and (c) funds was set at 9.8% (\$638,492.00), and is the target for the remainder of the planning and reporting cycle.

It was noted in the Plan that Alabama fully expected that changes in our data collection methodology, as well as an increased programmatic emphasis on multistate activities would allow the System to realize an increased target percentage for Fiscal Years 2002, 2003, and 2004. We were not, however, prepared to definitively state that there would be an increased target in future years until we had implemented modified program planning and data collection processes. We believed that it was in the best interest of the Alabama Cooperative Extension System to document a smaller, obtainable, target percentage and show a later increase than to suggest a certain future increase in the target percentage and have potential difficulty meeting the target.

To date, Alabama has nearly completed the process of implementation of the changes in our data collection methodologies to better capture multistate and integrated activities. Alabama Cooperative Extension has also placed additional emphasis on multistate and integrated research and extension activities as programming priorities. The prudence displayed in setting a smaller, yet realistic target was warranted. Education in Alabama is now in the grips of state mandated prorated decreases in operational budgets. It is almost certain that the associated fiscal decreases will, in the short term, negatively affect the capacity to realize significant increases in the amount of multistate and integrated research and extension activities. It is also likely that the stated target may also be negatively affected. It is quite possible, however, that the long term effects of the prorated education budget may lead to significant increases in multistate efforts.

Below is the SUMMARY OF INTEGRATED RESEARCH & EXTENSION AND MULTISTATE ACTIVITIES FOR FY 2000-2001 WITHIN THE ALABAMA COOPERATIVE EXTENSION SYSTEM, as contained in the Alabama Multistate Activities and Integrated Research and Extension Activities Plan. The Summary provides a detailed listing of the Multistate Activities and Integrated Research and Extension Activities supported by Smith-Lever 3(b) and (c) funds. The document is divided into Agronomy, Animal and Dairy Sciences, Poultry Science, Pest Management, Horticulture, Wildlife, and Agricultural Economics sections.

Consistent with the Final Guidance issued by CSREES, the portion of the Smith-Lever 3 (b) and (c) funds that are used by the Alabama Cooperative Extension System for Integrated Research and Extension Activities are also employed to satisfy the Multistate Activities requirement.

**SUMMARY OF INTEGRATED RESEARCH & EXTENSION AND MULTISTATE  
ACTIVITIES FOR FY 2000-2001 WITHIN THE ALABAMA COOPERATIVE  
EXTENSION SYSTEM**

**Agronomy** – The Alabama Cooperative Extension System has four state specialists (Charles Mitchell, Dale Monks, Mike Patterson and Charles Burmester) on joint research-extension appointments. These specialists are involved in the following integrated research and extension activities:

- AAES Proj. ALA-03-045 "Nutrient Management in Sustainable Agricultural Systems using continuous, Long-term Research Plots"
- "The Old Rotation" experiment (c.1896) and the "Cullars Rotation" experiment (c.1911) and 13 other long-term experiments on outlying units are frequently used for field days and visitors
- "Broiler Litter on Conservation Tilled Cotton" has been used for numerous extension presentations, Timely Information articles, and field days
- "New Legumes on Cotton"; "The PSNT and Broiler Litter on Corn"
- "Broiler Wood Ash as a Soil Amendment"
- S-270 Regional Project "Utilizing Potassium Buffering Capacity to Predict Cotton Yield Response to Potassium Fertilizer"
- SERA-IEG-6 "Soil Testing and Plant Analysis Regional Committee"
- Rates of N-P-K for Cotton (5 locations)
- Rates of N-P-K for Hybrid Bermudagrass (2 locations)
- Ultra Narrow Row (UNR) cotton response to growth regulators;
- Evaluation of cotton varieties for suitability in UNR production systems;
- Planting date evaluation of maturity group IV, V, VI, and VII soybean cultivators;
- Comparison of Roundup Ready cotton varieties under conventional and Roundup Ultra weed control systems;
- Evaluation of cotton varieties in the Black Belt region of Alabama;

- Thrips control in UNR cotton; Disease control in UNR cotton,
- Monsanto Cotton Variety Bt Evaluation
- Cotton Varieties Evaluations- 3 tests- Tennessee Valley Substation
- Cover Crops for Cotton and N fertilizer Efficiency- Tennessee Valley Substation,
- Nitrogen Fertilizer Sources and Rates for Conservation Tillage Cotton- Tennessee Valley Substation,
- Tillage Longevity on Tennessee Valley Soils,
- Boron and Pix Rates on Irrigated Cotton,
- Control of Reniform Nematodes,
- Evaluation of New Cotton Strains,
- Use of Drip Irrigation-2 tests,
- Crop Rotations on Cotton Yields,
- Evaluation of UNR Cotton- Herbicides and Row Spacing,
- Evaluation of Foliar Fertilizers for Cotton- 2 tests'
- Cotton Defoliations Tests- 3 tests/yr
- Evaluation of Cotman Expert System.

