

## UW-Extension Western District Ballot Results

### How Do We Reduce the Dependency on Base Funds By \$100,000?

42 total responses

5-CNRED 11-Ag 9-FLE 11-4-H 1-Academic Staff 5-no department reported  
33-100% appointment 1-50% 1-60% 1-70% 1-less than 75% 5-no % reported

41 tallyable - see comments for additional information

Using the following likert scale, please rate the following potential strategies for reducing the base fund.

1	2	3	4	5	6	7	8	9	10
Least Favorable			Indifferent				Most Favorable		

- NR-denotes no response to that questions
- Point Value corresponds with ranking number, ie. Rank of 6 = point value of 6
- Points = Sum of (Point Value x Number of Responses)
- Responses = Number Tallyable - NR's (No Response)

1. Increase county portion of 60/40 split.

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	14	5	3	2	4	5	4	2	2	0
Points/Responses--153/41			Mean--3.732			Median--3			Mode--1		

2. Generate grant dollars to buy out portions of base salary commitments.

NR	0	1	2	3	4	5	6	7	8	9	10
0	1	6	10	5	1	10	5	1	2	0	0
Points/Responses--148/41			Mean--3.610			Median--3			Mode--2 & 5		

3. Upon hire, agents will be given option: tenure/non-tenure.

NR	0	1	2	3	4	5	6	7	8	9	10
0	1	6	4	1	6	4	2	4	7	3	3
Points/Responses--214/41			Mean--5.220			Median--5			Mode--8		

4. Offer reduced appointment options to current staff.

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	5	2	2	1	8	2	4	9	4	4
Points/Responses--247/41			Mean--6.024			Median--7			Mode--8		

5. Offer unpaid or reduced pay leave/sabbaticals.

NR	0	1	2	3	4	5	6	7	8	9	10
1	1	2	0	0	1	8	6	6	7	3	6
Points/Responses--267/40			Mean--6.675			Median--7			Mode--5		

6. Multi-county agents.

NR	0	1	2	3	4	5	6	7	8	9	10
0	1	12	4	7	5	5	1	1	4	1	0
Points/Responses--140/41			Mean--3.415			Median--3			Mode--1		

7. Part-time positions.

NR	0	1	2	3	4	5	6	7	8	9	10
1	1	7	4	4	7	6	5	1	2	3	0

Points/Responses--165/40                      Mean--4.125                      Median--4                      Mode--1 & 4

8. Establish a cap on the number of tenured faculty per department.

NR	0	1	2	3	4	5	6	7	8	9	10
0	1	13	6	5	6	4	2	2	2	0	0

Points/Responses--126/41                      Mean--3.073                      Median--3                      Mode--1

9. Reduced tenure commitment percentage to new faculty hires.

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	7	3	5	0	6	8	2	2	6	2

Points/Responses--210/41                      Mean--5.122                      Median--5                      Mode--6

10. Reduced tenure commitment percentage to all faculty.

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	11	4	7	3	3	5	3	2	3	0

Points/Responses--161/41                      Mean--3.927                      Median--3                      Mode--1

11. Tenure buyout option.

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	8	5	1	1	6	6	5	5	3	1

Points/Responses--203/41                      Mean--4.951                      Median--5                      Mode--1

12. Retirement/early retirement.

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	0	0	0	1	1	4	9	9	7	10

Points/Responses--317/41                      Mean--7.732                      Median--8                      Mode--10

13. Cut or reduce base-funded positions.

NR	0	1	2	3	4	5	6	7	8	9	10
0	1	18	8	4	2	1	4	0	3	0	0

Points/Responses--107/41                      Mean--2.610                      Median--2                      Mode--1

14. Reduce administration.

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	0	0	1	1	7	4	5	5	5	13

Points/Responses--316/41                      Mean--7.707                      Median--8                      Mode--10

15. Seek increase of state and federal base-funding.

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	0	0	0	0	2	1	0	5	3	30

Points/Responses--383/41                      Mean--9.341                      Median--10                      Mode--10

16. Reduce multi-agent positions within program area (per county).

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	1	5	7	1	6	5	3	7	3	3

Points/Responses--230/41                      Mean--5.610                      Median--6                      Mode--3 & 8

17. County assessments.

NR	0	1	2	3	4	5	6	7	8	9	10
0	2	13	7	3	0	7	3	2	2	1	1

Points/Responses--138/41                      Mean--3.366                      Median--2                      Mode--1

18. Identify other sources of long-term funding (tribal, municipalities, business groups, Votec partnerships, private colleges).

