

**A STUDY TO DETERMINE THE EFFECTIVENESS OF
AGRICULTURE/NATURAL RESOURCE PROGRAM AREA COMMITTEES
ON THE TEXAS AGRILIFE EXTENSION SERVICE PROGRAM PLANNING
PROCESS**

A Record of Study

by

WHIT HOLLAND WEEMS

Submitted to the Office of Graduate Studies of
Texas A&M University
in partial fulfillment of the requirements for the degree of

DOCTOR OF EDUCATION

August 2011

Major Subject: Agricultural Leadership, Education, and Communications

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August 2011

Major Subject: Agricultural Leadership, Education, and Communications

ABSTRACT

A Study to Determine the Effectiveness of Agriculture/Natural Resource Program Area Committees on the Texas AgriLife Extension Service Program Planning Process.

(August 2011)

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Volunteers play a critical role to Extension by assisting with program planning, provide input and guidance in what direction local Extension programs should take, and provide assistance with program implementation and evaluation. Extension volunteers have been utilized in Extension for over 50 years, serving on program area committees to develop programs that meet the needs of local clientele.

This study evaluated Agriculture and Natural Resource Program Area Committee (Ag/NR PAC) members located in 36 Texas counties. The selection of counties was based upon Texas AgriLife Extension Service county categories. A quantitative, ex post facto, survey instrument was developed that consisted of Likert type statements that focused on the purpose, responsibilities, qualifications, time obligations, County Extension Agent interaction, subject matter specialist interactions and assisting with educational event implementation and evaluation. The survey was mailed with a postage paid return envelope and return surveys were accepted for 45 days. The data was analyzed using SPSS 16.0 for Windows software.

The findings of this study showed that Ag/NR PAC members have an overall understanding of the purpose, responsibilities and qualifications of PAC's. Overall, the data shows that County Extension Agents are remaining involved with the program area committees. However, 42 percent of the respondents disagreed or remained neutral to subject matter specialists being utilized in committee meetings. The open ended questions show that program area committee members consider personnel education as a motivational factor for serving on the Ag/NR committees. Committee members feel strongly about assisting with program planning and attending the educational programs but are not remaining actively involved in the evaluation or interpretation phase of the programs.

The findings of this study resulted in seven associated recommendations related to working with Ag/NR PAC's. In addition, six areas were identified for areas of research to be considered for the future. The results found that Ag/NR PAC's are still a crucial part of Texas AgriLife Extension Service and they play an important role in identifying issues at the local level. The information found within the study will contribute to working with volunteers to enhance the program planning process.

DEDICATION

There are so many people who have provided help, support and guidance over the past four years as I attended classes, conducted research and spent sleepless nights writing and summarizing my findings.

To my wife Mandy and my daughter Whitney: Thank you for being supportive over the past four years as I worked on this project. Mandy, I remember just getting accepted into the program not long after we got married. Thank you for the sacrifices you made so I could fulfill my dreams. Whitney, you may not know it or understand it, but you made sacrifices for me to complete this study. Now there is no more homework for daddy to work.

To my Mom, Susan, thank you for all your support and everything you have done to help out while I had been working towards this degree. Dad, I know you had to fill in a lot fixing things around the house while I was too busy to work on it myself. Thanks for all your support.

To my grandparents, John D. and Ruby Easterly: Thank you for all your support and encouragement while I've been working on the degree. We faced a lot of challenges and obstacles over the past 4-5 years and I am so thankful to have your love and support.

To my late grandparents, L.G. and Nina Weems: I wish you were here to experience this with us. I know you would have provided love and support the entire time.

ACKNOWLEDGEMENTS

I have been so blessed to have numerous friends, family and co-workers provide support and assistance during the past four years as I pursued this advanced degree. Without all of these people supporting me, this dream could not have come true.

Dr. Chris Boleman, first of all, thank you for your patience. You have been so supportive of me pursuing this advanced degree and this research project from the beginning. The leadership and guidance you have provided me over the past four years has been extremely valuable and truly appreciated. Dr. David Lawver, Dr. Scott Cummings, Dr. Steve Frazee and Dr. Glen Holub, thank you for the dedication, time commitment and feedback that you provided over the past few years, and what this research evolved into today.

My supervisors during this time, Mr. Ron Woolley and Mr. Donald Kelm, your support, encouragement and understanding over the past few years has been extremely appreciated as I worked on this project. Dr. Ed Smith, Mr. Kyle Smith, Dr. Pete Gibbs and Dr. Darrell Dromgoole, thank you for your support, feedback and cooperation as this research project developed and evolved.

To the volunteers that graciously gave their time to help with this project, you give so many unselfish hours to Texas AgriLife Extension Service as it is, and finding the time to assist with this project shows what great people, we as County Extension Agents, get to work with each and every day.

A special thank you to the County Extension Agents in the 36 counties involved in this study. Your support and encouragement which you provided to the volunteers serving on committees in your county is greatly appreciated.

My co-workers, Shirley Gerald and Kim Miles, have been by my side through the entire process. They have seen my frustrations and encouraged me to push to the end. Thank you for all your support and always picking up the slack when I fell behind. Jackie Holub, Susan Hemphill and Christina Flannery, thank you for everything you provided during this process. I know there were days I drove you crazy. I appreciate your patience and understanding as I attended classes, gathered research and wrote this dissertation.

Texas AgriLife Extension Service has supported and encouraged me and many other employees to pursue advanced degrees. Thank you for allowing and supporting us as we take on these projects. Extension is a great organization and places a high regard for the education of its employees.

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CHAPTER I

INTRODUCTION

Volunteers are an important component of Texas AgriLife Extension Service. These volunteers play a critical role in assisting with the program planning process by providing valuable input as to what areas Extension should put their efforts in related to educational events and programs. In addition to the agriculture/natural resource areas, Extension volunteers can be found in many other programmatic areas of Extension, including the Family and Consumer Science, 4-H and Youth Development, and Community Resource and Economic Development. Although the structure of some of these volunteer responsibilities has changed, the role that Agriculture/Natural Resource volunteers play continues to remain the same as it has for many years.

The literature reviewed will highlight the development of the Land Grant System, Agricultural Experiment Stations, Cooperative Extension Service and Texas AgriLife Extension Service. The Land Grant System was developed in 1862 when the Morrill Land Grant Act was passed. This mandated colleges to be built in states allowing average citizens to receive higher education. Then, in 1867, the Hatch Act developed the Agricultural Experiment Stations and the Smith Lever Act passed in 1914 created the Cooperative Extension Service. From this act, Texas AgriLife Extension Service was developed as part of the Texas Land Grant College, Texas A&M College.

This record of study follows the style of *Journal of Extension*.

Through the Cooperative Extension Service and Texas AgriLife Extension Service (formerly Texas Agricultural Extension Service and Texas Cooperative Extension), it is noted that volunteers at the local level have been used for over 50 years. These volunteers have been utilized in the program planning process by serving on Program Area Committees (PACs). The members serving on these committees are considered opinion leaders and are very knowledgeable about the subject matter in which their respective committee is charged with. These committees are utilized so programs developed on the county level are relevant to the local needs of the citizens. The program area committees vary in size, based upon the specific needs of the county. Texas AgriLife Extension Service has outlined specific responsibilities for these committee members. They include:

- To assist the County Extension Agent (CEA) with the planning phase of programming.
- To assist the CEA with the implementation phase of programming.
- To assist the CEA with the evaluation phase of the programming.
- To assist the CEA with the interpretation phase of programming.
- To assist the CEA with committee membership rotation to ensure optimum representation and diversity.
- To use the best management practices for financial management adopted by The Texas A&M University System and Texas AgriLife Extension Service.

(Burkham and Boleman, 2005^b)

This study evaluated the current structure of the Texas AgriLife Extension Service Program Area Committees in Agriculture/Natural Resources and began to assess their effectiveness in planning and implement educational events at the county level.

Purpose

The purpose of this study was to determine if Extension volunteers directly involved in Agriculture/Natural Resource Program Area Committees within Texas AgriLife Extension Service feel they are an effective and integral part of the program planning, implementation and evaluation process of Extension educational programs.

Objectives

This study consisted of two objectives:

1. Determine the volunteers' perception of their role in the PAC.
2. Determine if they are being utilized effectively according to the guidelines and purpose of a PAC.

Problem

Accountability is very important for any agency that is funded with federal, state, and local dollars. Texas AgriLife Extension Service continues to ensure that they are accountable for the funds provided to them through evaluations, customer satisfaction surveys, peer groups, and interpretive events. However, accountability goes far beyond the Legislative Budget Boards and funding for agencies. Extension should be accountable for the time they require of their volunteers. Volunteers are very important to Extension. In 2009, 3,484 members volunteered their time to serve on Agricultural

and Natural Resource Program Area Committees at the County level (Texas AgriLife Extension Service, 2009^b).

Issues are identified by a number of sources. One of the main sources is program area committees. This study is addressing the level of involvement and engagement of PACs and how their ideas are implemented or are translated into the programs that are delivered in Ag/NR. This includes committee involvement in issue identification, program planning, program implementation, evaluation, and interpretation.

Definition of Terms

Banner Program - An educational event or program that is planned by specialist or other groups and implemented in numerous places across the state. These programs will have the same topics, speakers and evaluations regardless of the location in the state they are being implemented.

Cooperative Extension Service - The division of the United States Department of Agriculture created by the Smith-Lever Act and charged with disseminating research-based information to the public through state and land grant universities.

County Categories – Texas AgriLife Extension Service divides the counties into categories. There are 7 categories with category 1 being the smallest and category 7 being the largest urban counties in Texas. Factors taking into consideration are total county population, total county income, total agricultural income and number of farms.

County Extension Agent – A county level staff member that is responsible for planning, implementing, evaluating and interpreting Extension educational programs and activities at the county level.

County Task Force – A small group of people selected by the Program Area Committee utilized to implement and market a banner program or special project for a time frame of less than one year.

Districts – Texas AgriLife Extension Service has divided the State of Texas into twelve districts across the state. These districts are named by a number of 1-12 and all districts have a central location with a District Research and Extension Center that provides offices and lab space for middle management and specialist.

District Extension Administrator – District based staff found in one of the 12 district research and extension centers in Texas. These positions are responsible for all administrative matters related to the counties within that district. They supervise and manage County Extension Agents and conduct their annual performance appraisals. They also serve as a liaison with the County Commissioners Courts in their respective district.

Outcome Program – A series of educational events that is designed to result in client change measured through a series of evaluations. Outcome programs are usually based upon emerging issues and or high priority topics identified at the local level.

Output Program – An educational event or activity with a component to measure customer satisfaction and or clientele feedback.

County Coalition – A small group of people selected by the Program Area Committee utilized to implement and market a banner program or special project for a time frame of greater than one year.

Program Area Committee – A group of local volunteers that advise County Extension Agents on the issues in a community that Extension can address. They are utilized in the subject matters areas of Agriculture/Natural Resources, Family and Consumer Sciences and Community and Economic Development.

Regions – Texas AgriLife Extension Service has developed regions from the 12 districts across the state. Three districts make up a region and there are 4 regions in Texas referred to as the North, South, East or West region.

Regional Program Director – Regional based staff member of Texas AgriLife Extension Service that provides programmatic assistance to County Extension Agents related to program development, design, implementation and evaluation.

Subject Matter Specialist - A state level faculty member with shared responsibilities between Extension, Research and/or College Department. They are responsible for conducting research, providing training to County Extension Agents; serve as educators at county level educational activities and assisting County Extension Agents with technical questions.

Texas AgriLife Extension Service – A state agency under the Texas A&M System funded through the Cooperative Extension Service, state legislature and County Commissioners Courts of Texas. Offices are located in 250 Texas Counties to serve citizens through community based education (Texas AgriLife Extension, 2005). Texas AgriLife Extension Service was the name given to the agency from 2008 – present. It was formally known as Texas Cooperative Extension from 2001- 2008 and Texas Agricultural Extension Service from its existence until 2001.

CHAPTER II

REVIEW OF LITERATURE

The Land Grant System

The Land Grant College system is a significant part of history that has played a major role in educating Americans for the past 150 years. To this day, there is still controversy over who actually developed the Land-Grant College legislation. Some give the credit to Justin Morrill, a Congressman from Vermont (Herren & Hillson, 1996), while others will state that the ideals of the legislation date back to Jonathan Baldwin Turner, a college professor from Illinois (Herron & Hillson, 1996). Regardless of who is responsible for the development of the Land-Grant Colleges, a bill was passed in 1862 which became known as the Morrill Land Grant Act.

The goal of the legislation was to develop colleges in each state which would allow average citizens to receive higher education. The United States was continuing to grow and there was need to educate the average citizen in areas of agriculture, home economics and mechanical arts.

The legislation to develop the Land-Grant Colleges was first introduced in 1857 (Herren & Edwards, 2002). This bill was opposed by many Southern legislators. They felt the legislation was unconstitutional. Despite the opposition of the Southern legislators, the bill had enough support to pass congress in 1859. It was sent to President Buchanan for his signature where it was vetoed (Herren & Hillson, 1996).

In 1862, the bill was presented to Congress once again. Under new presidential leadership and a new Congress, the bill passed. The Morrill Land Grant Act was signed

into legislation by President Lincoln on July 2, 1862 (Herren & Hillson, 1996). Several factors played a role in the passing of the Morrill Act in 1862. One being that the Southern lawmakers that had such opposition to the Land-Grant system were no longer in office, many had returned to the south to be part of the new formed Confederate States of America. Second, a revision was added to the bill to teach military tactics, and third, President Lincoln was very supportive of education and agriculture. The Civil War ended in 1865 and Land-Grant Colleges began being developed in areas across the country.

The same model was followed through the establishment of the Second Morrill Act of 1890. This act directed land grant institutions to open their programs to black students or build an additional school if they chose to receive the additional funding (Comer, Campbell, Edwards an Hillison, 2006). The Equity in Educational Land Grant Status Act of 1994 was passed to provide funding for existing colleges on tribal lands and provided them with land grant status. These universities are often referred to as 1994 Land Grant Colleges (Hiller, 2005).

Agricultural Experiment Stations

Once the land-grant universities began, it was determined that there was a need for more advanced knowledge about agriculture practices. Much of the understanding behind the science of modern agriculture was lacking which led to the development of the Hatch Act of 1887. The purpose was to develop Agricultural Experiment Stations in connection with the Land-Grant Colleges (Hatch Act, 1887). These Agricultural

Experiment Stations conducted research improving farming and animal husbandry practices across the nation and the world.

Cooperative Extension Service

The Smith Lever Act was passed in 1914 and established the Cooperative Extension Service (Smith Lever Act, 1914). This bill was introduced by Senator Hoke K. Smith of Georgia and Congressman Asbury F. Lever of South Carolina to provide agriculture education to individuals not attending college.

Texas AgriLife Extension Service

Texas AgriLife Extension Service was developed from the 1914 Smith Lever Act and is a part of the Texas A&M System in partnership with the Cooperative Extension Service, Texas government, and the County Commissioners Courts of Texas. The original agency was named Texas Agricultural Extension Service, later changed to Texas Cooperative Extension, and in 2008 changed to Texas AgriLife Extension Service. The agency works directly with Texas AgriLife Research to develop research and educational events to educate the citizens of Texas on practical applications of agriculture, home economics and community development. Texas AgriLife Extension Service has offices in 250 counties and has a presence in all 254 counties in the State of Texas. Extension programs are custom tailored to meet the needs of its local clientele (Texas AgriLife Extension, 2005). Information needed by citizens in urban areas is not necessarily the same as information needed in rural Texas. Extension Specialist and County Extension Agents work with local volunteers to implement programs relevant to their clientele needs. The goals of Texas AgriLife Extension Service are to:

1. Ensure a sustainable, profitable, and competitive food and fiber system in Texas.
2. Enhance natural resource conservation and management.
3. Build local capacity for economic development in Texas communities.
4. Improve the health, nutrition, safety, and economic security of Texas families.
5. Prepare Texas youth to be productive, positive, and equipped with life skills for the future.
6. Expand access to Extension education and knowledge resources.

(Texas AgriLife Extension Service, 2009^a)

Program Development

The mission of the Cooperative Extension Service is to advance knowledge of agriculture, environment, human health, and well being. According to Marshall (1990) the mission of Texas AgriLife Extension Service is to “extend research generated information to people and encourage appropriate application of it by individuals, families, and community leaders”. To accomplish this mission program development is critical. Chapman (2008) outlined seven principles for program development in literature discussing teaching with production oriented workshops. These include:

- Program development is based on needs, concerns and problems of extension service’s clientele.
- Programming is done with people, not for them.
- Program development is a continuous process.
- Programs are based on a thorough analysis of facts relevant to a given situation.
- Program development leads to great cooperation, coordination, and efficiency.

- Program development is a teaching-learning process.
- Program development provides for the evaluation of methods and results.

(Chapman, 2008)

For the past 50 years Extension has involved local citizens in the program planning process (Marshall, 1990). She comments that to have effective educational programming to the citizens of Texas, local people must be involved. Marshall (1990) states that by having local involvement there are several benefits which include:

- The Extension Service is kept in direct contact with the people for whom educational programs are designed to benefit.
- Educational programs are "people centered," based on expressed needs.
- The process draws on knowledge, creativity and leadership skills of many people, thus increasing the quality and effectiveness of programs.
- In the involvement of citizens, their leadership capabilities are increased, and leaders themselves are able to assume key roles in other groups and efforts in the community.
- Citizen involvement multiplies the efforts of Extension agents and produces more effective programs than agents could manage alone.
- The process uses evaluation in all its phases to keep the program aimed in the right direction.

(Marshall, 1990)

Boleman, Cummings, and Pope (2005) note that Extension educators must realize they play a role in program development. It is essential for Extension educators

to understand more than just the subject matter; they must learn how the program planning process works and how programs are developed.

There are two different types of programming that people will observe with the Texas AgriLife Extension Service. These include *Outcome Programs* and *Output Programs*. Boleman, Cummings, and Pope (2005) define the two programs as:

- *Outcome Programs* comprise a series of educational activities that use appropriate methods designed to help target audiences reach a goal. Evaluations strategies will measure change.
- *Output Programs* comprise a series of educational activities that use appropriate methods designed to measure targeted audience's satisfaction levels and general clientele feedback. These programs do not measure client change.

Texas AgriLife Extension Service has developed a Program Development Model that will outline the proper steps in planning and implementing outcome and output programs. (See Figure 1)

The model consists of three main components; planning, implementation and results. Volunteer involvement is a critical component of the Texas AgriLife Extension Service Program Development Model. It is designed to have “volunteer involvement” through each step. According to the model, utilizing the right volunteers, Extension will identify issues, reach target audiences and define local issues (Boleman, Cummings, Pope, 2005). Throughout this model Extension encourages evaluations to be conducted throughout the planning process. This will ensure that programs are moving forward. The evaluations are not required to be formal.

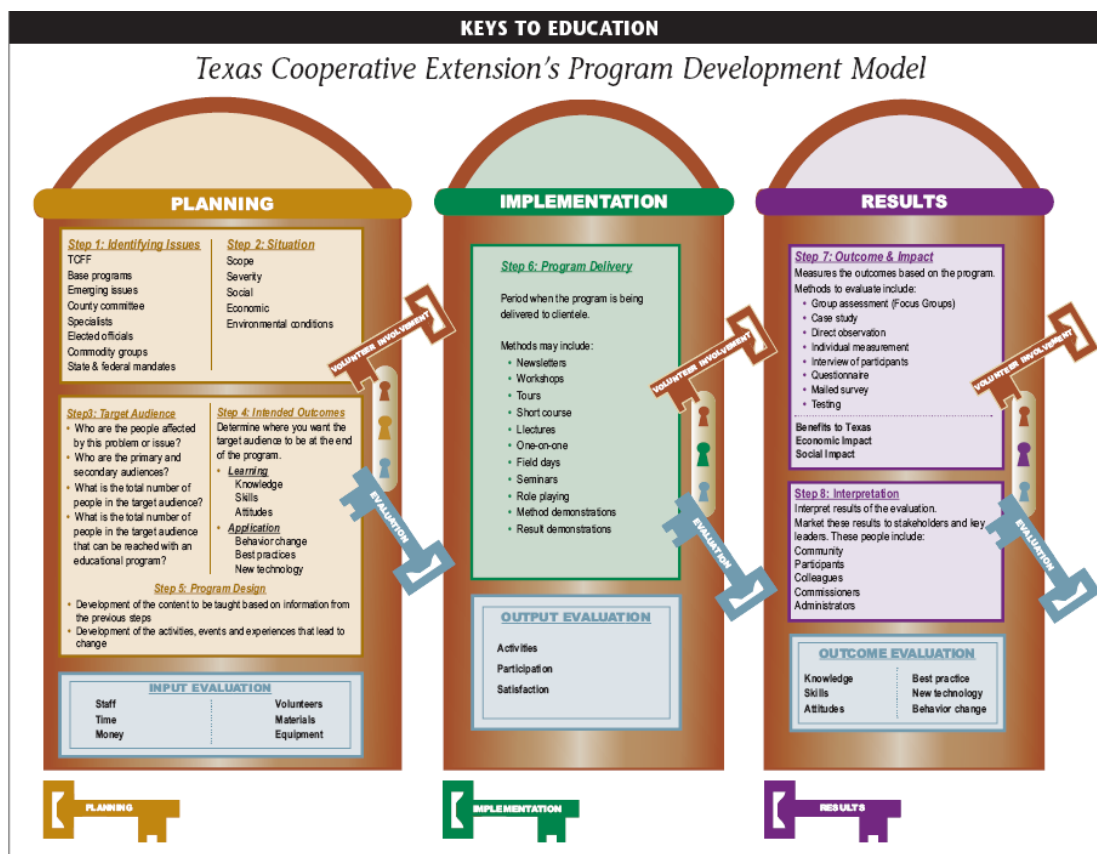


Figure 1. Texas Cooperative Extension's Program Development Model

The first category in the Extension Program Development Model is *Planning*. The category has 5 steps in which Extension educators must work through to effectively plan educational events. The first step is *Identifying Issues*. Caffarella (1982) identifies two different types of educational needs. The first is *prescriptive* need, which is defined as an organizational issue. These prescriptive issues would be the state and federal mandates, elected officials and emergency issues as related to Extension which were discussed by Boleman, Cummings and Pope (2005). The second is motivational need,

defined as an individual issue. These issues could be identified by volunteers and county committees. The Extension has developed a “pieces of the puzzle” figure which outlines all the areas in which an issue may arise (Boleman, Cummings and Pope, 2005). (See Figure 2)

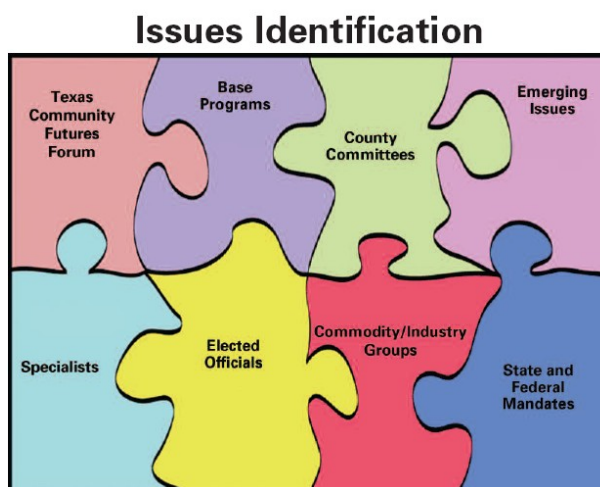


Figure 2. Issues Identification Chart

The second step is to *describe the situation*. “The first impressions about an issues are called its situation” (Boleman, Cummings and Pope, 2005). It is critical that Extension educators evaluate the “situation” to determine if it is relevant to the needs of their community and geographical location.

