

Cooperative Extension Employment Roles and Structures

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Conducted by Drs. Richard Vlosky & Michael Dunn

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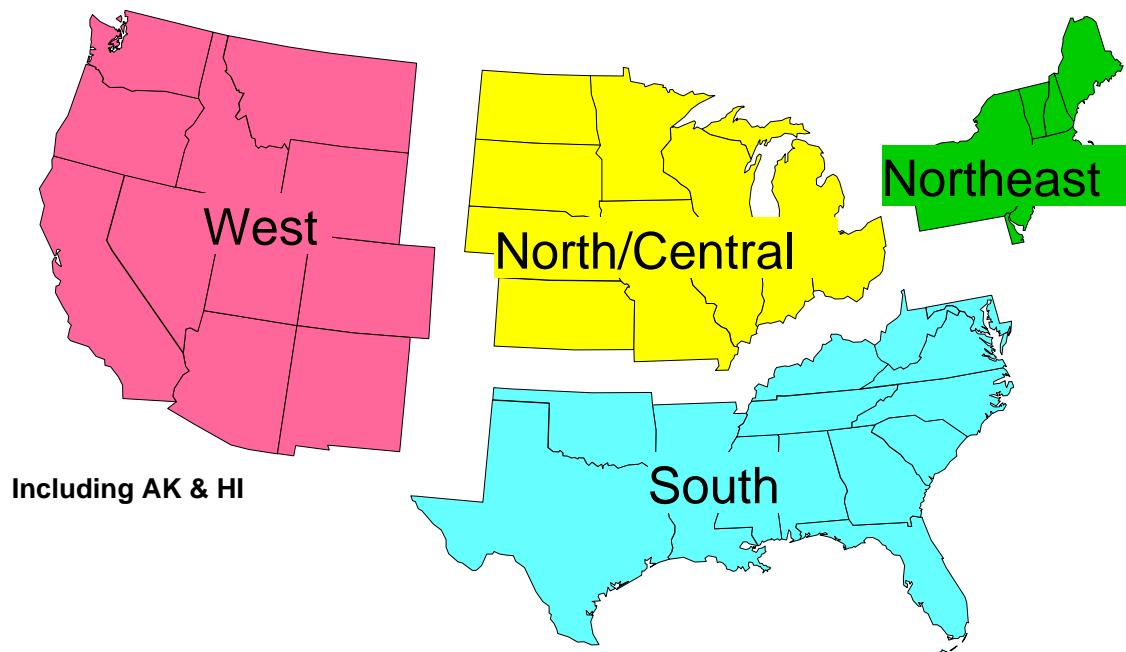
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1. Respondent Region		
West	522	19%
North Central	725	26%
Northeast	295	11%
South	1207	44%
Total	2749	100%

2. What percent of your appointment is in Extension?

10% or less	27	1%
11%-20%	34	1%
21%-30%	60	2%
31%-40%	44	2%
41%-50%	87	3%
51%-60%	60	2%
61%-70%	70	3%
71%-80%	134	5%
81%-90%	52	2%
91%-100%	2177	79%
Total	2745	100%

3. How many years have you been employed in Extension?

0-5 years	699	25%
6-10 years	547	20%
11-15 years	365	13%
16-20 years	327	12%
More than 20 years	818	30%
Total	2756	100%

4. Does your institution have a Tenure System for Extension employees?

No	1126	41%
Yes	1228	45%
Don't know	397	14%
Total	2751	100%

5. Are you in a Tenure-Track position?

No	1711	62%
Yes	826	30%
Don't Know	211	8%
Total	2748	100%

THE FOLLOWING QUESTIONS RELATE ONLY TO THE EXTENSION COMPONENT OF YOUR JOB!!!!

