

## **ANR Cooperative Extension Risk Assessment Risk Categories**

### **Staff - Workload/Stress/Administrative Burden**

**General Description:**     **The risk, or consequences, associated with administrative burdens that range from having little time for programs, through stress and burnout, to losing community and family support.**

**Specific Examples:**

- A.     Administrative burden exists because of excessive rules and regulations.
- B.     Administrative duties as County Director completely overwhelm and consume one's time, leaving little or nothing for program.
- C.     Risk of being overwhelmed by administrative demands and expectations, thus creating job stress.
- D.     Mental health issues among staff and volunteers create further risk.
- E.     Staff is overextended opening the possibility for stress-related issues (injury, lawsuit).
- F.     Risk of losing management because of repeated demands on time
- G.     Lack of stability and adequate support/resources to manage local programs.
- H.     Managing all the "irons in the fire" without getting burned or overheated.
- I.     Propensity for illness due to stress of managing risk.
- J.     Risk of jeopardizing family life, due to over-commitment at workplace.
- K.     More ANR requirements create a concern or risk of losing volunteers and cooperators (see also Risk: Co-Operators and Risk: Volunteers – Attracting & Retaining Volunteers).