

Survey Results (Included Responses)



RCRE Inservice Evaluation: Managing a Changing Programmatic and Financial Portfolio

Report created on: Friday, May 12, 2006 10:07:00 AM

The results of your survey are displayed below. If your survey includes text responses, click the "View" button to read individual results. To exclude a particular response, click the Included Responses button. You can then view the set of individual responses that are currently included and select those you wish to exclude. Results below contain only Included responses

Go to Individual Complete Responses:
 Show respondent's emails.

INCLUDED RESPONSES

EXCLUDED RESPONSES

Included Respondents: 43
 Excluded Respondents: 0

- [Cross Tabulate](#)
Cross reference multiple questions
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Receive results in spreadsheet format

EXCLUDE BLANK RESPONSES

Launch Date	04/28/2006 - 2:23 PM
Modified Date	
Close Date	
Email Invites	0
Visits	59
Partials	0
Completes	43

Please identify the value/usefulness of this inservice to you		Number of Responses	Response Ratio
1. personally:			
Very Valuable		6	14%
Valuable		16	38%
Somewhat valuable		19	45%
Not valuable		1	2%
Total		42	100%

As a result of this inservice, how much knowledge did you gain about		Number of Responses	Response Ratio
2. RCRE's future challenges and intrapreneurship?			
A lot		12	29%
Some		22	52%
A little		6	14%
None		2	5%
Total		42	100%

3. Please rate the following sessions as Excellent, Very Good, Good or Fair:

<i>The top percentage indicates total respondent ratio; the bottom number represents actual number of respondents selecting the option</i>	1 Excellent	2 Very Good	3 Good	4 Fair
1. Keynote: The Rewards of Leading and Sustaining Positive Change (Cote)	19% 8	48% 20	17% 7	17% 7
2. Program Cost Recovery and Revenue Enhancement (Malinowski)	22% 9	51% 21	17% 7	10% 4
3. Presentation of Guiding Principles (O'Neill)	17% 7	52% 22	24% 10	7% 3
4. Growing Friend\$-Growing Fund\$ (Everett and Martin)	33% 14	29% 12	21% 9	17% 7
5. Overview of User Fees (Mickel)	12% 5	45% 19	31% 13	12% 5
6. Overview of Grants and Contracts (Morris)	22% 9	37% 15	32% 13	10% 4
7. Strategies for Cost Recovery and Revenue Enhancement (O'Neill)	10% 4	46% 18	36% 14	8% 3

4. As a result of this inservice, what action(s) do you plan to take in the future?

[VIEW](#) 32 Responses

5. What topics or tools do you want training on in the future to improve your intrapreneurship skills?

[VIEW](#) 29 Responses

6. Please provide any additional comments about this inservice:

[VIEW](#) 24 Responses

4. As a result of this inservice, what action(s) do you plan to take in the future?

#	Response
1	Charge service fee to those companies/individuals who are willing and able, based on the amount of service they request after an initial consult.
2	No applicable to my program which is already 100% grant funded
3	Write grants and continue to teach a course at the College.
4	None at this time, insufficient information. note: above categories are biased .. what about 'poor' or similar?
5	Look for opportunity to enhance revenue and/or cut cost
6	Have a lot more discussions because the devil is in details and very few details were presented.
7	Continue to charge for programs, but add a percentage above costs to provide programs.
8	Teach an on-campus class and secure additional grant funds
9	- Begrudgingly focus more time on revenue generation which will undoubtedly take away time from providing extension services
10	I have read the recommendations and attended the in-service. The information lacked detail in certain areas so it is difficult to know what specific actions to take in the future. I am interested in teaching as a way to help generate the 10% salary value for my position.
11	Evaluate current programming activities with respect to revenue enhancement and time management.
12	Review the publications provided online regarding revenue enhancement again. Look for ways to build revenue enhancement into my existing program.
13	salary cost recovery through grants
14	To implement some of the strategies that were presented to look for outside funding and support. Think outside the box...
15	find creative ways to revenue enhance and cost recover.
16	No change
17	I think our dept will need to have a discussion at our next Dept meeting about member regostration fees. I also will contact my dept chair, director of extension and the dean about branding concerns I have.
18	Work out how to recover 10% of my salary
19	Charging for special attention/extra time;
20	Probably not much difference in my activities since we are already doing many of the things that were reviewed in the inservice.
21	For right now, get my immediate questions answered and then wait and see.
22	I believe that I can raise additional monies via various methods.
23	need to really rethink the goals of my program for the future with planning for opportunities to earn money.
24	Attaching a value to our skills and services and charging for services- Apply for grants/ask for donations
25	I plan to review ways to secure additional funds; prepare materials for possible grant requests.
26	Actions still in planning stage.
27	seek grant opportunities, asses programs and program costs, cost recover of services and programs
28	Look for more money
29	Since I was involved in two sub-committees in these regards, I have already begun to incorporate revenue enhancement in regards to my teaching practices, future grant proposals and advanced user fees.
30	look into contracting with county college and Cook OCE to teach courses
31	I plan to write myself in on future grants and think more strategically about how I go after and spend funds.
32	educate the clientele on the why's and how's for this effort to start without interfering with their "support" for Extension

