UC ANR CES Condition Change FTE

In November 2018, UC ANR asked UC ANR Community Education Specialists and related Program Staff to

to report their full time equivalent (FTE) work towards UC ANR condition changes for the federal fiscal year 2018 (10/1/17-9/30/18). This effort was undertaken in order to understand how Community Education Specialists’ and related Program Staff’s efforts contribute toward condition changes, enabling us to measure and better articulate how we impact California. The survey was distributed to 298 CES and related Program Staff. A total of 132 responses were collected, which is a response rate of 44.29%.

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| --- | --- | --- |
| **Condition Changes Grouped by Public Value Statement** | **FTE** | **% effort** |
| **UC ANR: Promoting economic prosperity in California** | **5.93** | **4.9%** |
| Increased agriculture and forestry efficiency and profitability | 0.80 | 0.7% |
| Improved animal management, productivity and efficiency | 1.94 | 1.6% |
| Enhanced community economic development | 0.46 | 0.4% |
| Increased emerging food economies and markets | 0.30 | 0.2% |
| Improved individual and household financial stability | 2.43 | 2.0% |
| **UC ANR: Safeguarding sufficient, safe, and healthy food for all Californians** | **22.03** | **18.2%** |
| Improved food security | 12.45 | 10.3% |
| Improved food safety | 9.58 | 7.9% |
| **UC ANR: Protecting California’s natural resources** | **11.48** | **9.5%** |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 5.03 | 4.2% |
| Improved management and use of land | 1.10 | 0.9% |
| Improved water-use efficiency | 2.95 | 2.4% |
| Improved water quality | 1.20 | 1.0% |
| Protected and conserved soil quality | 0.78 | 0.6% |
| Improved water-supply security | 0.13 | 0.1% |
| Improved air quality | 0.30 | 0.2% |
| **UC ANR: Promoting healthy people and communities** | **52.65** | **43.0%** |
| Improved community health and wellness | 26.43 | 21.6% |
| Improved health for all | 22.74 | 18.6% |
| Improved access to positive built and natural environments | 3.48 | 2.8% |
| **UC ANR: Developing a qualified workforce for California** | **17.45** | **14.4%** |
| Increased civic engagement | 3.95 | 3.3% |
| Increased effective public leaders | 5.28 | 4.4% |
| Increased workforce retention and competency | 2.65 | 2.2% |
| Improved college readiness and access | 5.57 | 4.6% |
| **UC ANR: Building climate-resilient communities and ecosystems** | **1.58** | **1.1%** |
| Increased preparedness and resilience to extreme weather and climate change | 1.58 | 1.1% |
| **UC ANR: Developing an inclusive and equitable society** | **3.00** | **2.5%** |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 2.75 | 2.3% |
| Improved living and working conditions for California's food system and farm workers | 0.25 | 0.2% |
| Condition change self-defined | 3.8 | 3.1% |
| No condition change selected | 3.00 | 2.5% |
| **Total** | 120.91 | 100% |

**FTE appointments**

The FTE mean was 0.915909, FTE median was 1, and FTE mode was 1.

**Qualitative summary of self-defined condition changes**

18 Respondents (7 4-H, 9 CalFresh Nutrition Education Program, 1 Master Gardener, 1 unidentified) entered self-defined condition changes 20 times, for a total of 5.47 FTE. Of these, 7 entries reflected existing UC ANR-defined condition changes and were added to those existing categories. The final self-defined total was 3.8 FTE, and these self-defined condition changes focused on Administration.

**Additional condition change count analysis**

|  |  |
| --- | --- |
| 72 | # of academics who selected 4 or more unique condition changes |
| 54.55% | % of 132 respondents |
| 4.101563 | mean # of condition changes selected |
| 4 | # that selected 1 condition change |
| 17 | # that selected 2 condition changes |
| 35 | # that selected 3 condition changes |
| 31 | # that selected 4 condition changes |
| 12 | # that selected 5 condition changes |
| 10 | # that selected 6 condition changes |
| 16 | # that selected 7 condition changes |
| 1 | # that selected 8 condition changes |
| 2 | # that selected 9 condition changes |
| 0 | # that selected 10 condition changes |

**Questions about the webinar**

*1. Select one response that describes your understanding of condition changes as a result of attending or watching the November 5th webinar.*

|  |  |
| --- | --- |
| Comprehensive | 18.2% |
| Moderate | 56.1% |
| Slight | 13.6% |
| Not at all | 5.3% |
| No response | 6.8% |

**Questions about the webinar (continued)**

*2. How can UC ANR help you better understand our use of condition changes and public value statements?*

