

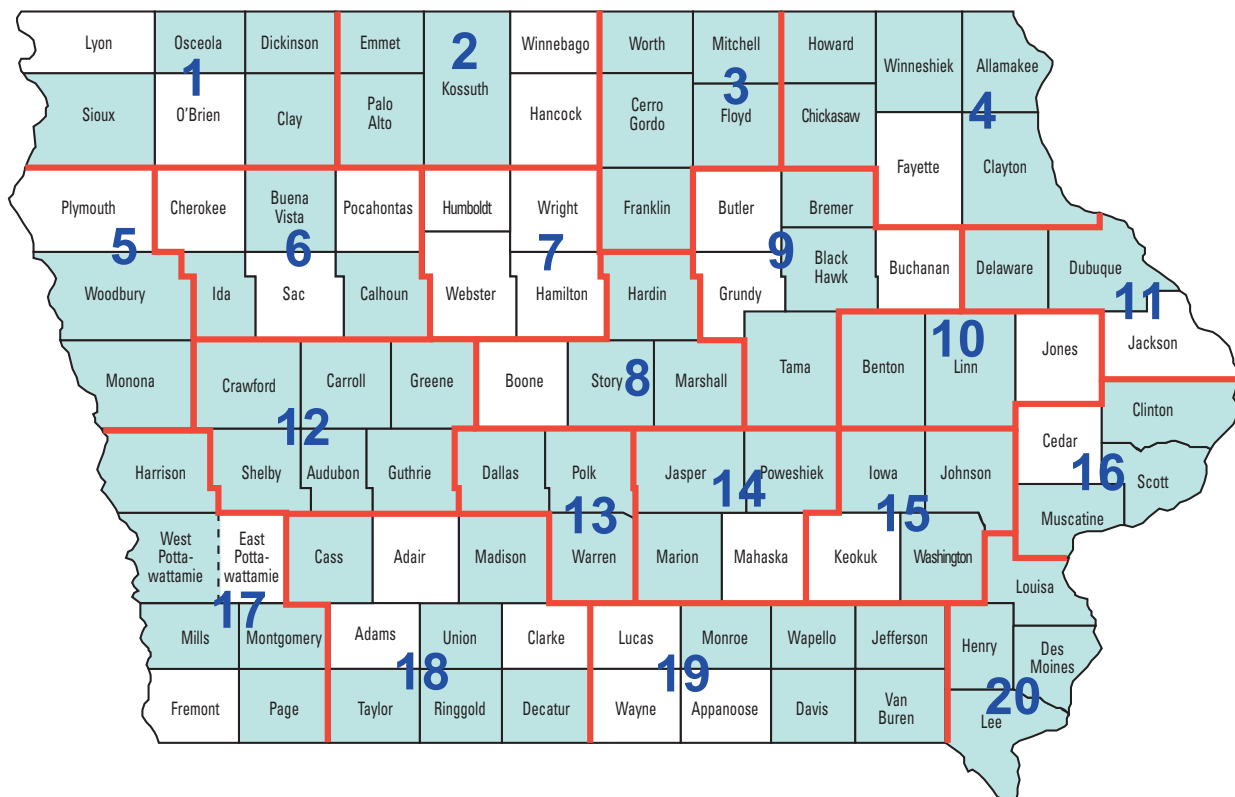
Iowa Extension Council Member Opinion Survey

November 2009

Overview:

- This was not a scientific survey, so no statistical research analysis will be performed
- When reviewing the attached results, the bolded number(s) will be the most common answer, which is a quick and easy way to see the most frequent answer.
- 19 of the 20 Regions had a least one response.
- The total potential number of responses possible from council members could be 900 (100 districts X 9 members)
- 162 responses identified themselves as council members (therefore 18% of the potential population)

The 70 counties represented in survey responses are highlighted in blue on the map below.



Survey results and comments are summarized on the following 20 pages of this document.

Memorandum of Understanding Committee

County council members

- Scott Bahr, Hardin County
- Russell Collingwood, Iowa County
- Michael Cooley, Adair County
- Denise Maier, Johnson County
- Terry Maloy, Monroe County
- Juli Nelson, Crawford County

Program specialist

- Erin Ludwig



Regional extension education directors

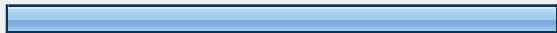


- Cheryl Heronemus, Region 1
- Craig Hertel, Region 13

Administrators




- Sherry Glenn
- Laurie Gustafson
- Mary Holz-Clause
- Chuck Morris
- Mark Settle

Iowa Extension Council Member Opinion Survey November 2009

1. I am a...				
			Response Percent	Response Count
Council member		94.7%	162	
Staff member		5.3%	9	
			<i>answered question</i>	171
			<i>skipped question</i>	1

2. The old MOU was a five year document. The committee recommends a two year agreement this time in light of restructuring. Is this an acceptable length?				
			Response Percent	Response Count
Yes, two years is acceptable		84.7%	144	
No, it should be longer		2.9%	5	
No, this should only be one year		12.4%	21	
			<i>answered question</i>	170
			<i>skipped question</i>	2

3. As you review the proposed MOU document, what is your opinion of the points listed in "Section A: ISU Extension agrees to..."