These specialists are also involved in the following multistate activities:

- SERA-IEG-6 Soil Testing & Plant Analysis Committee,
- S-270 Regional Project "Utilizing Potassium Buffering Capacity to Predict Cotton Yield Response to Potassium Fertilizer,
- Southern Soil Fertility Conference, Memphis, TN ,
- Nutrient Management Planning (with Georgia, Tennessee, and possibly MS and SC),

- Development of a southeastern U.S. cotton journal for Alabama, Georgia, and Florida;
- National cotton specialists annual meeting (2000, 2001, 2002);
- Beltwide Cotton Conference (2000, 2001, 2002),
- Uniform Cotton Defoliation Workgroup,
- IPM Implementation in a corn, soybean, wheat, cottonweed management system
- Regional IPM recommendations for Fruit Crops.

Total expenditures for both the integrated research and extension activities and multistate activities is \$150,453.00 each.

**Animal and Dairy Sciences**: The Alabama Cooperative Extension System has two state specialists (Frank Owsley and B. R. Moss) on joint research-extension appointments. These specialists are involved in the following integrated research and extension activities:

- Effects of diet on the fertilizer value of swine manure,
- ALA-04-018 Evaluation of unconventional forages (silages) and alternate feeds for dairy cattle,
- ALA-050-032 Systems for controlling air pollutant emissions and indoor environments of poultry, swine, and dairy facilities

These specialists are also involved in the following multistate activities:

- Participated in during 2000: Southern Dairy Conference,
- Southern Dairy Conference: Planning Committee,
- SERA-IEG Competitiveness and Sustainability of the Southern Dairy Industry: Meeting,
- Alabama Dairy Forage Field Day (13 states),
- Regional Research Project on Heat Stress: Planning Committee,
- Regional Research Project on Livestock Facilities: Meeting,

- Southern Section of American Dairy Science Association Meeting,
- Southeastern DHI Laboratory: Board Meetings. (AL, GA, FL, SC) ,
- West Alabama Dairy Meeting. (Mississippi participation),
- . National 4-H Dairy Conference WI. ,
- Southeast Dairy Management Meeting (GA, FL, AL) ,
- South Alabama Dairy Meeting (Florida, Mississippi, and Georgia),
- Planned participation during remainder of 2000: American Dairy Science Association Annual Meeting,
- Southeast Dairy Management Meeting: Planning Sessions,
- College Dairy Feed Cooperatives Board Annual Meeting,
- Alabama/Louisiana Dairy Tour,
- SERA-IEG Dairy Management Workshop,
- Regional Research Projects as listed above,
- National Extension Swine Educators Workgroup (preparing and coordinating Extension swine publications, meetings, curricula, and training on a regional and national basis -paid for by check-off funds from NPPC)

Total expenditures for both the integrated research and extension activities and multistate activities is \$112,976.00 each.

**Poultry Science:** The Alabama Cooperative Extension System has two state specialists (S. F. Bilgili and Eugene Simpson) on joint research-extension appointments. These specialists are involved in the following integrated research and extension activities:

- Broiler Carcass Quality,
- Meat Yields,
- Electrical Stunning,

- Blood Splash Problems HACCP,
- Pathogen Control Strategies,
- Sand as a Litter Source,
- Evaluation of Alternative Disposal Methods for Poultry Mortalities,
- Systems for Controlling Air Pollutant Emissions and Indoor Environments of Poultry, Swine, and Dairy Facilities

These specialists are also involved in the following multistate activities:

- S-291–Systems for Controlling Air Pollutant Emissions and Indoor Environments of Poultry, Swine, and Dairy Facilities,
- HACCP Training Workshops (Basic and Advanced HACCP) through U.S. Poultry and Egg Association,
- Member of the Regional Project (S-292) "The Poultry Food System: A Farm to Table Model" That includes participants from 13 states,
- Joint Research Agreement with USDA/ARS Athens, GA

Total expenditures for both the integrated research and extension activities and multistate activities is \$114,096.00 each.

**Pest Management:** The Alabama Cooperative Extension System has two state specialists (Kathy Flanders and James Weeks) on joint research-extension appointments. These specialists are involved in the following integrated research and extension activities:

- Hessian fly biotype survey,
- Fire ant management strategies,
- Biological control of fire ants,
- Barley yellow dwarf risk management,
- Biological control of cereal leaf beetles,
- ALA-08-012 Evaluation of Pest Management Systems in Peanuts.

These specialists are also involved in the following multistate activities:

- SERA-IEG-7, Peanut Insects- Griffin, GA,
- American Peanut Research and Education Society,
- Cotton Pest Management Seminar- Destin, FL,
- Research- Cooperative Evaluation of Leafhopper Thresholds on Peanuts; Georgia, Florida
- Date of Planting Study on Peanuts; Georgia, Florida, AL,
- Peanut Adaptive Farm Research Project; Alabama and Georgia,
- Georgia Small Grain Working Group, which meets several times a year to discuss mutual findings and plan future research. It involves researchers and extension workers from Georgia, Florida, and Alabama,
- Southern small grain workers meeting, involving approximately 10 southern states
- Imported Fire Ant Conference, which involves about 15 states,
- Fumigation training workshops in Georgia and Alabama ,
- Multi-state stored grain IPM training session ,
- Multi-state fumigation workshops in Fall 2000,
- Southern region IPM grant involving Texas and the USDA/ARS, on eavesdropping on soil insects,
- Southern region IPM grant on biological control of fire ants, involving about 7 states. The University of Tennessee is the lead institution,
- Collaborating with researchers from Purdue University and USDA/ARS to determine biotypes of Hessian flies in Alabama ,
- Fire ant in-service training. Two research and extension faculty from Texas A&M university served as instructors for the workshop ,
- Collaborated with David Buntin, Univ. of GA on a publication, ANR-984, Management of cereal leaf beetles: Pests of Small Grains.

