2008-2012 Plan of Work Update Summary

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2008-2012 Plan of Work Summary Document

Overview and Background Information

The Cooperative State Research, Education and Extension Service (CSREES) requires a plan of work and annual report on the four major research and extension formula funds; Hatch, Evans-Allen, Smith-Lever 3b&c, and 1890 Extension Programs. Recently, CSREES substantially revised the format and means of submission of these reports, restructuring them using an outcome-based, logic model design and collecting them electronically via the internet using a database system. The purpose of this revision was not only to reduce the burden imposed on collecting the Plan of Work (POW) and Annual Report of Accomplishments (AR), but to make the information collected usable for CSREES program leadership and portfolio evaluation. An additional benefit of the revision is that the information collected can be easily analyzed and assembled into a national report on the POW and AR for these formula funded programs.

The 2007 – 2011 Plan of Work Summary Document, first published in May 2007, then revised and published in September 2007, was the first such document based upon the newly formatted POW. This summary report is the second such national report based upon the first POW submitted using the new format. These summary reports not only opens a window onto the important issues the States plan to address over the five year periods, but gives the CSREES – Land-Grant partnership information to examine the questions of balance and direction as a unified system. This report, based only on the 2008-2012 POW, documents the projected allocation effort among planned programs, general topic areas classified by Knowledge Areas (KAs), agency portfolios of programs as reported through projected effort, and a list of the top ten most frequent outcomes measures found. The objective of further analysis of the most frequent outcome measures found will be to discover which outputs and outcomes can be standardized for future Plans of Work and Annual Reports to allow for aggregation of data on a national level or regional level. In 2008, with the receipt of the first AR under in the new format documenting the outputs and outcomes of the research and extension funded programs, the window should be flung wide open revealing not only the future allocation of efforts, but meaningful results from previous efforts system-wide.

The Agricultural Research, Extension, and Education Reform Act of 1998 (AREERA) set forth the requirements for the POW that began with the Fiscal Year 2000. A renewed federal planning and accountability emphasis provided the environment for upgrades and improvement to that initial 2000 – 2006 POW cycle, which was submitted as an unstructured text-based system.

Other benefits of the new POW system includes giving States the ability to scan the system to learn what other states are doing to address similar issues, how other States are evaluating their efforts, and what performance indicators are being used, etc. Also, this new system will increase our ability to respond to external reporting requirements on outcomes and proper use of funds and provide agency managers with program results feedback.

The 2008 – 2012 POW Update represents the first POW Update under the new rolling 5-Year POW method. We have completed the review of the 2008 – 2012 POW Update and present a summary of the data in this document. As expected, there are no significant differences between the 2007 POW data and the 2008 POW Update data. However, six of the CSREES portfolios

from last year are consolidating into three. Thus, the data in this summary has been rearranged into the eleven current CSREES portfolios as opposed to the fourteen there were in the 2007 Plan of Work Summary.

A completed and approved Plan of Work triggers the release of funds to institutions for the Fiscal Year beginning October 1 each year. A complete Plan of Work includes an Executive Summary, Stakeholder Input documentation, a description of the Merit and Peer Review Processes, Planned Programs, and Multi-state and Integrated Research and Extension financial data to satisfy sections 105 and 204 of AREERA.

Quick Statistics on State Submissions

Eighty-five (85) POWs were received from the 150 Land-Grant Institutions which receive Federal formula funds subject to a Plan of Work. This shows more consolidation of plans over the previous POW cycle where 93 POWs were initially submitted. Fifty (50) POWs were combined submissions (one or more institutional entities with a State combining into one submission). Of those 50 POWs, 48 were combined research and extension plans, one was a combined 1862/1890 institutions extension plan, and the other a combined 1862/1890 institutions research plan. The other thirty-five (35) POWs were single institutional entity submissions.

During this 2008 – 2012 POW Update review process, only three POWs were returned to the submitting State for editing and resubmission.

All 85 Plans of Work have been subsequently approved by CSREES. One Hundred percent of Plans of Work were returned approved to the State institutions on time (within 90 days of due date or when received). The average number of days for CSREES approval was 65 days compared to 70 days for the 2007 – 2011 Plan of Work last year and 79 days under the previous POW system.

Definitions

State Planning Unit – One or more institutional entities that make up a single State Plan of Work. This could be any combination of 1862 and 1890 State Land Grant University Research and/or Extension entity in a single State.

Portfolio –A portfolio is a set of continuing, CSREES-funded activities broadly focused on a current and/or emerging issue of societal importance and serves as the foundation for agency planning and evaluation.

Knowledge Areas (KAs) – A subject content classification scheme for use in characterizing federally-funded, CSREES-administered research, education, and extension activities for the purpose of enabling budget and accountability reporting and integration.