6. Section II-Overall Job Attributes: Please select one response for each of the following statements.

	Strongly Disagree or Somewhat Disagree	Neither Disagree Nor Agree	Somewhat Agree or Strongly Agree
I am able to act independently of my supervisor.	7%	4%	89%
I have the freedom to do pretty much what I want on my job.	14%	12%	74%
I have the opportunity for independent thought and action.	4%	4%	92%
I have control over the pace of my work.	12%	10%	78%
I have challenging work.	3%	4%	93%
In light of my training, education, and preparation, my job is very appropriate to my abilities.	6%	6%	88%
My job allows me to be creative and use my own ideas if I wish.	3%	5%	92%
I have much control and final say about what I do on my job.	11%	14%	75%
My job gives me the opportunity to learn new skills and techniques.	5%	8%	87%
I feel I have a lot of influence in my department.	26%	26%	48%

7. Section III-Job Performance: Please select one response for each of the following statements.

	Strongly Disagree or Somewhat Disagree	Neither Disagree Nor Agree	Somewhat Agree or Strongly Agree
People around here rarely tell me how good they think my work is.	45%	19%	36%
I think I am doing a better job than my supervisor gives me credit for.	40%	27%	33%
Upper administration in my institution knows what I do in my job.	41%	18%	41%
Documents exist to measure my performance.	13%	15%	72%
My performance can be adequately assessed using existing documents.	33%	21%	46%
Specific performance goals are established for my job.	24%	20%	56%
I receive feedback from my supervisor concerning the extent to which I achieve my goals.	20%	18%	62%
My pay increases are based upon how my performance compares with my goals.	46%	22%	32%

8. Section IV-Your Extension Role: Please select one response for each of the following statements.			
	Strongly Disagree or Somewhat Disagree	Neither Disagree Nor Agree	Somewhat Agree or Strongly Agree
I have to do things that should be done differently.	23%	32%	45%
I have to buck a rule or policy in order to carry out an assignment.	46%	31%	23%
I receive incompatible requests from two or more people.	45%	27%	28%
I receive assignments without adequate resources and materials to execute them.	38%	18%	44%
I work on unnecessary things.	39%	21%	40%
My job schedule interferes with my life outside work.	27%	16%	57%
The people I see outside the company don't like to hear about what goes on at my job.	43%	40%	17%
9. Section V-Professionalism: Please select one response for each of the following statements.			
	Strongly Disagree or Somewhat Disagree	Neither Disagree Nor Agree	Somewhat Agree or Strongly Agree
My fellow professionals in my field have a pretty good idea about each other's competence.	11%	13%	76%
A problem in this profession is that no one really knows what constitutes competence.	41%	26%	33%
We really have no way of judging each other's competence in my institution.	47%	27%	26%
Other professions are actually more vital to society than mine.	61%	20%	19%
The importance of my profession is sometimes over stressed.	63%	24%	13%
If ever an occupation is indispensable, Extension is the one.	45%	23%	32%

10. Section VI Job Satisfaction: Please select one response for each of the following statements.			
	Strongly Disagree or Somewhat Disagree	Neither Disagree Nor Agree	Somewhat Agree or Strongly Agree
I am satisfied with the variety of activities my job offers.	5%	5%	90%
I am satisfied with the freedom I have to do what I want on my job.	6%	6%	88%
I am satisfied with the opportunities my job provides me to interact with others.	5%	5%	91%
My job has enough opportunity for independent thought and action.	5%	6%	89%
I am satisfied with the pay I receive for my job.	47%	13%	40%
I am satisfied with the financial security my job provides me.	29%	17%	54%
I feel promotion opportunities are better in jobs other than mine in my institution.	19%	26%	55%
I feel it is easy to demonstrate ability and initiative in my job.	14%	15%	71%
I would advise a friend looking for a new job to take one similar to mine in my institution.	26%	25%	49%
I feel my pay is low in comparison with what others get for similar work in my institution.	27%	30%	43%
I feel my pay is low in comparison with what others get for similar work in other institutions.	19%	25%	56%
I am generally satisfied with my work situation.	10%	13%	77%
I find my work challenging, exciting, and giving me a sense of accomplishment.	6%	9%	85%
I am satisfied with the degree of respect and fair treatment I receive from my supervisor.	17%	12%	71%
I receive enough feedback from my supervisor on how well I'm doing.	26%	21%	53%

Section VII: SCHOLARSHIP & SERVICE**11. Are you expected to exhibit scholarship as part of your Extension job?**