* **Instruction (27 responses):** More webinars/trainings/instruction, held more regularly, and utilizing program/CES-specific examples.
  + “Please provide quarterly trainings for Community Educational Specialist on the subject. Each needs a least a day. We could practice determining the condition changes in our programs with workshop sessions where we are guided using a real-world scenario. We could work in teams. We could learn from others how they determine the impact and condition changes in their communities and then learn how to set goals. I want to become savvy at determining the current conditions in my Program's communities and how my program (most directly my individual efforts) are influencing the change in conditions I might not readily consider. Many of us are eager to contribute in this way. Thank you for providing the tools and opportunity to include CES and Program Coordinators in this data collection.”
  + “Another webinar with more examples of more of the activities in the conditions changes and public value statements.”
* **Communication (25 responses):** Better define terms with every day, non-academic language. Use condition change language more regularly. Use practical and program-specific examples. Share how condition changes are being used, how survey responses are being used, and how CES can use these survey responses. Share list of program-specific condition changes. Share tips for how to narrow condition changes.
  + "Some more practical program specific examples would help. And a brief description of each might help clarify them, for example, what's the difference between "Improved health for all" and "Improved community health and wellness?” Also, I'm not clear on the Program Area list and that was not touched on (though, I did not listen to the all of the questions at the end of the webinar)."
  + “It would be more helpful if this language (condition changes) were used more regularly, since it is not intuitively named. As a new staff, it would have been helpful to have something related to this topic as part of the orientation checklist i.e. a webinar, or past report to review, that details what is being asked and, more importantly, why it’s being asked. The statement that ANR wants to "know what we are doing" is very strange since they should already kind of know, as hiring and operating entity for our jobs who receive reports and data from our activities. If ANR is trying to standardize, or generalize, or operationalize our varied duties that would have been more a helpful explanation but I know I still don't really know the reasoning behind this activity and I think we should.”
  + “What are these responses going to be used for at the local level? How can we use the data you are collecting to improve our own programs/community recognition.”
* **Problem with categorization (3 responses):** Unsure of where to fit.
  + “Sometimes it is hard for me to connect my work directly to condition change because of my position. I'm more of an overseer, creator and trainer.”
* **Need more time (3 responses):** Webinar helpful, need more time to process.
  + “I think the webinar was very helpful. This is all new. With continued reference and application, I'm sure I will be more confident in my understanding.”
* **Program Integration (2 responses):** Integrate in programmatic day-to-day.
  + “Make it more applicable to the statewide program, work at the state-level to provide resources that already integrate the condition changes and public value statements, help me better explain to my staff why these are important and needed for their daily work.”
* **Miscellaneous (1 response):**
  + “Families have less time to dedicate to the 4-H youth program. We are working to provide a valuable program in less time and resources.”

**Statewide Program Affiliations & Response Rate**

Of 132 total respondents, their affiliations are listed in the table below. Respondents were allowed to select more than one statewide program.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Statewide Program (SWP)** | **# of Respondents who affiliated w/SWP** | **% of Responses** | **# of Total CES in SWP** | **Response Rate by SWP** |
| CalFresh Nutrition Education Program | 54 | 36.49% | 122 | 44.26% |
| 4-H | 30 | 20.27% | 65 | 46.15% |
| Expanded Food & Nutrition Education Program | 22 | 14.86% | 47 | 46.81% |
| Master Gardener | 19 | 12.84% | 29 | 65.52% |
| Other. Please describe the program and/or location (e.g., Farm Smart, Research and Extension Center, etc.) in the box below: | 14 | 9.46% | -- | -- |
| California Naturalist | 3 | 2.03% | 3 | 100.00% |
| Integrated Pest Management | 3 | 2.03% | -- | -- |
| Master Food Preserver | 3 | 2.03% | 4 | 75.00% |
| **Total** | 148 | 100% |  |  |

**Condition Change by Statewide Program:** In the following tables, please note that any CES with split appointments and/or who work collaboratively with other statewide programs are tallied for each statewide program they are working with, i.e., they are tallied more than once.

**UC 4-H Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% effort** |
| Improved college readiness and access | 4.59 | 17.40% |
| Increased effective public leaders | 4.57 | 17.33% |
| Condition change self-defined | 3.20 | 12.14% |
| Increased civic engagement | 2.92 | 11.09% |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 2.55 | 9.68% |
| Improved community health and wellness | 2.37 | 8.99% |
| Improved animal management, productivity and efficiency | 1.10 | 4.17% |
| Increased workforce retention and competency | 0.95 | 3.61% |
| Improved health for all | 0.73 | 2.75% |
| Improved water-use efficiency | 0.63 | 2.37% |
| Improved food safety | 0.60 | 2.28% |
| Improved food security | 0.50 | 1.90% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.48 | 1.82% |
| Improved access to positive built and natural environments | 0.30 | 1.14% |
| Improved individual and household financial stability | 0.28 | 1.04% |
| Improved living and working conditions for California's food system and farm workers | 0.25 | 0.95% |
| Improved air quality | 0.20 | 0.76% |
| Increased preparedness and resilience to extreme weather and climate change | 0.08 | 0.28% |
| Enhanced community economic development | 0.05 | 0.19% |
| Improved water-supply security | 0.03 | 0.09% |
| **Total** | **26.35** | 100% |