Planned Programs

The Planned Programs tell the story of where each State plans to put their resources over the period of the 5-Year Plan of Work. This leads us to a national aggregation of data where possible.

There were a total of 947 State-defined Planned Programs included in the 85 Plan of Work submission received. In the 2007 Plan of Work there were 1018 Planned Programs. The reduction in Planned Programs from last year was primarily due to one State consolidating its 76 Planned Programs into 15. The range was between 1 to 36 Planned Programs submitted for each Plan of Work. The median was 9 Planned Programs. See *Appendix C* for a complete list of Planned Programs by State plan.

Full-Time Equivalents (FTEs (inputs))

FTEs are the basis for determining level of future effort in the POW. One FTE is equivalent to approximately 2000 hours of effort (the approximate number of hours a full-time employee works in a year). The table below shows the number of FTEs planned to be allocated to Planned Programs in FY 2008 amongst the four formula funding lines (rounded to the nearest whole number).

Funding Line	2007		2008	
	Number of FTEs	Percentage of FTEs	Number of FTEs	Percentage of FTEs
Hatch – 1862 Research	6,496	38.4%	6,576	38.5%
Smith-Lever – 1862 Extension	9,397	55.5%	9,496	55.5%
Evans-Allen – 1890 Research	434	2.6%	444	2.6%
1890 Extension	593	3.5%	588	3.4%
Total FTEs	16,921	100.0%	17,104	100.0%

The table below shows the percentage of FTEs which are planned to be expended on each of the designated CSREES Portfolios for Research and Extension. Note that the CSREES Portfolios were refined for FY 2008. The new "Plant Systems" portfolio is a merger of the former "Plant Production" and "Plant Protection" portfolios. The new "Animal Systems" portfolio is a merger of the former "Animal Production" and "Animal Protection" portfolios. The new "Environment and Natural Resources" portfolio is a merger of the former "Forest and Rangelands" and "Soil, Air, and Water" portfolios.

Percentage of FTEs by CSREES Portfolio

Portfolio	1862 Research	1862 Extension	1890 Research	1890 Extension	Totals	Total Change from 2007
International Economic Development	0.4%	0.2%	0.1%	0.0%	0.3%	0.0%
Agricultural Structures and Farm Management	3.4%	3.5%	4.1%	4.6%	3.5%	+0.2%
Agricultural Markets & Trade	2.4%	2.8%	3.8%	2.7%	2.7%	-0.1%
Food Processing and Bio-based Products	6.3%	4.0%	5.8%	3.1%	4.9%	+0.2%
Plant Systems	36.0%	16.9%	24.5%	11.4%	24.3%	0.0%
Animal Systems	18.6%	9.3%	21.3%	8.9%	13.2%	+0.3%
Economic and Business Decision-Making	2.5%	6.1%	3.5%	10.6%	4.8%	+0.1%
Quality of Life in Rural Areas	3.9%	34.5%	9.2%	41.7%	22.3%	-0.5%
Food Safety	3.1%	2.6%	4.4%	1.6%	2.8%	+0.2%
Nutrition and Healthier Food Choices	3.7%	6.7%	7.4%	7.1%	5.6%	-0.1%
Environment and Natural Resources	19.6%	13.5%	15.9%	8.3%	15.7%	-0.4%
Totals	100.0%	100.0%	100.0%	100.0%	100.0%	