		Response Percent	Response Count
Acceptable as is		72.6%	119
Indifferent		16.5%	27
Modification needed on the following points:		11.0%	18
List the number(s) and your recommendation:			22
		<i>answered question</i>	164
		<i>skipped question</i>	8

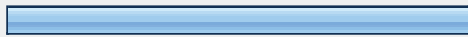


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As you review the proposed MOU document, what is your opinion of the points listed in "Section A: ISU Extension agrees to..."

List the number(s) and your recommendation:

1	#3 - the list of county paid staff needs to start with e.g. so it's clear that other position titles are also covered. #6 - County Staff needs to be included in the list of those the REED needs to 'maintain positive working relationships...' with.
2	3. Staff training needs to be offered at the regional offices instead of Ames to cut down on the expense to the counties.
3	5. How much state staff will be available for programming? On number 4 in Section A I would like a little for detail.
4	add training and educational opportunities for extension council members as well, at least something available every 2 years shortly after new members would be elected
5	3. Add council members' training. 4 Who is eligible staff?
6	4) when you state eligible staff, who is eligible staff? You must state that clearer
7	The current MOU states in paragraph 5 in section A "Provide a staff of specialists (state and field) in various disciplines." This is not stated as such in the proposed MOU. Maybe I am reading too much into this, but I am concerned about our county having easy access to program specialists.
8	6. The various county extension councils should have a greater voice in who is appointed as REED. When the selection of the REED in our region was done, none of the council representatives on the selection committee voted for the REED that was eventually appointed for our Region and they are the ones that have to work with the REED.
9	6. Add "with input from the region's councils and staffs"
10	Additional points: 7. "To provide each county with budget information of the funds ISU expects to expend in that county for the coming year for approval of the Extension District." 8. "To maintain accurate and complete financial records for monies expended on behalf of each county and to provide each county with a quarterly report (minimum) of what funds have been expended." **Note: The budget and expenditure reports need to be on a COUNTY basis NOT a state-wide basis.
11	Clarification is needed regarding the statements pertaining to "financial accounting approved the State Auditor." State auditor approves a variety of software beyond Cougar Mountain.
12	Requirement of Cougar Mountain, Councils should be able to use any accounting method that is acceptable to the State Auditor.
13	How much state staff will be available for programming and training for leaders, etc. We were told at the beginning of this process that we would still be provided with training and programming. I think the MOU is vague on this point. Also, regional training for professional development for our staff should be considered. The counties in our region could pay for ISU staff to come here - still cheaper than each county sending staff to Ames several times. It has already been very expensive for our county since July.
14	It would be great to have some support for county paid coordinator, insurance offerings, or office staff by being included in the group rate.
15	Shouldn't pay if referendum isn't passed
16	West Pottawattamie needs to be billed under current tax basis of taxation with the assumption that the referendum has been approved in the county.
17	To be billed under current structure.
18	Should be billed under current status, not as if referendum has been approved.
19	Just concern with T1 access currently in place. What will happen when counties are all on different providers with different download and upload access?
20	Extension changes the rules as they want/need anyway.
21	Unable to download the PDF file and couldn't download the video. Tried watching the broadcast at home but got cut off and by the time I got back online, it was over.
22	Who do you think you're kidding by saying the state has to abide by the 2 yr. agreement for 2 years? We just abandoned a 5 yr. agreement. Show some leadership!!!

4. As you review the proposed MOU document, what is your opinion of the points listed in "Section B: The Extension district agrees to..."

		Response Percent	Response Count
Acceptable as is		71.0%	115
Indifferent		16.7%	27
Modification needed on the following points:		12.3%	20
List the number(s) and your recommendation:			22
		<i>answered question</i>	162
		<i>skipped question</i>	10




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As you review the proposed MOU document, what is your opinion of the points listed in "Section B: The Extension district agrees to..."

