

WESTERN REGION MID MANAGERS SURVEY

A survey of younger, early career extension faculty in the 13 western states

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With aging workforce how are we going to:

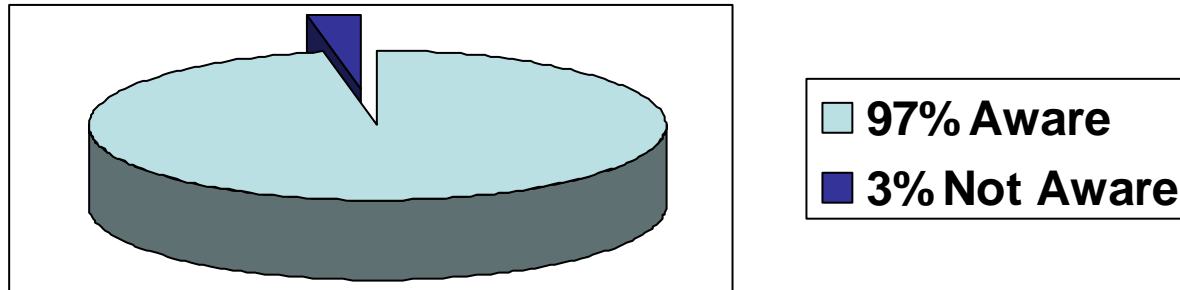
- Recruit
- Replace
- Retain

- How do we attract “new young” agents?
- Do we understand and address differences in workplace?

As a committee we decided to conduct a survey to learn:

- What attracted new young agents to Extension?
- What are successful methods of recruiting?
- What will it take to keep the new employees?

1. Aware of Cooperative Extension prior to seeking employment with Extension?



2. How were you aware of Extension?

[select all that apply]

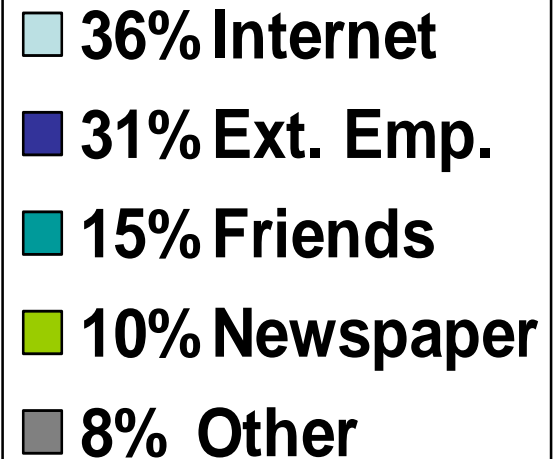
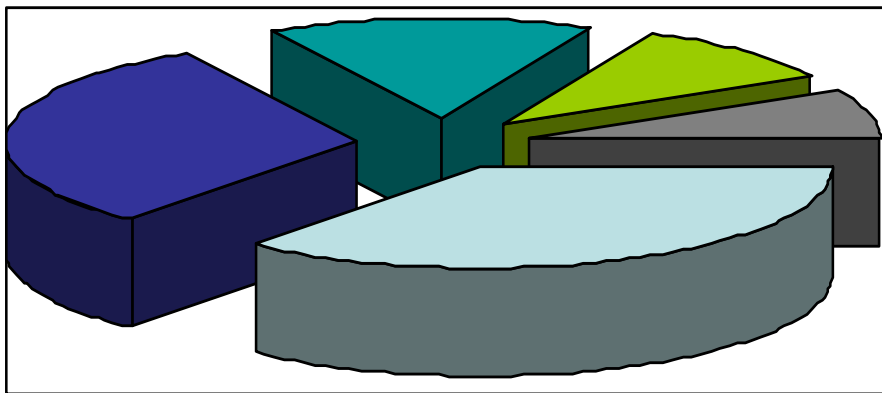
- 74% Former 4-H Member
- 55% Friends or Family exposure to Ext.
- 50% Contacted Extension office
- 45% University Classes
- 45% Former user of Extension
- 42% Extension Intern

3. What attracted you to Extension Employment?

[Select all that apply]

- 64% Opportunity to use degree
- 64% Flexibility
- 64% Variety of work responsibilities
- 64% Like working with people or groups
- 62% Self directed nature of work
- 59% Opportunity to teach
- 56% Community engagement