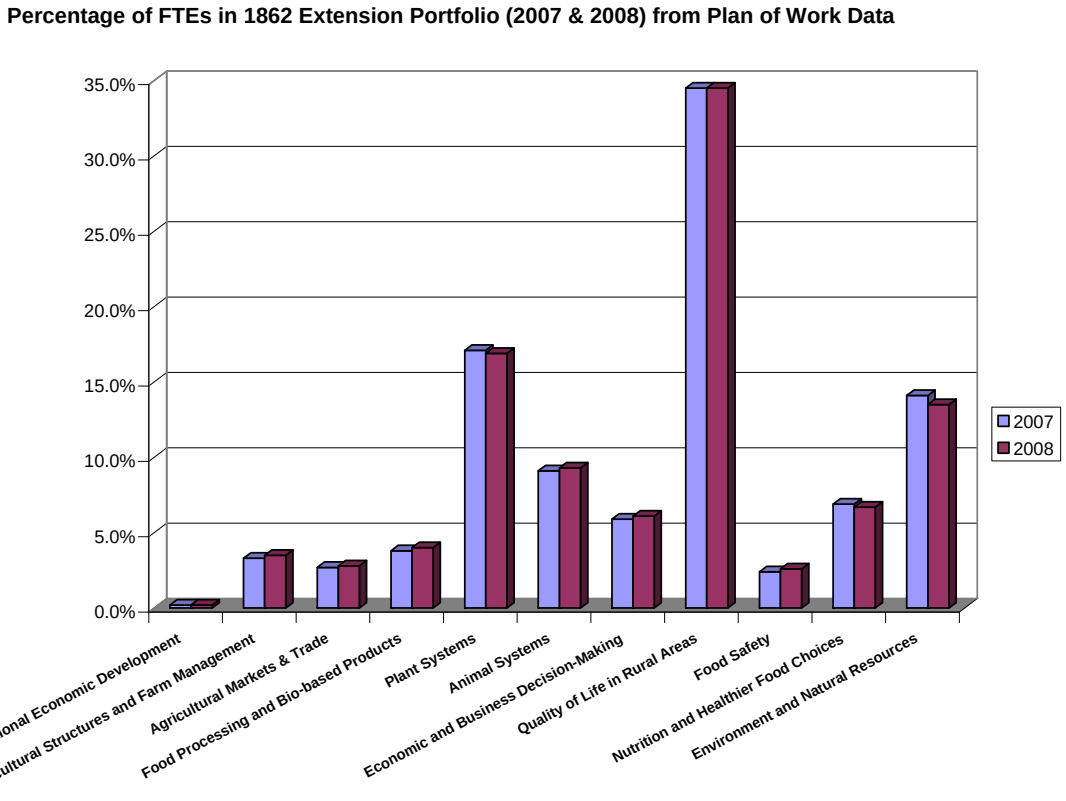
Some patterns can be found in the table above. Extension plans to allocate a very high percentage of its FTE resources on the portfolio "Quality of Life in Rural Areas" (34% for 1862

Extension and 42% for 1890 Extension). This portfolio deals with improving the quality of life and well-being of rural American people in the areas of health, safety, biosecurity, resource management, technology and sociology, human development and family well-being, families and youth at risk, 4-H youth development, housing and indoor environments, and community planning and development. And within this portfolio, the greatest effort is being directed toward Youth Development. Although this portfolio contains eight KAs, the Youth Development KA is responsible for approximately half the FTEs for Extension within the portfolio. Also notable for Extension is that the new "Plant Systems" portfolio is second in terms of allocation of FTE resources for both 1862 and 1890 institutions. The new "Environment and Natural Resources" portfolio is third in terms of allocation of FTE resources for both 1862 institutions, whereas for 1890 institutions the third most is planned to be allocated toward the "Economic and Business Decision-Making" portfolio.

On the other hand, Research plans to use a very high percentage of its FTE resources to the new "Plant Systems" portfolio. The new "Environment and Natural Resources" portfolio and the new "Animal Systems" portfolio also show substantial levels of FTE resources.

The bar graphs below help to illustrate these and other points.