List the number(s) and your recommendation:

1	No council member agreed to be involved in day to day supervision. Hiring a program coordinator/supervisor duplicates the eliminated CEED function. The REED should supervise the region.
2	I believe the REED should supervise county staff rather than council. The council should work personnel issues through the REED.
3	We don't need REED input on handling office staff.
4	#2 - does postage meter need to come out of the list?? I believe that is direct bill under this proposal.
5	B2. annual tax collected
6	2. Is this the maximum amount ISU is allowed to charge each individual county each year, or will ISU charge more annually than the 1.1% as stated? 5. Do the counties have to implement all ISU programs, or choose the programs which the county finds applicable/affordable?
7	Shared support service will equal 1.1% of annual tax RECEIVED by the Extension District.
8	#2 The shared support services will equal 1.1 percent of the annual [current] tax asking for the Extension District. If a county Extension is not currently asking for the maximum tax asking because they are careful in their spending so as not to waste tax payers dollars the county Extension should NOT be forced to pay on an annual maximum tax asking just because it is available. To many state and Government agencies are maxing out property taxes because they cannot control spending. The County Extension should not be one of them and instead set the example of not going to the maximum tax asking and any County Extension should not be punished by the ISU State Extension just because it is not spending the the maximum tax asking
9	B-2 this should be reviewed each year and changed yearly to remain on a sound financial basis. Other cuts down the road from the top might require a change or might be more efficient.
10	Clarify "annual maximum tax asking" in B.2. The way in which we have interpreted the law, while our theoretical maximum ask is approximately \$800,000, because we've followed the maximum yearly increase, we can only ask for a maximum of \$450,000
11	# 3. is this where housing and supporting field specialist expense and supporting education programming expenses would be if the county chooses? Should have a bit stronger language that the council supports educational programming efforts, not just having an office open.
12	3. Need clarification of who determines "necessary and adequate funds". The monies that the Extension District has may not be enough to meet ISU's definition of "necessary and adequate"! 6 & 7 Related to #3 above--who determines "adequate and appropriate"? The tone of this document suggests that ISU gets to pass judgement on this question.
13	Section B item #5 -- Shouldn't part of the responsibility for preparation, adoption, delivery, and review of ISU Ext. programs by ISU Extensions?
14	5) This is confusing to me. Who is preparing these programs? Is ISU going to prepare them and we have to then accept responsibility for adopting, delivery?
15	On number 7, who determines what is appropriate and adequate? We as council members have to look at how far our money will reach, so the term "adequate" could become problematic.
16	I don't think point 9 is pertinent to this MOU. The MOU is between ISU Extension and the Extension Districts, this point deals with how Districts will behave with each other. Additionally this is a soft nebulous statement- there is no way to quantitatively determine if a county is working in the manner described.
17	Clarification is needed regarding the statements pertaining to "financial accounting approved the State Auditor." State auditor approves a variety of software beyond Cougar Mountain.
18	Question on insurance bids - Will the state group plan for workman's compensation and officer liability still be available for counties to use?
19	I feel it will be impossible for REEDS to manage such large areas, I feel there should be smaller regions, 3 counties maximum
20	As above.
21	1. 3. 4. why is the vice president of the university telling elected officials what to do?????? Ultimately this is an agreement between what Counties will do to receive the benefits of the university and what the university will do to receive the benefits of the counties. Items that do not directly effect this arrangement or are already included in code are unnecessary or redundant. The MOU states that the VP will recommend and the councils will follow those recommendations. This should be changed to be clearer that they are only recommendations.

5. As you review the proposed MOU document, what is your opinion of the points listed in "Section C: ISU Extension and the Extension District agrees to..."



		Response Percent	Response Count
Acceptable as is		75.5%	120
Indifferent		17.6%	28
Modification needed on the following points:		6.9%	11
List the number(s) and your recommendation:			13
		<i>answered question</i>	159
		<i>skipped question</i>	13

(See Comments on Following Page)

As you review the proposed MOU document, what is your opinion of the points listed in "Section C: ISU Extension and the Extension District agrees to..."

List the number(s) and your recommendation:

1	Points 1 and 4 also seem nebulous and in my opinion don't belong in an MOU. Are we concerned that the two parties won't work in a "civil and professional manner" and if so do we think an MOU will change that? How do you determine if encouragement has been given to a staff member for continuing education?
2	3. There should be a requirement that the Chair of the Extension Council confer and relay the council members evaluation of the REED. Other council members may have a different opinion on the performance of the REED than the Chair does.
3	3. Will the council chair actually be able to have feedback on the REED and program specialists? This was in the previous MOU and we never had that opportunity. 9.I think this is something the extension councils need to look at to see if it's cost effective. How much of the staff will be required to go?
4	3. instead of must be governed use will be governed
5	3. I think the Director of Field operations, Program Directors, and the Chair of the Extension council need to meet more frequently than annually... I would suggest quarterly.
6	4. Who will pay for these opportunities? 6. If we are part of the employer of the REED then will we be part of the employment process?
7	Item 9 - What staff are including in this statement. What is really required??? What if a county cannot afford to send staff to the conference or training. We would need to look at the cost vs benefit. This item makes it sound mandatory.
8	I know we are fortunate to have the best director in the state. If everyone worked above and beyond as she does, #10 would not be necessary. She daily encourages everyone to make the best better.
9	#11. What is meant by "encourage the use of appropriate technology that will make the various systems more compatible and effective."?
10	12. don't know what you are tlaking about here. How do you supervise a program? If an employee is doing the program, don't you supervise them?
11	Twice yearly or as needed.
12	I am not sure to what support ISU ext is giving the county at all. They have left us out here with very few opitions
13	(new number)16. I would like to see something to the effect of a quarterly news letter that the ISU Extension submits to the local County Extension (through email to save cost) that can then be publish by the county Extension in local newspapers or rado media. This new letter should list items and information that is available to the local taxpayer to use to inprove their life, injoyment, and finacial stability. These items need to address the urban, rural residences, and agriculture.To often I have been asked (more often told) what good is the Extension and it does nothing for me.