No		401	15%
Yes		2104	77%
Don't Know		234	9%
Total		2739	100%

12. Has scholarship been defined clearly to you by your institution's administrators?

No		1531	56%
Yes		916	33%
Don't Know		291	11%
Total		2738	100%

13. Which of the following do YOU think is more important in your job in Extension?

Scholarship		505	19%
Service		2187	81%
Total		2692	100%

14. Which of the following do you think YOUR INSTITUTION feels is more important in your job in Extension?

Scholarship		1351	50%
Service		1351	50%
Total		2702	100%

15. For which of the following do you think you get rewarded more by your institution?

Scholarship		1560	58%
Service		1133	42%
Total		2693	100%

16. Which of the following gives you a greater sense of satisfaction and accomplishment in your Extension job?

Scholarship		531	20%
Service		2174	80%
Total		2705	100%

17. Which of the following do you perceive as examples of scholarship for Extension employees in your organization?			
	Not Valid At All	Somewhat Valid	Extremely Valid
Documentation of major program areas and initiatives	227	1337	1132
	8%	50%	42%
Advising on critical issues	227	1261	1201
	8%	47%	45%
Innovative teaching methods	150	1079	1458
	6%	40%	54%
Knowledge and application of new technology	105	939	1641
	4%	35%	61%
Program delivery effectiveness demonstrated by evaluation, change, and adoption	122	926	1642
	5%	34%	61%
Development and presentation of research-based materials	89	813	1790
	3%	30%	66%
Website development	522	1487	669
	19%	56%	25%
Cooperation/collaboration with other faculty in your institution	224	1275	1193
	8%	47%	44%
External funding	347	1148	1188
	13%	43%	44%
Refereed journal articles	578	1068	1032
	22%	40%	39%
Writing newspaper articles	492	1497	680
	18%	56%	25%
Being mentioned in newspaper articles	937	1273	464
	35%	48%	17%
Presentations at professional meetings	161	1117	1398
	6%	42%	52%
Participation in and leadership of professional organizations/committees	265	1234	1173
	10%	46%	44%
Participation in public policy and community issues	278	1337	1070
	10%	50%	40%
Awards and recognition	485	1464	734
	18%	55%	27%
Radio interviews	791	1455	426
	30%	54%	16%
Television interviews	815	1418	439
	31%	53%	16%
Multi-institution, agency, and state collaboration	173	1237	1264
	6%	46%	47%
Number of workshops developed	432	1530	715
	16%	57%	27%
Number of workshops given	442	1466	764
	17%	55%	29%

Number of client contacts	555	1249	862
	21%	47%	32%
Developing patents	1208	812	610
	46%	31%	23%
Teaching children about your area of expertise	739	1223	694
	28%	46%	26%
Conducting original research	563	917	1186
	21%	34%	44%
Being nationally recognized for your work	442	960	1245
	17%	36%	47%

Section VIII-TELL US A LITTLE ABOUT YOURSELF-OPTIONAL**19. What is your gender?**

Female		1297	48%
Male		1394	52%
Total		2691	100%

20. What is your age?

21-30		249	9%
31-40		446	16%
41-50		811	30%
51-60		1022	38%
61-70		179	7%
71-80		6	0%
Older than 80		1	0%
Total		2714	100%

21. Please tell us in what type of area you currently live.

Very Large City (1,000,000 or more).		83	3%
Large City (250,000 to 999,999 population)		313	12%
Medium-sized City (50,000 to 250,000 population)		660	24%
Small City (10,000 to 50,000 population)		727	27%
Very Small City, Town, or Village (2,500 to 9,999 population)		452	17%
In a Rural area (population less than 2,500)		475	17%
Not Sure		10	0%
Total		2720	100%

22. What is your level of education? (Highest level reached)

Some high school or less		0	0%
High school graduate		19	1%
Some college		88	3%
College graduate (B.A./B.S.)		429	16%
Graduate degree (M.S./Ph.D.)		2189	80%
Total		2725	100%

23. How would you best describe your race?

Caucasian		2452	91%
African American		101	4%
Hispanic		52	2%
Asian		29	1%
Native American		16	1%
Other, please specify		45	2%
Total		2695	100%

24. What was your annual pre-tax salary in 2005?			
Less than \$20,000		69	3%
\$20,000-\$29,000		136	5%
\$30,000-\$39,000		450	17%
\$40,000-\$49,000		554	21%
\$50,000-\$59,000		473	18%
\$60,000-\$69,000		324	12%
\$70,000-\$79,000		246	9%
\$80,000-\$89,000		139	5%
\$90,000-\$99,000		108	4%
\$100,000 or more		140	5%
Total		2639	100%