What topics or tools do you want training on in the future to improve your intrapreneurship skills?

#	Response
1	I do not understand the question
2	Easier methods to go through grant processing.
3	Details. How will any of the varied and proposed actions actually work.
4	opportunities for partnership
5	Need credit card or other system to make spending grant money easier.
6	Formulas or tools to determine amounts to charge for programs.
7	Brainstorming ideas together--too much lecture. Need more interaction with each other to build teams and partnerships in-house before we seek outside partnerships
8	- Practical examples of revenue generation, particularly for faculty dealing with the ag community that has been used to getting our services for free
9	Budgeting for programs to help determine whether or not a program should be held or a service provided.
10	Guidance on pricing a conference to secure funds for revenue enhancement. Guidance on pricing in-service education.
11	logistics on user fees and also development and gifts...models or templates would help
12	How to feel comfortable making the ask!
13	grant writing skills and what is ORSP protocol.
14	No change
15	We will need to tools and training to use them. But it sounds like you want to do that in December.
16	how to recover 10% of my salary
17	Improved communications with others in extension to see what they are doing.
18	I think that by the meeting in September, most of the detail "kinks will be ironed" and RCRE faculty and staff will have a better handle on what is required. I have a really difficult time with collecting in-state fees for field visits. I feel that this is in direct competition with our clientele, and if we are to do this, the entire process must be managed very, very carefully.
19	None needed at this time.
20	grantmanship how to price programs ideas for programs that could charge for team work to begin programs that we can charge for
21	Grant writing/application process
22	To be proactive in especially procedures for submitting grant proposals for 25,000 or more.
23	Development of fee schedule for schools, government, homeowners and farmers.
24	grant writing, cost analysis of programs, other ways to generate funds
25	Remote education - distance learning. Engaging international extension programs.
26	How to ask people for money
27	Need a better understanding of what a lot of the other groups do. I'm relatively new and still don't know everything the organization does.
28	- grant writing & wording for project manager - marketing products
29	RU grant procedure