The third step identified in the model is *identifying target audiences*. The program planning process is dependent upon the needs, concerns and problems of Extension clientele. This step is critical because it will help educators focus on who is

affected by the “situation”, how many people are affected, who can be reached, and what are their characteristics (Boleman, Cummings, and Pope, 2005).

The fourth step in the Extension model is *specifying intended outcomes*. This step is determining the goals and objectives of the outcome. It is broken down into two categories: learning and application. In determining which outcome to measure, Extension educators need to know their target audience which should have been addressed in step three. Under the learning category educators will find knowledge, skills, and attitudes. These three things should be determined to assist in identifying the outcome for your target audience. What did they learn, what skills and/or what attitudes do you want to develop or change. Under the application category educators can measure behavior change, best practices, or adoption of new technology.

The fifth step is to identify *educational design*. This step will plan the program from beginning to end. Boleman, Cummings, and Pope (2005) state that the educational design must consist of *Content* and *Delivery Methods*. Program Area Committees and volunteers play a crucial role in step five.

Steps one to five make up the planning phase of the Extension model. This process will give Extension educators the information needed to effectively plan an educational event. “Identifying educational needs of potential participants is an important component in designing educational program” (Caffarella, 1982). Caffarella (1982) goes on to explain that the educational needs of groups, individuals, and the agency must be addressed. The Texas AgriLife Extension Service Program Planning

Model helps provide a blueprint for Extension educators to develop and implement their needs assessment.

The second phase of the Extension Program Development Model is implementation. This consists of one step, *program delivery*. Implementation is simply delivering the subject matter to the clientele following the criteria outlined in steps one to five. In order for implementation to be successful, Extension educators must follow the plan and evaluate the activities being implemented (Boleman, Cummings, and Pope, 2005).

The last phase of the Extension Program Development Model is results. This phase consist of steps seven and eight of the model. Step seven is *measuring outcomes*. There are several items an evaluation must address. First, it should reflect upon the subject matter being taught; second, on the intended outcomes; and third, on the economic impact (if relevant). The final step (step eight) is to *interpret the results*. Extension refers to this as the 3 R's; Relevance, Response, and Results. This will provide the stakeholders with the information needed to understand program content, conduct and results.

Program Area Committees

Texas AgriLife Extension Service has utilized program area committees to ensure that programs being developed and implemented on the county level are relevant to the local needs (Burkham & Boleman, 2005^b). Extension is known for being able to assist people with their needs. The mission of Texas AgriLife Extension is to provide “quality, relevant outreach and continuing education programs and services to the people

of Texas”. Program Area Committees have helped shape the way Extension is able to provide their clientele and assist people with their needs. In Figure 3, Marshall (1990) highlights the development on the Extension Program Area Committees.

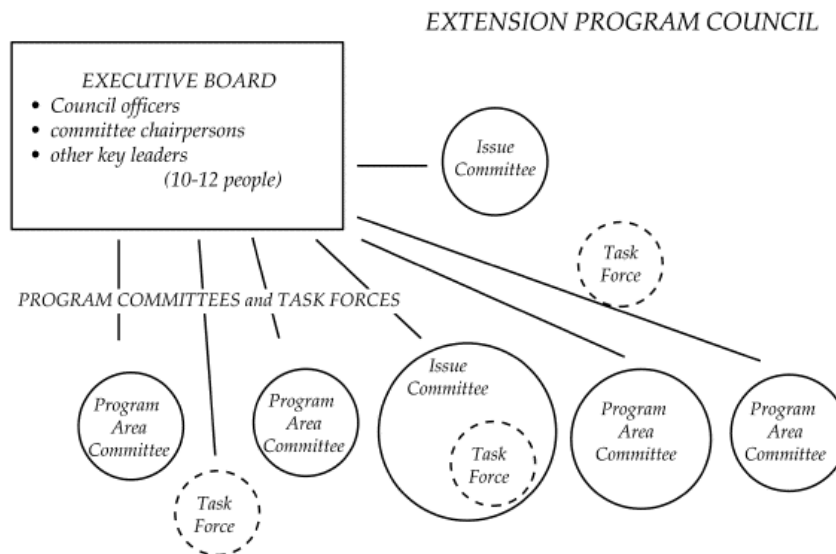


Figure 3. Extension Program Council Model

Marshall (1990) states that program area committees will vary in size and subject matter based on the specific county. Richardson and Ladewig (1989) stated that changes made by Extension to improve program efforts towards the needs of clientele included indentifying needs based on input from program councils, looking at socioeconomic and/or current issues determined by groups or leaders within a community, consider local concerns and local interest (Richardson, Ladewig, 1989).

Committees are defined as people selected to serve as a group and act on particular subject matter. Extension sets limits about how committees operate based

upon task, time commitments, and resources (Richardson, Marshall, 1990). There are several benefits to serving on the Agriculture and Natural Resource Program Area Committees noted in the literature. These include:

- Being a significant part of the educational process.
- See the impact the agriculture and natural resources program has in the county.
- See positive change in program participants.
- Experience personal growth from participating in this vital effort.

(Burkham and Boleman, 2005^b)

Marshall and Richardson (1990) outline three objectives that will help establish effective and successful committees. These include the right problem, the right people, and the right process. The right problem consists of making sure the committee is needed. It is advised that they examine the structure and need for their committee from time to time. The second step is the right people. Marshall and Richardson (1990) note that one must identify the best people for the assignment. The last step is the right process. This consists of having a proper meeting facility, agendas, increased participation, recording minutes, and submitting reports.

The right person to serve on a committee is a challenge for many county programs. The INVEST literature helps outline qualifications and skills that a committee member needs. These include:

- Resides in the community or county.
- Is interested in agriculture and natural resources.

- Has a broad, general perspective of the issues related to agriculture and natural resources of the county.
- Represents the program's targeted audience.
- Has good visioning and communication skills.
- Is interested in the quality of life of the county.

(Burkham and Boleman, 2005^b)

The Texas AgriLife Extension Service Agriculture and Natural Resources Program Area Committee Position Description also highlight the time requirements for the members. In most cases, a committee member will serve a three year term. This commitment will consist of four to ten hours per year. Over the course of one year, a committee will meet two to three times. In some cases, a committee member may need to carry out additional responsibilities that could increase their time commitment by ten or more hours per year.

Research Conducted on Program Area Committees

Barnett, Johnson, and Verma (1999) state that committee members do not fully understand the purpose of committees in which they serve. These members also believed that they were on a committee for input to the direction of educational programs only, but did not make the sole decision. They also concluded that members felt they may understand particular subject matter in more detail than Extension agents. The committee members felt it was important for them to advertise programs to the clientele. One very interesting statement found in the literature showed that committee members believe evaluations can be done informally based upon participation of the

producer. This study focused on cotton advisory committees in Louisiana. This study was a qualitative design utilizing focus groups in 10 of the 22 parishes that grow cotton in Louisiana. County Extension Agents participated in two focus groups. Twenty-one advisory committee members participated in four focus groups that consisted of cotton producers, association representatives and consultants. The advisory committee members had used Extension programs for over fifteen years. The goal of the project was to determine the advisory committee member's perceptions as to how the committee met the purpose and function related to cotton programming (Barnett, Johnson and Verma, 1999).

Hancock (1986) conducted a study in Indiana related to developing program area committees. The study was developed to answer two different questions. The first question was related to demographics for the county and determines if one type of committee knew more about the demographics over the other. The second goal was to determine if one type of committee developed programs that were more relevant to the community than the other. For the study, two County Extension Agents each developed new program area committees in four counties. Each county selected a committee comprised of all white women who worked at home known as the homogeneous group; and the other committee was comprised of men and women of different racial background. This group was also comprised of professionals and non-professionals known as the heterogeneous group. In two of the counties the committees viewed "slide tapes" on knowing your community. The results of the program show that homogeneous and heterogeneous groups showed no difference in their understanding of the

demographics of the community. There was a statistical difference found between the heterogeneous groups that did not view the “slide tape”. The heterogeneous group was found to provide information and program goals that were more pertinent to the community.

Wegenehoft and Holt (1988) conducted a study to determine if the County Extension Agent or the advisory committee was carrying the load related to program development. The survey evaluated 363 groups. Of these groups, 100 of them were chaired by a volunteer and 263 groups were chaired by the County Extension Agent. The data showed that County Extension Agents who had volunteers serving as a chair of the committee believed those committees were more effective.

Rutgers Cooperative Extension implemented a state wide advisory committee in 2001 to focus on personal finance goals (O’Neal, 2010). Extension faculty originally managed this group but due to the reassignment of Family and Consumer Science Agents in 2004, Extension Specialist began managing the group. This advisory committee was virtual in nature and conducted business via electronic mail. O’Neal (2010) states that due to the virtual nature of the committee meeting, members were able to think about the questions at hand and provide a more in depth response to the questions and topics. O’Neal (2010) also comments that the specialist managing the committees have been able to recruit additional members for these meetings much easier because travel and time are minimal. O’Neal (2010) concludes that a downside of the virtual meetings is the loss of personal face to face contact but the high quality feedback and recommendations are just as strong.

Volunteerism

Volunteers help extend Extension programs to more people and improve the effectiveness of the Texas AgriLife Extension Service mission. According to an Economic Impact Brief of Volunteerism in the Texas AgriLife Extension Service, (McCorkle, 2011) Extension had over 107,000 volunteers in 2010 throughout all of its programming areas. Volunteers averaged 31 hours of service for the year. If converted to a monetary value of the volunteer's service, the value was over \$71 million. Some key points mentioned by Boleman and Burkham (2005) are that clientele may feel more comfortable receiving information from volunteers. Volunteers bring new ideas to the table, they can focus on particular subject matter, and they can choose to work in areas they have a vested interest in. A study in Louisiana on the "Effectiveness of Extension Cotton Advisory Committees" states that effective committees will help improve the relevancy and quality of Extension programming (Barnett, Johnson, Verma, 1999). However, if volunteers within a program area committee are not effective, then it can have a negative effect on the perception and success of Extension programs (Barnett, Johnson, Verma, 1999).

It is critical for managers of volunteers to understand the different types of volunteers and how they can be utilized within a program. In Extension, there are direct and episodic volunteers (Burkham and Boleman, 2005^a). Direct volunteers have many different roles in Extension. Burkham and Boleman (2005^a) state that direct volunteers will usually understand the program, want to see the program succeed, be motivated and be involved on a long term basis. An episodic volunteer is usually involved in a single

activity and is involved for a short term in a project or assignment. Understanding the difference between the two types of volunteers will allow Extension educators to be more effective in the planning and implementation of programs. Throughout Extension educational events, both types of volunteers will be utilized and Extension educators will appropriately assign them to tasks that suit the volunteers' needs.

Recognition of Volunteers

People who volunteer for a program are very valuable assets to Extension programs. Volunteers give Extension the opportunity to interpret results of programs, deliver Extension programs, ensure programs are relevant, and reach a vast majority of clientele that Extension agents alone could not do (Boleman, Burkham, 2005).

Volunteers in Extension help people improve their lives, knowledge, and skills, and they receive satisfaction by knowing they had an impact on the lives of others. But is that enough? According to Halfmann, Boleman, and Burkham, (2006) we should be recognizing Extension volunteers for their contributions to the organization. Formal and informal recognition are the two main types of recognition that can be utilized in Extension programming.

Summary

With the passing of the Morrill Act of 1862, the Hatch Act of 1887 and the Smith Lever Act of 1914, education was made possible for many Americans. The development of the Cooperative Extension Service has provided opportunities for continuing education to many citizens who may or may not have a college education. Extension has developed educational activities that have improved agriculture, communities, and lives.

The development and continual change of the program planning process has always included the roles of volunteers to effectively plan and implement programs. Extension agents need to understand the steps of the program planning process and develop the Extension program based on the program development model. It is important for volunteers to understand their responsibilities and time commitments as well as for Extension to recognize volunteers for the impact they have on Extension programming and education.

Marshall (1990) stated it very well when she said, Extension Program Area Committees are important to the mission of Extension. These volunteers serve to help Extension educators successfully educate and reach the clientele in their communities. Marshall continued by (1990) stating that:

In every county the real wealth of human resources is found within voluntary groups to which people give their time and talents. Many individuals, particularly in professional and business groups, public and private agencies, have useful knowledge, technical competence and experience that can make a difference between success and failure in program development. Many local people are authorities in their own right and can provide qualified help to Councils and committees. Resource people are not members of committees, but provide their expertise at appropriate times in the programming process - as planners, subject matter resources, program facilitators and the like.

The importance and belief of these committees and their importance to the mission of Cooperative Extension are the reasons why this study was conducted.

CHAPTER III

METHODOLOGY

Purpose of Study

The purpose of this study was to determine if Extension volunteers directly involved in Agriculture/Natural Resource Program Area Committees within Texas AgriLife Extension Service feel they are being an effective and integral part of the program planning, implementing and evaluation of Extension educational programs.

Methods

The researcher developed a quantitative, ex-post facto, mailed survey that was mailed to the Agriculture/Natural Resource Program Area Committee Members that were selected for this study. The survey instrument can be viewed in appendices A. The survey was designed to answer the following research questions:

1. Do the Ag/NR PAC members have an understanding of the purpose of program area committees?
2. Do the Ag/NR PAC members have an understanding of the responsibilities of serving on a program area committee?
3. Do the Ag/NR PAC members have an understanding of the qualifications of serving on a program area committee?
4. Do the Ag/NR PAC members have an understanding of the time obligations related to serving on a program area committee?
5. What level of CEA interaction takes place related to the Ag/NR PAC?

6. What level of Subject Matter Specialist interaction is taking place during the Ag/NR PAC meetings?
7. In what other ways have you as a volunteer been involved in the program implementation and follow up?

This quantitative study was approved by the Texas A&M Institutional Review Board on March 11, 2010. The protocol number for the approval is 2010-0139. It was approved for one year. At the end of one year a request was made to the Institutional Review Board to continue the study to complete data analysis. The Texas A&M Institutional Review Board granted a request for continuation effective from March 24, 2011 – March 23, 2012. The Institutional Review Board approval documents can be reviewed in appendices A.

Target Audience. Following the procedure outline by Ripley (2008), a random sample of 254 counties was conducted with certain restrictions (Ripley, 2008). These restrictions ensured counties were represented with varying size and population. The restrictions related to the County Extension Agent – Agriculture/Natural Resource must have been in that county for a minimum of one year and they must have had an active Ag/NR PAC. A total of 50 counties were included in the sample.

The organizational development unit of Texas AgriLife Extension Service assisted in the selection process by utilizing the system used to select counties that participate in the Customer Satisfaction Survey program. For this study, an equal distribution of categories was selected for the 50 counties that are equal to the distribution of categories across the state. In 2010, Texas AgriLife Extension Service

had 7 different categories of counties ranked 1 – 7. Table 1 provided an overview of the category structure for Texas AgriLife Extension Service and identifies the percentage of each category county in the state.

Table 1. Texas AgriLife Extension Service County Category Distribution List

Category of County	Total # of Counties	Total %
Category 1	11	4.33%
Category 2	49	19.29%
Category 3	45	17.72%
Category 4	82	32.28%
Category 5	41	16.14%
Category 6	16	6.30%
Category 7	10	3.94%
Total:	254	100.00%

The researcher used the same structure and percentages when selecting the 50 counties that participated in the study. Table 2 highlights the numbers of counties from each category that were selected for the study. These numbers are equivalent to the percentages found in Table 1.

Table 2. Distribution of Counties Involved in the Study

County Category	Number of Counties Selected for Participation
1	4
2	6
3	8
4	12
5	12
6	6
7	2
Total:	50

All counties were entered into a Microsoft Excel spreadsheet ranked by Extension categories. Microsoft Excel randomly assigned each county a value in each category and they were ranked in priority order. A closer inspection was completed by the researcher, with assistance from the District Extension Administrator in each of the Extension Districts which had counties in the sample. Only those counties which met the following criteria were selected from the randomly generated and prioritized list:

1. County was staffed with a County Extension Agent - Ag/NR, and has had no vacancies within the previous year.
2. County had a functioning program area committee for Ag/NR in place.

District Extension Administrators were sent a list of the selected and alternate counties to review and the list did not distinguish between the two. There were not any counties pulled from the original sample based on not meeting the above criteria. Once the researcher had a list of counties that was approved by the District Extension Administrator the researcher contacted the County Extension Agent(s) and informed them that their Ag/NR PAC had been selected for the study. They were asked for their cooperation and support to have Ag/NR program area committee members complete the survey instrument and asked to submit the researcher with a copy of the mailing addresses and e-mail addresses for their Ag/NR PAC members (see appendices B). The County Extension Agents were originally sent an e-mail from the Associate Director for County Programs stating that Extension had approved the survey and asking County Extension Agents to provide assistance to the study. The CEA's were then notified by the researcher on June 22, 2010 describing the study and asking them to provide mailing addresses and e-mail addresses for the study (appendices B). The CEA's were then notified a second time by their respective District Extension Administrators encouraging them to provide the researcher with the requested information. After two weeks the researcher sent an additional reminder e-mail to the CEA's that had not responded. In addition their respective DEA's were notified of which counties had responded. After 60 days 34 counties had responded with contact information for their Ag/NR PAC's. Less than 10 percent provided e-mail addresses. The researcher moved forward with compiling the addresses and finalized the data set with a target population of 451 participants.

Instrumentation. A mixed mode survey was originally planned for this survey. This mixed mode survey would have consisted of a web based survey and a paper survey. The surveys would have been identical with the exception of the delivery method. Due to the lack of e-mail addresses provided by the County Extension Agents a quantitative mailed survey was utilized. The survey was then mailed following procedures described by Dillman (2007).

The convenient sample population (n=451) was notified by mail on September 20, 2010. The consent letter provided the participants with information about the research, why it was conducted and ensured confidentiality of their responses. On September 28, 2010 a cover letter providing a summary of the consent letter, a copy of the survey instrument and a self addressed stamped envelope was mailed using the United States Postal Service. The cover letter also provided details on how to complete the survey and stated that it would take participants about 20 minutes to complete. The researcher requested that all surveys be returned by October 29, 2011. All surveys were identified by an identification code. Once the survey was returned, the supporting documentation was shredded to ensure that results could not be matched to individual names and ensure they would not receive any additional correspondence. A reminder letter was mailed to the remaining addresses on October 25, 2010. This letter was identical to the original letter submitted on September 28, 2010 with the exception of the deadline for the survey. The deadline was changed to October 31, 2010. The letter also included an additional survey and self addressed, postage paid envelope. On November 11, 2010 the researcher stopped accepting returned surveys to be included in the study.

This survey consisted of Likert scale statements that addressed agriculture/natural resource program area committees related to program development. Categories for statements included, but were not limited to items in the areas of purpose, responsibilities, qualifications, time obligations, County Extension Agent interaction, subject matter specialist interaction, and assisting with educational event implementation and evaluation. The Likert scale used for this study was defined as 1 = strongly disagree, 2=disagree, 3=neutral, 4= agree, 5=strongly agree. In addition, demographic and historical involvement was also ascertained.

A pilot study was conducted in one central Texas county. The county had four program area committees that were asked to participate in the study. The population consisted of thirty Ag/NR PAC members. This pilot study was completed and content and face validity were ascertained. A scale comprised of all items was developed and internal consistency of this scale was assessed by Cronbach's coefficient alpha. Once edits were made, the instrument was deemed ready for implementation.

The timeline for collecting data was 45 days. Once the survey was mailed out the researcher waited three weeks before sending out a second notice with an additional survey and self addressed, postage paid return envelope. The researcher then waited two more weeks before closing the survey and not accepting any more returned surveys to be included in the data.

A copy of the survey instrument can be found in appendices B and a copy of the correspondence letters mailed with the instrument can be found in appendices C.

Data Analysis. SPSS 16.0 for Windows software was used for data analysis. Descriptive statistics were used to summarize data. Frequencies, percentages, central tendency measures, and variability were used to describe the data. Relationships were compared between the perceived roles and responsibilities of the Ag/NR program area committee members from their perspective. These responses were compared among years of participation and previous involvement with Extension programs. These techniques included analysis of variance. Confidence intervals and tests for statistical significance were set *a priori* at the 0.05 level.

CHAPTER IV

FINDINGS AND DISCUSSIONS

The purpose of the study was to determine the effectiveness of Extension agriculture and natural resource program area committees on the program planning process as perceived by the program area committee members themselves. In addition, this study sought to determine the demographics of the program area committees and identify any concerns or issues that committee members may have regarding their roles and responsibilities.

Description of the Sample

The sample for this study consisted of the membership of program area committees in 34 Texas counties. Some counties consist of one program area committee while others had as many as four committees per county. Membership was established by nominations of the County Extension Agent or from nominations within the current membership of the committee. Of the 34 counties within the sample, there were a possible 451 members with accurate and complete contact information to participate in this study. One hundred ninety seven members returned the surveys through the United States Postal Service yielding a 43.68% response rate.

Handling Non Response Error

In dealing with non response error the “extrapolation method” outlined by Lindner, Murphy and Briers (2001) was utilized. The extrapolation methods states that early and late responders are identified based upon a certain factor and date such as a reminder postcard being sent to respondents.

This study yielded 130 responses from the first survey mailing. A reminder survey was submitted to participants after 15 days and 55 surveys were returned and marked as late responders. The only significant difference between early and late responders was found on questions 6 and 10. These questions asked “the purpose of the Ag/NR PAC is to ensure positive change in participants engaged in Ag/NR PAC sponsored programs” and “Members of the Ag/NR PAC should reside in the community or county”.

Demographics

The ethnicity of the respondents was primarily Anglo where 93.9% (n=170) of the respondents indicated White or Anglo as their primary race. Hispanic was selected as the next largest group making up 2.2% (n=4) of the sample size. This was followed by 1.7% (n=3) African American, 1.7% (n=3) Native American and 0.6% (n=1) Other. Table 3 indicates the comparison of demographics related to survey respondents, the counties represented by respondents, the state of Texas demographics, and the U.S. demographics. Data for the counties, state, and country was gathered from the United States Census Bureau quick facts.(Census Bureau, 2000).

Table 3. Ethnicity of Ag/NR Program Area Committees

	N	Sample Percent	Sample County Population Percent	State of Texas Population Percent	United States Population Percent
White/Anglo	170	93.9	63.33	46.7	65.1
Hispanic	4	2.2	27.34	36.9	15.8
African American	3	1.7	7.4	12	12.9
Asian	0	0	.95	3.6	4.6
Native American	3	1.7	.71	.8	1
Other	1	.6	.06	1	.2
Total	185	100			

Gender distribution of the 198 respondents was heavily to males. Eighty five and six tenths of a percent (n=155) of the responses were male and 14.4% (n=26) of the respondents were female. The mean age of the sample was 58.22. Agriculture and Natural Resource Program Area Committee (Ag/NR PAC) members ranged in age from 27 (n=2) to 88 (n=1). Two and eight tenths of a percent (n=5) of the population was over the age of 80. Forty two and two tenths percent (n=76) ranged from 60-79 years old and 47.8% (n=86) ranged in age from 41-59. The youngest age category was 40 years and less which made up 7.2% (n=13) of the population. Figure 4 shows the age distribution of the Ag/NR PAC as described.