NR	0	1	2	3	4	5	6	7	8	9	10
0	0	1	2	5	1	4	5	4	10	6	3

Points/Responses--266/41                      Mean--6.488                      Median--7                      Mode--8

19. Joint funding across state lines.

NR	0	1	2	3	4	5	6	7	8	9	10
2	0	5	3	3	6	6	6	4	3	2	1

Points/Responses--190/39                      Mean--4.872                      Median--5                      Mode--4, 5 & 6

20. Take money out of professional development dollars.

NR	0	1	2	3	4	5	6	7	8	9	10
1	1	21	5	3	2	3	3	1	0	0	1

Points/Responses--98/40                      Mean--2.45                      Median--1                      Mode--1

21. Eliminate one or more program areas and combine responsibilities across remaining areas.

NR	0	1	2	3	4	5	6	7	8	9	10
3	3	13	7	3	0	4	3	1	2	0	2

Points/Responses--117/38                      Mean--3.079                      Median--2                      Mode--1

22. Reduce Specialist Positions.

NR	0	1	2	3	4	5	6	7	8	9	10
6	1	6	5	2	3	4	0	2	8	3	1

Points/Responses--169/35                      Mean--4.829                      Median--5                      Mode--8

23. Return to Extension Associates.

NR	0	1	2	3	4	5	6	7	8	9	10
6	1	2	3	1	4	6	1	5	5	2	5

Points/Responses--206/35                      Mean--5.886                      Median--6                      Mode--5

**Additional Categories - Ranked**

- New lobbying efforts - 9, 10, 8, 10, 10, 7
- Faculty with and without tenure, not academic staff - 5, 8, 1, 8, 9, 2, 5, 1
- Credit Card - 5
- Use flexible fund account - 10
- Prevention programs/state level - communication - 8

**Comments:**

- Reduce administration - too many people in Madison who never meet clientele.
- Reduce administration - not including publications department, Wisplan Help Desk, and Assoc. Technologies.
- Reduce administration - Eliminate assistant Ag Program Leader.
- Seek increase of state and federal base funding - New lobbying efforts.
- Seek increase of state and federal base funding - Sounds great, not realistic.
- Seek increase of state and federal base-funding - We've had one problem since 1975 - let's fix it.

- Reduce to one program area.
- Reduce to one program area - eliminate all program leaders, and replace with 2 very competent leaders of the one new program.
- Retirement/early retirement (with full benefits)
- Generate grant dollars to buy out portions of base salary commitments - Who is responsible for generating?
- Establish a cap on the number of tenured faculty per department - We should establish a base.
- I do not want office chairs doing evaluations. Maybe we should increase administration to take care of this.
- Do 4 & 5, 6-possible, 8, 9, & 10 - no, 11 & 12 - yes
- Part-time positions - it's not defined enough to judge.
- Use the flexible funds - if state staff get district funds, look at best use of that money.
- Offer reduced appointment options to current staff - Hire staff assistants to fill remainder of position to maintain 100% back-full position during leaves.
- Tap into money sources related to programs we are doing that are funded in Madison (ie. brighter futures) - marketing.
- States sharing specialists, look more toward hiring agents taking on specialists roles.

## Ballot Results

### Preferred Ways to Generate Flexible Funds

41 total responses

6-CNRED    12-Ag    8-FLE    11-4-H    1-Academic Staff    3-no department reported  
 34-100% appointment    1-50%    1-60%    1-70%    1-less than 75%    3-no % reported

39 tallyable - see comments for additional information

Using the following likert scale, please rate your preferred ways to generate flexible funds.

1	2	3	4	5	6	7	8	9	10
Least Favorable			Indifferent				Most Favorable		

- NR-denotes no response to that questions
- Point Value corresponds with ranking number, ie. rank of 6=point value of 6
- Points = Sum of (Point Value x Number of Responses)
- Responses = Number Tallyable - NR's (No Response)

1. Generate grant dollars at the district level, including capturing dollars.

NR	1	2	3	4	5	6	7	8	9	10
1	1	3	1	3	6	4	8	7	1	4
Points/Responses--237/38			Mean--6.237			Median--7		Mode--7		

2. Voluntary unpaid leave options.

NR	1	2	3	4	5	6	7	8	9	10
1	3	2	2	2	7	3	7	4	3	5
Points/Responses--232/38			Mean--6.105			Median--6.5		Mode--5 & 7		

3. Reduced appointment options.

NR	1	2	3	4	5	6	7	8	9	10
0	8	2	2	4	5	5	3	6	1	3

Points/Responses--197/39                      Mean--5.051                      Median--5                      Mode--1

4. Securing private funding.

NR	1	2	3	4	5	6	7	8	9	10
0	1	5	2	3	5	2	10	9	2	0

Points/Responses--226/39                      Mean--5.795                      Median--7                      Mode--7