4. How did you learn about vacancy?



8. New employee training key suggestions!

- Be more area specific (Ag., 4-H, FCS)
- Need to receive EARLIER
- Need basic Extension information
- More about University Policies
- Mentoring with GOOD agent
- Real life examples
- Skills to handle job, clientele, answer questions
- Reporting process and reporting impacts

10. How helpful have the following been to you as a new Extension employee?

[very helpful / somewhat helpful]

- 100 % Co-workers
- 90% Support staff
- 85% Supervisor
- 85% Other agents in office
- 59% Mentors and mentor teams
- 50% New staff orientation
- 44% Advisory group

11. What do you enjoy about being an Extension employee?

[select all that apply]

- 90% Variety of work
- 87% Flexibility to do job
- 85% Helping people learn new things
- 82% Make positive difference to community
- 56% Benefits
- 51% Access to University
- 49% Helping people develop leadership skills

12. What if anything, did you most want that you did **NOT** get in terms of support?

- Specific programming information, orientation, direction
- County specific information, understanding 4-H leaders, understanding position. History of county programs. (community lack of knowledge or understanding of Assistant Professor role)
- Support on how not to take everything on (burn out)
- Financial support for; vehicle, supplies, tools, access to financial advisor.
- Promotion and Tenure expectations
- Time to learn different aspects of job.

12. What if anything, did you most want that you did **NOT** get in terms of support? **Continued:**

- Which specialists to contact at university (needed specialists guide)
- Support on local issues from region and state supervisors
- Clear understanding of what is acceptable for taking time off in exchange for working a large amount of overtime.
- Follow-up with concerns expressed about situation at county level.
- Mentoring
- Expectations, help with reporting
- Feedback, follow through, fair treatment

13. What aspects of job are NOW important?

[select all that apply]

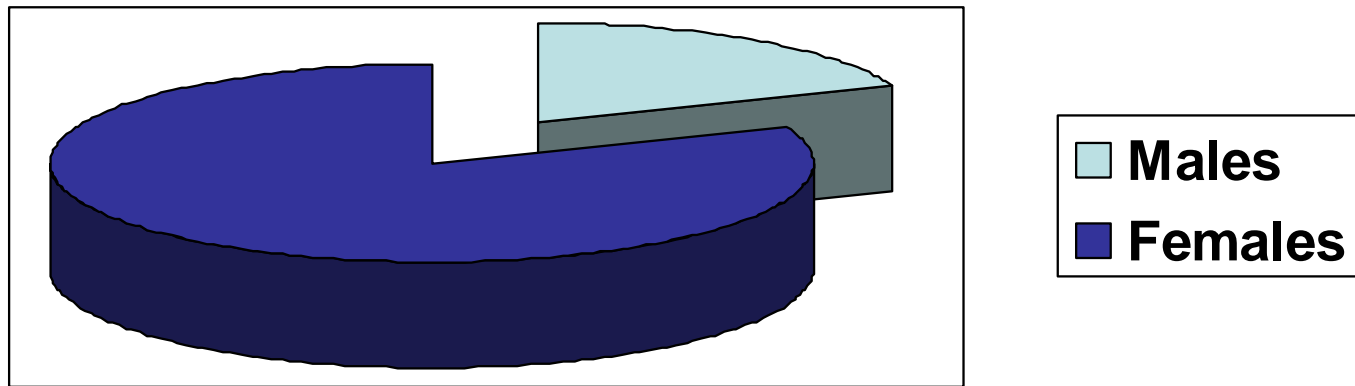
- 79% Flexibility
- 77% Health benefits
- 72% Support from colleagues
- 64% Self directed nature of work
- 62% Salary
- 62% Leave time
- 62% Type of work
- 59% Office staff
- 59% Community engagement