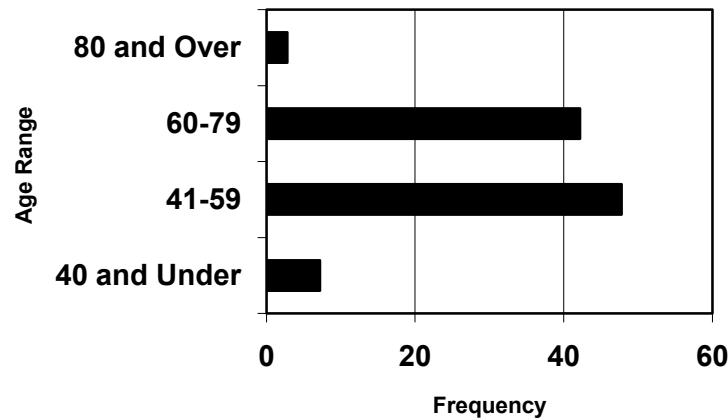


Figure 4. Age Distribution of AG/NR PAC Members

Figure 5 details the income for respondents. The annual household income of respondents to indicated 32.9% (n=55) of the committee members reported \$100,000.00 or more. Nineteen and eight tenths (n=33) of the responses showed an annual household income of \$80,000-\$99,999.00 and 22.8% (n=38) showed an annual income of \$60,000.00 - \$79,999.00. The \$40,000-\$59,999.00 range was made up of 20.4% (n=34) and only 4.2% (n=7) of the respondents reported having an annual household income of less than \$40,000.00.

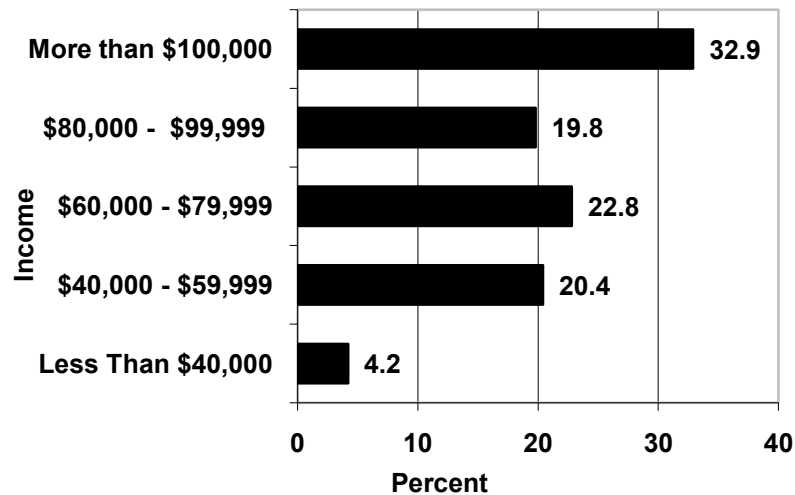


Figure 5. Income Percentages of Ag/NR PAC Members

These data show that 64.4% (n=116) of the Agriculture and Natural Resource Program Area Committee members have earned a Bachelors of Science Degree or more. Twenty one and one tenth percent (n= 38) of the 180 respondents have earned at least one post graduate degree and 43.3% (n=78) of the respondents showed a Bachelors Degree. Seven and two tenths percent (n=13) of the Ag/NR PAC respondents had an Associates or Technical Degree, and 18.9% (n=34) have some college. Nine and four tenths percent (n=17) of the respondents state having a High School Diploma as the highest level of education attained. Figure 6 below shows the breakdown of education for the respondents serving on the Ag/PAC's.

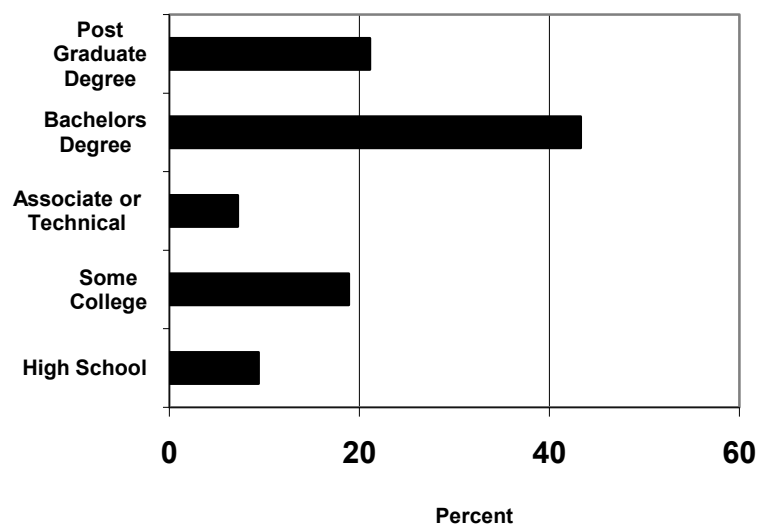


Figure 6. Education Level of Ag/NR PAC Members

Ag/NR PAC members were asked how long they have been involved with Extension Programs and/or Committees and how long they have served on an Ag/NR Program Area Committees. Responses showed that committee members have been involved with Extension programming for many years. Sixty three and five tenths percent (n=115) have been involved for more than 10 years. Eighteen and eight tenths percent (n=34) have been involved for 6 to 10 years. Nine and nine tenths percent (n=18) have been involved with Extension for 3 to 5 years and 7.7% (n=14) have been involved with Extension for less than 3 years.

When evaluating the results for the years respondents have served on an Ag/NR PAC, the numbers are slightly different. The majority, 32.3% percent (n=95) have served for more than 10 years. In the 6 to 10 year category, 17.1% (n=36) of the

population have served. Twenty seven and eight tenths (n=44) of the respondents have served on the Ag/NR Committee for 3 to 5 years, and 16.5% (26) have served for less than 3 years. Figure 7 compares and highlights the years that Ag/NR PAC members have been involved in Extension Programs vs. the years they have served on an Ag/NR PAC.

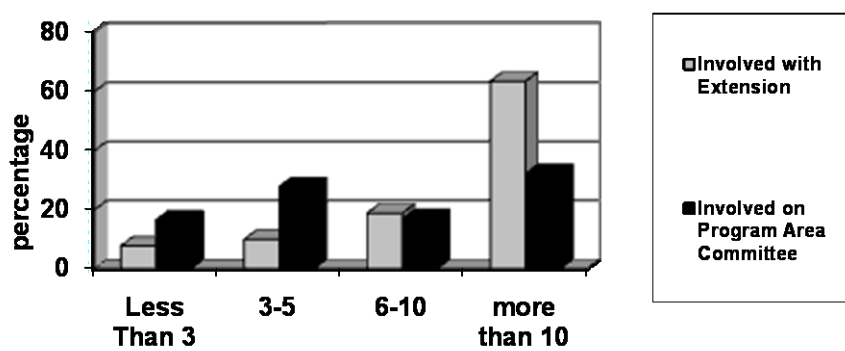


Figure 7. Years Served on Extension Committees vs. Years Served on PAC

In addition, members were asked if they were involved on any Extension Boards or Task Forces related to their roles on the Ag/NR PAC in which they serve. The results show a fairly equal split with 58% (n=105) serving on boards and task forces and 42% (n=76) not. Table 4 reveals the findings.

Table 4. Ag/NR PAC Members serving on Extension Boards/Task Forces

	N	Percent
Yes	105	58
No	76	42
Total	181	100

The last question related to demographics designed to help determine the amount of community involvement the Ag/NR PAC members have related to serving on committees and boards. Members were asked if they currently serve on any other boards or committees that are not Extension related. A large percentage of respondents are currently serving on additional boards and committees. 69.8% (125 responses) said yes while 30.2% (54 responses) of the respondents said they are not serving on any additional boards. Table 5 provides an outline of their responses.

Table 5. Ag/NR PAC Members Serving on non Extension Boards and/or Committees

	N	Percent
Yes	125	69.8
No	54	30.2
Total	179	100

Findings related to Purpose of the Ag/NR Program Area Committee

Research Question #1. Do Ag/NR Program Area Committee members feel they have an understanding of what the purpose of a PAC is? In order to grasp the self-perceived ideas of Ag/NR PAC members, they were asked 6 statements related to the purpose of a PAC. Responses to all 6 questions focused on the purpose of an Ag/NR PAC were very positive. Three of the six statements had responses agreeing or strongly agreeing with the statements in the 70% -80% ranges. Those statements included the ensuring positive change in participants engaged in Ag/NR PAC sponsored programs (73.9%, n=136), monitoring the impact of agriculture programs conducted in the county (79.4%, n=147), and ensuring that programs are being implemented (79.9%, n=147). One statement, the purpose of the Ag/NR PAC is to be a significant part of the Extension educational process, had an 84.4% (n= 156) response from agree and strongly agree. The remaining two statements had response rates to agree and strongly agree in the 90% range. These included the purpose being to develop educational programs (91.9%, n=170) and to ensure programs are relevant to local needs (96.2%, n=178). Table 6 outlines the mean, distribution and frequency for each response of the 6 purpose related questions.

Table 6. Ag/NR PAC Member Responses about Their Understanding of the Purpose of PAC's

Frequency and Percent of Responses

Statement	SD ¹	D	N	A	SA	M	SD	Total
The purpose of the Ag/NR PAC is to ensure programs are relevant to local needs	2 1.1%	0 0%	5 2.7%	94 50.8%	84 45.4%	4.39	.652	185
The purpose of the Agriculture/Natural Resource Program Area Committee (Ag/NR PAC) is to develop educational programs	2 1.1%	5 2.7%	8 4.3%	93 50.3%	77 41.6%	4.29	.765	185
The purpose of the Ag/NR PAC is to be a significant part of the Extension educational process	2 1.1%	3 1.6%	24 13%	98 53%	58 31.4%	4.12	.771	185
The purpose of the Ag/NR PAC is to ensure programs are being implemented	2 1.1%	8 4.3%	27 14.7%	95 51.6%	52 28.3%	4.02	.839	184
The purpose of the Ag/NR PAC is to monitor the impact of agriculture programs conducted in your county	2 1.1%	4 2.2%	32 17.3%	99 53.5%	48 25.9%	4.01	.787	185
The purpose of the Ag/NR PAC is to ensure positive change in participants engaged in Ag/NR PAC sponsored programs	3 1.6%	10 5.4%	35 19.0%	94 51.1%	42 22.8%	3.88	.879	184

¹Responses: SD (strongly disagree)=1, D (disagree)=2, N (neutral)=3, A (agree)=4, SA (strongly agree)=5

Findings Related to Understanding of Responsibilities while Serving on the Ag/NR Program Area Committee

Research Question #2. Do the Ag/NR PAC members have an understanding of the responsibilities of serving on a program area committee? Three questions were asked to help identify their understanding. The lowest response was for evaluating programs sponsored by the committee. Participants were asked to rate their level of agreement related to them assisting the CEA with the evaluation phase of programming. Seventy one and two tenths percent (n=131) of the respondents agreed or strongly agreed with the statement. Only 5.9% (n=11) disagreed or strongly disagreed with 22.8% (n=34) remaining neutral. The next question had 75.7% (n=140) of the participants responding by agreeing or strongly agreeing they assist the County Extension Agent with the implementation of programming. The highest response in terms of agreeing or strongly agreeing related to their assisting the County Extension Agent with the planning phase of the program (88%, n=162). Table 7 outlines the mean responses, distribution, and frequency of each response concerning the responsibilities of Ag/NR PAC members.

Table 7. Ag/NR PAC Member Responses about Their Understanding of Their Responsibilities while Serving on the Ag/NR PAC

Frequency of Responses								
Statement	SD ¹	D	N	A	SA	M	SD	Total N
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the planning phase of programs	1 .5%	2 1.1%	19 10.3%	111 60.3%	51 27.7%	4.14	.676	184
My responsibility of serving on the Ag/NR PAC is to assist the CEA with implementation of programming	1 .5%	10 5.4%	34 18.4%	101 54.6%	39 21.1%	3.90	.808	185
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the evaluation phase of programming	1 .5%	10 5.4%	42 22.8%	102 55.4%	29 15.8%	3.80	.786	184

¹Responses: SD (strongly disagree)=1, D (disagree)=2, N (neutral)=3, A (agree)=4, SA (strongly agree)=5

Findings Related to Understanding of the Qualifications Needed for Members to Serve on the Ag/NR Program Area Committee

Research Question #3. Do the Ag/NR members have an understanding of the qualifications of serving on a program area committee? Participants in this study were asked six questions related to the qualifications. Three questions had a combined percentage of agree and strongly agree in the 80% range and the remaining three questions had responses in the 90% range. The three statements returning responses of agree and strongly agreeing equaling 80% or higher related to the following:

- Members must be representative of the program's targeted audience (80%, n=148)
- Members having good visioning and communication skills (82.2%, n=152)
- Members should reside in the community or county (89.1%, n=164).

When asked about their opinions related to members of Ag/NR PAC's being interested in agriculture and/or natural resources 91.8% (n=169) of the responses were agree and strongly agree. Ninety two and four tenths percent (n=171) of the 185 respondents agreed or strongly agreed that members must have a broad, general perspective of the issues related to agriculture and/or natural resources in the county. The most frequent combination of agree and strongly agree responses related to members being interested in the quality of life of the county to serve on an Ag/NR PAC. One hundred eight five participants responded to this statement with 50.8% (n=94) agreeing and 47.0% (n=87) strongly agreeing for a total of 97.8% (n=181). Table 8 provides the mean, distribution and frequency for each response related to Ag/NR PAC members understanding of the qualifications of members in order to serve on the Ag/NR PAC.

Table 8. Ag/NR PAC Member Responses about Their Understanding of the Qualifications to Serve on an Ag/NR PAC

Frequency of Responses								
Statement	SD ¹	D	N	A	SA	M	SD	Total
Members must be interested in the quality of life of the county	1 .5%	1 .5%	2 1.1%	94 50.8%	87 47.0%	4.43	.605	185
Members of the Ag/NR PAC must be interested in agriculture and/or natural resources	2 1.1%	4 2.2%	9 4.9%	74 40.2%	95 51.6%	4.39	.775	184
Members of the Ag/NR PAC should reside in the community or county	3 1.6%	2 1.1%	15 8.2%	77 41.8%	87 47.3%	4.32	.803	184
Members must have a broad, general perspective of the issues related to agriculture and/or natural resources in the county	2 1.1%	2 1.1%	10 5.4%	94 50.8%	77 41.6%	4.30	.720	185
Members must be representative of the program's targeted audience	2 1.1%	6 3.2%	29 15.7%	92 49.7%	56 30.3%	4.05	.829	185
Members must have good visioning and communication skills	1 .5%	3 1.6%	29 15.7%	106 57.3%	46 24.9%	4.04	.721	185

¹Responses: SD (strongly disagree)=1, D (disagree)=2, N (neutral)=3, A (agree)=4, SA (strongly agree)=5

Findings Related to Time Obligations while Serving on the Ag/NR Program Area Committee

Research Question #4. Do the Ag/NR PAC members have an understanding of the time obligations related to serving on a program area committee? Members who serve on Ag/NR PAC's for Texas AgriLife Extension Service are volunteers and time obligations for these volunteers must be taken into consideration. Participants in the study were asked to respond to four questions to determine the time these volunteers are committing to Extension programs. The lowest percentage of responses to agree and strongly agree was related to members serving on a task force related to the Ag/NR PAC in which they serve. Forty eight and one tenth percent (n=85) responded that they agree or strongly agree that they have served on task forces. However, only 22.6% (n=40) responded that they disagree or strongly disagreed to serving on a task force while 29.4% (n=52) remained neutral. Fifty and eight tenths percent (n=90) of respondents agreed or strongly agreed that they spend about 10 hours per year carrying out individual responsibilities outside of committee meetings. Thirty two and eight tenths (58) remained neutral while the remaining 16.4% (n=29) disagreed or strongly disagreed. When asked about time commitments in regards to Ag/NR PAC meetings, 82.2% (n=148) of the respondents agreed or strongly agreed that meetings require 4-10 hours of their time per year. Twelve and two tenth percent (n=22) remained neutral, while a mere 5.6% (n=10) disagreed or strongly disagreed. The highest response of agreeing and strongly agreeing was related to the number of times per year a committee meets. Ninety two and nine tenths percent (n=169) responded that they agree or strongly agree

that their committee meets a minimum of twice per year. Table 9 outlines the mean, distribution and frequency for each response of the 4 questions pertaining to time obligations.

Table 9. Ag/NR PAC Member Responses Related to the Time Obligations to Serve on an Ag/NR PAC

Frequency of Responses

Statement	SD ¹	D	N	A	SA	M	SD	Total
The committee I serve on meets at least two times per year	1 .5%	4 2.2%	8 4.4%	99 54.4%	70 38.5%	4.28	.700	182
The meetings require 4-10 hours per year of my time	1 .6%	9 5.0%	22 12.2%	108 60.0%	40 22.2%	3.98	.773	180
In addition to the meetings I spend about 10 hours carrying out individual responsibilities	3 1.7%	26 14.7%	58 32.8%	62 35.0%	28 15.8%	3.49	.983	177
I have served on a task force related to the Ag/NR PAC I serve on	5 2.8%	35 19.8%	52 29.4%	67 37.9%	18 10.2%	3.33	.997	177
Total Mean								

¹Responses: SD (strongly disagree)=1, D (disagree)=2, N (neutral)=3, A (agree)=4, SA (strongly agree)=5

Findings Related to County Extension Agent Interaction while Serving on the Ag/NR Program Area Committee

Research Question #5. What level of County Extension Agent interaction takes place related to the Ag/NR PAC? Participants in the study were asked to respond to five questions related to their County Extension Agent's interaction with the Ag/NR PAC. The mean response ranged from 3.77 to 4.23 on a 5 point scale defined as 1 = strongly

disagree, 2=disagree, 3=neutral, 4= agree, 5=strongly agree. The lowest response (3.77, SD=) was related to the perception respondents had to their respective County Extension Agent providing adequate training for them to fulfill their duties on the Ag/NR PAC. Sixty five and nine tenths percent (n=118) of the respondents agreed or strongly agreed that the County Extension Agent had been involved by providing trainings while 24.0% (n=43) remained neutral and 10.1 (n=18) disagreed or strongly disagreed. When asked if their County Extension Agent had explained the requirements of the Ag/NR PAC to them prior to serving, a mean response of 3.87 (SD=.929) was returned. Seventy two and six tenths (n=132) of respondents agreed or strongly agreed. A mean response of 4.11 (SD=.764) was reported related to the agent being involved by acting upon issues addressed by the Ag/NR PAC. This resulted in 86.2% (n=156) of responses being agree or strongly agree. When asked if their agent had remained actively involved in the Ag/NR PAC 86.3% (n=157) of respondents stated they agreed or strongly agreed resulting in a 4.21 (SD=.801) mean score. The highest response was related to agents being involved with committees by serving as an advisor. This question resulted in at 4.23 (SD=.754) mean response and an 88.4% (n=160) response of agree and strongly agree. Table 10 outlines the mean, distribution and frequency for each response of the five questions concerning agent interaction.

Table 10. Ag/NR PAC Member Responses¹ Related to County Extension Agent Interaction on the Ag/NR PAC Meetings

Frequency of Responses								
Statement	SD ¹	D	N	A	SA		SD	Total
My agent as been involved in the Ag/NR PAC meetings by serving as an advisor to the Ag/NR PAC	2 1.1%	2 1.1%	17 9.4%	91 50.3%	69 38.1%	4.23	.754	181
My agent has remained actively involved in the Ag/NR PAC	2 1.1%	4 2.2%	19 10.4%	86 47.3%	71 39.0%	4.21	.801	182
My agent has being involved in the Ag/NR PAC meetings by acting upon issues addressed by the Ag/NR PAC	1 .6%	7 3.9%	17 9.4%	103 56.9%	53 29.3%	4.11	.764	181
My agent explained the requirements of the Ag/NR PAC to me prior to me agreeing to serve on the Ag/NR PAC	3 1.6%	13 7.1%	34 18.7%	86 47.3%	46 25.3%	3.87	.929	182
My agent has been involved in the Ag/NR PAC meetings by providing adequate training for me to serve on the Ag/NR PAC	3 1.7%	15 8.4%	43 24.0%	77 43.0%	41 22.9%	3.77	.953	179
Total Mean								

¹Responses: SD (strongly disagree)=1, D (disagree)=2, N (neutral)=3, A (agree)=4, SA (strongly agree)=5

Findings Related to Subject Matter Specialist Interaction while Serving on the Ag/NR Program Area Committee

Research Question #6. What level of Subject Matter Specialist interaction is taking place during the Ag/NR PAC meetings? Three questions were asked that related to the County Extension Agent involving specialist, whether specialists were involved by providing training to committee members and did the trainings conducted by specialist improve the committee's ability to develop programs. The results from

responses ranged from 69.4% - 76.7% agreeing or strongly agreeing with the statements. Sixty nine and four tenths percent (n=125) agreed or strongly agreed when asked if Extension subject matter specialist had been involved in committee meetings by providing subject matter trainings. Nineteen and four tenths percent (n=35) remained neutral. A mean response of 3.8 (SD=.96) was also reported. Seventy four percent (n=134) agreed or strongly agreed that the subject matter trainings provided by specialist improved the committee's ability to develop programs. This resulted in a 3.85 (SD=.91) mean response. The highest response to agree and strongly agree related to a question asking if the County Extension Agent had involved Extension subject matter specialist in the Ag/NR PAC meetings. This question resulted in a 3.96 (SD=.871) mean response and 76.7% 9 (n=138) responding to agree or strongly agree. Table 11 outlines the mean, distribution and frequency for each response of the five questions concerning agent interaction.

Table 11. Ag/NR PAC Member Responses Related to Extension Subject Matter Specialist Interaction/Involvement while Serving on the Ag/NR PAC

Frequency of Responses

Statement	SD ¹	D	N	A	SA		SD	Total
My agent has involved Extension subject matter Specialists in Ag/NR PAC meetings	2 1.1%	10 5.6%	30 16.7%	90 50.0%	48 26.7%	3.96	.871	180
The subject matter trainings provided by specialist have improved the committees ability to develop programs	3 1.7%	14 7.7%	30 16.6%	95 52.5%	39 21.5%	3.85	.906	181
Extension specialists have been involved in Ag/NR PAC meetings by providing subject matter trainings	3 1.7%	17 9.4%	35 19.4%	83 46.1%	42 23.3%	3.80	.960	180
Total Mean								

¹Responses: SD (strongly disagree)=1, D (disagree)=2, N (neutral)=3, A (agree)=4, SA (strongly agree)=5

Findings Related to Ag/NR PAC Members' Involvement in Program

Implementation and Follow Up

Research Question #7. In what other ways have you as a volunteer been involved in the program implementation and follow up? In addition to the purpose, understanding or responsibilities, qualification of members, time obligations, County Extension Agent interaction and Extension subject matter specialist interaction there are many other activities that an Ag/NR PAC member could become involved in. Five questions were asked on the survey to help provide an understanding of Ag/NR PAC involvement in other activities. Three of the five questions had a relatively high response rate to agree and strongly agree. They included: arriving early to assist in

preparing for programs sponsored by the committee (88.4%, n=160), attending programs sponsored by the Ag/NR PAC (86.3%, n=157) and assisting with the data interpretation of the programs in which the Ag/NR PAC sponsored (86.2%, n=156). The fourth highest ranking question related to Ag/NR PAC member remaining at the conclusion of the educational programs to assist with clean up. Seventy two and six tenths percent (n=132) agreed or strongly agreed and 18.7% (n=34) remained neutral. This left 8.6% (n=16) disagreeing or strongly disagreeing. The statement returning the lowest percentage of responses in the agree and strongly agree column was related to assistance during the programs sponsored by the committee. Only 65.9% (n=118) agreed or disagreed. Twenty four percent (n=43) of the 179 respondents remained neutral. Table 12 outlines the mean, distribution and frequency for each response of the five questions concerning agent interaction.