6. After you have heard or seen the proposed MOU, which choice would you prefer?			
		Response Percent	Response Count
Continue with the current /old MOU and the access fee approach in the April 2009 restructuring document.		6.4%	10
Move to the proposed MOU and Shared Support Services approach, taking into consideration feedback and new ideas received by this survey.		93.6%	147
		<i>answered question</i>	157
		<i>skipped question</i>	15

7. The proposed MOU calls for councils to participate in the Shared Support Services at the rate of 1.1 percent of the annual maximum tax asking for the district. What is your level of satisfaction on those two items that are for the county's benefit?

	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied	Response Count
Cougar Mountain software, license & support	13.9% (23)	41.8% (69)	26.7% (44)	12.1% (20)	5.5% (9)	165
Information Technology (I.T.) Network support	12.4% (19)	46.4% (71)	34.0% (52)	5.2% (8)	2.0% (3)	153
Comments:						22
<i>answered question</i>						165
<i>skipped question</i>						7

8. The proposed MOU approach also calls for elimination of "in and out money". This is money sent to campus (the access fee), and then reallocated back to counties under various formulas. (IE: send access fee in for postage, and then receive funds for postage.) The new approach recommended is essentially "pay as you go." As you answer the following questions, be mindful that the only way for campus to continue these items is to raise the Shared Support Services percent that counties pay in.

	Acceptable	Indifferent	Unacceptable	Response Count
County pays the group rental price of its postage machine	64.6% (102)	24.7% (39)	10.8% (17)	158
Print on demand credit eliminated	57.0% (90)	32.9% (52)	10.1% (16)	158
4-H publications credit eliminated	49.1% (78)	31.4% (50)	19.5% (31)	159
No postage allocation	48.1% (74)	31.8% (49)	20.1% (31)	154
<i>answered question</i>				159
<i>skipped question</i>				13

9. A major objective of the MOU committee was to more clearly answer the question of how funds sent to campus are spent. What additional information do you need?	
Answer Options	Response Count
	38
<i>answered question</i>	38
<i>skipped question</i>	135

Response Text	
1	We have never had input in previous years, so I have no comment at this time.
2	I do not understand question #8.
3	The whole process is too complex!
4	Who pays postage for ext. regional programs versus local co. programs? The co. putting on the program?
5	I have already learned more than I knew prior to the re-organization.
6	I understand that ISU now has two full-time employees and some part-time employees working on Cougar Mountain and previously there was only 1 software coordinator. Is this how our county money is being spent? How can 4 Family specialist serve the entire state? Without a CEED, we need more assistance from those specialists; however, they will obviously be spread very thin.
7	Glad to retain Cougar Mountain and IT support for consistency in the state.
8	Being a new council member, I need to know more about Cougar Mountain and their program.
9	What all is spent FOR or WHAT and WHY ?
10	I want to know exactly where our money is going. If we have to be cut to the bare bone then I want to see that the ISU staff are truly in the same boat. I want to be able to see that we are getting the most for our money.
11	I question whether or not we still know how the money will be used and whether or not it is cost effective?
12	Listing exactly what our fees and fiscal financial responsibilities will be; so we can budget accordingly.
13	I'm not seeing anything concrete about how funds are spent! Also, there needs to be a cap on postage copying, etc provided for the REED by our county.
14	Who would be accounting the funds received
15	documentation of how funds are spent
16	It would be great to know that.
17	I would like to know where all the money is really going!!
18	Report on breakdown of where that money goes. Such as council reports we get now from Cougar Mountain.
19	What administrative services are the Extension Districts receiving a benefit from? Itemize out how funds are spent.
20	What cut has been made at the main office since counties have had all the cuts?
21	What would be the cost of additional services that may be asked for by a county
22	I just don't trust ISU.
23	It might be helpful for us new council members if we knew what all is covered in say the \$75 IT fee.
24	different statement of how pubs are ordered credit card can be used? only with a check sent? seems unclear
25	As staff, I was under the impression our postage allocation was federal money received and shared with counties.
26	Programs for the county
27	funds sent to campus need to be used to help support work done or needs seen in the counties, before funds are spent on new programs they need identified as necessary to the whole population.
28	none - well done!
29	I believe this was very clear.
30	good job done on this subject
31	None
32	none
33	I don't think I have very much information
34	None
35	none at this time
36	None
37	none
38	I am fine with the proposed MOU