14. What aspects of job are NEGATIVE?

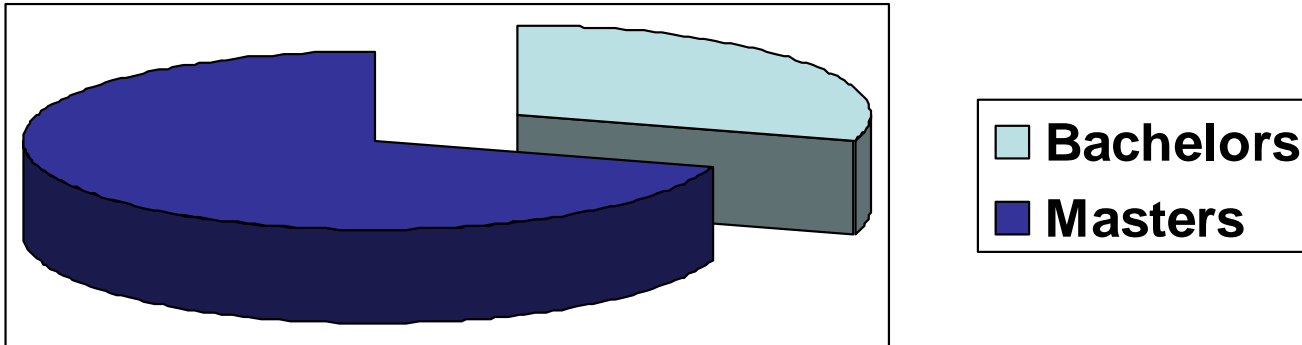
- 70% Hours required to do job
- 52% Salary
- 33% Expectations of position

