UC ANR CE Academic Condition Change FTE

UC ANR collected a fourth year of effort, measured by full time equivalent (FTE), towards UC ANR condition changes condition change, for the state fiscal year (SFY) 2020-2021 (7/1/20-6/30/21). Cooperative Extension (CE) Advisors, CE Academic Coordinators and Administrators, CE Specialists, and other academics to report this information into Project Board. These data help UC ANR understand how CE academics’ work contributes toward UC ANR condition changes to benefit all Californians. In July 2021, there were 305 CE academics who were required to report FTE in Project Board. A total of 304 Project Board users entered condition change data for SFY 2021, which is a response rate of 99.7%.

**Findings from 4-year Comparison**

* The CE academics’ response rate increased. In 2018 there were 269 responses in Project Board out of the 325 users, for a response rate of 82.7%. In 2021 there were 304 responses out of the 305 users, for a response rate of 99.7%.
* There have not been significant changes in CE academics’ effort toward UC ANR condition changes(see Table 1).
* There is a slight increase in the percentage of respondents who select four or more condition changes, and a slight increase in the mean (see Table 2). However, the most common number is still closest to three which aligns with organizational guidance. UC ANR promotes the use of condition changes to help focus work, and as such encourages selecting no more than three condition changes, when appropriate.
* For the first time the condition change count data were analyzed by CE appointment type (see Table 3). Consistently across the appointment types, the largest percentage is selecting three condition changes. CE Specialists are slightly more likely to select one to two condition changes which may reflect the more specialized nature of their work.

Table 1: % Effort by Condition Change

| **Condition Changes Grouped by Public Value Statement** | **FY18 FTE** | **FY18 % effort** | **FY21 FTE** | **FY21 % effort** | **∆% effort** |
| --- | --- | --- | --- | --- | --- |
| **UC ANR: Promoting economic prosperity in California** | **68.20** | **26.7%** | **81.92** | **28.2%** | **1.6%** |
| Increased agriculture and forestry efficiency and profitability | 49.88 | 19.5% | 55.42 | 19.1% | -0.4% |
| Improved animal management, productivity and efficiency | 11.49 | 4.5% | 18.11 | 6.2% | 1.8% |
| Enhanced community economic development | 4.55 | 1.8% | 5.06 | 1.7% | 0.0% |
| Increased emerging food economies and markets | 1.23 | 0.5% | 1.68 | 0.6% | 0.1% |
| Improved individual and household financial stability | 1.05 | 0.4% | 1.65 | 0.6% | 0.2% |
| **UC ANR: Safeguarding sufficient, safe, and healthy food for all Californians** | **21.36** | **8.4%** | **23.38** | **8.1%** | **-0.3%** |
| Improved food security | 13.02 | 5.1% | 14.21 | 4.9% | -0.2% |
| Improved food safety | 8.34 | 3.3% | 9.17 | 3.2% | -0.1% |
| **UC ANR: Protecting California’s natural resources** | **88.70** | **34.7%** | **104.00** | **35.9%** | **1.2%** |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 36.77 | 14.4% | 43.43 | 15.0% | 0.6% |
| Improved management and use of land | 20.88 | 8.2% | 22.56 | 7.8% | -0.4% |
| Improved water-use efficiency | 12.90 | 5.0% | 16.06 | 5.5% | 0.5% |
| Improved water quality | 8.17 | 3.2% | 10.14 | 3.5% | 0.3% |
| Protected and conserved soil quality | 4.17 | 1.6% | 5.76 | 2.0% | 0.4% |
| Improved water-supply security | 3.37 | 1.3% | 4.14 | 1.4% | 0.1% |
| Improved air quality | 2.44 | 1.0% | 1.91 | 0.7% | -0.3% |
| **UC ANR: Promoting healthy people and communities** | **32.54** | **12.7%** | **27.59** | **9.5%** | **-3.2%** |
| Improved community health and wellness [policy, systems, or environment level] | 15.20 | 5.9% | 12.32 | 4.2% | -1.7% |
| Improved health for all [individual level] | 14.40 | 5.6% | 11.29 | 3.9% | -1.7% |
| Improved access to positive built and natural environments | 2.95 | 1.2% | 3.99 | 1.4% | 0.2% |
| **UC ANR: Developing a qualified workforce for California** | **21.76** | **8.5%** | **24.38** | **8.4%** | **-0.1%** |
| Increased civic engagement | 6.75 | 2.6% | 7.61 | 2.6% | 0.0% |
| Improved college readiness and access | 4.53 | 1.8% | 6.86 | 2.4% | 0.6% |
| Increased workforce retention and competency | 4.74 | 1.9% | 5.16 | 1.8% | -0.1% |
| Increased effective public leaders | 5.74 | 2.2% | 4.75 | 1.6% | -0.6% |
| **UC ANR: Building climate-resilient communities and ecosystems** | **5.54** | **2.2%** | **9.95** | **3.4%** | **1.3%** |
| Increased preparedness and resilience to extreme weather and climate change | 5.54 | 2.2% | 9.95 | 3.4% | 1.3% |
| **UC ANR: Developing an inclusive and equitable society** | **3.44** | **1.3%** | **6.83** | **2.4%** | **1.0%** |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 2.72 | 1.1% | 5.45 | 1.9% | 0.8% |
| Improved living and working conditions for California's food system and farm workers | 0.72 | 0.3% | 1.38 | 0.5% | 0.2% |
| Condition change self-defined | 14.10 | 5.5% | 12.01 | 4.1% | -1.4% |
| **Total** | **255.63** | **100%** | **290.06** | **100%** |  |