10. As you think about revised council responsibilities due to restructuring, what are the parts of greatest concern to you?

answered question 100
skipped question 73



















Response Text

1	The future of Extension concerns me. The state budget makes the funding of state Extension and therefore the county Extension service very tenuous it seems.
2	I appreciate the efforts and time being put into this.....it is time for a change but please keep in mind that we all need to show the public that we are a valuable resource to them and we need to show them so they will in turn appreciate the Extension and what it has to offer....then we will have their financial backing when we need the most. Most important DO NOT let the "top brass" take over the program. It has been proven over and over again that top "highly educated" people simply cannot relate to the local common tax payer yet they are the big money draws and spenders on useless projects. I'm not trying to be negative but I see way too much money being spent on "dreams" instead of reality.
3	Time and direction of Extension. I think the responsibilities are greater than what people have to give.
4	Personnel issues regarding vacation, sick leave, insurance. Request standardized guidelines.
5	Supervision/Guidance of staff. Most council members are not available to visit the office on a regular basis due to their own work lives. This will essentially result in many of the new positions of "County managers" being created, where they can be afforded.
6	If you are going to have a Region then the REED should be the primary supervisor of the region not just a coordinator and advisor of separate entities.
7	Supervision of county staff and an clear understanding of who is accountable to whom.
8	That you are asking way too much of council members who work full time and have other community, family and church responsibilities.
9	Supervising staff; assistance from ISU on programming; budget issues - due to the ever-changing plans from ISU - always with additional burden being placed on the counties;
10	Management of Extension Office /supervision of personnel.
11	Council inability to select and management capable staff
12	Supervision of office; a personnel presence in the community
13	Being available for supervision and support for office staff
14	Oversight of staff
15	Not sure how the supervision responsibility will look for council members. Will there be money left for hiring an office director???
16	Supervision of county staff
17	Supervision of office staff--we don't have a grasp of what happens day to day and have a hard time evaluating.
18	Council's responsibility to manage office staff - and ultimately evaluate the performance of office staff
19	the council/staff relationship-supervising the staff
20	Day to day supervision/support of county staff
21	office management; council guidance, before, we seemed to be so directed by our county director, as a council we must start accepting responsibility for what was taken for granted
22	The Council supervising county employees.
23	We now have no one to run the day to day in our office. It was a black eye to extension and to the State of Iowa. It shows poor management on the part of ISU ext. Our REED is doing a great job but is spread way to thin. Our county got stuck in our region just because of our pop. It hurt our county. Thanks
24	Office staff supervision.
25	Office staff management and budgeting/funds allocation.
26	How do we know the administrative activities are being completed by the REED and not our Program Coordinator?
27	The need for Councils to develop staffing and support solutions that are not dependent on the ISU support structure. We have REEDs now, but after next year's budget cut, and the year after, etc what will happen?? We cannot be expected to 'redo' our structure every time there is another change so we need support for solutions that are not just successful with a REED in place, or this or that specialist available for this year.
28	We have all ready had to remind a REED that they are no longer a CEED and that our council has a good handle on the restructuring responsibilities. The council is realizing that they will have to take a larger role in staff reinforcement on a regular basis without the CEED's presence.
29	That the REED will try to continue to function as the CEED did and will want to evaluate and supervise the county staff rather than let the Council do that
30	Knowing what the field specialists and office staff are doing with no supervision.
31	Staying on top of the needs of the counties. How to provide those trainings with limited office personnel experience.
32	writing the budget with so many factors being unknown at this point
33	Having the finances to pay for the minimum our county is responsible for paying.
34	The councils need to be clearly communicated with as to what we are responsible for as these items change--thus far that seems to be the case

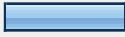
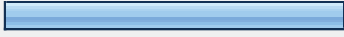