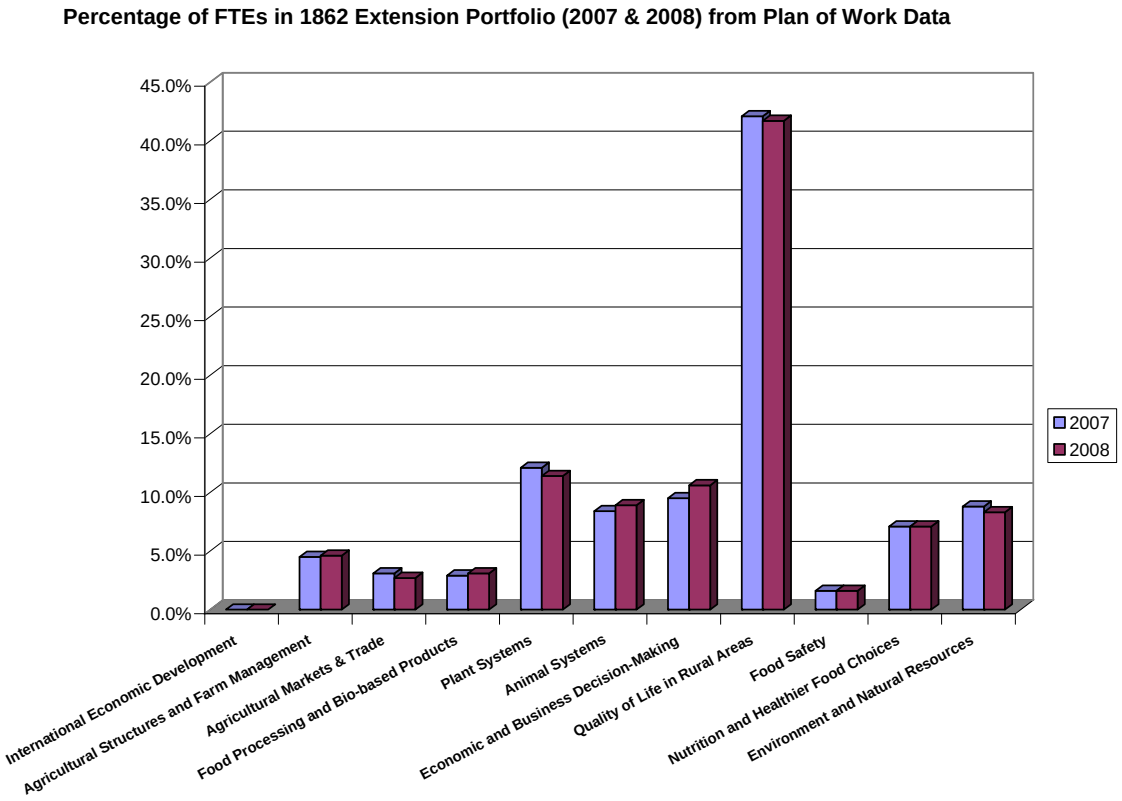
Extension FTEs



The chart above compares the FY 2008 data received this year to the FY 2007 data received last year. It also illustrates the substantial percentage of FTEs that are planned to be allocated to the "Quality of Life in Rural Areas" portfolio of programs. If we were to disassociate the KA 806 – Youth Development from that portfolio, the portfolio would be at 18 percent and since the Youth

Development KA makes up 16 percent of the total 1862 Extension portfolio (see page 69 in Appendix D for this bar chart). Other than Youth Development, the KAs that make up this portfolio include, Human Development and Well-being, Individual and Family Resource Management, Healthy Lifestyle, Sociological and Technological Change Affecting Individuals, Families, and Communities, Community Institutions, Health, and Social Services, Consumer Economics, and Human Environmental Issues Concerning Apparel, Textiles, and Residential and Commercial Structures Note that "Plant Systems" is second and "Environment and Natural Resources" is a close third, followed closely by Animals Systems, "Nutrition and Healthier Food Choices", and "Economic and Business Decision-Making".

The planned allocated FTEs for "Quality of Life in Rural Areas" and KA 806 – Youth Development is even more dramatic for the 1890 Extension portfolio as seen in the chart below.