Table 12. Ag/NR PAC Member Responses Related to Evaluation and Interpretation of Educational Events

Frequency of Responses								
Statement	SD ¹	D	N	A	SA	M	SD	Total
Do you attend programs sponsored by the Ag/NR PAC in which you serve	2 1.1%	4 2.2%	19 10.4%	86 47.3%	71 39.0%	4.24	.801	182
Do you provide assistance during the programs sponsored by your committee	3 1.7%	15 8.4%	43 24.0%	77 43.0%	41 22.9%	4.04	.815	179
Do you remain at the conclusion of the program to assist with clean up	3 1.6%	13 7.1%	34 18.7%	86 47.3%	46 25.3%	3.97	.858	182
Do you arrive early to assist in preparing for programs sponsored by your Ag/NR PAC	2 1.1%	2 1.1%	17 9.4%	91 50.3%	69 38.1%	3.87	.951	181
Do you assist with the data interpretation of the programs sponsored by your Ag/NR PAC	1 .6%	7 3.9%	17 9.4%	103 56.9%	53 29.3%	3.49	.954	181

¹Responses: SD (strongly disagree)=1, D (disagree)=2, N (neutral)=3, A (agree)=4, SA (strongly agree)=5

Findings Related to Comparison of Age of Committee Members

Participants were asked to provide their birth year on the survey instrument. This information would provide the researcher with demographics related to the age of the members who volunteer for Texas AgriLife Extension Service committees. A one-way ANOVA was utilized to compare the birth year back across all questions asked on the survey.

The birth years were divided into four categories. These categories were defined as: 1920 – 1940, 1941-1960, 1961-1980 and 1981 to 2010. Four questions showed a significant difference ($p < .09$) when analyzed using ANOVA. When asked if members must have a broad, general perspective of the issues related to agriculture and/or natural resources in the county respondents born between 1920 and 1940 returned a mean value of 4.12 (SD=.729), 1941-1960 returned a mean value of 4.23 (SD=.747), 1961 – 1980 returned a mean value of 4.55 (SD=.555) and respondents born between 1981 and 2010 returned a mean response of 5.00 (SD = .000). Respondents were also asked if members must have good visioning and communication skills. Respondents born between 1920 and 1940 returned a mean response of 3.91 with a standard deviation of .712, those born between 1941 and 1960 returned a mean response of 3.98 (SD=.731), 1961 and 1980 returned a 4.21 mean (SD=.664) and those born between 1981 and 2010 returned a mean value of 4.80 (SD=.447). When respondents were asked if Extension specialist have been involved in Ag/NR PAC meetings by providing subject matter trainings respondents born between 1920 and 1940 returned a mean value response of 4.00 (SD=.612), 1941-1960 returned a mean value of 3.76 (SD=1.02) 1961 – 1980 returned a mean value of 3.89 (SD=.985) and those born 1981 -2010 returned a mean value response of 4.80 (SD=1.00). The participants were also asked if the subject matter trainings provided by specialists have improved the committee's ability to develop programs. Those born between 1920 and 1940 returned a mean valued of 4.00 (SD=.661), 1941 and 1960 returned a mean valued of 3.83 (SD.985), 1961-1980 returned a mean value of 3.94 (SD=.804) and those born between 1981 and 2010

returned a mean value of 3.86 (SD=.914). Table 13 provides differences comparing age to the survey question.

Table 13. Comparison by Year of Birth of Ag/NR PAC Members

	1920- 1940	1941- 1960	1961- 1980	1981- 2010
Q12 – Members must have a broad, general perspective of the issues related to agriculture and/or natural resources in the county	4.12 ^a	4.23 ^a	4.55 ^b	5.00 ^b
Q14 – Members must have good visioning and communication skills	3.91 ^a	3.98 ^a	4.21 ^{ab}	4.80 ^b
Q25- Extension specialist have been involved in Ag/NR PAC meetings by providing subject matter trainings	4.00 ^a	3.76 ^a	3.89 ^a	2.50 ^b
Q26- The subject matter trainings provided by specialists have improved the committees ability to develop programs	4.00 ^a	3.83 ^a	3.94 ^a	2.50 ^b

^{ab} Superscript designates mean difference values at the .05 level

Findings Related to Concerns about the Ag/NR PAC in Which the Respondents Serve

Participants within this study were asked if they had any concerns with the program area committee in which they served. Twenty four and six tenths percent (n=29) of those responses state that they did have concerns with the committee they served on. A t-test was ran to provide a comparison of concerns with their Ag/NR PAC related to responses provided on the survey instrument.

The t-test indicates that there were three questions that were significantly different ($p < .05$) level related to concerns about their committees. Respondents that answered yes had a mean of 3.97 ($SD = 1.12$) when asked if members of the Ag/NR PAC should reside in the community or county. The respondents that answered NO had a mean of 4.40 ($SD = .751$). When asked if their County Extension Agent explained the requirements of the Ag/NR PAC to them prior to agreeing to serve respondents that stated they had concerns showed a mean of 3.50 ($SD = 1.26$) and respondents that state NO had a mean of 4.01 ($SD = .859$). The final question also yielded a significant difference related to County Extension Agents being involved in the Ag/NR PAC meetings by providing adequate training. Respondents that had concerns and answered YES had a 3.41 ($SD = 1.31$) mean while respondents that did not have concerns with their Ag/NR PAC had a mean of 3.85 ($SD = .886$). One of these questions was related to member qualifications while serving on an Ag/NR PAC and the other two questions related to CEA interaction. Table 14 provides an overview of the three statements and the mean of responses.

Table 14. T-Test Comparison of Concerns with Ag/NR PAC in which They Serve

	YES	NO	SIG
Q10-Members of the Ag/NR PAC should reside in the community or county	3.97	4.40	Yes
Q22-My agent explained the requirements of the Ag/NR PAC to me prior to me agreeing to serve on the Ag/NR PAC	3.50	4.01	Yes
Q23-My agent has been involved in the Ag/NR PAC meetings by providing adequate training for me to serve on the Ag/NR PAC	3.41	3.85	Yes

Finding Related to Income of the Ag/NR PAC Members Currently Serving

Descriptive statistics were compiled related to the income range of participants in the study. The income was grouped into 5 categories. Those categories included: less than \$40,000, \$40,000-\$59,000, \$60,000-\$79,999, \$80,000-\$99,999 and more than \$100,000. No statistical differences were found based upon the household income of participants compared to responses on the survey. Table 15 provides highlights of the mean of responses on each some of the questions based on household income of participants. The entire table can be views in appendices F as Table 23. A 5 point Likert type scale was utilized for the survey with 1 being strongly disagree and 5 being strongly agreed.

Table 15. Descriptive Comparisons Related to Income of Ag/NR PAC Members

	Less than \$40,000	\$40,000 -\$59,999	\$60,000 -\$79,999	\$80,000 -\$99,999	More than \$100,000
The purpose of the Agriculture/Natural Resource Program Area Committee (Ag/NR PAC) is to develop educational programs	4.57 ^a	4.30 ^a	4.24 ^a	4.36 ^a	4.15 ^a
The purpose of the Ag/NR PAC is to ensure programs are being implemented	4.57 ^a	4.18 ^a	3.92 ^a	3.85 ^a	3.91 ^a
The purpose of the Ag/NR PAC is to monitor the impact of agriculture programs conducted in your county	4.57 ^a	4.00 ^a	4.00 ^a	3.94 ^a	4.00 ^a
The purpose of the Ag/NR PAC is to ensure programs are relevant to local needs	4.71 ^a	4.24 ^a	4.26 ^a	4.51 ^a	4.44 ^a
The purpose of the Ag/NR PAC is to be a significant part of the Extension educational process	4.57 ^a	4.12 ^a	4.08 ^a	4.03 ^a	4.05 ^a
The purpose of the Ag/NR PAC is to ensure positive change in participants engaged in Ag/NR PAC sponsored programs	4.57 ^a	3.76 ^a	3.97 ^a	3.88 ^a	3.76 ^a

^aSuperscript designates mean difference values at the .05 level.

Finding Related to Education Level of the Ag/NR PAC Members Currently Serving

Descriptive statistics were compiled related to the education level of participants in the study. The income levels were grouped into six categories. Those categories included: Less than High School, High School Diploma, Some College, Associate or Technical Degree, Bachelors Degree and Post Graduate Degree(s). All respondents had at least a minimum “high school diploma”. No statistical differences were found based upon the education level of participants compared to responses on the survey. Table 16 provides an overview of the mean of responses on some of the questions based on education level of participants. The complete findings related to descriptive

comparisons can be viewed in Appendix F as Table 24. A 5 point likert type scale was utilized for the survey with 1 being strongly disagree and 5 being strongly agreed.

Table 16. Descriptive Comparisons Related to Education of Ag/NR PAC Members

Statement	High School	Some College	Associate or Technical	Bachelors Degree	Post Graduate Degree
The purpose of the Agriculture/Natural Resource Program Area Committee (Ag/NR PAC) is to develop educational programs	4.18 ^a	4.39 ^a	4.15 ^a	4.24 ^a	4.37 ^a
Members of the Ag/NR PAC should reside in the community or county	4.35 ^a	4.33 ^a	4.31 ^a	4.34 ^a	4.26 ^a
Members of the Ag/NR PAC must be interested in agriculture and/or natural resources	4.31 ^a	4.52 ^a	4.54 ^a	4.37 ^a	4.29 ^a
Members must have good visioning and communication skills	4.12 ^a	4.00 ^a	4.08 ^a	4.06 ^a	3.97 ^a
Members must be interested in the quality of life of the county	4.29 ^a	4.48 ^a	4.62 ^a	4.45 ^a	4.37 ^a
The committee I serve on meets at least two times per year	4.18 ^a	4.16 ^a	4.38 ^a	4.29 ^a	4.42 ^a

^a Superscript designates mean difference values at the .05 level.

Findings Related to Gender of the Ag/NR PAC Members Currently Serving

Descriptive statistics were compiled related to the gender of participants in the study. Statistical difference was ($p < .05$) found related to one question. Respondents were asked if they spent about 10 hours carrying out individual responsibilities in addition to their committee meetings. One hundred forty nine males responded to the

question with a mean of 3.41 (SD=.959) and 23 females responded with a mean of 3.96 (SD=1.02). Table 17 provides an overview of the statement, population and mean.

Table 17. Descriptive Comparison Related to Gender of the Ag/NR PAC Members

Question:	Gender	N	Mean
In addition to the meetings I spend about 10 hours carrying out individual responsibilities	Male	149	3.41*
	Female	23	3.96*

* designates mean difference value at .05 level

Findings Related to Years Served on Ag/NR PAC

A Pearson's Product Moment Correlation was utilized to evaluate responses on the survey statements compared to the years the respondents had served on the Ag/NR PAC. One question was found to have a significant difference ($p < .05$). The statement related to the County Extension Agent serving remaining actively involved in the Ag/NR PAC returned a response of .173. Table 18 provides some of the statements asked and the correlation value determined. The complete findings related to the Pearson's Correlations can be viewed in Appendix F.

Table 18. Pearson's Correlations of Years Served on Ag/NR PAC vs Individual Questions

Question:	r
The purpose of the Agriculture/Natural Resource Program Area Committee (Ag/NR PAC) is to develop educational programs	.024
The purpose of the Ag/NR PAC is to ensure programs are being implemented	.042
The purpose of the Ag/NR PAC is to monitor the impact of agriculture programs conducted in your county	.032
The purpose of the Ag/NR PAC is to ensure programs are relevant to local needs	.041
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the evaluation phase of programming	.055
Members of the Ag/NR PAC should reside in the community or county	.137
The meetings require 4-10 hours per year of my time	.142
In addition to the meetings I spend about 10 hours carrying out individual responsibilities	.036
I have served on a task force related to the Ag/NR PAC I serve on	.119
My agent has remained actively involved in the Ag/NR PAC	.173*
My agent has been involved in the Ag/NR PAC meetings by serving as an advisor to the Ag/NR PAC	.117
My agent has been involved in the Ag/NR PAC meetings by acting upon issues addressed by the Ag/NR PAC	.030
Do you attend programs sponsored by the Ag/NR PAC in which you serve	.026

* indicates significant at the .05 level

Open Ended Responses

Four open ended questions were asked at the end of the quantitative survey to help provide the researcher with additional input and guidance as to the effects of program area committees on the program planning and implementation. These questions were:

1). What benefits do you receive as an individual by serving on the Ag/NR Program Area Committee? 2). Do you feel the Ag/NR Program Area Committee identifies relevant issues, needs and opportunities at the local level? YES or NO (if yes explain) 3). What can Texas AgriLife Extension Service do to ensure that program area committees are successful? 4). Do you have any concerns about the program area committee in which you serve? If so, please explain below. Out of the 197 returned surveys 169 participants commented on a minimum of one open ended question creating an 86% response rate. Themes were created by the researcher from the open ended responses using procedures outlined by Dooley and Murphy (2001). A complete list of open ended questions responses is included in the appendix. The list provides an exact replica as returned from the participants. Some responses provided for input into more than one theme/category. A summary of the themes determined are outlined below:

1. What benefits do you receive as an individual by serving on the Ag/NR Program Area Committee?

There were a total of 160 responses (81%) to this question. Four themes were identified from the question one responses. They include:

1. Personal Education/Remain Up to Date
2. Identifying/Address Local Issues

3. Community Service/Personal Satisfaction

4. Networking

The major theme determined from the responses was Personal Education/Remain Up to Date. This theme had 86 occurrences and returned a response of 53.8%.

Identifying/Addressing Local Issues was the next theme identified with 32 responses making up 20% of the responses. Community Service/personal Satisfaction ranked third with 30 responses (18.8%). Networking was the last theme compiled from the responses and had 19 occurrences making up 11.9% of the comments. There were 19 responses (11.3%) compiled under other benefits. Table 19 provides a summary of the qualitative results from the question.

Table 19. Summary of Benefits of Serving on Ag/PAC (n=160)

Member Perceived Benefits	Frequency	Percent
Personal Education/ Remain Up to Date	86	53.8
Identifying/Address Local Issues	32	20
Community Service/Personal Satisfaction	30	18.8
Networking	19	11.9
Other Benefits	18	11.3

- 2. Do you feel the Ag/NR Program Area Committee identifies relevant issues, needs and opportunities at the local level? YES or NO (if yes, please explain.)**

There were a total of 149 responses (76%) to this question. Twenty (13%) simply responded yes with no explanation, four (2.7%) comments simple said NO and three (2%) commented that they remained Neutral. From the remaining responses 122 (82%) two major themes were identified which include the following:

1. Grassroots Approach/Address Local Issues
2. Provide Quality Education

Grassroots Approach/Address Local Issues was identified 71 times (47.7%). The theme Provide Quality Education was identified 34 times (22.8%). Table 20 summaries the responses and themes identified by the researcher related to question 2.

Table 20. Summary of Identifying Needs on the Local Level (n=149)

Member Perceived Benefits	Frequency	Percent
Grassroots Approach/Address Local Issues	71	47.7
Provide Quality Education	34	22.8
Other	30	18.8

3. What can Texas AgriLife Extension Service do to ensure that program area committees are successful?

There were a total of 141 responses (72%) to this question. From the responses five major themes were identified which include the following:

1. Provide Support/Resources
2. Continue As Is
3. Ensure Agent Motivation/Follow Through
4. Remain Grassroots

5. Recruit/Maintain Quality Committee Members

Provide Support/Resources were identified 38 times (27%), Continue As Is was identified 29 times (20.6%) and Ensure Agent Motivation/Follow Through occurred 28 times (19.9%). In addition Remain Grassroots occurred 18 times (12.8%) and Recruit/Maintain Quality Committee Members occurred 17 times (12.1%). Table 21 provided an overview of the responses to question 3.

Table 21. Summary of What AgriLife Extension Can Do to Ensure Success (n=141)

Member Perceived Benefits	Frequency	Percent
Provide Support/Resources	38	27
Continue As Is	29	20.6
Ensure Agent Motivation/Follow Through	28	19.9
Remain Grassroots	18	12.8
Recruit/Maintain Quality Committee Members	17	12.1
Other	14	9.9

4. Do you have any concerns about the program area committee in which you serve?

There were a total of 107 responses (54%) to this question. Seventy seven (72%) of those responses were a simple NO. Three major themes were identified which include the following:

1. No Concern
2. Maintain/Recruit New/Young Committee Members
3. Increase Agent Involvement/Concern

As mentioned above No Concern was identified 77 times (72%). The next theme identified was Maintain/Recruit New/Young Committee Members (15 occurrences, 14%). The remaining theme identified related to Increase Agent Involvement/Concern. This occurred 8 times (7.5%). Table 22 provided an overview of the responses to question 3.

Table 22. Summary of Concerns (n=107)

Member Perceived Benefits	Frequency	Percent
No Concern	77	72
Maintain/Recruit New/Young Committee Members	15	14
Increase Agent Involvement/Concern	8	7.5
Other	5	4.7

CHAPTER V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Chapter V of this record of study provides a summary of the research hand finding related to the Effectiveness of Agriculture/Natural Resource program Area Committees on the Texas AgriLife Extension Service Program Planning Process. From these findings implications and recommendations have also been compiled for Texas AgriLife Extension Service.

Research Questions

This study was designed to determine if Extension volunteers serving on Texas AgriLife Extension Service, Agriculture/Natural Resource Program Area Committees are being an effective and integral part of the program planning, implementing and evaluation process related to Extension educational programs. Objectives consisted of:

1. Determine the volunteer's perception of their role in the PAC.
2. Determine if they are being utilized and effective according to the guidelines and purpose of a Program Area Committee.

The research developed a questionnaire to provide an avenue for volunteers to provide their input of certain areas related to Texas AgriLife Extension Program Area Committee's and the program planning process. The questionnaire consisted of 32 questions utilized a likert-type scale (defined as 1 = strongly disagree, 2=disagree, 3=neutral, 4= agree, 5=strongly agree 4) open ended questions and 9 demographic questions. The 32 questions focused on the 7 research questions listed below:

1. What is the purpose of the Ag/NR PAC?

2. What is your responsibility as a member of the Ag/NR PAC?
3. What are member qualifications related to serving on an Ag/NR PAC?
4. What are your time obligations while serving in your current capacity on the Ag/NR PAC?
5. What level of CEA interaction takes place related to the Ag/NR PAC in which you serve?
6. Has specialist interaction taken place during your time on the Ag/NR PAC and has it been beneficial?
7. In what other ways have you as a volunteer been involved in the program implementation and follow up?

Four hundred fifty one members of Ag/NR program area committee members within Texas AgriLife Extension Service compromised the sample population. One hundred ninety eight volunteers returned surveys providing feedback for this study.

Summary of Review of Literature

In 1914 Congress passed the Smith Lever Act which established the Cooperative Extension Service (Smith Lever Act, 1914). This bill was introduced to provide agriculture education to individuals that are not attending college. From the Smith Lever Act, Texas AgriLife Extension Service was developed and became a part of the Texas A&M University System. This because a partnership with the Cooperative Extension Service, Texas government and the County Commissioners Courts of Texas. Texas AgriLife Extension Service has a presence in every county with offices in 250 of the 254 Texas counties. Extension Specialist and County Extension Agents work with local

volunteers to implement programs relevant to their clientele needs. The goals of Texas AgriLife Extension Service are to:

1. Ensure a sustainable, profitable, and competitive food and fiber system in Texas.
2. Enhance natural resource conservation and management.
3. Build local capacity for economic development in Texas communities.
4. Improve the health, nutrition, safety, and economic security of Texas families.
5. Prepare Texas youth to be productive, positive, and equipped with life skills for the future.
6. Expand access to Extension education and knowledge resources.

(Texas AgriLife Extension Service Strategic Plan, 2009)

According to Marshall (1990) Extension has involved local citizens for the past 50 years in the program planning process. She continues to comment that the citizens of Texas must remain involved to have effective educational programming. Boleman, Cummings and Pope (2005) also note that Extension educators must realize their role in program development and understand more than just subject matter. They continue that Extension educators must learn how the program planning process works and how programs are developed. The Texas AgriLife Extension Service, Program Development Model (Boleman, Cummings, Pope, 2005) consist of three main components; planning, implementation and results. Each of the three components is designed to include volunteer involvement.

Texas AgriLife Extension Service utilized program area committees to ensure that programs being developed and implemented on the county level are relevant to the local needs (Boleman & Burkham, 2005^b). Marshall and Richardson (1990) outline three objectives that will help establish an effective and successful committee. These include the right problem, the right people and the right process. People who volunteer for a program are a very valuable asset to Extension programs. Volunteers give Extension the opportunity to interpret results of programs, deliver Extension programs, ensure programs are relevant and reach a vast majority of clientele that Extension agents alone could not do (Boleman & Burkham, 05^a).

The development and continual change of the program planning process has always included the roles of volunteers to effectively plan and implement programs. Extension agents need to understand the steps to the program planning process and develop the Extension program based on the program development model. It is important for volunteers to understand their responsibilities and time commitments as well as for Extension to recognize volunteers for the impact they have on Extension programming and education.

Demographics

A total of 451 Ag/NR Program Area Committee members currently serving on a Texas AgriLife Extension Service Committee were identified for this study. One hundred and ninety-eight committee members responded to the invitation and became an active part of the study. These members returned surveys through the United States Postal Service yielding a 43.68% response rate.

The ethnicity of the Ag/NR PAC members can be broken down to 93.9% (n=170) White/Anglo, 2.2% (n=4) Hispanic, 1.7% (n=3) African American, 1.7% (n=3) Asian and .6% (n=1) other. Gender distribution consisted of 155 (85.6%) males and 26 (14.4%) females. The youngest member involved in the study was 27 (n=2) and the eldest member was 88 (n=1).

Five categories were used to determine income. They included over \$100,000.00 annual household income (32.9%, n=55), \$80,000.00 – 99,999.00 (19.9%, n=33), \$60,000.00 - \$79,999.00 (22.8%, n=38), \$40,000.00 - \$59,999.00 (20.4, n=34) and less than \$40,000.00 (4.2%, n=7).

The majority of the Ag/NR PAC members responded that they had earned a minimum of a Bachelor's of Science Degree (64.4%, n=116). Out of the 180 responses to the education question 21.1 (n=38) have earned at least one post graduate degree and 43.3% (n=78) of them responded with a Bachelors Degree. Seven and two tenths percent (n=13) had received an Associates or Technical Degree and 18.9% (n=34) have had some college. Seventeen of the respondents (9.4%) have a high school diploma.

Findings

Research Question #1, Purpose of the Ag/NR Program Area Committee

Do Ag/NR Program Area Committee members feel they have an understanding of what the purpose of a PAC is? When analyzing the data related to the purpose of the Ag/NR Program Area Committee is significant to note that five of the 6 questions returned a mean response of 4 or above on a 5 point Likert Scale. These statements were derived from the job description provided by the Texas AgriLife Extension Service,

Organizational Development Department. This job description is designed to assist in explaining to existing and new committee members the roles that they play on the Ag/NR PAC. All six questions the majority of responses fell into the Agree category with the second highest responses falling into the Strongly Agree category. Even the 6th questions, which returned a mean response of 3.88 had a majority in the Agree (51.1%, n=22.8%) followed by Strongly Agree (22.8%, n=42). It should be noted that the 6th question “The purpose of the Ag/NR PAC is to ensure positive change in participants engaged in Ag/NR PAC sponsored Programs” also showed a significant difference between early and late responders. Barnet, Johnson and Verma (1999) stated that committee members do not fully understand the purpose of committees in which they serve. Overall, these data shows that Ag/NR Program Area Committee members in Texas do show to have a very good understanding of the purpose of an Ag/NR Program Area Committee.