- Collaborated with Steve Brown, UGA, on a publication, ANR-1154, Fumigating agricultural commodities using phosphine.

Total expenditures for both the integrated research and extension activities and multistate activities are \$60,391.00 each.

**Horticulture**: The Alabama Cooperative Extension System has one state specialist (Ken Tilt) on joint research-extension appointments. This specialist is involved in the following integrated research and extension activities:

- Subirrigation of containers,
- Cyclic irrigation of containers,
- Ground cover rose evaluation,
- Halesia selection for the landscape,
- Bare root production of shade trees for the landscape,
- Effects of copper containers on transplant success,
- Evaluation of fire hazard potential of Christmas tree cultivators,
- Bank stabilization through the use of old nursery technology,
- Evaluation of grafted oaks for the landscape.

This specialist is also involved in the following multistate activities:

- Effects of cyclic irrigation on pot in pot production Louisiana, AL,
- Gulf State Trade show and seminars LA, MS, and AL,
- Inservice training for agents AL, MS, and LA ,
- Nursery Seminars GA, FL, and AL,
- Field Day MS and AL,
- Distance Learning Project MS, AL, and LA.



Total expenditures for both the integrated research and extension activities and multistate activities is \$53,889.00 each.

**Wildlife**: The Alabama Cooperative Extension System has two state specialists (Kathy Flanders and James Weeks) on joint research-extension appointments. These specialists are involved in the following integrated research and extension activities:

- Control of deer damage to crops, public attitudes about wildlife management,
- Actual vs. perceived coyote damage,
- Public attitudes concerning nuisance Canada geese,
- Public attitudes concerning black bear management in Alabama,
- Bobwhite Quail Management Project

This specialist is also involved in the following multistate activities:

- Cooperative Research and Extension Project on Bobwhite Quail: Georgia, South Carolina, Tennessee, North Carolina, Mississippi, Florida,
- Conducted 3 national workshops related to the 4-H wildlife habitat evaluation program.

Total expenditures for both the integrated research and extension activities and multistate activities is \$93,522.00 each.

**Agricultural Economics**: The Alabama Cooperative Extension System has one state specialist (James Novak) on joint research-extension appointments. This specialist is involved in the following integrated research and extension activities:

- Risk Management in Production Agricultural Economics,
- Farm-Level Risk,
- Farm Retirement,
- Futures Marketing,
- Agricultural Policy

This specialist is also involved in the following multistate activities:

- Agricultural Public Policy Committee
- American Agricultural Economics Association Section Board,
- Southeast Risk Management Education Coordinator,
- National Risk Education Conference, St. Louis,
- Southern Ag. Economics Assn.,
- Southern Extension Public Policy Affairs Committee

Total expenditures for both the integrated research and extension activities and multistate activities are \$53,165.00 each.

## **CONTACTS**

To assist the CSREES in the review of the Alabama Cooperative Extension Annual Narrative Report of Accomplishments and Results the following denotes System personnel responsible for overall administration, signature authority and certification; overall programmatic content; and, development, preparation, and submission to CSREES.

Administrative and signature authority, and certification, for this Alabama Cooperative Extension AREERA Annual Narrative Report of Accomplishments and Results resides with the following persons:

**Velma Blackwell**, 1890 Administrator  
Tuskegee University  
334-727-8601  
vblackwe@aces.edu

**Virginia Caples**, 1890 Administrator  
Alabama A&M University  
256-851-5710  
vcaples@asnaam.aamu.edu

**Stephen Jones**, Director  
Auburn University  
sjones@aces.edu

Overall programmatic responsibility for the content of this AREERA Annual Narrative Report of Accomplishments and Results resides with the following persons:

**Chinella Henderson**, Associate Director  
Urban Affairs and New Non-Traditional Programs  
Alabama Cooperative Extension System  
256-851-5710  
chenders@aces.edu

**Gaines Smith**, Associate Director  
Rural and Traditional Programs  
Alabama Cooperative Extension System  
wsmith@aces.edu

**Thomas Harris**, Associate Administrator  
Tuskegee University Cooperative Extension Program  
t\_harris@tusk.edu

Responsibility for the overall development, preparation, and electronic submission of the Alabama Cooperative Extension AREERA Annual Narrative Report of Accomplishments and Results resides with:

**Ronald L. Williams**, Extension Head  
Program Planning and Development /  
Law Enforcement Programs  
256-353-9770  
rwilliam@aces.edu