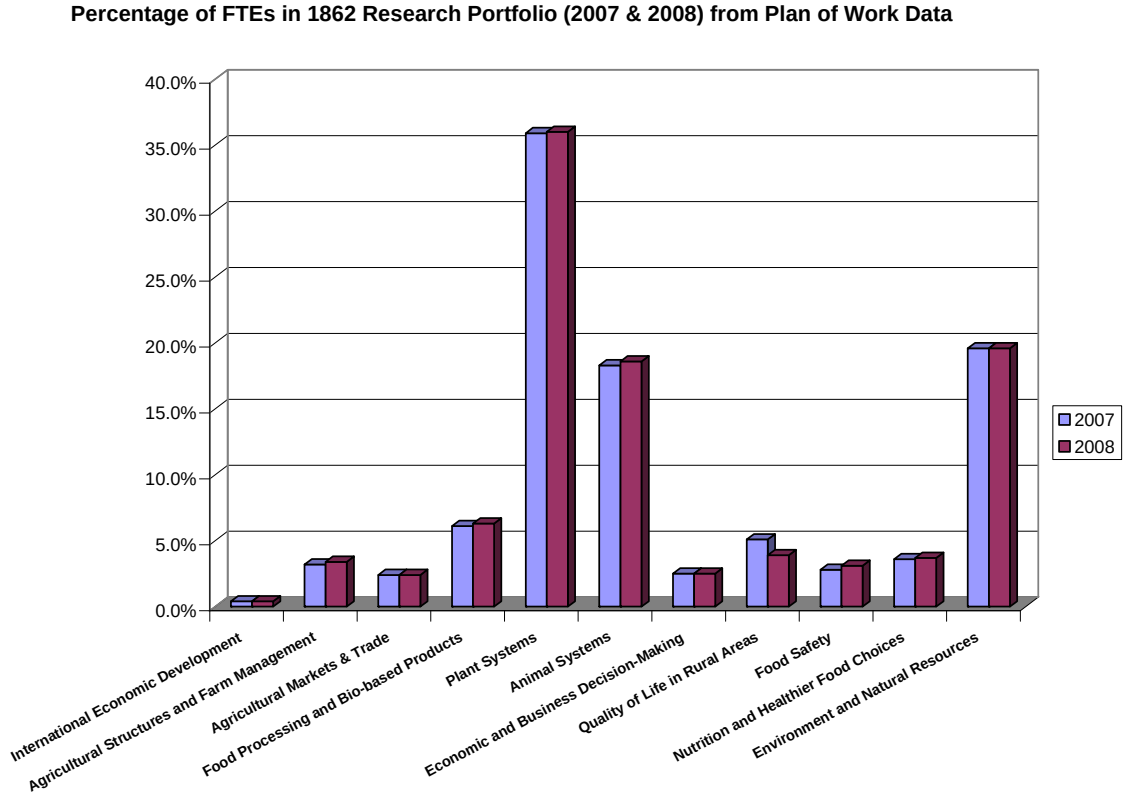


The percentage of FTEs being planned to be allocated to the Quality of Life in Rural Areas within the 1890 Extension portfolio is nearly 42 percent. Again, if we were to disassociate the KA 806 – Youth Development from that portfolio, the portfolio would be at 24 percent and since the Youth Development KA makes up nearly 18 percent of the total 1890 Extension portfolio, it would stand out significantly on its own (see page 75 in Appendix D for this bar chart).

Also, note that as in the 1862 Extension portfolio, the 1890 Extension plans to allocate a substantial percentage of its FTEs to the "Plant Systems" portfolio as it next highest percentage. But in contrast to the 1862 Extension portfolio, the 1890 Extension plans to allocate a higher percentage to the "Economics and Business Decision-Making" portfolio as its third highest percentage.

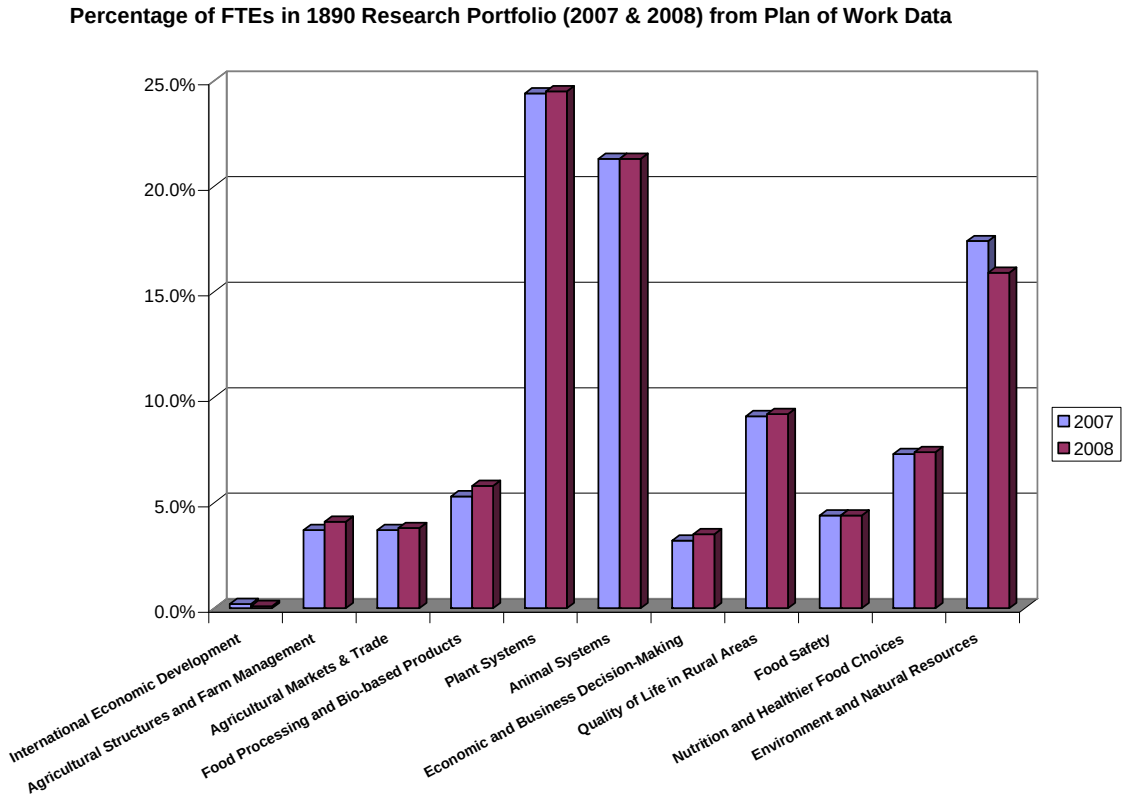
Research FTEs

The next two charts show how FTEs are being planned to be allocated for the 1862 research portfolio and 1890 research portfolio, for 2007 and 2008. Although there are differences, they both will allocate most of their FTEs to the same three portfolios (although in different order); "Plant Systems", "Environment and Natural Resources", and "Animal Systems."