Research Question #2, Responsibilities while serving on the Ag/NR Program Area Committee

Do Ag/NR Program Area Committee members understand their responsibilities while serving on the Ag/NR Program Area Committee? This section was comprised of three questions. Only one question returned a median response over 4.0. When asked “my responsibility of serving on the Ag/NR PAC is to assist the County Extension Agent with the planning phase of programs” respondents returned a mean average of 4.14. This includes 111 people (60.3%) Agreeing and 51 people (27.7%) Strongly

Agreeing to the statement. Only 3 people (1.6%) Disagreed or Strongly Disagreed out of the 184 responses. When program area committee members were asked about assisting the County Extension Agent with implementation of programs we saw a slight decrease in the mean response dropping to 3.90 (n=185) and then saw an additional drop (3.80, n=184) when asked if part of their responsibility was to assist the County Extension Agent with the evaluation phase of programming. Overall, these responses are very positive with very few participants disagreeing or strongly disagreeing to any of the statements. I feel like we see a decrease in mean average on the last two questions because those responsibilities will take place outside of a committee meeting. This supports the data found by Barnett, Johnson and Verma (1999) which stated that committee members believed that evaluations can be done informally based upon participation of the producers. Members will need to attend the programs and/or follow up with the program participants to complete the evaluations. However, we did receive an overall positive response with an average of the mean values for the three questions still remaining high at 3.95.

Research Question #3, Qualifications to serve on Ag/NR PAC

Ag/NR Program Area Committee members were asked a series of six questions to help us grasp their feelings related to qualifications for members to serve on the Ag/NR PAC's. All six responses returned a mean of 4.00 or better showing that they agreed with all of the statements. Statements included:

1. Members must be interested in the quality of life of the county

2. Members of the Ag/NR PAC must be interested in agriculture and/or natural resources
3. Members of the Ag/NR PAC should reside in the community or county
4. Members must have a broad, general perspective of the issues related to agriculture and/or natural resources
5. Members must be representative of the program's target audience.
6. Members must have good visioning and communication skills

These questions follow the guidelines/qualification for membership from the Ag/NR PAC job description developed by Texas AgriLife Extension Service. With such high mean average responses (ranging from 4.04 – 4.43) it shows that County Extension Agents have done an excellent job explaining the qualifications of members and overseeing that qualifications are met for Program Area Committee membership. It also directly relates to the literature (INVEST) which outlined those exact qualifications and skills that are needed for committee membership. Many times agents struggle with what people to put on Extension committees. This data shows that our current volunteers see a high need for meeting the qualifications highlighted in the INVEST literature and job descriptions.

Research Question #4, Time obligation while serving on Ag/NR PAC

Four questions were utilized to provide an understanding of the time that our Ag/NR PAC members are spending on committee work and what they feel are satisfactory time obligations. This data set only returned one response with a mean over

4. When committee members were asked if their committee meets at least two times per year the 182 respondents provided a mean response of 4.28. One hundred and sixty nine of those respondents agreed or strongly agreed (92.9 %). Texas AgriLife Extension highly recommends that County Extension Agents meet with their committees a minimum of two times per year. This data shows that the goal is being accomplished. When asked about yearly time requirements we see some slightly different numbers with a mean score of 3.98 when asked if they spend 4-10 hours per year on meetings. 82.2% (n=148) still agree or strongly agree but a larger percentage remain neutral (12.2%) and 10 (5.6%) of the population disagree or strongly disagree. When asked if they spend additional time (about 10 hours) carrying out individual responsibilities we continue to see a drop in the mean score (m=3.49%). Only 90 of the 170 responses agreed or strongly agreed with 58 (32.8%) remaining neutral and 29 (16.4%) replying that they disagreed or strongly disagreed. These data related to data returned by respondents on responsibilities. Ag/NR PAC members returned a 3.9 mean score when asked about assisting the County Extension Agent with implementations of programs and a 3.80 mean score when asked about assisting with evaluations. I believe if we had seen a higher response related to those two topics we would have seen a higher response to spending additional time carrying out individual responsibilities. The last question related to time obligation refers to task forces. The participants returned at 3.33 mean score with only 85 (48.1%) agreeing or strongly agreeing to serving on task forces. Fifty two respondents (29.4%) remained neutral and 40 (22.6%) disagreed or strongly disagreed.

Research Question #5, County Agent Interaction with Ag/NR PAC members

Participants in this study were asked five questions related to County Extension Agent interaction with their committee. This was to help us identify the involvement of County Extension Agents with committee members. All five questions returned a positive mean score with the first 3 being over 4.0. The last two questions have a lower response with question four returning a mean value of 3.87 and question 5 having a 3.77 mean value. Overall the data shows that agents are remaining involved and interacting with Ag/NR PAC members. One hundred seventy (88.4%) of the respondents stated that their agent serves as an advisor to the Ag/NR PAC in which they serve. In addition 157 (86.3%) state their agent has remained involved in the committee and 156 (86.2%) state that their agent has been involved by acting upon issues addressed by the Ag/NR PAC.

The last two questions returned a mean score of 3.87 and 3.77. These questions related to agents explaining the requirements of the Ag/N R PAC to them prior to agreeing to serve on the committee and the agent provide adequate training for them to serve respectively. When comparing this data back to the responses concerning the responsibilities and purpose of Ag/NR Committees I do not see any major concerns. Although it is critical that agents are providing a job description or guidelines for membership to potential new members before they begin serving on a committee.

Research Question #6, Subject Matter Specialist Interaction

Texas AgriLife Extension has numerous subject matter specialist that are at the disposal of County Extension Agents to assist with subject matter related questions and

programming. In addition it is important that CEA's utilize these specialists and provide some additional training and subject matter updates to committee members. This is critical for several reasons but as respondents comments on the open ended questions a very large percentage (53%, n=86 of 160) see a personal benefit of serving on Ag/NR PAC's as remaining up to date and personal education. When we look at the data we do see positive responses related to subject matter specialist but the average mean score ranges from 3.80 – 3.96. When asked if agents involve subject matter specialist 138 (76.7%) agreed or disagreed but 30 (16.7%) remained neutral and 12 (6.7%) disagreed or strongly disagreed. Members were also asked if subject matter trainings improved the committees' ability to develop programs and if subject matter specialists had provided any training for the committees. Mean responses were returned at 3.85 and 3.80 respectively.

Research Question #7, In what other ways have you as a volunteer been involved in the program implementation and follow up

There were five remaining questions that were compiled into a miscellaneous category looking at Ag/NR Program Area Committee activities. Two questions returned mean scores of 4.24 and 4.04. They included attending program sponsored by the Ag/NR PAC and providing assistance during the program sponsored. The other questions related to remaining at the conclusion of the program to assist with clean up (m=3.97), arrive early to assist with preparation (m=3.87) and the lowest response (m=3.49) was related to interpretation of the programs sponsored by the Ag/NR

committee.

Age comparisons on responses. A one-way ANOVA was utilized to compare the birth year of respondents back across all questions asked on the survey. Four questions were returned that showed a significant difference. Those four questions can be divided in half. Two of them show a consistent increase in the mean score as the participants get younger. The remaining two questions show a decrease in mean score as the participants get younger.

When asked the following questions, responses increased as the age decreased.

1. Members must have a broad, general perspective of the issues related to agriculture and/or natural resources in the county
2. Members must have good visioning and communication skills.

When asked the following questions the mean response decrease as the age of the participant decreased.

1. Extension specialists have been involved in Ag/NR PAC meetings by providing subject matter trainings.
2. The subject matter trainings provided by specialist have improved the committee's ability to develop programs.

When analyzing the data related to the first two questions, we can relate back to our demographic data. The responses showed that 63.5% (n=115) have been involved in Extension for more than 10 years and 32.3% (n=95) have served on an Ag/NR PAC for more than ten years. In addition 18.8% (n=34) have been involved in Extension for 6-10

years and 17.1% (n=36) have been involved on committees for 6-10 years. The longer that members have served on an Ag/NR PAC the more opportunities they would have to learn about the county and the needs of the county. In addition, the older members have had the opportunity to develop good visioning and communication skills as well as see a critical need for them based on past experiences on the committee.

When we begin analyzing the data to the remaining two questions we see the exact opposite. As the mean goes down so does the age of participants. I believe this can be related to the data showed above in relation to how long members have been involved in Extension and/or on Extension committees. The younger members have not served long enough to have the opportunity for a subject matter specialist to participate in a committee meeting. Even though subject matter specialist are a critical part of the program planning process and educational process there are fewer specialist today with limited budgets as compared to previous years. This restricts how often they can be utilized to work with program area committees.

Concerns related to Extension Program Area Committees. Participants in this study were asked if they had any concerns related to the committee in which they serve. This was utilized to compare back to the survey questions using a t-test. Three questions were identified showing a significant difference. All three questions had higher mean responses from participants showing no concerns. The questions included:

1. Members of the Ag/NR PAC should reside in the community or county

2. My agent explained the requirements of the Ag/NR PAC to me prior to me agreeing to serve on the Ag/NR PAC
3. My agent has been involved in the Ag/NR PAC meetings by providing adequate training for me to serve on the committee

I believe that part of their concerns could be related to a lack of understanding on how PAC operates and are structured. Those showing concerns had a 3.5 and 3.41 mean score related to the two questions concerning the agent explaining requirements and providing adequate training.

Gender of Ag/NR PAC members. Descriptive statistics were compiled related to gender and one question was found to have statistical differences. That question was:

1. In addition to the meetings I spend about 10 hours carrying out individual responsibilities.

Male respondents had a mean score of 3.41 (n=149) while female respondents had a mean response of 3.96 (n=23).

Open Ended Questions

Individual benefits from serving on Ag/NR PAC. Survey participants were asked if they received any individual benefit from serving on the Ag/NR Program Area Committee and if so to explain. One hundred sixty responses (81%) were recorded and four themes were identified. These themes included:

1. Personal Education/Remain Up to Date
2. Identifying/Address Local Issues
3. Community Service/Personal Satisfaction

4. Networking

I believe that volunteers will always have a motivation factor behind them that encourages them to volunteer. These four themes highlight those motivational factors and explain why volunteers take time out of their schedule to assist Extension. I believe that Extension needs to continue to ensure that volunteers meet these four themes so that they will continue to receive personal benefits for volunteering their time.

Does the Ag/NR PAC identify relevant issues, needs and opportunities. Ag/NR PAC members were asked if they felt the Ag/NR PAC they served on identified relevant issues, needs and opportunities at the local level. The majority of the respondents replied yes (n=149, 76%), while only four (2.7%) responded no and 3 (2%) remained neutral. Themes identified from the open ended question responded included:

1. Grassroots Approach/Address Local Issues
2. Provide Quality Education

Extension Ag/NR Program Area Committee are designed to provide a grassroots approach and let the local people be the voice of the programs and education provide in the area. This corresponds with the literature by Marshall (1990) that states for the past 50 years Extension has involved local citizens in the program planning process and it provides several benefits which include:

- The Extension Service is kept in direct contact with the people for whom educational programs are designed to benefit.
- Educational programs are "people centered," based on expressed needs.

- The process draws on knowledge, creativity and leadership skills of many people, thus increasing the quality and effectiveness of programs.
- In the involvement of citizens, their leadership capabilities are increased, and leaders themselves are able to assume key roles in other groups and efforts in the community.
- Citizen involvement multiplies the efforts of Extension agents and produces more effective programs than agents could manage alone.
- The process uses evaluation in all its phases to keep the program aimed in the right direction.

(Marshall,1990)

What can Texas AgriLife Extension Service do to ensure that PAC's are successful? Ag/NR PAC members participating in this study were asked an open ended question related to what Texas AgriLife Extension Service could provide to ensure that program area committees are successful. There were a total of 141 responses (72%) to this question and 5 themes were developed. They include:

1. Provide Support/Resources
2. Continue As Is
3. Ensure Agent Motivation/Follow Through
4. Remain Grassroots
5. Recruit/Maintain Quality Committee Members

This can all be related to Marshall and Richardson (1990) when they outlined three objects that will help establish an effective and successful committee. These

objectives included the right problem, the right people and the right process. As long as Extension continues to provide support and resources we should be able to continue and follow the right process. Ensuring we have the right people is critical to current PAC members on the volunteer side and the agent side with them highlighting that we need to assist with recruiting/maintaining quality committee members and ensuring that agent remain motivated and follow through. Last the right problem mentioned by Marshall and Richardson (1990) is highlighted by members saying to remain grassroots.

Concerns about the PAC. Members that participated in this survey were asked if they had any concerns about the program area committee in which they were currently serving on. This question had the lowest response with 107 (54%) responding. 77 (72%) responded with NO. Three major themes were identified from the responses included:

1. No Concern
2. Maintain/Recruit New Young Committee Members
3. Increase Agent Involvement/Concern

I believe that these responses easily related to the same issues that were highlighted by the previous questions. To remain successful we must ensure that we have the right problem, right people and right process (Marshall and Richardson, 1990).

Conclusions and Recommendations

Conclusions and recommendations have been developed based upon the findings from this study.

1. **Associated Recommendation** – With the Ag/NR Program Area Committees having a deep understanding of the purpose they serve Texas AgriLife Extension Service needs to continue to provide support to them. In addition, Extension needs to continue to train and educate new County Extension Agents on the importance of Ag/NR PAC's and the vital role they play in not only program planning but interpreting Extension's success. Ag/NR Program Area Committee members have a strong understanding of the purpose of the Ag/NR Program Area Committee responsibilities. Participants responded with an average mean of 4.12 on a 5 point likert scale to the six questions identifying the purpose of the Ag/NR PAC.
2. **Associated Recommendation** – Ag/NR Program Area Committee members continue to have a broad understanding of the responsibilities associated with serving on a Texas AgriLife Extension Service Program Area Committee. They responded with positive scores to three questions related to assisting County Extension Agents with the planning phase, implementation and evaluation of programming. The lowest mean responses were related to the evaluation process. Extension is encouraged to continue utilizing program area committees in the planning, implementation and evaluation components towards program development and implementation but is encourage providing a better understanding of the need and importance of evaluations to the individual program area committees. Ag/NR Program Area Committee members have a strong understanding of their responsibilities while serving on their Ag/NR

Program Area Committees. Participants in this study responded with a 3.95 mean related to the responsibilities of Program Area Committees. The lowest response was related to assisting County Extension Agents with evaluations. This question did return the lowest mean response (3.80). Although a drop is seen in mean responses scores the final response remains positive showing that Ag/NR Program Area Committee members still see a value in assisting and evaluating educational programs.

3. **Associated Recommendation** – Texas AgriLife Extension Service needs to continue to focus on these requirements/qualifications for program area committee membership. The volunteers that are currently serving on the Ag/NR Program Area Committees continue to see value and importance in the qualifications. Texas AgriLife Extension Service highlights certain requirements/recommendations for members to serve on an Ag/NR Program Area Committee. Members that participated in this study had the opportunity to respond related to their understanding of the six qualifications listed in the Ag/NR Program Area Committee job description. Those included statements such as; members must be interested in the quality of life of the county; members must be interested in agriculture and/or natural resources; members should reside in the community or county, members must have a broad, general perspective of the issues related to agriculture and/or natural resources; members must be representative of the program's target audience and members must have good

visioning and communications skills. Overall the responses were very strong towards agreeing with these statements.

4. **Associated Recommendations** – Although program area members are actively meeting a minimum of two times per year there are definitely concerns with the time obligations related to these meetings and task forces. Extension need to monitor the time obligations of the committee members ensuring that their time is being used wisely while meeting the obligations of the program area committee. With any volunteer positions there are always time obligations to fulfill the duties of that role. There are no exceptions when it comes to the Ag/NR Program Area Committees. It is critical that Extension continues to evaluate and consider the time requirements of our volunteers. When evaluating the time obligation segments we see responses which tend to be lower than those previously observed. We did find that 92.9 percent of the responses were related to meeting at least twice per year. We still see a positive mean score of 3.98 related to spending 4-10 hours per year on meetings. We continue to see a drop (3.48) in the next question related to spending 10 hours outside of the committee meetings. The largest drop was related to spending time serving on task forces. This returned a mean response of 3.33. I believe we see this significant drop because agents are not utilizing task forces with their Ag/NR Program Area Committees.
5. **Associated Recommendations** - Texas AgriLife Extension Service must continue to ensure that County Extension Agents are remaining actively involved

with their committees. In addition it is very critical that County Extension Agents ensure that program area committee members have a broad understanding of the roles and responsibilities to serving on a program area committee and have been adequately trained to ensure that their time is well spent. It is very important that interaction takes place between the County Extension Agent and the Ag/NR Program Area Committee. The data shows that agents are staying actively involved and interacting with the Ag/NR Program Area Committee. Overall the data shows that agents are serving as advisors to the program area committee, remaining involved in the committee meetings and agents are acting upon issues addressed by the committee. The data begins to weaken when participants were asked about agents explaining the requirements to them about the Ag/NR Program Area Committee and related to agents providing adequate training for the prior to serving.

6. **Associated Recommendation** – Committee members see a major benefit of serving on the Ag/NR Program Area Committee as being able to stay up to date on issues and topics as well as personal education. Texas AgriLife Extension Service needs to continue to utilize subject matter specialist not only to train our County Extension Agents but to help provide education to committee members. As budgets continue to tighten it is critical that Extension looks for new and innovative ways to reach provide interaction between specialist and Ag/NR Program Area Committees. According to the data specialist interaction is occurring with Texas AgriLife Extension Service Ag/NR Program Area

Committees. When asked if subject matter specialist were involved in committee meetings 76.7 percent responded that they agreed or strongly agreed. This data states that they have had a subject matter specialist attend some time during their tenure on the committee. It does not imply that County Extension Agents are utilizing subject matter specialist effectively in the program planning process. Participants were also vocal within the open ended questions stating that a major reason for them serving on the program area committee is based upon personal knowledge gain.

7. **Associated Recommendations** – It is critical that Texas AgriLife Extension Service continue to find ways for volunteers to take ownership in the educational events. Although the data shows that volunteers are providing an important and active role in implementation and interpretation Extension must continue to monitor and evaluate program planning to ensure that volunteers see a value of being involved in the education events and develop a sense of ownership in the program. In addition to the purpose, responsibility, member qualifications, time obligations, County Extension Agent interaction and Extension subject matter specialist interaction of Ag/NR Program Area Committees there are other areas that are critical components of an Ag/NR Program Area Committee. The issues identified in this study were related to volunteers involvement of the implementation of the educational events and programs. According to the data the members currently serving are attending programs, providing assistance to the County Extension Agent. In addition volunteers are assisting with clean up,

arriving early to assist with preparation and assisting with interpretation of the program results.

Implications for Texas AgriLife Extension Service

Texas AgriLife Extension Service continues to rely heavily on volunteers for developing, implementing, evaluating and interpreting Extension educational events. It is important to remember that Texas AgriLife Extension Service is built upon grassroots involving and programming. The volunteers serving on these Ag/NR Program Area Committees are the backbone of the Extension program and are there to bring the issues and concerns of the local people to the forefront.

It is important to remember that 53.8% of participants identified personal education as the main reason they serve on an Ag/NR Program Area Committee. They also continue to see Extension as identifying relevant issues based on their grassroots approach and addressing local issues. However, participants were asked what Texas AgriLife Extension Service can do to ensure that program area committees are successful. Seventy two percent of the respondents responded to this question and identified in order of priority the following issues which I believe Extension should take note of:

1. Provide Support and Resources
2. Continue As Is
3. Ensure Agent Motivation/Follow Through
4. Remain Grassroots
5. Recruit/Maintain Quality Committee Members

There are no major issues that were identified in the study as being a concern for the development and implementation of Ag/NR Program Area Committees. It is critical that Extension continues to ensure that County Extension Agents are remaining motivated and following through with the suggestions of the program area committee members. Through this process it is vital that Ag/NR Program Area Committee members feel their time is well spent, objectives are being met and Extension personnel are fully engaged and concerned with their issues identified.

Recommendations for Further Research

Several topics have developed during this research project that Texas AgriLife Extension Service should consider evaluating in the future.

1. This study has provided preliminary data that Ag/NR Program Area Committees have an understanding of the purpose and responsibilities of the committees in which they serve. Extension should consider implementing this research project from a County Extension Agent perspective.
2. Extension could benefit from a study that provides in depth information related to the time obligations of Ag/NR Program Area Committees. Are they providing enough time to adequately fulfill their role? Is Texas AgriLife Extension asking excessive time from their volunteers? How much time does a County Extension Agent spend on Program Area Committees?
3. Evaluating and interpretation of educational events and programs are critical to the mission of Texas AgriLife Extension Service. Identifying how Ag/NR

Program Area Committees are involved in the evaluation phase of programming and how they are utilizing that data to successfully interpret results.

4. The original design of this study was a mixed mode providing a paper based survey or an online version. Less than ten percent of the names returned to the researcher from the County Extension Agents had e-mail addresses therefore the research did not continue as planned with the online portion. Extension needs to determine the technology level of their Agriculture/Natural Resource volunteers. In addition they need to determine if agents have the ability to communicate electronically with their clientele and choose not to or if the clientele is choosing not to utilize the technology.
5. Although many of the results in this project returned a positive response the means were not overwhelmingly high. Is Extension continuing to target the correct people to serve on Ag/NR PAC's. Additional research should be conducted to identify how County Extension Agents are working with committees and how they are recruiting members.
6. This study should be reevaluated in five years to ensure that data remains current and that Ag/NR Program Area Committees are remaining an active and effective program planning tool.

Conclusions

Ag/NR Program Area Committees are a crucial part of the program planning process within Texas AgriLife Extension. They continue to remain the grassroots voice of Extension educational events and programs. Texas AgriLife Extension

Service is built upon being able to identify issues on county level in all 254 Texas Counties and have a voice in each county through the impact and leadership of Ag/NR Program Area Committees. Through this research project it is the researchers hope that the findings and conclusion will not only benefit Texas AgriLife Extension Service but benefit individual County Extension Agents and their Ag/NR Program Area Committees. It is critical that County Extension Agents remain motivated and continue to interact with the members on the Ag/NR Program Area Committees. The findings of this study are overall positive and show that Ag/NR Program Area Committee members are dedicated to making a difference in the lives of Texans. Volunteers will forever remain one of the strongest components and advocates of Texas AgriLife Extension Service.

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APPENDIX A

INSTITUTIONAL REVIEW BOARD DOCUMENTS

TEXAS A&M UNIVERSITY
DIVISION OF RESEARCH AND GRADUATE STUDIES - OFFICE OF RESEARCH COMPLIANCE

1186 TAMU, General Services Complex
College Station, TX 77843-1186
750 Agronomy Road, #3500

979.458.1467
FAX 979.862.3176
<http://researchcompliance.tamu.edu>

Human Subjects Protection Program

Institutional Review Board

DATE: 11-Mar-2010**MEMORANDUM****TO:** WEEMS, WHIT H
77843-3578**FROM:** Office of Research Compliance
Institutional Review Board**SUBJECT:** Initial Review**Protocol Number:** 2010-0139**Title:** Effectiveness of Agriculture/Natural Resource Program Area Committees on the Texas AgriLife Extension Service Program Planning Process**Review Category:** Expedited**Approval Period:** 11-Mar-2010 To 10-Mar-2011**Approval determination was based on the following Code of Federal Regulations:**

45 CFR 46.110(b)(1) - Some or all of the research appearing on the list and found by the reviewer(s) to involve no more than minimal risk.