Table 2: Condition Change Count Analysis

|  |  |  |
| --- | --- | --- |
| FY18 | FY21 |  |
| 269 |  | 304 |  | Number of Project Board academic respondents |
| 85 |  | 103 |  | # of academics who selected 4 or more UC ANR condition changes |
| 31.6% |  | 33.88% |  | % of academics who selected 4 or more UC ANR condition changes |
| 3.08 |  | 3.29 |  | mean # of UC ANR condition changes selected |
| # | % | # | % |  |
| 3 | 1.1% | 3 | 1.0% | # that selected 0 UC ANR condition changes |
| 50 | 18.6% | 48 | 15.8% | # that selected 1 UC ANR condition change |
| 63 | 23.4% | 61 | 20.1% | # that selected 2 UC ANR condition changes |
| 68 | 25.3% | 89 | 29.3% | # that selected 3 UC ANR condition changes |
| 42 | 15.6% | 43 | 14.1% | # that selected 4 UC ANR condition changes |
| 18 | 6.7% | 29 | 9.5% | # that selected 5 UC ANR condition changes |
| 10 | 3.7% | 10 | 3.3% | # that selected 6 UC ANR condition changes |
| 7 | 2.6% | 8 | 2.6% | # that selected 7 UC ANR condition changes |
| 4 | 1.5% | 7 | 2.3% | # that selected 8 UC ANR condition changes |
| 0 | 0.0% | 1 | 0.3% | # that selected 9 UC ANR condition changes |
| 4 | 1.5% | 5 | 1.6% | # that selected 10+ UC ANR condition changes |

Table 3: SFY 2021 Condition Change Count Analysis by CE Academic Title

|  |  |  |  |
| --- | --- | --- | --- |
| CE Advisors | CE Specialists | Other |  |
| # | % | # | % | # | % |  |
| 1 | 0.7% | 1 | 0.8% | 1 | 2.9% | # that selected 0 UC ANR condition changes |
| 27 | 17.9% | 21 | 17.6% | 0 | 0.0% | # that selected 1 UC ANR condition change |
| 28 | 18.5% | 29 | 24.4% | 4 | 11.8% | # that selected 2 UC ANR condition changes |
| 45 | 29.8% | 35 | 29.4% | 9 | 26.5% | # that selected 3 UC ANR condition changes |
| 22 | 14.6% | 15 | 12.6% | 6 | 17.6% | # that selected 4 UC ANR condition changes |
| 10 | 6.6% | 13 | 10.9% | 6 | 17.6% | # that selected 5 UC ANR condition changes |
| 8 | 5.3% | 1 | 0.8% | 1 | 2.9% | # that selected 6 UC ANR condition changes |
| 4 | 2.6% | 2 | 1.7% | 2 | 5.9% | # that selected 7 UC ANR condition changes |
| 3 | 2.0% | 1 | 0.8% | 3 | 8.8% | # that selected 8 UC ANR condition changes |
| 0 | 0.0% | 0 | 0.0% | 1 | 2.9% | # that selected 9 UC ANR condition changes |
| 3 | 2.0% | 1 | 0.8% | 1 | 2.9% | # that selected 10+ UC ANR condition changes |
| **151** | **100.0%** | **119** | **100.0%** | **34** | **100.0%** |  |

**Summary of SFY 2021 Condition Change Selection Data**

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

24 academics (13 CE Advisors, 6 CE Specialists, 3 Academic Administrators, and 2 Academic Coordinators) entered 25 unique self-defined condition changes, for a total of 12.01 FTE. These self-defined condition changes are listed below, organized by common themes and Public Values Statements.

* **Administration/Director (County/REC/SWP)**: 14 academics, 7.11 FTE
* **Program Coordination/Support/Development**: 3 academics, 1.15 FTE
* **Extension**: 1 academic, 0.35 FTE
* **Economy**: 3 academics, 1.45 FTE *(Improve nutrient use efficiency; Increased agricultural efficiency, profitability and sustainability; Increased Utilization of Community-Ownership Models)*
* **Environments:** 3 academics, 1.90 FTE *(Improved ecosystem health and resilience; Improved watershed health and resilience to drought and climate change; Reduced use of pesticides)*
* **Workforce:** 1 Academic, 0.05 FTE *(Increased workforce preparation and competencies)*