5. Revenue generation/user fees.

NR	1	2	3	4	5	6	7	8	9	10
0	10	6	5	2	2	5	3	3	3	0

Points/Responses--157/39                      Mean--4.026                      Median--3                      Mode--1

6. Establish a non-lapsing account to take advantage of leftover funds in budgets.

NR	1	2	3	4	5	6	7	8	9	10
1	2	0	1	1	3	1	1	3	4	22

Points/Responses--317/38                      Mean--8.342                      Median--10                      Mode--10

**Additional Categories - Ranked:**

- Foundation and fund raisers - 10
- Credit card kickback - 10, 10, 9
- Sales tax - 10
- Hire people with Bachelor's degree and require a Master's degree within 3 years. - 10
- Take a more aggressive position in securing funds at state and federal level. - 10
- Get the state to live up to its commitment to education. - 10

**Comments:**

- I do not think that it is a good idea to generate a flexible fund account until we have resolved the previous issue (ie. 5%, \$100,000).
- Why would you want to create dollars to expand (generate) flexible funds at the expense of weakening your (system) ability to deliver programs.
- Grants - lots of concern about time and energy required in securing and managing grants and also becoming grant driven.
- Keep the 100% of savings.
- Reduce administration to focus more specifically on marketing Extension and telling our story.
- Take back the stipend from the office chairs and have the district directors do our evaluations.
- Cut down on paperwork.
- Establish a non-lapsing account to take advantage of leftover funds in budgets - DNA - this is a maintenance issue, not a way to generate flexible funds.
- Creation of foundations such as Kellogg Foundation (ex. Kohl?)
- Generating grant dollars at the district level, including capturing dollars (with grant writer).

# Ballot Results

## How Do We Expend Flexible Funds?

40 total responses

9-FLE 5-CNRED 11-Ag 11-4-H 1-Academic Staff 3-no department reported  
34-100% appointment 1-50% 1-60% 1-70% 1-less than 75% 2-no % reported

25 tallyable - see comments for additional information

Please rank the following categories from 1 - 5, with **one being your choice as the best way to expend flexible funds.**

- Point Value corresponds with ranking number, ie. Rank of 6 = point value of 6
- Points = Sum of (Point Value x Number of Responses)
- Since one was the best choice - the lowest score is the most popular choice

### By Agent

1	2	3	4	5
3	5	4	8	5

Points--82                  Mean--3.28                  Median--4                  Mode--4

### By County

1	2	3	4	5
4	5	8	7	1

Points--71                  Mean--2.84                  Median--3                  Mode--3

### By County Multi-Group

1	2	3	4	5
2	10	3	4	6

Points--77                  Mean--3.08                  Median--3                  Mode--2

### By Merit

1	2	3	4	5
6	1	5	1	12

Points--87                  Mean--3.48                  Median--4                  Mode--5

### By Program Area

1	2	3	4	5
10	4	5	5	1

Points--58                  Mean--2.32                  Median--2                  Mode--1

### Comments:

- Why do we want to take base dollars and remove them from the pool of base dollars? Base dollars are the most flexible dollars we have. Grant dollars are not flexible.
- Some measure of need needs to be determined before you pick a category.
- It really depends on how much money is involved. My preferences would be different depending on whether there is a large pot or a small pot. If the pot were big enough to be able to provide a reasonable amount of funds for an individual agent for a project, then I would rate it highly. Conversely, if the pot were small, then the amount available for an individual would be inconsequential and not be a good way to expend the available dollars.