(7) Research on individual or group characteristics or behavior (including, but not limited to, research on perception, cognition, motivation, identity, language, communication, cultural beliefs or practices, and social behavior) or research employing survey, interview, oral history, focus group, program evaluation, human factors evaluation or quality assurance methodologies.

(Note: Some research in this category may be exempt from the HHS regulations for the protection of human subjects. 45 CFR 46.101(b)(2) and (b) (3). This listing refers only to research that is not exempt.)

Provisions:

This research project has been approved for one (1) year. As principal investigator, you assume the following responsibilities

1. **Continuing Review:** The protocol must be renewed each year in order to continue with the research project. A Continuing Review along with required documents must be submitted 30 days before the end of the approval period. Failure to do so may result in processing delays

and/or non-renewal.

2. **Completion Report:** Upon completion of the research project (including data analysis and final written papers), a Completion Report must be submitted to the IRB Office.
3. **Adverse Events:** Adverse events must be reported to the IRB Office immediately.
4. **Amendments:** Changes to the protocol must be requested by submitting an Amendment to the IRB Office for review. The Amendment must be approved by the IRB before being implemented.
5. **Informed Consent:** Information must be presented to enable persons to voluntarily decide whether or not to participate in the research project.

This electronic document provides notification of the review results by the Institutional Review Board.

TEXAS A&M UNIVERSITY
DIVISION OF RESEARCH AND GRADUATE STUDIES - OFFICE OF RESEARCH COMPLIANCE
 1186 TAMU, General Services Complex
 College Station, TX 77843-1186
 750 Agronomy Road, #3500

979.458.1467
 FAX 979.862.3176
<http://researchcompliance.tamu.edu>

Human Subjects Protection Program

Institutional Review Board

DATE:	24-Mar-2011
MEMORANDUM	
TO:	WEEMS, WHIT H 77843-
FROM:	Office of Research Compliance Institutional Review Board
SUBJECT:	Request for Continuation

Protocol Number:	2010-0139
Title:	Effectiveness of Agriculture/Natural Resource Program Area Committees on the Texas AgriLife Extension Service Program Planning Process
Review Category:	Expedited
Approval Period:	24-Mar-2011 To 23-Mar-2012

Approval determination was based on the following Code of Federal Regulations:

45 CFR 46.110(b)(1) - Some or all of the research appearing on the list and found by the reviewer (s) to involve no more than minimal risk.

(7) Research on individual or group characteristics or behavior (including, but not limited to, research on perception, cognition, motivation, identity, language, communication, cultural beliefs or practices, and social behavior) or research employing survey, interview, oral history, focus group, program evaluation, human factors evaluation or quality assurance methodologies.

(Note: Some research in this category may be exempt from the HHS regulations for the protection of human subjects. 45 CFR 46.101(b)(2) and (b) (3). This listing refers only to research that is not exempt.)

Provisions:	data analysis
--------------------	---------------

This research project has been approved for one (1) year. As principal investigator, you assume the following responsibilities

1. **Continuing Review:** The protocol must be renewed each year in order to continue with the research project. A Continuing Review along with required documents must be submitted 30 days before the end of the approval period. Failure to do so may result in processing delays and/or non-renewal.
2. **Completion Report:** Upon completion of the research project (including data analysis and final written papers), a Completion Report must be submitted to the IRB Office.
3. **Adverse Events:** Adverse events must be reported to the IRB Office immediately.
4. **Amendments:** Changes to the protocol must be requested by submitting an Amendment to the IRB Office for review. The Amendment must be approved by the IRB before being implemented.
5. **Informed Consent:** Information must be presented to enable persons to voluntarily decide whether or not to participate in the research project.

This electronic document provides notification of the review results by the Institutional Review Board.

APPENDIX B

SURVEY INSTRUMENT

The Effectiveness of Agriculture/Natural Resource Program Area Committees on the Texas AgriLife Extension Service Program Planning Process

Please place a check mark in the box that best describes your level of agreement with the following statements.

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The purpose of the Agriculture/Natural Resource Program Area Committee (Ag/NR PAC) is to develop educational programs					
The purpose of the Ag/NR PAC is to ensure programs are being implemented					
The purpose of the Ag/NR PAC is to monitor the impact of agriculture programs conducted in your county					
The purpose of the Ag/NR PAC is to ensure programs are relevant to local needs					
The purpose of the Ag/NR PAC is to be a significant part of the Extension educational process					
The purpose of the Ag/NR PAC is to ensure positive change in participants engaged in Ag/NR PAC sponsored programs					
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the planning phase of programs					
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the implementation of programming					
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the evaluation phase of programming					
Members of the Ag/NR PAC should reside in the community or county					
Members of the Ag/NR PAC must be interested in agriculture and/or natural resources					
Members must have a broad, general perspective of the issues related to agriculture and/or natural resources in the county					
Members must be representative of the program's targeted audience					
Members must have good visioning and communication skills					
Members must be interested in the quality of life of the county					

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The committee I serve on meets at least two times per year					
The meetings require 4-10 hours per year of my time					
In addition to the meetings I spend about 10 hours carrying out individual responsibilities					
I have served on a task force related to the Ag/NR PAC I serve on					
My agent has remained actively involved in the Ag/NR PAC					
My agent has been involved in the Ag/NR PAC meetings by serving as an advisor to the Ag/NR PAC					
My agent explained the requirements of the Ag/NR PAC me prior to me agreeing to serve on the Ag/NR PAC					
My agent has been involved in the Ag/NR PAC meetings by providing adequate training for me to serve on the Ag/NR PAC					
My agent has involved Extension subject matter Specialists in Ag/NR PAC meetings					
Extension specialists have been involved in Ag/NR PAC meetings by providing subject matter trainings					
The subject matter trainings provided by specialists have improved the committees ability to develop programs					
My agent has been involved in the Ag/NR PAC meetings by acting upon issues addressed by the Ag/NR PAC					
Do you attend programs sponsored by the Ag/NR PAC in which you serve					
Do you arrive early to assist in preparing for programs sponsored by your Ag/NR PAC					
Do you remain at the conclusion of the program to assist with clean up					
Do you provide assistance during the programs sponsored by your committee					
Do you assist with the data interpretation of the programs sponsored by your Ag/NR PAC					

Please provide your input to the following questions:

1. What benefits do you receive as an individual by serving on the Ag/NR Program Area Committee?

2. Do you feel the Ag/NR Program Area Committee identifies relevant issues, needs and opportunities at the local level? YES or NO (if yes, please explain)

3. What can Texas AgriLife Extension Service do to ensure that program area committees are successful?

4. Do you have any concerns about the program area committee in which you serve? If so, please explain below.

Please complete the following information about yourself.

Personal Characteristics:

Please Provide the Following Information about Yourself

In what year were you born?	
------------------------------------	--

Are You	White/Anglo	Hispanic	African American	Asian	Native American	Other

Are You	Male	Female

What is your Annual Household Income?	Less Than \$40,000	\$40,000 - \$59,999	\$60,000 - \$79,999	\$80,000 - \$99,999	More Than \$100,000

Education Level	Less than High School	High School Diploma	Some College	Associate or Technical Degree	Bachelors Degree	Post Graduate Degree(s)

How many years have you been involved with Extension, either as a participant or a member of a committee?

Less Than 3 Years	3-5 Years	5-10 Years	More Than 10 Years

Are you currently serving on Extension Committees, Boards or Task Forces other than the Ag/NR PAC?

Yes	No

If Yes, please list committees:

Do you currently serve on Boards or Committees for other organizations?

Yes	No

How long have you served on the Ag/NR PAC?

	Years
--	-------

APPENDIX C

REQUEST LETTER FOR CONTACT INFORMATION TO COUNTY

EXTENSION AGENTS

INVITATION LETTER TO AG/NR PAC MEMBERS

REMINDER AND FOLLOW-UP LETTER



November 3, 2009

Dr. Edward G. Smith
 Director
 Texas AgriLife Extension Service
 Williams Administration Building
 7101 TAMU
 College Station, TX 77843-7101

Dear Dr. Smith,

I am currently finalizing plans to begin research and fulfill the requirements for my Doctorate of Education through the Texas A&M/Texas Tech joint "Doc @ Distance" program. I will be submitting the appropriate paperwork to the Institutional Review Board soon and would like your feedback and approval on my current research topic. I will be evaluating Texas AgriLife Extension Service volunteers that are currently serving on the Agriculture/Natural Resource Program Area Committees. The purpose of this study is to determine the role Program Areas Committees provide in the program development process.

If you have any questions, please feel free to contact me or my committee chair, Dr. Chris Boleman. Attached is a copy of the instrument for your review. Thank you for your time.

Sincerely,

A handwritten signature in black ink, appearing to read "Whit H. Weems".

Whit H. Weems
 County Extension Agent – Ag/NR
 Texas AgriLife Extension Service
 Comanche County

Cc: Mr. Ron Woolley
 Cc: Dr. Chris Boleman

Texas AgriLife Extension Service
 Comanche County
 101 West Central, Suite 101B
 Comanche, Texas 76442

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 Fax. 325.356.3710
 w-weems@tamu.edu
<http://comanche-tx.tamu.edu>

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March 19, 2010

Dr. Darrell Dromgoole
Associate Director-County Programs
Texas AgriLife Extension Service
Williams Administration Building
7101 TAMU
College Station, TX 77843-7101

Dear Dr. Dromgoole,

I have received IRB approval to begin my research for my record of study for the Doc @ Distance program. As you are aware I will be evaluating Ag/NR Program Area Committee members. I will be sending out the attached letters to all District Extension Administrators to ensure that the counties selected meet the criteria for the study and update the DEA's on what the study is about. Once I have approval from the DEA's I will be submitted a letter to the selected counties requesting contact information for their Ag PAC members including e-mail addresses for the electronic survey.

Before I submit the attached documents your feedback would be greatly appreciated. Thank you for your time assistance with this project, it is my hope that Extension can benefit from the results of this study.

Sincerely,

A handwritten signature in black ink that reads "Whit H. Weems".

Whit H. Weems
County Extension Agent – Ag/NR
Texas AgriLife Extension Service
Comanche County

Cc: Mr. Kyle Smith
Cc: Dr. Chris Boleman

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March 20, 2010

(DEA)
 District Extension Administrator
 (Address)
 (City), TX (Zip)

Dear (DEA),

I am currently a member of Doc @ Distance joint Ed.D program and will be evaluating the *Effectiveness of Agriculture/Natural Resource Program Area Committees on the Texas AgriLife Extension Service Program Planning Process* to complete my record of study. I have created an electronic evaluation instrument that will be used to collect information from 50 Ag/NR program area committees across the state. I have attached a list of the counties that have been randomly selected from your district and would appreciate your feedback to ensure they meet the following criteria:

1. County is staffed with an Ag/NR agent, and has had no vacancies within the previous year.
2. County has a functioning program area committee for Ag/NR in place.

Please let me know of the status of the counties in regards to the above criteria.

Once I have your feedback on the selected counties I will be submitting a letter to the Ag/NR agents requesting contact information and e-mail addresses for the Ag/NR program area committees. I will carbon copy you when the letter is sent.

Thank you for your time and I look forward to sharing the results of the study with you in the near future. If you have any questions, please contact me at 325-256-2539 or w-weems@tamu.edu.

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MEMORANDUM

To: County Extension Agents – Ag/NR

Date: June 22, 2010

Subject: Ag/NR Program Area Committee Research Project

The volunteer's currently serving on your Ag/NR Program Area Committee's have been selected to participate in a research project focusing on the effectiveness of Extension program area committee across the state. Participation in this survey was selected randomly from all 254 counties.

The purpose of this research is to determine the effectiveness of Ag/NR Program Area Committees as it related to:

1. The understanding of volunteer's roles they play by serving on a program area committee.
2. The subject matter expertise of volunteer's serving on subject matter committees.
3. The benefits that volunteers feel they receive from serving on program area committee.
4. The perceptions of why volunteers serve in Extension programs.
5. The volunteers overall perception of their roles of serving as a program area committee member.

In order to provide your program area committees with the survey I need your assistance. Please send me contact information for your Ag/NR program area committee members (Name, e-mail and mailing address). All information will be kept confidential and contact information will be destroyed once the survey has been sent out. Selected participants will be notified of the research project and receive their instructions for the survey as soon as I have received contact information from all agents.

If you are approached by any program area committee member with questions to the project, please do not hesitate to contact me at 325-356-2539 or w-weems@tamu.edu. Thank you for your assistance and cooperation.

Sincerely,

A handwritten signature in black ink that reads "Whit H. Weems".

Whit H. Weems
County Extension Agent – Ag/NR
Texas AgriLife Extension Service
Comanche County



September 20, 2010

Dear Ag/NR Program Area Committee Member:

My name is Whit Weems and I serve as the County Extension Agent – Agriculture in Comanche County. I am also a doctoral candidate in the Doc @ Distance program, a joint effort between Texas A&M University and Texas Tech University. I would like to invite you to participate in a study to help identify the *Effectiveness of Agriculture and Natural Resource Program Area Committees on the Texas AgriLife Extension Service Program Development Process*.

You have been identified as a member of a Texas AgriLife Extension Service Program Area Committee (PAC). In an effort to help us identify the effectiveness of the Agriculture PAC's in Extension, you will be sent a survey within the next week. The survey should only take 15 to 20 minutes of your time. Your opinions related to the effectiveness of program area committees in Extension are very valuable to us in improving the development of programming in Extension. Texas AgriLife Extension Service looks forward to the results of this survey and I will be happy to provide you with a copy of the results once the study is complete.

This study is confidential. Identification numbers will be tagged to your survey and once the survey is returned your name and address will be removed from the data base and any information linking you to any data will be destroyed. All information will be securely stored and only Whit H. Weems will have access to any records.

Whether you choose to participate in this study or not will have no affect on you in any way. The risks associated with this study are minimal, and are not greater than risks ordinarily

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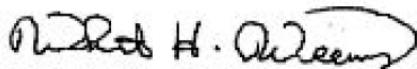
encountered in daily life. If you participate and decide to withdraw you can simply not return the survey. You may also skip any question that you feel uncomfortable with.

Should you have any questions about the survey or research project please feel free to contact me by e-mail at w-weems@tamu.edu or 325-356-2539 or Dr. Chris Boleman at cboleman@ag.tamu.edu or 979-845-1211.

This research project has been reviewed by the Institutional Review Board at Texas A&M University. For any research related questions regarding your rights as a subject, you can contact the Institutional Review Board, Office of Research Compliance at 979-458-1467.

Once again, you will receive the survey within the next week. Thank you in advance for your time and efforts in helping us understand the effectiveness of agriculture program area committees in Texas AgriLife Extension Service. We greatly appreciate your dedication and service to Texas AgriLife Extension Service and look forward to your continued support.

Sincerely,



Whit H. Weems
County Extension Agent – Ag/NR
Texas AgriLife Extension Service
Comanche County

Texas AgriLife Extension Service
Comanche County
101 West Central, Suite 101B
Comanche, Texas 76442

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September 28, 2010

Dear Ag/NR Program Area Committee Member:

Texas AgriLife Extension Service strongly believes that volunteers are the backbone of our educational programs. In an effort to help improve programming efforts, we would like to ask you for your time to assist us with gathering input of Ag/NR program area committees by completing the enclosed survey.

The information you provide us will be extremely valuable to our agency in working with County Extension Agents in program planning and program area committees. The survey should not take more than 20 minutes of your time. Once you have completed the survey it may be returned in the postage paid envelope. As the surveys are returned the data will be compiled into one data set.

Your assistance in completing the Ag/NR program area committee survey by **October 29, 2010** will be extremely helpful. Should you have any questions about the survey please feel free to contact me by e-mail at w-weems@tamu.edu or 325-356-2539. We greatly appreciate your dedication and service to Texas AgriLife Extension Service and look forward to your continued support.

Sincerely,

A handwritten signature in black ink that reads "Whit H. Weems".

Whit H. Weems
County Extension Agent – Ag/NR
Texas AgriLife Extension Service
Comanche County

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October 25, 2010

Dear Ag/NR Program Area Committee Member:

A few weeks ago you received a survey titled "The Effectiveness of Agriculture/Natural Resource Program Area Committees on the Texas AgriLife Extension Service Program Planning Process". If you have had an opportunity to complete and return the survey, thank you.

If you have not had an opportunity to complete a survey we would greatly appreciate your feedback. Enclosed with this letter you will find a copy of the survey and a self addressed stamped envelope. The survey should not take more than 20 minutes of your time. All responses are confidential and as the surveys are returned the results are compiled into one data set.

Your assistance in completing the Ag/NR program area committee survey by **October 31, 2010** will be extremely helpful. Should you have any questions about the survey please feel free to contact me by e-mail at w-weems@tamu.edu or 325-356-2539. We greatly appreciate your dedication and service to Texas AgriLife Extension Service and look forward to your continued support.

Sincerely,

A handwritten signature in black ink that reads "Whit H. Weems".

Whit H. Weems
County Extension Agent – Ag/NR
Texas AgriLife Extension Service
Comanche County

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APPENDIX D

AG/NR PAC MEMBER RESPONSES TO OPEN-ENDED

QUESTIONS

Question 1

What benefits do you receive as an individual by serving on the Ag/NR Program

Area Committee?

Knowing that we as a committee can assist by creating programs that can better educate the agriculture community in knowledge to be a better steward.

See the need of my local county on Ag/NR related issues.

Insight to coming events. Information to pass along.

I make contact with others in the county that have similar interest and whom I can exchange info and advice.

Keep current on Ag issues.

I joined to learn more about ag related programs because I did not come from ag related roots.

No tangible benefits.

I am more aware of the needs of the county.

Being able to help develop programs that present educational materials in areas that I need and are relevant to present day business environment.

Info on trends of Ag production and newly developed grass and crops species.

Ability to stay current on a yearly basis on any natural resources updates to assist me in my ranching operation.

I am a producer of sheep, goats, and cattle. I am an officer of the Texas Sheep and Goat Raisers. I am one who volunteers and finds satisfaction in helping others.

Knowing what and when the programs are available. Also, can volunteer my land for demonstrations.

It is good community support for me.

By keeping up with the latest data and research.

Education, general information, new ideas and having an educated community makes my job in the county easier.

Attend more meetings by being on committee than I probably would if I wasn't.

Knowing I have tried to improve income and quality of life.

This is the ONLY way I can help my county.

Plan and implement programs relevant to our geographical area for livestock quality selection and maintenance and forage and hay quality production and field maintenance.

Opportunity to give back to community, ensure education dollars are spent where needed.

Personal gratification of helping the agri community.

It is an honor to be a part of the Ag/NR Team which contributes to the construction and implementation of educational progress for our youth as well as our experienced producers.

Helping other producers become aware of timely issues of relevance to them.

I know what programs would benefit people like me in agriculture.

Keep informed of activities on going in Agriculture within the County.

It helps me to stay current in all aspects of agriculture... not only in my own field.

Knowledge of knowing I am helping others.

Help target groups and/or training (program) for Extension to address. Help with planning and implementation of programs and evaluations.

Keep up with current events.

Programs that evolve from the bottom up work, those sent down from the top usually don't.

I get to have input on the programs that are presented in my county.

Helping to improve our community.

Meeting others and making our country a better place to live.

Serve Community.

Yes, needs being met.

Current information on relevant subjects keeps me abreast of the agricultural aspects of my community and country to further educate students and local citizens.

Learn of different varieties of crop – characteristics of livestock – prices of both – things that have been tried and success or failure – also good meals.

I am involved in the planning stage and therefore I am at the forefront of all information available at planning.

See change for the better and knowing you helped people.

I have input for what issues to be addressed.

Kept informed about events and happenings at local and state levels in agriculture.

The ability to pass along to others knowledge and experiences I have gained. The knowledge and experiences of others.

Educational – meetings with others.

Good exchange of ideas and practices shared with other committee members!

The education I get benefits me and others.

Direct contact with other ranchers/ag farmers to discuss common problems and issues of the profession.

Livestock point of views.

Being around people with some likes as I do

Increased knowledge of available programs such as the Beef 706 program.

Help steer contents of local programs.

Yes

Knowledge of Ag Programs

I am able to provide suggestions to my county agent about material for workshops and field days

Better insight into the problems facing our community and the solutions available.

It keeps me abreast of agriculture issues in not only my county, but the surrounding area.

Keeps me updated on upcoming programs and field days.

Satisfaction knowing I'm doing my part to make future generations make educationally equipped to produce useful lite. This is my responsibility as a U.S. citizen.

Keep abreast of the needs of the community.

Updates, new information

I have the opportunity to network with people with similar interest.

Involvement in my community.

I help decide which programs are the most important at the time of program planning.

Learning about agriculture on the other side. Meeting and working with new people. Seeing the results of test plots.

Knowledge of programs and understanding.

Interaction between myself and the general population on pecan education and my business.

Has helped me stay actively involved in the extension and the community and offered me opportunities to use my skills to help other.

Feel in time of budget cuts – county Extension Agents could be eliminated.

None, just knowing that I have assisted in making the programs and committee run more proficiently.

When we have the pecan show my brother and I basically handle it.

Fellowship with other members, volunteer work for community, knowledge from programs.

I probably get more details in the informal meetings than the larger public meetings. It helps me answer questions asked by fellow producers.

To learn the needs of others on the committee and their ideas of what we can do to help.

Learn more about my community's needs.

It keeps me up to date with issues in our county, learn about new programs, and get the opportunity to meet other producers in the county and area.

Have some input on subject matter and trials to be run and first hand results.

Information used on my ranching operation on a daily basis.

Learning methods of performing certain task and be involved in community actions.

A better knowledge of current ag conditions around my counties.

Making me feel as if I am helping my community.

This allows a grower access to information and interaction with my peer group.

Being able to understand the programs to fullest.

An opportunity to serve. Insight into specialized ag and forage topics.

The opportunity to have input into the type programs we have.

Not sure about any benefits available but do have an appreciation and knowledge about AgriLife programs and natural resources.

Ability to address issues of local importance at extension programs and conferences.

A broader understanding of topics covered. Invaluable contacts and a huge networking pool of educated, experienced, and knowledgeable experts.

Working with various age groups school children on field trips and with rival landowners on management subjects in our county.

The satisfaction of seeing local producers improve their operations. As an FSA official I have another opportunity to interact with my customers.

Keeping in touch with the needs of the Ag Community in the County. Volunteering is an important backbone of the community.

Benefit area/county farmers/ranchers/youth. I have no personal gain.

Keep abreast of activities.

Able to select programs that put on for the community.

Meet new people with similar interest. Learn different answers to solve problems organizational and leadership.

Opportunity to get up to date information on agricultural subjects, opportunity to interact with individuals with similar interest.

Information on new seed varieties and new crop programs. Watching the kids on our Ag Day Program.

None, Just assist with planning.

Providing practical professional knowledge (vet med)

Yes, we discuss current issues.

Using my individual strengths to help others in my community is very gratifying.

More aware of current issues of the local level.

Knowledge of counties agriculture.

These programs help to further educate other non-agriculture participants.

Personal satisfaction that I am helping others.

Learn more about things I'm interested in. Gain knowledge and interest in things I didn't know much about. Help increase knowledge and interest of others in the county.

I am able to learn what topics and issues our community have in regards to agriculture and I get to help develop/plan events that share knowledge about Ag. Which is my livelihood.

The satisfaction of knowing that I'm helping the agent and agriculture in our county.

I am able to take the information to good use at home. Also I can let others know about the information received.