The 1862 Research Portfolio chart above shows that they will allocate the most substantial number of FTEs to the "Plant Systems" portfolio. It is followed by the "Environment and Natural Resources" and "Animal Systems" portfolios almost equally. And the rest of the portfolios are fairly balanced except for the "International Economics Development" portfolio.

However, note that on the 1890 Research Portfolio chart below that although they also will be allocating more to the "Plant Systems" portfolio, it is closely followed by the "Animal Systems" portfolio. This is followed by the "Environment and Natural Resources". Also note there is a significant percentage of effort given in the 1890 Research Portfolio to the "Quality of Life in Rural Areas" portfolio. And the rest of the portfolios are again fairly balanced except for the "International Economics Development" portfolio.



Number and Percentage of FTEs by Knowledge Area

As seen in the table below, the highest percentage of effort in the State Plans of Work is directed toward youth development. The top fifteen Knowledge Areas by level of planned effort is seen in the table below.

Top Fifteen Knowledge Areas by Level of Planned Effort

KA Code	KA Text	Totals	Percentages	Rank in 2007
806	Youth Development	1693.1	9.9%	1
205	Plant Management Systems	925.5	5.4%	2
802	Human Development and Family Well-Being	651.0	3.8%	3
703	Nutrition Education and Behavior	570.5	3.3%	4
212	Pathogens and Nematodes Affecting Plants	550.1	3.2%	7
216	Integrated Pest Management Systems	530.6	3.1%	6
307	Animal Management Systems	505.6	3.0%	5
102	Soil, Plant, Water, Nutrient Relationships	483.5	2.8%	8
801	Individual and Family Resource Management	453.6	2.6%	9
601	Economics of Agricultural Production and Farm Management	431.8	2.5%	10
608	Community Resource Planning and Development	400.9	2.3%	13
201	Plant Genome, Genetics, and Genetic Mechanisms	393.0	2.3%	11
712	Protect Food from Contamination by Pathogenic Microorganisms, Parasites, and Naturally Occurring Toxins	380.1	2.2%	14
211	Insects, Mites, and Other Arthropods Affecting Plants	379.2	2.2%	12
724	Healthy Lifestyle	352.2	2.0%	17

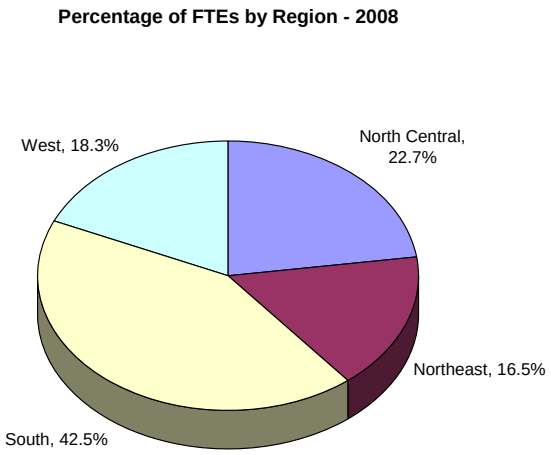
All of them were in the top fifteen in 2007 except for KA 724 – Healthy Lifestyle which jumped up from number seventeen displacing KA112 – Watershed Protection and Management.

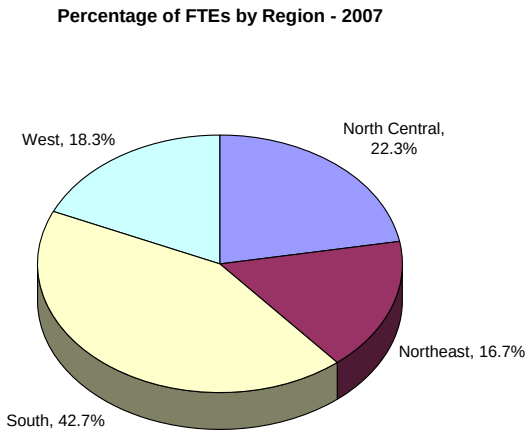
Of the 84 KAs which can be used for classification of planned programs, over 50 percent of the FTEs are allocated to these top fifteen KAs. Also, all other KAs have less than 2 percent level of effort to the planned programs.

A full breakdown of FTEs by Knowledge Areas and CSREES Portfolios with tables and charts are included in *Appendix D*.