35	financial, passing a referendum and staff
36	I need to look at dollar amounts to be more informed.
37	Developing the budget and the preparation , adoption, delivery, and periodic review of Extension programs. I feel that if the budget gets so tight that we would have to cut some services we deliver to the county and I do not believe that our council and our REED would have the same priorities. As we as an Extension District become more fiscally responsible for program delivery and in your words have more "local control" I want to make sure that we as the coucil ultimately (with direction and input from the REED and the recent survey's sent out) have the authority to determine those priorities. I am also concerned about the future funding of Field Specialists.
38	Future budget cuts, and the financial implications to Extension.
39	Amount of local funds available for keeping the county staff and funds for continued programs that are essential for the county.
40	additional costs that may be charged in the future to support Campus offices that have nothing to do with our county
41	making ends meet and doing it without raising taxes
42	the fees will be increased lack of control on the ISU spending imput
43	feel it is getting so top heavy
44	County boards are still operating independently, not as a group
45	If councils will have any problem get people to be on councils.
46	Council members are expected to be more involved in the day to day operations--much more than originally required when agreeing to be on the council.
47	Council member retention.
48	Retention of council members. Maintaining a financially viable county extension program. Too much has been dumped on the extension councils. It will be very hard to get people to run for extension council after this. We are all volunteers, extremely busy volunteering for several organizations. The people in Ames have no clue what is going on in the counties. You always fire the people you don't have daily contact with.
49	Getting the Council involved.
50	I am concerned that we might lose some council members due to the added length of the meetings.
51	These are unpaid and sometimes thankless positions. If this turns into a "board" position where employee issues have to be handled by the committee and time requirements increase I believe it will be difficult to interest people in serving.
52	As we put more and more responsibilities on the councils, it will get harder to get people to run for council, because of the added work load.
53	Overall leadership and recruiting new council members
54	Council members are all volunteers and we are basically asked to do what a CEED did!!
55	What could happen in the future.
56	being able to offer programs and services in cost effective manner to our county, including schools and general public. Are we going to have access to what we will need when our county needs them? Will the county be able to afford to keep up with increased expenses? Will county extension serve our county's needs as have in past?
57	I am concerned that 4H will suffer. I am afraid that more and more responsibilities will fall on the council and we will have less power to do anything about the problems. I am a 4H leader, 4H mom and on several committees. I don't think I can take on too much more. I am afraid we will have trouble getting people willing to run for county council.
58	Telling us we as councils are in control, but then state staff making comments like if you don't play by our rules we will take away your 4-H program. The idea that suddenly the youth specialists have become the bosses of the CYC's...what is the point of just having all of them manage people?
59	4-H and the Master Gardener program.
60	Keeping informed of recommendations for our county.
61	That everyone work equally and not rely on someone else to carry their load.
62	who will do the leg work setting up programs, organizing speakers, outside funding?
63	Providing programs in our county that we have always had.
64	Our region has a great Reed that is helping us stay on top of issues and work together as a whole. With the shuffling of area staff, we need to be able to know who they are and be able to see what they are doing. There is nothing about accountability to these staff. Some are serving us well and others aren't even available.
65	programing
66	Section B Item #5
67	Cooperation of office staff and ISU employees
68	I feel strongly that all counties should have access to desired services even if their county doesn't have adequate funding. Can this be taken care of somehow? Or, is it not even relevant?
69	service to the counties --- sure does STRETCH the REED!!!! People are just about volunteered out!!!
70	as a volunteer, I think about the additional hours that the revised council responsibilities may incur - is there any type of volunteer award which could be given to acknowledge the extra hours?
71	My time
72	


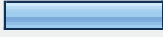
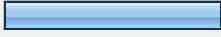
73	Time commitment...distance traveling to unnecessary regional meetings that are scheduled at inconvenient times. I am a volunteer with a limited amount of resources. I will not run or serve on Extension Council again.
74	
75	coordination and time committment needed in role
76	Monthly meetings are what we are accustomed to, and I don't want to have additional meetings to fit or meet the regions needs.
77	Will council members be able to devote as much time as is necessary to the new responsibilities required of them?
78	Having enough time to keep fully involved.
79	Time
80	the amount of time and responsibilities ISU Extension expects from "volunteers".
81	time and knowledge
82	Section C, #12. Who is responsible for scheduling such conferences?
	make info easy to understand-so it is not too terribly time consuming
83	You are going to burn some good people out. It will be hard to find good willing replacements.
84	Time
85	communication, and making sure that all responsibilities are covered
86	Why not have bi-monthly meetings for the council members.
87	This requires time and dedication. It is not priorty for some council members. Not that they don't care, but they don't have time.
88	Amount of time needed to get things done
89	Not sure what is expected of us. Time.
90	improved/increased training for council members. Clear communication as to council responsibilities, as well as clear direction and vision. Is ISU extension listening to council when it comes to the represented counties.
91	education on topics of responsibilities
	The lack of training to do things like the budget--I work in the financial world and I don't feel like I have adequate training to prepare the budget for my county but it looks like this will be dumped into our laps! And please don't tell me that you would offer training--I don't have the time to attend the extension meetings that I should now--I certainly don't have the time to attend any additional meetings. It was my understanding that Extension Councils would OVERSEE the local Extension District--not do the day to day running of the office.
92	
93	The lack of training council members have received prior to the additional responsibilities.
94	The increase in responsibilities as a volunteer.
	I want an email or hardcopy of items available in my co. and region sent to me that are sent out to various groups. For example, Food and Fitness Initiative. there was an 800 dollar grant opportunity for schools to part. in and not all schools were aware of this oport. in my co.. and therefore were left out. i learned of this when it was too late for my schools in my area of the co. to take part in. I talked with regional personnel on it and they did not send out to all schools in the district, thus skipping schools being notified. Some other means is necessary to reach all persons. I feel my part of the co. was not treated fair. And thus missed out on the grant for the school. There has to be some communication to exten. council as to what is sent out and available to persons in the co.. And the region office needs to do a better job of compiling the information of all of the co. businesses, schools, etc. and not leave anyone out. Because this is TAXPAYERS dollars we are using. As an extens. council person, i dont want to be blamed for office staff ignorance. Get organized or get someone in that can do it.
95	
96	will we get the help we need?
97	None
98	ISUE won't be here in 5 years.
99	I hope we can get all our local restruction complete before our next Culvernomics HIT!
100	I am concerned that the administration hasn't restructured enough in light of continued poor economic outlook.