The ability to communicate with members of the county, who are also involved in the different phases of agriculture.

Education: keeping up with current problems.

Updated on new projects and programs.

To meet others involved in ag and see how others do things good or bad.

Social Aspect

Comments from other members regarding the subjects at hand.

The latest and most improved way to improve ag on my property.

I receive first hand knowledge of information that is relative to our county.

Learn more about the wishes and interests of the community.

Additional Training

Knowledge of what is going on in Ag in my area.

You get to bring ideas to the committee that would benefit them.

The same as non-committee members plus the pleasure of working with fellow friends to provide input about needs in the county.

Keeping up with different agricultural situations.

I am neutral – I try to use my own judgment

Get the most direct information

Our committee basically only deals with the county hay show, it provides me with relevant info about the hay business

Contribute to county and community in ways that makes a difference in lifestyle – environmental

I have learned much from the various subjects and programs presented by the committee.

Being a part of the community, and knowing being on this committee I can help make decisions that may make a difference.

Not an active member. Retired do not participate anymore.

I've been able to visit with Extension Specialist and Industry leaders in many areas of Beef Cattle Production and Forage Production.

Information that can help benefit our operations.

Gain insight to the needs and goals of producers in the county.

Current Information

New Ideas

Knowledge in fields other than what I am directly involved in.

Gain knowledge of wildlife food plots.

Knowledge of other ag related topics.

Keeping abreast of current problems and events involving Ag producers.

I have not served only attended meetings as invited guest. But in this capacity have learned more about the purpose of the group and ideas they have to improve agriculture and horticulture in our county.

Better Education

Self satisfaction that issues are being addressed and people are being kept up to date on agricultural items.

I been able to stay informed on the Agr. Events in the county.

Personal relationship with County Extension Agent.

Valuable Info, satisfaction in helping keep Bosque County Agriculture Alive.

I benefit to contributing my time to help in the community.

Information and training on related issues

Keep me involved in ag in the county.

Obtain up to date news and information

I receive a hands-on to know more what is going on with test plots and the data

Seeing good viable ag programs put into place to help people not familiar with ag.

I gain knowledge on hay production and pond and grassland management.

Inform on the various programs.

I get to benefit from the programs that we designed for the ag people in our area.

Education Knowledge

Making sure the need of my county are met.

Meeting people and specialist learning more about ag and what other people has success with.

By helping direct the meetings on topics I think would be helpful in county.

I learn a lot and share ideas with others.

Learn concern of other producers in my area

Self satisfaction with being involved with other individuals in planning and presenting agricultural educational activities.

Question 2 – Do you feel the Ag/NR Program Area Committee identifies relevant issues, needs and opportunities at the local level? YES or NO (if yes, please explain)

Yes

Yes, we do field days and workshops on items such as pond management and relative pasture grazing which impacts the area we are in.

Yes, rural counties/areas need to have these issues addressed; as many citizens have only this to further their updated education and broaden their need with new ways of bettering their Ag needs.

Yes, our CEA has been very good at informing the area of issues, i.e. – wind energy

Yes, by committee members talking to other community members to find their interest and concerns.

Yes, Cow-Calf Clinic addresses local and state issues.

Yes, it offers citizens the opportunity to learn about new agriculture programs and results of recent studies as well as new or ongoing studies.

Yes, provides educational activities at reduced rates to county residents that otherwise would not be able to afford it.

Yes, at my first meeting, many members were suggesting topics for meetings.

Yes – that is what we do.

Yes, this county relies heavily on ag income. Opportunities come with education.

Yes, by identifying current problems and solutions and have programs accordingly.

Yes, education is good at any level.

Yes – we try to identify the needs in the county and have programs that fit the producers.

Yes, each year we meet and discuss issues relevant to our area.

Yes, by follow up on the results.

Yes, the same topics are not needed every year so having people from the workforce, community serve allows the committee to target more specifically the needs or wants.

Yes, CEA leads committee and ask for committee members input.

No

No

Yes, (Plan and implement programs relevant to our geographical area for livestock quality selection and maintenance and forage and hay quality production and field maintenance) + we address weed problems, insect, wildlife and feral hog issues along with pond management.

Yes, this is a grassroots approach.

Yes and No. Depends on the committee. Some committees are real involved and some are not.

Yes, supplies educational levels to producers to improve their profitability; or remain in agricultural production rather than rolling out!

Yes, Membership make up of the committee allows for a very diverse set of backgrounds. This allows for relative issues to be addressed regardless of the subject matter.

Yes,

Yes, programs that are relevant to producer's to assist in planning their operations.

Yes... we recently had an excellent program for small landowners.

Yes, most educational programs are because we believe there is a need for the info.

Yes, Local input by interested and dedicated committee

Yes, interesting meetings.

Yes

Yes, By presenting programs that pertain to local needs and interest.

Yes

Yes, we provide a broad base of material and programs.

Yes, things are constantly changing in agriculture and our county agent is good about keeping us informed.

Yes, if it doesn't it is each members own fault because our CEA asks for our input as to what should be on the meetings agenda.

Yes, this I feel, is one of the main purposes of this committee.

Yes, that is what it is all about.

Yes, specific issues for the county are addressed at field days and crop tours.

Yes, committee talks and discusses what is happening or going to take place in future.

Yes, I have attended numerous seminars on subjects about brush and weed control to animal health.

Yes, we have committee meetings to discuss issues in our community and come up with programs.

Yes, There is a lot of wildlife interest in our area and I believe programs help many of our city type land owners.

Yes, we discuss problems and look for programs to help.

YES, ABSOLUTELY!! We review/ID problems and develop programs and meetings to deal with the issues directly relating to Ag, 4H and Educational programs.

Yes, mostly pertains to farmers.

Yes, They know what people need and enjoy learning about.

Yes, our committee strives to address local issues.

Yes, Hay Show

Yes, several workshops and field days have been conducted on subject matter relevant to our county.

Yes, very proficient at meeting local needs and issues.

Yes, most committee members are local farmers and ranchers that identify the needs of our county.

Yes, helpful field days relevant to grower concerns and needs

Yes,

Yes, look at all needs and prioritize them to be implemented.

Yes, identified but sometimes not acted upon.

Yes, feed back from person who have attended our programs indicate that subject matter learning was beneficial.

Yes, local committee persons have input in committee activities.

Yes, being an Ag Commodity producer I can use my knowledge to suggest relevant topics.

Yes, the committee I serve on discusses all issues related to what we are dealing with.

There is a lot of information to make decisions on.

Yes, they ask for locals inputs on needs.

Yes

Yes

No

Yes, it gives a group with common goals and interest the opportunity to meet, brainstorm, and work together on a local level.

Yes, he helps us by informing us on updates.

Yes, they are proactive on water issues and those hot topics in the area.

Yes, In the county where I live, the committee tries to stick to programs on current issues, trends ect. The committee tries to have programs that would interest the county residence.

Yes, with all of the unnecessary changes being made in programs we have to keep our focus on local issues and program interpretation.

Yes, since local people are involved we are better able to identify the local needs.

Yes, members of the committee come from several different areas in agriculture, so we have a broad perspectivie with the issues affecting ag in our county.

Yes, helps producers to select varieties and cropping practices pertement to our city.

Yes, timely subjects, latest technology.

Yes

Yes, All of our programs have been greatly appreciated and informative of our ag problems.

Yes, due to membership of the committee.

Yes, by bringing a diverse group in agriculture to together to share information, issues and problems.

Yes, conservation needs are addressed and met

Yes, We are all involved in ag and help plan.

Yes, provides relivant topics for season and regional needs.

Yes, and plans programs to address these issues.

Yes, It deals with issues that not only concern the local community, but also on a much larger level.

Yes, we have good discussions on various subjects and have followed up with local programs.

Yes, By the participation and feedback we receive I believe that we have provided educational opportunities that relate to the needs of participants.

Yes, CEA make a great effort to identify needs of the Ag Community.

Yes, having input from local level on active participants in county.

Yes, active enough.

Yes, As the demographics change we implement new agriculture learning experiences to meet the needs of the small farmer.

Yes, CEU classes, forage programs, pond management, cow/calf programs.

Yes, Seed varieties, cattle nutrition.

Yes, Because this way you know what issues need to be addressed.

Yes

Yes, We have a fairly active beef and forage committee in my county that has always strived to bring new and better ideas into this community.

Yes, the committee is very diversified and this results in a wide range of topics at programs.

Yes

Yes, I think the programs offered throughout the county continue to update those concerned with ag related problems and concerns.

Yes, By providing a venue for local crop tours, ranch field days, etc.

Yes! The committee discusses many ideas in order to make this happen. AND we have very good attendance at the events we provide.

Yes, I feel that the committee does a good job of determining what types of programs our area needs and fit our community.

Yes! We can put the information to good use.

Yes, we do a descent job as a committee but we need to look at the season, economy, and environment at the time and try to focus on issues that involve the people at the time.

Yes – conducts seminars and field days on subjects of interest.

Yes, There are several members and we discuss a wide variety of topics to explore.

Yes, members try to find topics to bring attendance.

Yes, discuss changes occurring in the county and in production.

Yes and no, It all depends on the agent and their priorities.

By having a cross section of the community represented on the committee the committee needs will be more easily identified.

Yes, brings into focus the thoughts and desires of different elements of the community.

Yes, Because the Extension Agents are well trained.

Yes, Local needs are slowly changing from large to small holdings – Example small 5-10 acres, horses – goats – sheep

Yes, The programs we have fit into the area.

Yes, we do our best!

Yes

I am Neutral – Every County is different

Yes, Good communication within the local level helps identify issues.

No

Yes, constantly evaluates needs

Yes, we present programs relevant to our immediate agricultural and horticultural needs.

Yes, with the committee input – others can benefit from our knowledge of the problems that effect all of us on the local level.

Unknown

Yes, The community is always invited to participate in planning meetings. Topics for clinics and field days are derived from the communities areas of interest and need.

Yes, by asking what area is in need of as far as information is concerned or programs available.

Yes, the committee helps introduce and implement programs and activities that provide training and educational opportunities for county producers.

Education for those looking for help.

Yes

Yes, But I think we should meet more often.

Yes, the committee develops programs and training sessions concerning current problems in ag.

Yes, Plans were being made to have workshops and learning seminars as well as providing opportunities to purchase trees at a lower wholesale price.

The programs are keyed to local needs.

Yes, provides training and keeps individuals informed on issues in our area.

Yes, Identify current issues and respond with programs.

Yes, they often have program outings for farming and ranching to better educate people.

Keep Trying.

Always experimenting with new varieties, crops, inputs, etc.

Yes

Yes

Yes

Yes

Yes, any issues that may arise is always talked about in depth.

Yes, by implementing good educational programs.

Yes

Yes, we discuss the various needs of our agricultural community.

Yes, We discuss the issues that are relevant to our area and what people are interested in.

Yes, the committee will discuss relevant issues that effect our county.

Yes, try to find out what type of ag pr the co in have that year. (widl hog – drought, etc) and get specialist to speak on these pr.

Yes

Yes, the PAC committee identifies relevant issues because it is made up of local people who can relate to the needs.

Yes, members are from various points of our are with diverse interest in ag.

Question 3 – What can Texas AgriLife Extension Service do to ensure that program area committees are successful?

Keep the committee members involved in created ideas since we are the voice of the community.

These questionnaires, as this, are very helpful.

Keep a very active and enthusiastic approach to issues in the communities.

Find ways to bring younger members from the community to participate in the committees.

Offer sandwich or light lunches through donors to encourage participation.

Engage programs that are relevant to what is going on in the Ag world at the level of the citizens needs or interest.

Look at the results of the programs.

Have Extension Agents that follow through and see to it that the committees ideas are fully implemented.

Cooperative with other Ag Agencies for a broader support.

Meet when necessary, set up programs and bring in specialist to address the issues.

Continue their support and help sponsor events.

Continue as is.

By being involved.

To many specialist are retiring or are too specialized as to not be able to communicate with the general population leaving the committees without resources.

Be active and visible in committee/county.

Currently lack of interest by committee, no leadership.

Kick out dead heads, do nothings and those on ego trips.

Have the Extension Agent follow through with commitments he has made for committee projects. I have been on committee 20 years. The committee plans the years activity in January, depending on the County Agent to arrange the required specialist for the committee's program. Both our May and October programs were canceled because the agent said he didn't have time to find specialist. Don't feel there is adequate support from County Agent whose primary interest in horses and selling real estate.

Improve communications and training for new volunteers serving on PAC's ensure agents are active in PAC's that serve their areas.

Follow Up!

Bring new ideas of cost cutting to producers; through specialist in private industry. We have already learned the A&M Specialist. Sore are well informed other A&M specialist are only selling grant money companies.

Always find those individuals that are passionate about Ag/NR and willing to give of themselves. These will be th ones that attend meetings and become totally involved.

Funding

Continue educational programs, support in special field days assisting local agents with resources that will benefit participants.

Keep it as a priority item for the CEA.

Follow through on plans.

Have good leaders.

Recognize their efforts

Make sure the Extension Agents have all the resources that they need to put on helpful and interesting programs.

It could meet a little more often.

Continue to inform and support.

Keep up good job.

Surveys!!

I believe our CEA is handling well as are the members of our committee.

By communicating issues that are beneficial to the committees and to the residents in this area.

Keep agents free to devote time to have successful committee involvement rather than involved in programs from headquarters.

Have regular meetings and address the concerns or issues identified at these meetings w/ field days, crop tours or informational meetings.

No, I think it functions very well.

Continue as is and get young people involved.

Just continue to support them, and seek their help.

Continue with the programs.

Continue what they are doing. Time is always a limiting factor, but I think most committee folks will help if asked.

Continue

Continue to promote education programs, hold meetings, be available to community needs and questions dealing with all Ag, 4H, Master Gardener, Nutritional Issues.

Being diversities.

Keep supporting committees as they do

Increase public awareness of programs. Newspaper ads, etc.

Support of up to date information

Keep members list active and inform and encourage to attend meetings and other events.

Continue to provide training as well as specialist to help implement our programs.

Be up-to-date with information regarding seed fertility, new products entering market. Ex.; Fungicide for cotton root rot control.

They try their BEST.

Bring knowledgeable people on board.

Follow through.

Continue to actively involve committee in the planning of programs.

Provide support to committee activities.

Make sure we always have Ag/NR agent and a 4-H agent available along with a knowledgeable and friendly secretarial staff.

Communication, working together.

Follow up when they can personally.

Keep subject matter relevant to current needs and interest of the people it serves.

Give us the tools and information to get the job done.

Ensure the implementation is done and give the c. extension agent the room and means to do so w/o red tape.

To me, Texas AgriLife is doing a terrific job. I love being involved with the Extension office. The main thing I would think is to keep interest in the programs by having programs the public wants to learn more about. And the committees is what keeps that going.

Keep having meetings with experts in the various fields to supply committee member with real information and not rumors.

Agents need to be more involved in other aspects of rural life, rural economics, etc than just stock showing!

Hire a County Agent

Continue to have the committee and encourage participation, develop good programs.

Keep good county agents and you will have good committees.

Provide subject area specialist the opportunity to travel to the counties to help CEA's – i.e. travel funds

Support and help keep our agents informed.

Higher involvement in more diverse activities across the spectrum of activities.

Continue to be a major role in conservation needs

Provide members the time we need to discuss programs.

Continue to support the CEA with relevant information that is useful to the county.

Continue to find recommended people that can serve on the programs.

Continue with committee meeting and topics.

Ensure that all county and multi county committees meet to identify topics and make plans to address these issues. Help develop program and speakers etc.

Continue to adjust to the ever changing “AgriLife” lifestyle from the traditional rural farmer/rancher to the more urban “weekend warrior” type landowners and participants.

Supply as much support to our County needs and program as possible

Continue to involve a wide spectrum of agricultural interests in the members selected to serve. Make available to committees all the resources that AgriLife can provide.

Give support to CEA.

Carry them out

Make sure committees are meeting regularly; programs are carried out to keep AgriLife fresh and noticeable.

Interested members

Be involved.

Provide any input that is needed.

Don’t mess with our program.

Continue with the positive support we have always received from both present and past CEA’s.

Continue to provide state-wide specialist in a wide range of topics.

Make sure committee members participate in programs.

Continue to provide the latest technology to Extension Agents.

Stay up with current info. Pay attention to the evaluations.

I have only been a member for a couple of years, and I am still learning all of the ins and out's of the program. So I am really not sure what could be done at this time.

Provide information that individuals are interested in.

Keep the meetings focused on current issues related to the county. Keep young people involved to help ensure the longevity of our committee.
Provide technical resources.

Provide education and speakers on relevant issues.

Monies to help programs.

Follow up interviews/questionnaires.

Make a plan and follow thru with it.

An AgriLife Extension agent needs to be actively involved. Programs must be relevant to local needs.

Keep agents and representatives interested by some form of continuing education.

Keep hiring good Extension Agents.

Advertise programs being offered.

Continuous support in the program.

Motivate the extension agent – our previous agent was highly motivated, our current agent is not!

They are doing a great job.

We must all work together.

Provide the most current findings

Continue evaluations of existing programs. Maintain contact and integration of constituents

Keep providing helpful advice.

Information to the public about all programs involving agriculture and our natural resources our way of life is very important and should be kept. Thank you.

Put someone else on committee who is interested in doing this.

The Texas AgriLife Extension Service needs to continue to offer current information on old topics such as beef cattle production, forage production and soil and water conservation, not inst on happy topics like wildlife. Wildlife is great. Everybody likes being in the country and seeing deer and other wildlife. However the last time I went into the grocery store, I didn't see cases full of venison and quail. The fact is that agriculture is still vital and a necessity. The farmer and the rancher are sometimes blamed for removing wildlife habitat. I feel that the farmer and rancher has done more for wildlife just be leaving the land rural. Therefore I feel that we need to continue to promote programs on production agriculture. Wildlife will always exist on a ranch.

Have a good representation of members from different aspects of farm and town members.

Keep committee informed of new laws, regulations and programs that would effect county producers.

Continue programs to educate young farmers.

Selection of good productive members.

Keep as many people as possible involved and interested in program development.

Appoint knowledgeable dedicated individuals that have a common goal.

The more CEU the better the attendance.

Continue to provide adequate training to full time staff.

Recruit new volunteers and committee members.

Keep doing what your doing.

Have Field Days

Preserve

Help us line up good programs.

Obtain good speakers and subject matter

I feel that my county programs are very successful.

(Quit sending out these surveys!) Do what committee suggest.

More advertising

No

The committee is operating well

Keep and pay county agents so they will stay employee for more than two years.

Keep doing the same thing they are doing.

Keep up the good work and try to find ways to let more people know we have these programs.

Continue to support this program

They can continue to advocate and support the program area committee as needs are identified and addressed.

Have working members who are knowledgeable in current events, issues, etc.

Question 4 – Do you have any concerns about the program area committee in which you serve? If so, please explain below.

No

One concern is maintaining active members in a shrinking community – population wise, basically a retirement community.

Lack of new committee members is reducing the size of the committee making programs more difficult to complete.

Need to meet more often.

No, our County Agent does a good job of picking up the ball and running with it.

No

No

No

No

No

We seem to be able to make what is available work even if it is more difficult.

N/A

Currently lack of interest by committee, no leadership.

The leadership advisory is useless. It needs a massive turnover with visions, goals and task oriented people.

Don't feel there is adequate support from County Agent whose primary interest in horses and selling real estate.

Multi-County PAC's require more leadership from both volunteers and agents. These type PAC's need more active participation from ALL agents in area served not just a few.

Seems like the agents are becoming more involved in getting trained and reporting than in setting up training and helping.

Beef & Forage Committee

NONE

No

None

None

No concerns. Outstanding agent and office staff.

Try to do a good job in local issues.

No

No, It is a good cross-section of individuals.

No

No

If I had I would already expressed them at meetings.

No

Keeping committees active and identifying potential new members and getting them informed. Need new blood and ideas.

No

No

No

No

Yes, we members and local Ag producers rely on TAMU Extension Service Overton Research Specialist for dealing with Ag issues particularly relevant to East Texas (soil, weather, temp/climate, crops, wildlife, pest). With funding cuts- we need the research specialist to be locally available in the future.

No

We get a full-color 1 page reminder of the upcoming meetings mailed to us. A black and white folded and taped paper reminder should be much cheaper. Not good financial management when our county 4-H directors job was cut because of funding.

No

No

No

Yes, our agent has left and that is a huge concern.

No,

No,

Agent waiting till the last minute to try to secure specialist for programs.

No

None at this time.

Yes, losing control or influence on programs and issues and it going to higher up control instead of local.

No

No, Some of the members could be more active but on the whole the committee is active and sponsors activities for the good of the community.

No

My only concern is funding. All AgriLife programs are so beneficial and I worry that they will be considered non important. Tom me, things are being pushed toward city life. City and Rural life are completely different, but government wants us all the same.

Not really, our committees seem to be well informed enough to answer questions by the general public.

It would be helpful if the meetings were sincere and heart felt more than something they have to do because of agency requirements.

Agents need to be more involved in other aspects of rural life, rural economics, etc than just stock showing!

No

No, the committee members are well informed on the issues affecting agriculture and are able to provide valuable input into programs and discussion.

No, we have a good active county agent.

I might be too busy at certain times to perform my duties as a committee individual.

No, our committee does well

No

No, It is very productive. I wish my agent had more time to do all the programs we think of.

There tends to be Ag & Natural Resource based programs that only serve a very small group of people. These producers tend to be Anglo with greater than normal assets. Minority participation does not exist at all. As a Hispanic, I feel very out of place and not sure if I can continue to serve due to my declining interest and lack of diversity.

We have a very effective committee but probably could do better in planning multi county programs and publicizing them. We normally have only 1 or 2 multi-county programs per year.

No

No

No

No

No

Need New Members

No

No

No

Operating very successfully.

The same producers tend to be on the majority of the Boards and committees in the county.

No

No

No

No

Well yes. No one has given us any feedback as to our success or failure of our involvement!

No

No

Yes, To continue to recruit younger individuals to continue the program.

Not enough young people becoming involved in agriculture or extension activities. Technology is changing agriculture is the same as Wal Mart has changed the small business of America. Only a few people control the cost and markets for their selfish benefits.

No

I am Neutral – I speak my concerns at our meetings.

No

No

No

I feel that committees need to be proactive in promoting the contributions of agriculture and the enormous economic value of the ag dollar and how it is spent in rural communities.

No

No

Through Shane's Leadership, our input I feel we have a good, productive committee.

No

No

No

No

No

No

No

No

Too focused on experts and not enough on knowledge of local people and things that work.