16. Gender for recently hired agents ages from 20-29

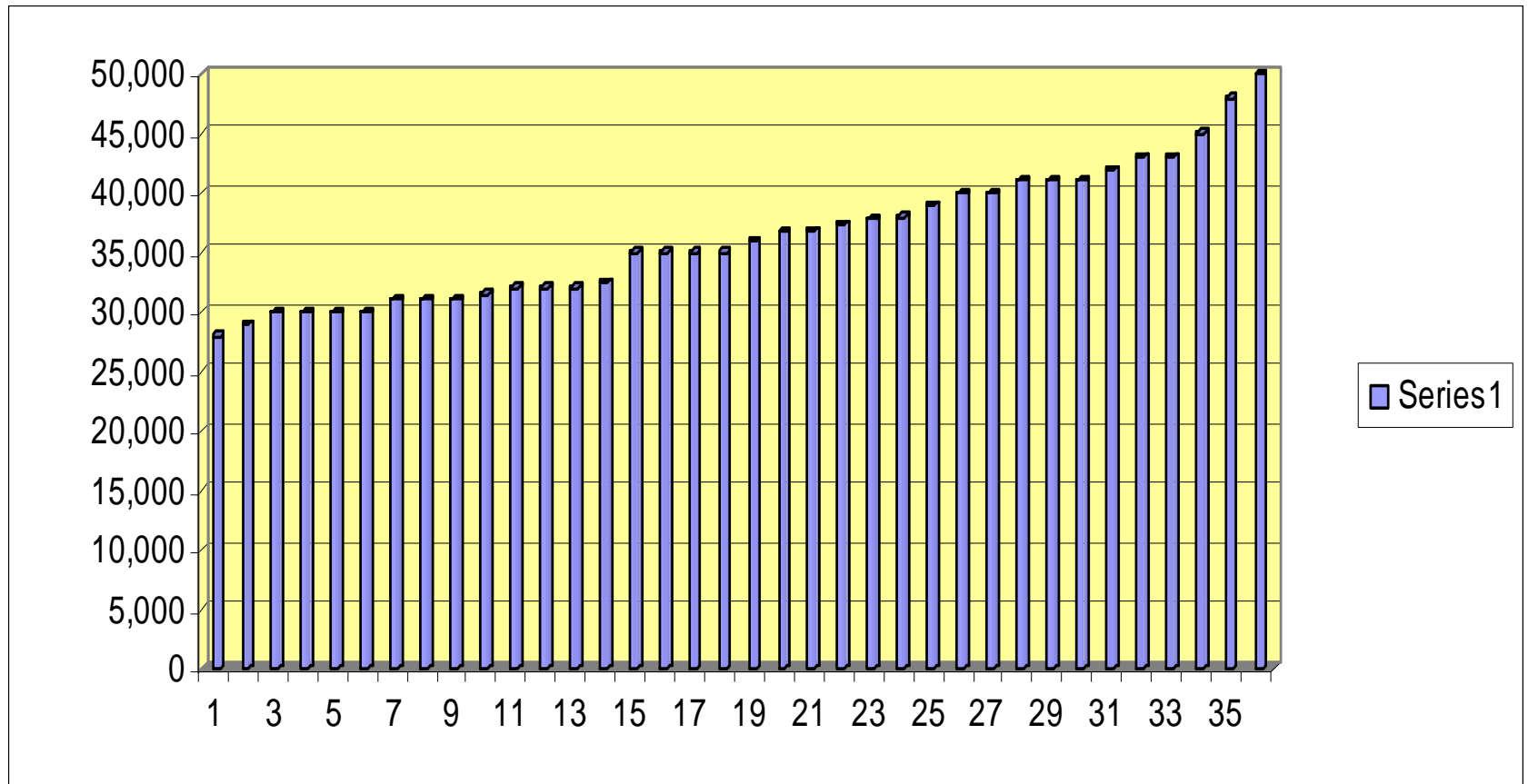
81% Female 19% Male



17. & 19. latest degree
Masters 74%
Bachelors 26%



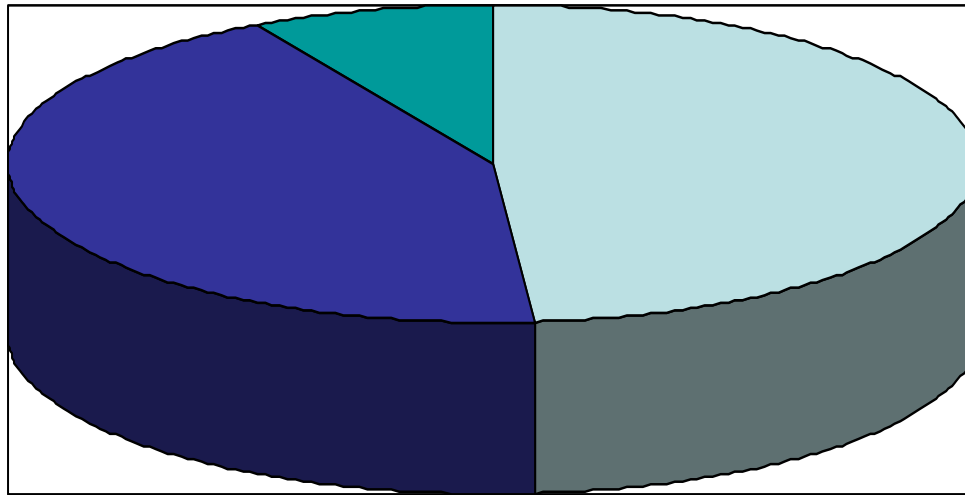
23. Salary range from \$28,000 to \$50,000 average \$35,286



23. Gender, Degree, Starting Salary

- 81% Female
- 74% Masters Degree
- 16% FCS degrees
- Salary range Bachelor level \$29,012 to \$32,500 adv. \$30,946
- Salary range Masters level \$28,000 to \$50,000 adv. \$37,123