**UC CalFresh Nutrition Education Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% effort** |
| Improved community health and wellness | 15.52 | 30.04% |
| Improved health for all | 11.98 | 23.18% |
| Improved food security | 7.00 | 13.55% |
| Improved food safety | 5.46 | 10.57% |
| Improved access to positive built and natural environments | 2.21 | 4.27% |
| Condition change self-defined | 1.97 | 3.81% |
| Increased workforce retention and competency | 1.60 | 3.10% |
| Improved individual and household financial stability | 1.40 | 2.71% |
| No condition change selected | 1.00 | 1.94% |
| Increased civic engagement | 0.95 | 1.84% |
| Increased effective public leaders | 0.55 | 1.06% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.53 | 1.02% |
| Increased preparedness and resilience to extreme weather and climate change | 0.53 | 1.02% |
| Improved college readiness and access | 0.40 | 0.77% |
| Improved air quality | 0.20 | 0.39% |
| Improved water-use efficiency | 0.20 | 0.39% |
| Improved management and use of land | 0.13 | 0.24% |
| Enhanced community economic development | 0.05 | 0.10% |
| **Total** | **51.65** | 100% |

**UC California Naturalist Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% effort** |
| Increased civic engagement | 0.80 | 26.67% |
| Improved water-use efficiency | 0.40 | 13.33% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.40 | 13.33% |
| Increased preparedness and resilience to extreme weather and climate change | 0.40 | 13.33% |
| Increased workforce retention and competency | 0.40 | 13.33% |
| Improved access to positive built and natural environments | 0.30 | 10.00% |
| Improved health for all | 0.30 | 10.00% |
| **Total** | **3.00** | 100% |

**UC Expanded Food & Nutrition Education Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% effort** |
| Improved health for all | 7.60 | 37.07% |
| Improved community health and wellness | 4.08 | 19.90% |
| Improved food safety | 3.05 | 14.88% |
| Improved food security | 3.02 | 14.73% |
| No condition change selected | 1.00 | 4.88% |
| Improved individual and household financial stability | 0.90 | 4.39% |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 0.20 | 0.98% |
| Enhanced community economic development | 0.10 | 0.49% |
| Improved air quality | 0.10 | 0.49% |
| Improved water-supply security | 0.10 | 0.49% |
| Increased agriculture and forestry efficiency and profitability | 0.10 | 0.49% |
| Increased emerging food economies and markets | 0.10 | 0.49% |
| Protected and conserved soil quality | 0.10 | 0.49% |
| Improved access to positive built and natural environments | 0.05 | 0.24% |
| **Total** | **20.50** | 100% |

**UC Integrated Pest Management Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% effort** |
| Improved management and use of land | 0.50 | 20.83% |
| Increased agriculture and forestry efficiency and profitability | 0.50 | 20.83% |
| Improved water-use efficiency | 0.40 | 16.67% |
| Improved access to positive built and natural environments | 0.30 | 12.50% |
| Improved health for all | 0.30 | 12.50% |
| Protected and conserved soil quality | 0.28 | 11.67% |
| Increased preparedness and resilience to extreme weather and climate change | 0.08 | 3.33% |
| Improved animal management, productivity and efficiency | 0.04 | 1.67% |
| **Total** | **2.40** | 100% |

**UC Master Food Preserver Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% effort** |
| No condition change selected | 1.00 | 40.00% |
| Improved food safety | 0.30 | 12.00% |
| Improved food security | 0.25 | 10.00% |
| Improved water quality | 0.20 | 8.00% |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 0.20 | 8.00% |
| Increased effective public leaders | 0.20 | 8.00% |
| Improved community health and wellness | 0.13 | 5.00% |
| Improved water-use efficiency | 0.13 | 5.00% |
| Improved health for all | 0.03 | 1.00% |
| Improved individual and household financial stability | 0.03 | 1.00% |
| Improved water-supply security | 0.03 | 1.00% |
| Increased preparedness and resilience to extreme weather and climate change | 0.03 | 1.00% |
| **Total** | **2.50** | 100% |

**UC Master Gardener Program**

|  |  |  |
| --- | --- | --- |
| **Condition Change** | **FTE** | **% effort** |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 4.00 | 24.88% |
| Improved water-use efficiency | 2.55 | 15.86% |
| Improved community health and wellness | 2.39 | 14.87% |
| Improved food security | 1.63 | 10.14% |
| Improved health for all | 1.12 | 6.94% |
| Improved water quality | 0.98 | 6.07% |
| Improved access to positive built and natural environments | 0.55 | 3.42% |
| Improved food safety | 0.52 | 3.23% |
| Improved management and use of land | 0.50 | 3.08% |
| Increased preparedness and resilience to extreme weather and climate change | 0.45 | 2.80% |
| Protected and conserved soil quality | 0.40 | 2.49% |
| Increased effective public leaders | 0.30 | 1.87% |
| Improved air quality | 0.20 | 1.24% |
| Increased agriculture and forestry efficiency and profitability | 0.20 | 1.24% |
| Condition change self-defined | 0.20 | 1.24% |
| Improved individual and household financial stability | 0.08 | 0.47% |
| Improved water-supply security | 0.03 | 0.16% |
| **Total** | **16.08** | 100% |