11. I am located in Region:

		Response Percent	Response Count
1		4.6%	7
2		4.6%	7
3		4.6%	7
4		7.2%	11
5		6.6%	10
6		4.6%	7
7		0.0%	0
8		3.3%	5
9		2.6%	4
10		3.3%	5
11		1.3%	2
12		13.2%	20
13		5.9%	9
14		4.6%	7
15		4.6%	7
16		3.9%	6
17		10.5%	16
18		5.3%	8
19		6.6%	10
20		2.6%	4
		answered question	152
		skipped question	20

12. Please name your county:		
		Response Count
		158
		<i>answered question</i> 158
		<i>skipped question</i> 14

13. My County Extension districts is best described as a:			
		Response Percent	Response Count
Large population county, over approximately 50,000 people		18.2%	30
Medium population county		52.1%	86
Small population county, under approximately 10,000 people		29.7%	49
		<i>answered question</i>	165
		<i>skipped question</i>	7

14. My tenure with the Extension council:			
		Response Percent	Response Count
In my first term		43.2%	67
In my second term		23.9%	37
Three or more terms		32.9%	51
		<i>answered question</i>	155
		<i>skipped question</i>	17

15. What questions or comments do you have for the MOU committee?

Response Text

1	Get your organization together to operate in the most efficient manner possible and get rid of the junk and nonessential items and personnel. Sometimes, more rules makes for more paper work. I think extension has gone to far when you think you need an assistant to an assistant to an assistant to get a job done. Get rid of the multiple assistants. With technology of today, Use it. If you don't, There will be no extension in Iowa. I was visiting with someone from MN., their system is very slimmed down. I think that is where Ia. needs to be headed. Slimmed down to cut costs. I do feel the youth programs are very important to keep going as they are the future.
2	Extension is administrative heavy. Start cutting administrative positions. There is absolutely no reason that 2-4 campus administrators (xx,xx,xx, etc.) need to attend the same regional meetings. Extension is caught up in its own media blitz...be sure to send all Extension Council members a list of the 30-40 new 4-H clubs that are being organized in Region 4. I will believe it when I see it!
3	Keep it simple
4	As we all work together to keep Extension functioning we need to make sure that we are working together and each part is accountable. The days of looking the other way and letting things slide are gone. Budgets are tight and getting tighter. Each person needs to be pulling their weight. counties are willing to work together for the greater good. We are accountable to the taxpayer. We want to be able to see some checks and balances elsewhere too.
5	What makes you believe that a 2 year MOU agreement won't be broken by ISU similar to our unhonored 5 year agreement.
6	Don't really feel that what we say will make a difference; it will come from the top down.
7	Please continue with very open communication and explanations of how/why of the operations of the Extension.
8	Why is all the power being given to ISU? To me the entire tone of this document is ISU will decide what is done, how money is spent, and the local extension councils will provide the money, the grunt work and do things exactly how ISU says they should be done. Please don't give away all our power! Please make ISU accountable for what they are doing.
9	When you talk about benefits for our County Extension personnel will the pertain to the part- time postions?
10	Just please help to fight for county extension.
11	I would like to see the counties in our region meet or communicate somehow, at least quarterly to be aware of possible sharing, ideas of how they are handling the re-organization. The wheel does have have to always be reinvented.
12	Has ISU decided to not do anything to support CYC's at this point? I do not see them mentioned anywhere in the MOU....so does that mean we as a council can actually let them do "their" job and not only be the promoter for 4-H in the county
13	consider smaller districts
14	The councils need guidelines as to what is exactly expected of them. Where their control starts and ends. Our staff get told that we are their Supervisors, then there is the REED and now Field Specialists are saying they are in charge of them? Where is the heirarchy here?
15	Support may be needed for providing affordable insurance for county extension employees. How will the shared support services affect smaller populated regions? Will they have the resources (financial & human) to support the 4-H programs that existed before cutbacks?
16	How/where will ISU Extension's reimbursement to the county, if any, for Program Specialist expenses (such as office space, copies, supplies, etc.) be addressed?
17	It appears to me that the area of Program Specialists is really vague! The current MOU clearly states "Provide a staff of specialists (state and field) in various disciplines." Concerned about access to program specialists.
18	At the IACEC meeting on Oct. 24th the shared support services will equal 1.25% on the web cast the shared suport services will equal 1.1%. What is the number??
19	Just the one above. I feel you have done a great job of dealing with a difficult situation.