24. Time in current position



- 49% Less than 1 year
- 44% 1-2 years
- 8% 3-5 years

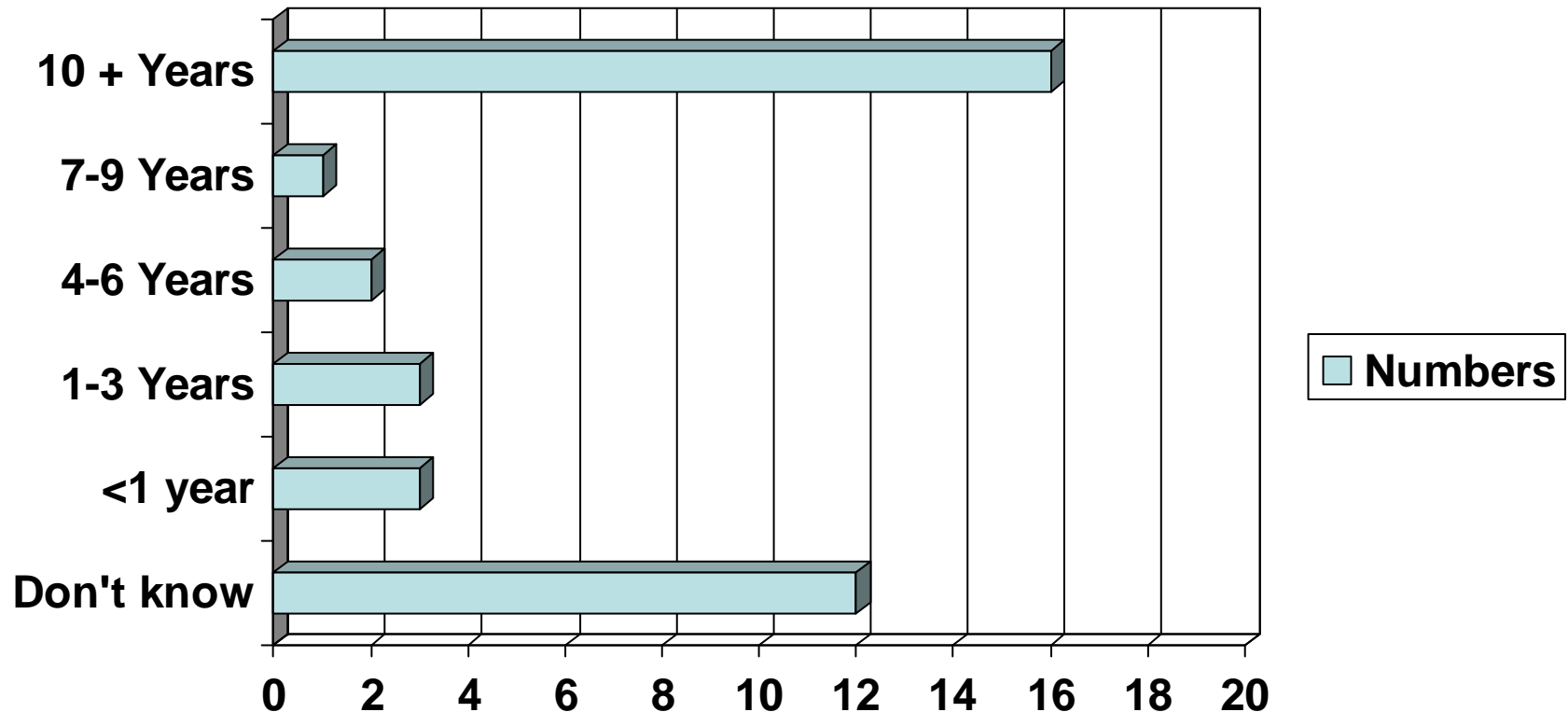
25. Long term employment plans

- 49% Continue in current Extension office in current position
- 15% Eventually leave Extension for related organizations or business
- 15% Other (responses below)
- Medical school, professional school, continue with Extension in different county within state, work until I absolutely cannot stand it any more, continue as long as positives outweigh negatives, position grant funded with uncertain future, continue with Extension in a different office.

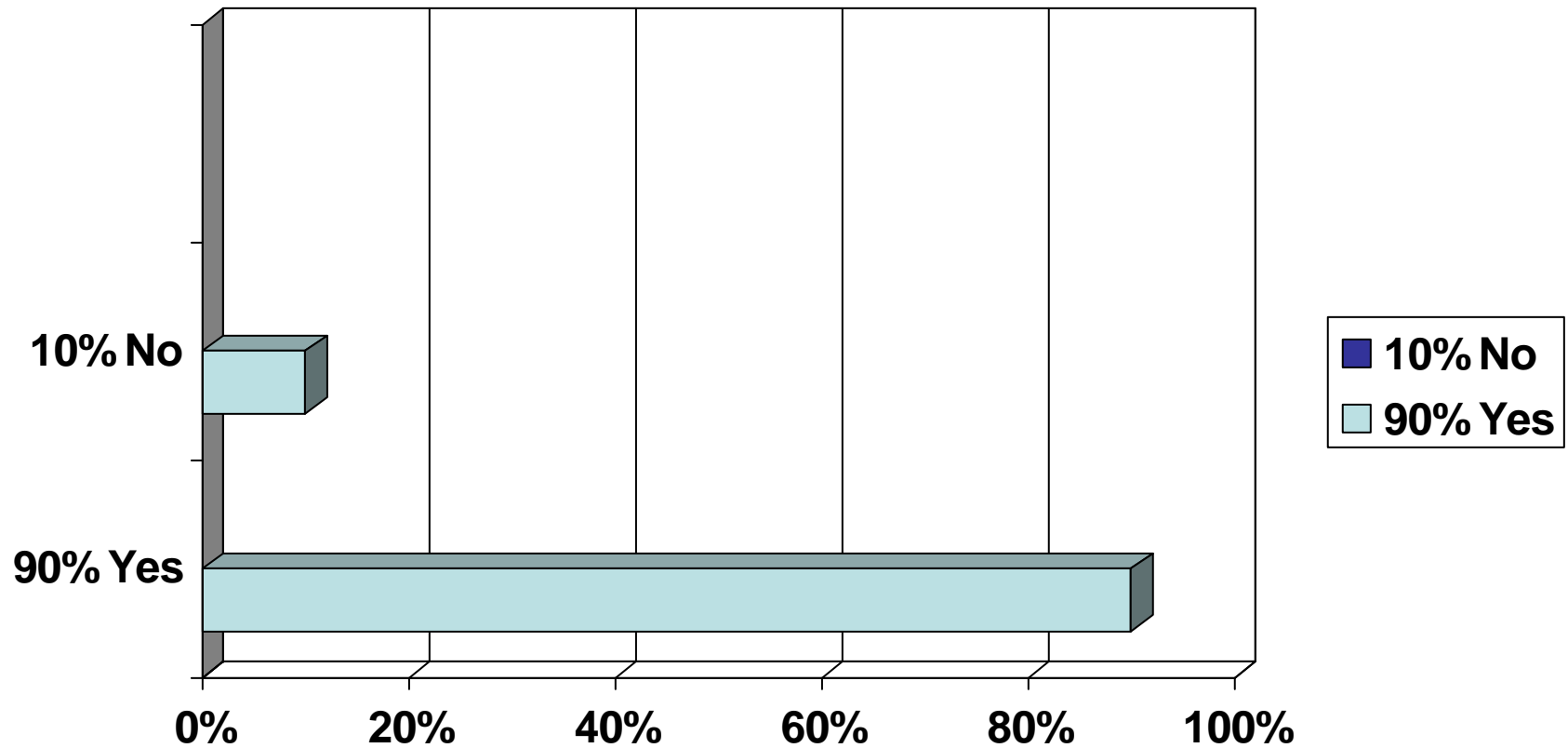
26. Anticipated movement within Extension