6. Please provide any additional comments about this inservice:

#	Response
1	The room was incredibly cold - that made it very uncomfortable.
2	Go Rutgers!
3	In discussion regarding cost recovery and revenue enhancement, it came up that participation in several programs had been less and less. I suggested that each County does a needs assessment to see what programs individuals in their county are interested in and what kind of fee structure they would be willing to support for the different programs that they are interested in.
4	There needs to be a payback for this extra work. It doesn't have to be financial, but there has to be something that makes it worthwhile since the rest of the University faculty doesn't have to do this for their sector. RCE is being held to a much higher standard than everyone else and we are the ones that continue to help with the state budgets through our constituents not the teaching or research faculty who have not a clue of what goes on outside of the campus.
5	Provided only brief introductions to the desired actions, and no attempt to tailor that to the many different audiences in the room. One size will not fit all. Also, no suggestions/tactics in terms of how these topics will/should be broached with the various public served. As a result, many people at my table said they left a bit more confused than when they entered.
6	It was very boring if someone read report before meeting (same material). No one discussed if Federal rules which created our "no fee" (beyond taxes) climate have been changed and/or if any of this violates them.
7	Future sessions need to be hands-on and not all lecture.
8	- Much of the information provided was already given in the required reading material - There was very limited time for the audience to provide comments and feedback - The second invited speaker provided information about a very small part of the overall issue, and the topic was likely of little interest to the majority of the audience
9	The inservice, at times, was repetition of the report given to us to read. I have read the report about 3 times and did not see any information beyond what was in the document presented at the in-service. The are of user fees, specifically, was very vague. There were some thoughts on what could be done, but few real recommendations.
10	I found some of the descriptions confusing and I got the impression noone really has a handle on all of this yet. I think we all get the concept...it's the details that are so confusing. There is such a wide variety of programs and delivery methods happening right now. It's difficult to envision a model for user fees. In addition, many people feel threatened that the accountability system may not be fair or just because we each find ourselves in unique positions, particularly in the counties.
11	It is important that all speakers/presenters respect their audience - some references to differences per faculty and staff that left a bad feeling per the staff...
12	It was a wasted day. I learned very little that was new.
13	DEcember will be too late to implement Member fees. We need to do it at the start of the next 4-H Year which is in Sept.
14	Some good ideas came out of it. Just hope the costs of doing them aren't more than the benefit that results.
15	The inservice was well organized, and Barbara O'Neill and the committee chairs did a fine job handling a topic that is probably unwelcome for most of the participants. I gained very little additional information from the two outside speakers; although they were both good presenters, the information they had to present was either contained in previously forwarded documents (Cote) or could have been summarized more succinctly (Martin). I wonder if it was worth the expense to bring them in.
16	I believe that we all are aware that there is shortfall. I found no value to the Cote talk at all. We understand that changes are needed, enough said. I don't need to drive 4 hours and spend a 12 hour day to buy into the need. Committee reports were useful but at this point all of us want specific answers. My feeling is that nothing that the Morris committee came up with will be adopted. It will be fought by all levels of administration. So who needs to buy into change?
17	think this is a great beginning. Please provide us with tools that will help to accomplish this goal. Perhaps the workshops could be regional as opposed to all of us traveling to New Brunswick. If we think about regional workshop, might help us to plan regionally.
18	I am still trying to digest the information provided; I will have to revise my plan of work to include some time each month to focus on seeking funding resources.
19	Very interesting, it appears we don't have to reinvent the wheel - just adapt what will work for us!
20	Almost all of the substance was contained in the documents sent out in advance. There did not seem to be much reason to devote a whole day to re-capping those items. The invited speakers did not add much.
21	The session was highly professional and effective. It was great to see the results of a year of brainstorming and struggling get topped off with some especially viable solutions and focus on what we aim to do, how to change things and the need to change. This inservice inspired the 25% that have positive outlooks on change and helped sway the middle 50% who are ambivalent and had lacked understanding and information. Despite this amazingly strong presentation, the 25% of extension who are cynical, overly critical and reluctant to change will continue to be an anchor on this extension vessel. The analogy that was used as a poor example of the Titanic was not too far off from an analogy that is commonly used in industry. Under these situations, it is called "scraping the barnacles off." Luxury liners often chose to go through ice fields deliberately to remove extensive accumulations of barnacles on their hull. Once removed, the ship steers easier and rides faster. With the use of early retirement and lateral transfers, hopefully some of the strong barnacles can be removed for the benefit of the group. The remaining group will be much better focused and less distracted which is essential to complete the path in these difficult economic times. I think it was important to realize that some of these old barnacles may be some of the same old trusted advisors that administration typically refers to in these important matters. I think Mr. Cote would advise seeking fresh

ideas from relative younger faculty and staff as well as look at what's working around the rest of the nation. One test of this administration's ability to truly foster change, in my eyes, is simple. With Jim Morris' lively and engaging presentation, it was strongly recommended that an expedited grant process be made for grants under \$25,000, a credit card be made available for quick purchases and some feedback incentives be developed for participants. This change in practice would send a strong signal and stimulate engagement of the wide range of options that were discussed. I continue to be impressed by the group's efforts in inclusion and in hearing differing view points in a collegiate and friendly forum. Great job - great program!

- 22 The reports to read prior to the conference were very helpful. The committee did a great job.
- 23 The most useful portion of the day was the 30 minutes at the end of the day where we interacted within our individual tables and came up with some ideas. Overall, I thought there were too many presentations (most of which were covered by the reading) and not enough time for interaction and feedback.
- 24 I thought the inservice was interesting and valuable. I think there could have been more opportunity for group discussion. I think buy-in late in the day was difficult.