No

No

No

No

No

APPENDIX E
COUNTY DISTRIBUTION LIST

Category 1 Counties

Random #	County	Category	District
0.0486406	Jeff Davis	1	6
0.2797916	Sterling	1	7
0.2801792	Roberts	1	1
0.3413379	Loving	1	6
0.4627515	McMullen	1	12
0.5781629	King	1	3
0.5926806	Kent	1	3
0.7312825	Kenedy	1	12
0.7321123	Borden	1	2
0.9010165	Irion	1	7
0.9317141	Terrell	1	6

Category 2 Counties

Random #	County	Category	District
0.06670104	Dickens	2	3
0.07897019	Hardeman	2	3
0.09362406	Martin	2	6
0.14937042	Jim Hogg	2	12
0.15960785	Menard	2	7
0.16618508	Stonewall	2	3
0.21808617	Baylor	2	3
0.24347525	Schleicher	2	7
0.2535864	Winkler	2	6
0.32180362	Garza	2	2
0.34872907	Shackelford	2	7
0.35084097	Concho	2	7
0.36721907	Sutton	2	10
0.37151191	Aransas	2	11
0.3752808	Hemphill	2	1
0.41459915	Motley	2	3
0.41589051	Somervell	2	8
0.41993368	Knox	2	3
0.44460691	Presidio	2	6
0.47000321	Oldham	2	1

0.47434677	Delta	2	4
0.47543913	La Salle	2	12
0.47626181	Brewster	2	6
0.47636614	Mason	2	7
0.48551199	Coke	2	7
0.50192217	Lipscomb	2	1
0.51772128	Culberson	2	6
0.57112423	Foard	2	3
0.59777083	Cochran	2	2
0.61715497	Ward	2	6
0.61776871	Brooks	2	12
0.64066672	Marion	2	5
0.69079702	Crockett	2	6
0.69588199	Cottle	2	3
0.71184732	Kimble	2	10
0.7139004	Real	2	10
0.73595404	Hall	2	1
0.75046785	Collingsworth	2	1
0.77561006	Donley	2	1
0.80968016	Briscoe	2	1
0.81289154	Upton	2	6
0.83191968	Hudspeth	2	6

0.83367604	Armstrong	2	1
0.83709289	Reagan	2	6
0.83787488	Throckmorton	2	3
0.88766836	Glasscock	2	6
0.92093412	Edwards	2	10
0.99653127	Kinney	2	10
0.99682659	Crane	2	6

County 3 Categories

Random #	County	Category	District
0.01199877	Stephens	3	3
0.03923568	Zapata	3	12
0.04566319	Refugio	3	11
0.08751296	Sabine	3	5
0.1024849	Haskell	3	3
0.11032784	Pecos	3	6
0.11428355	Live Oak	3	12
0.13258238	Hartley	3	1
0.1661897	Tyler	3	5
0.17319875	Archer	3	3
0.19899355	Bailey	3	2
0.23170554	Sherman	3	1
0.23921791	Dallam	3	1
0.25463221	Childress	3	3
0.26834391	Crosby	3	2
0.27408068	Ochiltree	3	1
0.28771513	Trinity	3	5
0.31568875	Lynn	3	2
0.35298196	San Augustine	3	5
0.37433159	McCulloch	3	7

0.38927454	Duval	3	12
0.40404616	Morris	3	4
0.40823844	San Saba	3	7
0.50879671	Blanco	3	10
0.5343277	Hansford	3	1
0.53806178	Goliad	3	11
0.54932259	Rains	3	4
0.54970981	Yoakum	3	2
0.58180742	Fisher	3	7
0.59055178	Hamilton	3	8
0.60571905	Floyd	3	2
0.62678393	Reeves	3	6
0.63138694	Jack	3	3
0.6455456	Mitchell	3	2
0.64567733	Carson	3	1
0.70374958	Andrews	3	6
0.71023366	Wheeler	3	1
0.73704793	San Jacinto	3	9
0.73998825	Franklin	3	4
0.78737335	Willacy	3	12
0.86037955	Zavala	3	12
0.89368159	Newton	3	5

0.90975014	Dimmit	3	12
0.94327311	Coleman	3	7
0.94390231	Mills	3	7

County 4 Counties

Random #	County	Category	District
0.0120304	Gillespie	4	10
0.0157119	Bosque	4	8
0.0300697	Nolan	4	7
0.0542582	Terry	4	2
0.0636577	Leon	4	8
0.0754789	Llano	4	7
0.0849604	Montague	4	3
0.1018684	Red River	4	4
0.1170362	Starr	4	12
0.1261394	Lee	4	9
0.1460204	Uvalde	4	10
0.1642205	Hutchinson	4	1
0.1727003	Colorado	4	11
0.1869684	Jim Wells	4	12
0.1952091	Jones	4	7
0.1976087	Orange	4	9
0.2319543	Austin	4	11
0.2400831	Polk	4	5
0.2431795	Madison	4	9
0.2556667	Kleberg	4	12

0.2626433	Houston	4	5
0.2711706	Freestone	4	8
0.2715453	Lavaca	4	11
0.2871759	Scurry	4	2
0.2898951	Swisher	4	2
0.2922526	Kerr	4	10
0.3059835	Lamb	4	2
0.3125349	Gonzales	4	10
0.3385892	Waller	4	9
0.34076	Frio	4	12
0.3531233	Wilbarger	4	3
0.3631919	Chambers	4	9
0.387521	Limestone	4	8
0.3875418	Callahan	4	7
0.4034003	Castro	4	2
0.4097509	Caldwell	4	10
0.414354	Deaf Smith	4	1
0.4178631	Bee	4	11
0.4274694	Bandera	4	10
0.4460846	Hockley	4	2
0.5165839	Matagorda	4	11
0.5169029	Palo Pinto	4	3

0.5527182	Howard	4	6
0.554285	Brown	4	7
0.5577864	Runnels	4	7
0.5598639	Gray	4	1
0.5698591	Calhoun	4	11
0.5699915	Hood	4	8
0.5728329	Cass	4	4
0.5746229	Parmer	4	2
0.5820105	Shelby	4	5
0.5920006	Fannin	4	4
0.5933206	Comanche	4	8
0.6044432	Ector	4	6
0.6271737	Gaines	4	2
0.6291023	Rockwall	4	4
0.6321918	Walker	4	9
0.679763	Karnes	4	11
0.6816569	Lampasas	4	7
0.7097474	Maverick	4	12
0.715369	Titus	4	4
0.7189455	Burnet	4	7
0.746942	Jackson	4	11
0.7724068	Upshur	4	5

0.7732432	Jasper	4	5
0.7943948	Camp	4	4
0.830435	Moore	4	1
0.8558027	DeWitt	4	11
0.856253	Panola	4	5
0.859873	Kendall	4	10
0.8688009	Val Verde	4	6
0.871911	Dawson	4	2
0.8760488	Fayette	4	11
0.891445	Eastland	4	8
0.8915314	Clay	4	3
0.8954279	Hardin	4	9
0.9077231	Young	4	3
0.9161532	Falls	4	8
0.9315953	Grimes	4	9
0.9601178	Robertson	4	8
0.969472	Burleson	4	9
0.9901979	Milam	4	8

Category 5 Counties

Random #	County	Category	District
0.0719486	Wichita	5	3
0.1201521	Angelina	5	5
0.1204282	Kaufman	5	4
0.126235	Van Zandt	5	4
0.1384784	Hunt	5	4
0.1770449	Randall	5	1
0.1975836	Washington	5	11
0.2596038	Tom Green	5	7
0.2717812	Gregg	5	5
0.2941606	Atascosa	5	12
0.30011	Hays	5	10
0.3173863	Liberty	5	9
0.3199576	Hale	5	2
0.3512229	San Patricio	5	11
0.3582006	Rusk	5	5
0.4089687	Bowie	5	4
0.4196887	Hopkins	5	4
0.4732859	Cooke	5	4
0.4908617	Wharton	5	11
0.4914607	Erath	5	8

0.5987079	Wise	5	3
0.6135107	Wood	5	5
0.6317489	Coryell	5	8
0.6402726	Comal	5	10
0.6967017	Potter	5	1
0.7085387	Nacadoches	5	5
0.7131436	Medina	5	10
0.7131443	Victoria	5	11
0.7207796	Cherokee	5	5
0.7438436	Hill	5	8
0.7778732	Bastrop	5	10
0.7845186	Parker	5	3
0.8638162	Webb	5	12
0.9369151	Lamar	5	4
0.9412116	Wilson	5	10
0.9577189	Henderson	5	5
0.9841288	Navarro	5	8
0.9852468	Midland	5	6
0.9863612	Anderson	5	5
0.98737	Guadalupe	5	10
0.9984467	Harrison	5	5

Category 6 Counties

Random #	County	Category	District
0.07221016	Bell	6	8
0.08278001	McLennan	6	8
0.11111613	Jefferson	6	9
0.34159413	Taylor	6	7
0.38481915	Galveston	6	9
0.40133552	Smith	6	5
0.45623	Williamson	6	8
0.60766244	Johnson	6	8
0.61652832	Montgomery	6	9
0.65901476	Brazos	6	9
0.70195336	Cameron	6	12
0.71711017	Ellis	6	8
0.75202285	Brazoria	6	9
0.7673652	Grayson	6	4
0.89055779	Lubbock	6	2
0.97874991	Nueces	6	11

Category 7 Counties

Random #	County	Category	District
0.09840329	Fort Bend	7	9
0.18936598	Tarrant	7	4
0.2154326	Harris	7	9
0.26256855	Travis	7	10
0.5405062	Denton	7	4
0.6124557	El Paso	7	6
0.86202214	Bexar	7	10
0.86553928	Dallas	7	4
0.91235983	Collin	7	4
0.96317477	Hidalgo	7	12

APPENDIX F**TABLES**

Table 23. Descriptive Comparisons Related to Income of Ag/NR PAC Members

	Less than \$40,000	\$40,000 \$59,999	\$60,000 \$79,999	\$80,000 \$99,999	More than \$100,000
The purpose of the Agriculture/Natural Resource Program Area Committee (Ag/NR PAC) is to develop educational programs	4.57 ^a	4.30 ^a	4.24 ^a	4.36 ^a	4.15 ^a
The purpose of the Ag/NR PAC is to ensure programs are being implemented	4.57 ^a	4.18 ^a	3.92 ^a	3.85 ^a	3.91 ^a
The purpose of the Ag/NR PAC is to monitor the impact of agriculture programs conducted in your county	4.57 ^a	4.00 ^a	4.00 ^a	3.94 ^a	4.00 ^a
The purpose of the Ag/NR PAC is to ensure programs are relevant to local needs	4.71 ^a	4.24 ^a	4.26 ^a	4.51 ^a	4.44 ^a
The purpose of the Ag/NR PAC is to be a significant part of the Extension educational process	4.57 ^a	4.12 ^a	4.08 ^a	4.03 ^a	4.05 ^a
The purpose of the Ag/NR PAC is to ensure positive change in participants engaged in Ag/NR PAC sponsored programs	4.57 ^a	3.76 ^a	3.97 ^a	3.88 ^a	3.76 ^a
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the planning phase of programs	4.43 ^a	4.15 ^a	3.97 ^a	4.24 ^a	4.11 ^a
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the implementation of	4.29 ^a	4.03 ^a	3.87 ^a	3.91 ^a	3.75 ^a

programming

My responsibility of serving on the Ag/NR PAC

is to assist the CEA with the evaluation phase of
programming

Members of the Ag/NR PAC should reside in the
community or county

Members of the Ag/NR PAC must be interested
in agriculture and/or natural resources

Members must have a broad, general perspective
of the issues related to agriculture and/or natural
resources in the county

Members must be representative of the
program's targeted audience

Members must have good visioning and
communication skills

Members must be interested in the quality of life
of the county

The committee I serve on meets at least two
times per year

The meetings require 4-10 hours per year of my
time

In addition to the meetings I spend about 10
hours carrying out individual responsibilities

I have served on a task force related to the
Ag/NR PAC I serve on

4.00 ^a	3.79 ^a	3.79 ^a	3.91 ^a	3.65 ^a
4.57 ^a	4.39 ^a	4.19 ^a	4.45 ^a	4.36 ^a
4.00 ^a	4.33 ^a	4.39 ^a	4.39 ^a	4.53 ^a
4.29 ^a	4.33 ^a	4.26 ^a	4.27 ^a	4.42 ^a
4.43 ^a	4.15 ^a	4.00 ^a	3.91 ^a	4.11 ^a
3.86 ^a	4.21 ^a	3.89 ^a	4.03 ^a	4.00 ^a
4.71 ^a	4.45 ^a	4.24 ^a	4.39 ^a	4.55 ^a
4.57 ^a	4.33 ^a	4.14 ^a	4.16 ^a	4.42 ^a
3.86 ^a	4.06 ^a	3.89 ^a	3.85 ^a	4.17 ^a
3.00 ^a	3.59 ^a	3.24 ^a	3.59 ^a	3.50 ^a
3.86 ^a	3.31 ^a	3.40 ^a	3.33 ^a	3.21 ^a

My agent has remained actively involved in the Ag/NR PAC	4.14 ^a	4.33 ^a	4.08 ^a	4.33 ^a	4.24 ^a
My agent has been involved in the Ag/NR PAC meetings by serving as an advisor to the Ag/NR PAC	4.14 ^a	4.30 ^a	4.14 ^a	4.33 ^a	4.26 ^a
My agent explained the requirements of the Ag/NR PAC me prior to me agreeing to serve on the Ag/NR PAC	4.57 ^a	3.88 ^a	3.92 ^a	4.00 ^a	3.83 ^a
My agent has been involved in the Ag/NR PAC meetings by providing adequate training for me to serve on the Ag/NR PAC	4.57 ^a	3.97 ^a	3.75 ^a	3.88 ^a	3.61 ^a
My agent has involved Extension subject matter Specialists in Ag/NR PAC meetings	4.29 ^a	4.03 ^a	3.86 ^a	3.90 ^a	4.02 ^a
Extension specialists have been involved in Ag/NR PAC meetings by providing subject matter trainings	4.14 ^a	3.91 ^a	3.78 ^a	3.76 ^a	3.72 ^a
The subject matter trainings provided by specialists have improved the committees ability to develop programs	4.29 ^a	4.09 ^a	3.84 ^a	3.82 ^a	3.74 ^a
My agent has been involved in the Ag/NR PAC meetings by acting upon issues addressed by the Ag/NR PAC	4.43 ^a	4.19 ^a	3.97 ^a	4.30 ^a	4.06 ^a
Do you attend programs sponsored by the Ag/NR PAC in which you serve	4.00 ^a	4.42 ^a	4.08 ^a	4.30 ^a	4.32 ^a
Do you arrive early to assist in preparing for programs sponsored by your Ag/NR PAC	3.71 ^a	4.19 ^a	3.86 ^a	3.88 ^a	3.77 ^a

Do you remain at the conclusion of the program to assist with clean up	3.86 ^a	4.28 ^a	3.92 ^a	4.06 ^a	3.85 ^a
Do you provide assistance during the programs sponsored by your committee	3.71 ^a	4.27 ^a	3.95 ^a	4.09 ^a	4.02 ^a
Do you assist with the data interpretation of the programs sponsored by your Ag/NR PAC	3.86 ^a	3.72 ^a	3.59 ^a	3.48 ^a	3.28 ^a

^a Superscript designates mean difference values at the .05 level.

Table 24. Descriptive Comparisons Related to Education of Ag/NR PAC Members

Statement	High School	Some College	Associate or Technical	Bachelors Degree	Post Graduate Degree
The purpose of the Agriculture/Natural Resource Program Area Committee (Ag/NR PAC) is to develop educational programs	4.18 ^a	4.39 ^a	4.15 ^a	4.24 ^a	4.37 ^a
The purpose of the Ag/NR PAC is to ensure programs are being implemented	4.00 ^a	4.16 ^a	4.31 ^a	3.90 ^a	4.00 ^a
The purpose of the Ag/NR PAC is to monitor the impact of agriculture programs conducted in your county	3.88 ^a	4.09 ^a	4.23 ^a	3.96 ^a	4.03 ^a
The purpose of the Ag/NR PAC is to ensure programs are relevant to local needs	4.06 ^a	4.36 ^a	4.46 ^a	4.46 ^a	4.39 ^a
The purpose of the Ag/NR PAC is to be a significant part of the Extension educational process	4.00 ^a	4.18 ^a	4.23 ^a	4.09 ^a	4.08 ^a
The purpose of the Ag/NR PAC is to ensure positive change in participants engaged in Ag/NR PAC sponsored programs	3.76 ^a	4.03 ^a	3.69 ^a	3.83 ^a	3.95 ^a
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the planning phase of programs	4.00 ^a	4.16 ^a	3.92 ^a	4.14 ^a	4.21 ^a
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the implementation of programming	3.76 ^a	3.91 ^a	3.69 ^a	3.91 ^a	3.97 ^a

My responsibility of serving on the Ag/NR					
PAC is to assist the CEA with the evaluation	3.65 ^a	3.73 ^a	3.67 ^a	3.83 ^a	3.87 ^a
phase of programming					
Members of the Ag/NR PAC should reside in	4.35 ^a	4.33 ^a	4.31 ^a	4.34 ^a	4.26 ^a
the community or county					
Members of the Ag/NR PAC must be					
interested in agriculture and/or natural	4.31 ^a	4.52 ^a	4.54 ^a	4.37 ^a	4.29 ^a
resources					
Members must have a broad, general					
perspective of the issues related to agriculture	4.18 ^a	4.42 ^a	4.54 ^a	4.29 ^a	4.24 ^a
and/or natural resources in the county					
Members must be representative of the	4.12 ^a	4.21 ^a	4.23 ^a	4.01 ^a	3.92 ^a
program's targeted audience					
Members must have good visioning and	4.12 ^a	4.00 ^a	4.08 ^a	4.06 ^a	3.97 ^a
communication skills					
Members must be interested in the quality of	4.29 ^a	4.48 ^a	4.62 ^a	4.45 ^a	4.37 ^a
life of the county					
The committee I serve on meets at least two	4.18 ^a	4.16 ^a	4.38 ^a	4.29 ^a	4.42 ^a
times per year					
The meetings require 4-10 hours per year of	3.94 ^a	4.03 ^a	4.00 ^a	3.92 ^a	4.14 ^a
my time					
In addition to the meetings I spend about 10	3.63 ^a	3.50 ^a	3.31 ^a	3.33 ^a	3.74 ^a
hours carrying out individual responsibilities					
I have served on a task force related to the	3.29 ^a	3.42 ^a	3.17 ^a	3.20 ^a	3.54 ^a
Ag/NR PAC I serve on					

My agent has remained actively involved in the Ag/NR PAC	4.00 ^a	4.31 ^a	4.31 ^a	4.18 ^a	4.32 ^a
My agent has been involved in the Ag/NR PAC meetings by serving as an advisor to the Ag/NR PAC	4.06 ^a	4.38 ^a	4.31 ^a	4.18 ^a	4.32 ^a
My agent explained the requirements of the Ag/NR PAC me prior to me agreeing to serve on the Ag/NR PAC	3.88 ^a	4.06 ^a	3.92 ^a	3.82 ^a	3.82 ^a
My agent has been involved in the Ag/NR PAC meetings by providing adequate training for me to serve on the Ag/NR PAC	4.00 ^a	3.97 ^a	3.77 ^a	3.71 ^a	3.65 ^a
My agent has involved Extension subject matter Specialists in Ag/NR PAC meetings	4.00 ^a	4.13 ^a	4.23 ^a	3.83 ^a	4.00 ^a
Extension specialists have been involved in Ag/NR PAC meetings by providing subject matter trainings	4.06 ^a	4.09 ^a	3.77 ^a	3.62 ^a	3.81 ^a
The subject matter trainings provided by specialists have improved the committees ability to develop programs	3.88 ^a	4.19 ^a	3.92 ^a	3.75 ^a	3.71 ^a
My agent has been involved in the Ag/NR PAC meetings by acting upon issues addressed by the Ag/NR PAC	4.00 ^a	4.34 ^a	4.15 ^a	4.00 ^a	4.21 ^a
Do you attend programs sponsored by the Ag/NR PAC in which you serve	4.12 ^a	4.28 ^a	4.15 ^a	4.26 ^a	4.30 ^a
Do you arrive early to assist in preparing for programs sponsored by your Ag/NR PAC	4.00 ^a	3.77 ^a	3.62 ^a	3.94 ^a	3.95 ^a

Do you remain at the conclusion of the program to assist with clean up	4.00 ^a	3.97 ^a	3.85 ^a	3.96 ^a	4.14 ^a
Do you provide assistance during the programs sponsored by your committee	4.06 ^a	3.90 ^a	3.92 ^a	4.03 ^a	4.27 ^a
Do you assist with the data interpretation of the programs sponsored by your Ag/NR PAC	3.71 ^a	3.61 ^a	3.15 ^a	3.38 ^a	3.62 ^a

^a Superscript designates mean difference values at the .05 level.

Table 25. Pearson's Correlations of Years Served on Ag/NR PAC vs Individual Questions

Question:	r
The purpose of the Agriculture/Natural Resource Program Area Committee (Ag/NR PAC) is to develop educational programs	.024
The purpose of the Ag/NR PAC is to ensure programs are being implemented	.042
The purpose of the Ag/NR PAC is to monitor the impact of agriculture programs conducted in your county	.032
The purpose of the Ag/NR PAC is to ensure programs are relevant to local needs	.041
The purpose of the Ag/NR PAC is to be a significant part of the Extension educational process	.021
The purpose of the Ag/NR PAC is to ensure positive change in participants engaged in Ag/NR PAC sponsored programs	.013
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the planning phase of programs	.134
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the implementation of programming	.033
My responsibility of serving on the Ag/NR PAC is to assist the CEA with the evaluation phase of programming	.055
Members of the Ag/NR PAC should reside in the community or county	.137
Members of the Ag/NR PAC must be interested in agriculture and/or natural resources	.013
Members must have a broad, general perspective of the issues related to agriculture and/or natural resources in the county	.002
Members must be representative of the program's targeted audience	.005
Members must have good visioning and communication skills	.059

Members must be interested in the quality of life of the county	.136
The committee I serve on meets at least two times per year	.070
The meetings require 4-10 hours per year of my time	.142
In addition to the meetings I spend about 10 hours carrying out individual responsibilities	.036
I have served on a task force related to the Ag/NR PAC I serve on	.119
My agent has remained actively involved in the Ag/NR PAC	.173*
My agent has been involved in the Ag/NR PAC meetings by serving as an advisor to the Ag/NR PAC	.117
My agent explained the requirements of the Ag/NR PAC me prior to me agreeing to serve on the Ag/NR PAC	.065
My agent has been involved in the Ag/NR PAC meetings by providing adequate training for me to serve on the Ag/NR PAC	.040
My agent has involved Extension subject matter Specialists in Ag/NR PAC meetings	.050
Extension specialists have been involved in Ag/NR PAC meetings by providing subject matter trainings	.032
The subject matter trainings provided by specialists have improved the committees ability to develop programs	.056
My agent has been involved in the Ag/NR PAC meetings by acting upon issues addressed by the Ag/NR PAC	.030
Do you attend programs sponsored by the Ag/NR PAC in which you serve	.026
Do you arrive early to assist in preparing for programs sponsored by your Ag/NR PAC	.006
Do you remain at the conclusion of the program to assist with clean up	.053
Do you provide assistance during the programs sponsored by your committee	.055
Do you assist with the data interpretation of the programs sponsored by your Ag/NR PAC	.027

* indicates significant at the .05 level

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ACADEMIC BACKGROUND

- 2006-2011 Texas A&M University, College Station, TX; Texas Tech University, Lubbock, TX Joint Doctorate of Education (August 2011), Agricultural Education
- 2001-2003 Tarleton State University, Stephenville, TX
Master of Science (May 2003), Agricultural Education
- 1996-2001 Tarleton State University, Stephenville, TX
Bachelor of Science (May 2001), Agricultural Services and Development

PROFESSIONAL ACADEMIC APPOINTMENTS

- 2011-present **County Extension Agent – Agriculture.** Texas AgriLife Extension Service (Erath County) Stephenville, Texas.
- 2007-2011 **County Extension Agent – Agriculture.** Texas AgriLife Extension Service (Comanche County) Comanche, Texas.
- 2003-2007 **County Extension Agent – Agriculture.** Texas AgriLife Extension Service (Hamilton County) Hamilton, Texas.
- 2001-2003 **County Extension Agent – 4-H and Youth Development.** Texas AgriLife Extension Service (Falls County) Marlin, Texas.