Continued on next page

20	I was impressed with the professionalism of these council members in the presentation. You did a wonderful job of presenting the main points to the audience.
21	Thank you for your hard work on this. We need to be able to feel a level of trust and open communication with the University and the changes that are forced on us.
22	thanks for all your work on this project
23	I feel you have come up with a workable plan. Thx for your work.
24	Thank you for all your hard work in developing the MOU.
25	Thank you for your hard work and effort in this.
26	Thank you for your time and energy and expertise in developing this agreement and positioning Councils to move forward in the restructuring.
27	Keep up the good work and please keep and open mind.....thank you for your valuable time
28	Thank you for your work. I know it's been difficult. I think this memorandum provides services to the county that we could not afford on our own and lets us pay for those things we decide we need in addition to those.
29	Great job by the committee. Keep county councils informed of additional cuts from Iowa and also the U.S. government. It is hard to change the budget in the middle of the budget year.
30	Hang in there, education for change is what we're all about. Now we get to apply what we've talking about for 150 + years directly into our own base of operations. It will work but some nudging will be necessary along the way. A mule or two may be encountered along way and you might have to tap them a couple of times to get their attention.
31	The next time you want the council to address important issues such as these, please take into consideration that not everyone is computer swift and send out printed materials so everyone is on the same playing field. Thank you! Mrs. Carolyn Coates Dubuque Extension Council.
32	none at this time
33	Great job by the committee. Keep county councils informed of additional cuts from Iowa and also the U.S. government. It is hard to change the budget in the middle of the budget year.
34	I think the reorganization effort is trying to ride two horses at once.
35	Being a first year member of the council, I think the changes are easier for me, for I don't have the "past" to refer to.

16. Do you now have, or will you soon have, more county paid employees than before the elimination of the CEED position?

		Response Percent	Response Count
Yes		36.1%	57
No		44.3%	70
Do not know		19.6%	31
		<i>answered question</i>	158
		<i>skipped question</i>	14


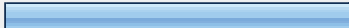

17. Has your council had discussions in the last six months about how to provide and administer employee benefits such as health insurance or other similar benefits options?

		Response Percent	Response Count
Yes		59.7%	95
No		33.3%	53
Do not know		6.9%	11
		<i>answered question</i>	159
		<i>skipped question</i>	13

18. In light of restructuring and changing Extension employee situations, what is your opinion on investigating the following: NOTE: This does not mean that Extension provides for all the costs of the benefit, rather that this benefit is offered as an option available for employee's purchase at a group price. Councils would each decide to what degree they fund these benefits.

	Yes, good time	Yes, but not now	Never	Response Count
Group plan health insurance	69.7% (101)	24.1% (35)	6.2% (9)	145
Group plan dental and vision insurance, etc.	48.2% (68)	32.6% (46)	19.1% (27)	141
Group life insurance	43.7% (62)	37.3% (53)	19.0% (27)	142
Child care spending account (tax sheltered)	40.3% (56)	34.5% (48)	25.2% (35)	139
Health care spending account (tax sheltered)	48.6% (68)	35.0% (49)	16.4% (23)	140
Cafeteria plan where employee choose how to spend their money	49.3% (71)	29.2% (42)	21.5% (31)	144
	<i>answered question</i>			149
	<i>skipped question</i>			23

19. Does your council now offer access to a modern employee benefit plan where employees may choose options (sometimes called a cafeteria plan) that meets users specific family needs?

		Response Percent	Response Count
Yes		14.8%	23
No		52.9%	82
Do not know		32.3%	50
	<i>answered question</i>		155
	<i>skipped question</i>		17

20. Should the Iowa Association of County Extension Councils:			
	Yes	No	Response Count
Give leadership to investigating this	84.7% (127)	15.3% (23)	150
Be the coordinating state entity for County Extension employee group benefits	73.9% (102)	26.1% (36)	138
	<i>answered question</i>		151
	<i>skipped question</i>		21