- By issue: need.
- What kind of accountability is there? Distribution of monies (by agent, by county, etc.) will be a function of what it's being expended on ie. professional development dollars should be expended by agent not by county.
- Idea - info-source for all counties.
- We need to know what the consensus is for using flexible funds before we can rank how they will be distributed. For example, will funds be used for professional improvement? Then perhaps the money should be distributed by agent. If the money is used to hire Hort. Agents, then perhaps a multi-county distribution would be in order.
- By program area, within district, based on needs.
- Hard to rank the categories because it depends on what need (issue is).
- By Merit of Need/Grants (Value/Need)
- Allocation committee to: 75% Proposals in by July 1 / 25%
- 1-By need (by the dream team)/2-Professional Development/3-By District Program Area/4-By County Multi-Group/5-By County
- Info-source for all counties.
- Professional Development
- Marketing
- Allocation committee from the larger DRMT: 25% set aside for emergencies -- 75% allocated ahead of time for individuals, groups, etc. to apply for. / Limited report/paperwork; short report back to district.
- A combination of these (all categories) would be dependent on the issues/programs/needs affected.
- By need - group of 4 (one from each program area) allocate 75% of requests by some date. 25% reserved for emergency needs.
- Can't separate need to expenditure of funds and the way it is expended (by agent, by county...)
- 1-By Program Area/2-By County Multi-Group/5-By Agent/5-By County/5-By Merit
- 1-Professional Development Plan/2-By Department/3-By Merit/4-By Program Area (district)/5-By County
- 3-By County/3-By County Multi-Group/4-By Agent (if professional development)/5-By Merit (if considering rank of request)/5-By Program Area
- Either allocate by program area equally or allow WDRMT determine/select the small flexible funded ideas and allow WDRMT prioritize new agent or staff positions.
- Expending flexible funds on a multi-county group will better ensure that a priority setting process will have taken place.
- 2-By Agent/2-By County/2-By County-Multi-Group/2-By Program Area/5-By Merit
- On what criteria guidelines would these be based?
- 1-By Need/2-By County/3-By Agent/4-By County Multi-Group/5-By Merit/6-By Program Area
- Professional Development - Retraining
- I don't feel able to rank these without knowing what the flexible funds would be used for: professional development, new hires for short term programs, etc. - it makes a difference!
- Depends upon the amount of money and the long-term impact of the funding. To hire a person who will start a program, do it for 3 years and leave will not necessarily help in the long-term.
- Put it back towards the 5% cut.
- Difficult to answer without knowing amount. Small amount may be best used over program areas, rather than try to divide them up by agent/county.
- Could dollars be distributed in a smaller manner to innovative grants? Any of the above groups or individuals could apply for funding based on need/innovative programs. A portion could also be used for district-wide needs (Hort. specialists, grant writers, etc.).
- However, really makes a difference what the uses are.
- Sabbaticals with backfill.
- Tuition reimbursements.
- Faculty study leaves with backfill.

- Faculty fellowships.
- International or national faculty exchange programs.

## Ballot Results

### Where Would You Like to Spend New Monies?

41 total responses

5-CNRED    11-4-H    11-Ag    10-FLE    1-Academic Staff    3-no department reported  
 35-100% appointments    1-50%    1-60%    1-70%    1-less than 75%    2-no % reported

Ideas listed from most frequent responses to least

- 26 — Professional development
- 15 — Grant writer
- 14 — Multi-County Horticulturist (total) - of those, specific responses:
  - 2 — Horticulturist (Pierce/St. Croix/Polk)
  - 1 — Horticulturist (St. Croix/Pierce)
- 12 — Marketing Extension, public media to promote institution and programs
- 12 — Info Source — District-wide (total) - of those, specific responses:
  - 1 — St. Croix Area
  - 1 — 2 Needed (River Falls and northern part of district)
  - 1 — Pierce/St. Croix
- 10 — Lobbyist
- 10 — Salary equity adjustments
- 7 — Land Use planner
- 6 — Grazing educator
- 5 — Increase base salaries
- 5 — CNRED — expand to all counties that want it (complete network)
- 4 — Increase overall salaries
- 2 — Innovative Grants
- 2 — District Applied Research Grant
- 2 — Program resources
- 2 — Study leaves (with backfill)
- 1 — Evaluation specialist
- 1 — Forestry education
- 1 — Retirement — early out incentives
- 1 — Leadership Development Center
- 1 — Leadership educator
- 1 — Master Facilitator training program
- 1 — Youth Development programs
- 1 — Graduate interns
- 1 — Maintaining/expanding the base/traditional 4-H program and support to expand
- 1 — Special program development by agent — grants
- 1 — Short-term assistants for program development
- 1 — Program equipment — laminators, Power Point systems, media production, video production (training films)
- 1 — Use Public Access TV
- 1 — To maintain a (county) base of county staff of UWEX agents in all counties, no “less expensive” model will be acceptable

- 1 — Community Club model fits everything current Youth Development research says: mentoring, safe places, asset-building, - give us additional money to support those existing efforts which would allow for more expansion into under-served audiences
- 1 — Community youth person to coordinate and collaborate with the Youth-at-Risk efforts
- 1 — In 4-H Youth Development support positions in addition to current faculty to extend 4-H Youth Development program to larger audience
- 1 — Faculty sabbaticals with backfill
- 1 — Affordable housing issue
- 1 — Houseboat improvement fund for Marc's boat
- 1 — CNRED Lexus

**Comments:**

- Very difficult to determine until amounts are known. Counties would need to be involved.
- The comment has been made that mistakes have been made in salary adjustments - if new monies become available, these mistakes should be corrected.
- Essential that CES must try harder to increase UW -State budget for salary increases for faculty and staff.