- 41% Move into more specialized roles
- 36% None
- 11% More administrative responsibility
- 11% Other

27. Plans to stay with Extension



29. Choose Extension as career again?



30. Comments to: if you had a chance would you choose Extension?

- **Positive comments:** Enjoy work, able to contribute, grow personally, good fit for personality and goals in life, enjoy Extension very much. Enjoy working with youth and help them develop skills, great benefits. Enjoy who work with; I get to choose my own area of focus, work with community and teach. Extension is a passion since intern 5 years ago, it is my niche, great place to continue education while educating others, Love the kids and enjoy people I work with, it is a joy to learn. Love the flexibility and ability to build a program that works. Can work with adults and youth without being on the classroom all day. Sense of pride and opportunity to make an impact.

30. Comments to: if you had a chance would you choose Extension?

Negative comments: limited time to share between family and work. Can be frustrating sometimes clientele don't want or don't care about nutrition education programs. Half the battle is coming up with a program that will benefit community and other half is getting them to agree. I would have been more informed, looked closer at other states and processes. Most definitely would have pursued other career opportunities where there were less hours, more pay, a high level of professionalism, and less political hoops. Learning curve has been large, I would have chosen a different community.

31. Other Comments regarding Extension in general

Comments of Praise

- Wonderful organization
- Want to be part of Extension because of great things bring to communities
- Even though co-workers all over state they are wonderful to work with
- Survey has many useful questions I tried to be honest. Hope answers will be used to improve all extension programs.
- Thanks for taking time to listen.
- Extension has a huge impact on communities and individuals

31. Other Comments regarding Extension in general

Comments with concerns

- Extension is over whelming
- Not enough support from District and County Directors
- Agents need to be more accountable
- Now masters degree is expected/required salary needs to be increased
- Extension /4-H needs to change with changing society to continue to exist.
- New thinking needs to be discussed and acted upon.
- _____ is a difficult state to be in Extension currently.
- My biggest worry is burn out because of number of hours expected.
- More hands on highly training recommended in beginning career.
- We need to do a better job of training and empowering agents to do the best job they can to ensure the relevance and sustainability of Extension programs.
- During last 2 years I have seen many younger early career professionals “burn out” and leave due to overwhelming or demanding work load, and a lack of personal time.

Cross tab answers by age

- 116 completed survey
- Survey was sent to 145 individuals identified by Mid managers committee
- New agent survey compiled results were for 39 agents between 20-29 years old.
- Following pages are breakouts for other age groups.

Thanks

E-mail me if you want additional
information from the survey

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