FTEs by Region and Function for Planned Programs

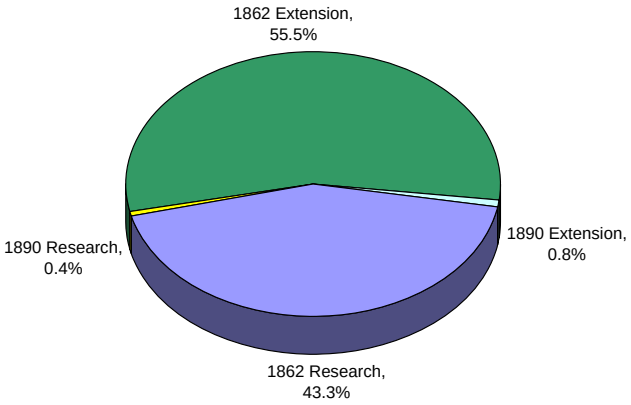
The pie charts below show how FTEs are planned to be distributed amongst the four regions and research and extension for 2007 and 2008. The first two below are almost identical for 2007 and 2008 with subtle differences. The Southern Region accounts for approximately 42 percent of the nation's effort to formula funded programs. Furthermore, 28 percent FTEs are in Southern Region Extension planned programs (see page 80 in Appendix D for further breakdown of this pie chart for 2008).



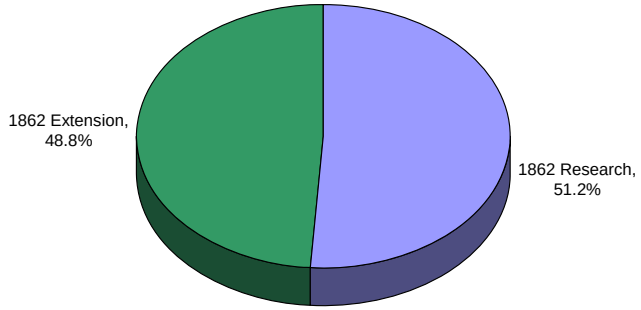


The next four pie charts below are broken down within each region by research and extension funded lines for 2008. Note that within the regions, the Western Region is the only one where research FTEs outnumber the extension FTEs.

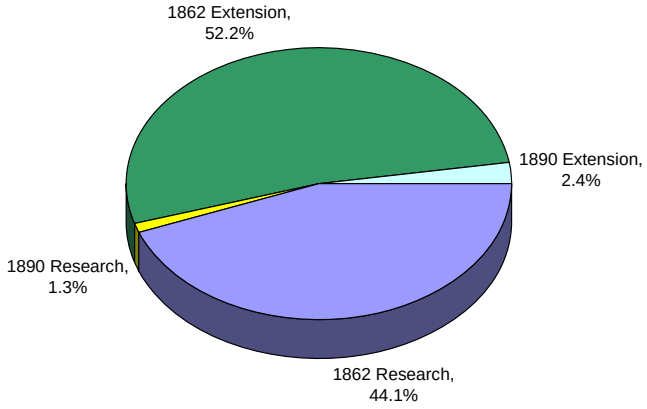
North Central Region FTEs - 2008



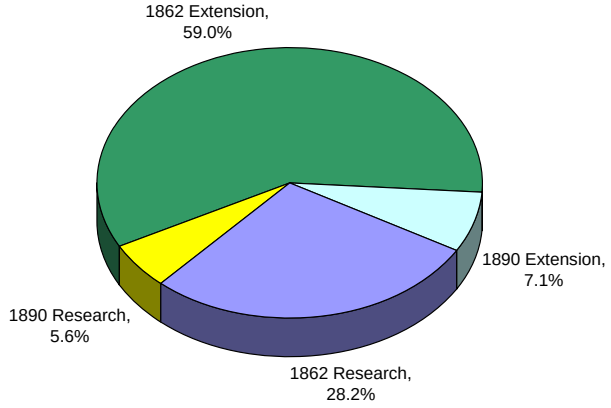
Western Region FTEs - 2008



Northeast Region FTEs - 2008



Southern Region FTEs - 2008



Expected Activities and Output

Extension Direct and Indirect Methods

Of the 947 State-defined Planned Programs, over 70 percent of them will deliver Extension programs via education classes and workshops, and over 60 percent plan to use one on one intervention.

Over 70 percent of the State-defined Planned Programs indirectly deliver Extension information and education via newsletters and web sites.

A full breakdown of Extension Direct and Indirect Methods with tables and charts are included in *Appendix E*.

Research Expected Patents Data

The number of expected patents tends to increase slightly each year over the period of the five-year Plan of Work. However, this data will be more meaningful in the Annual Report of Accomplishments.

State Defined Output and Outcome Measures

There are numerous and diverse State-defined output and outcome measures. Although these need to be analyzed in more detail, the top 10 most found outcome measures in the 2008 – 2013 Plan of Work Update are:

1. Number of producer, growers, home gardeners, home owners or commercial applicators, school facilities implementing or adopting IPM practices reducing reliance on pesticides: 22

2. Number or percentage of youth participating in 4H club, community, in-school and afterschool education increasing their level of science, agricultural and environmental literacy of various topics (protect/enhance water resources, natural resources management and/or biodiversity knowledge, protect/enhance natural resources and/or enhance biodiversity: 10

3. Research and educational programs and public awareness campaign increased adoption of IPM: 9

4. Number of youth volunteers learning by conducting or participating in community affairs, service programs or activities: 9

5. Increase the percentage of individuals participating in food safety education adopting safe food handling and preparation, and food preservation techniques: 8

6. Increase number of producers implementing improved management, grazing systems and beef production systems resulting in improved sustainability: 8

7. Number of farmers adopting, implementing, improved or making a change to their nutrient management plans: 7

8. Number of participants in youth agriculture initiatives and/or number who improved their skill level: 6

9. Number of youth that demonstrate financial literacy and abilities relating to financial management: 6

10. Increased consumption of fruits and vegetables: 6

The objective of future analysis will be to discover which outputs and outcomes can be standardized for future Plans of Work and Annual Reports to allow for aggregation of data on a national level or regional level.

External Factors which affect Outcomes

The environment in which the program exists includes a variety of external factors that interact with and influence the program action. These external factors may have a major influence on the achievement of outcomes. They may affect a variety of things including program implementation, participants and recipients, and the speed and degree to which change affects staffing patterns and resources available. A program is affected by and affects these external factors. In the 2008-2012 Plan of Work the economy was the number one factor chosen in the State-defined Planned Programs. The external factors selected by States in rank order were:

1. Economy
2. Appropriation Changes
3. Natural Disasters
4. Government Regulations
5. Public Policy Changes
6. Competing Public Policy Priorities
7. Competing Programmatic Challenges
8. Population Changes

State Evaluation Studies

Although it was not required, we encouraged and continue to encourage all states to have evaluation planned for their programs at some key times in the life of their planned program. States all want to know if their programs are successful. And so does CSREES. Evaluation undergirds the entire program logic model and should be an integral part of their program plan.

Types of Evaluation Studies to be conducted

Many evaluation studies are planned for the 1018 State-defined Planned Programs in the Plan of Work. During and Before-After evaluations were the most prevalent as over 60 percent of

the Planned Programs plan to use those two types. The next two common types of evaluations planned for the State-defined Planned Programs are Retrospective and After-Only evaluations (about 40 percent each).

Data Collection Methodologies to be used

A variety of data collection methodologies are planned to be used in conducting evaluation studies within the State-defined Planned Programs. The most prevalent are the on-site survey (61%), sampling (57%), observation (55%), and the mail survey (46%). The other data collection methods in conducting evaluations were indicated in about 30 percent or less of the Planned Programs.

A full breakdown of types of evaluation studies to be conducted and data collection methodologies to be used with tables and charts are included in *Appendix F*.

Descriptive Data on Compliance Issues

The following are data from the AREERA compliance issues related to Stakeholder Input and the Program and Merit Review processes. The data for 2008 are nearly identical to the data given last year for 2007.

Stakeholder Input

Actions taken to seek stakeholder input that encourage their participation

At least 88 percent of State Planning Units plan to use targeted invitations to various stakeholder groups and individuals, 75 percent plan to use media to announce public meetings and listening sessions, and at least 67 percent plan to survey traditional stakeholder groups and individuals to encourage participation in the stakeholder input process. 44 percent or less use surveys of the general public, or non-traditional groups and individuals.

The process that was used to identify individuals and groups who are stakeholders and collect input from them

Two questions were asked for this item in the Plan of Work

1. Methods Used to Identify Individuals and Groups who are Stakeholders

State planning units most often plan to use advisory committees (95%) to identify individual and groups to give stakeholder input into their programs. Most also plan to use internal and external focus groups (64% each), open listening sessions (69%), needs assessments (64%), and surveys (65%) to identify individuals and groups to give stakeholder input into their programs.

2. Methods Used to Collect Stakeholder Input

The vast majority of State planning units plan to hold meetings of traditional stakeholder groups (95%), and meetings with traditional stakeholder individuals (87%) as a means to collect stakeholder input. In addition, most State planning units plan to survey traditional stakeholder groups (69%), survey traditional stakeholder individuals (64%), open meetings with the general public (64%), meetings with selected individuals from the general public (59%), and meeting specifically with non-traditional groups (56%). Less than 50% of the State planning units plan to collect stakeholder input by doing surveys of the general public, non-traditional individuals, selected individuals from the general public, and non traditional groups; and by conducting meetings with non-traditional individuals.

How the Input will be Considered

The vast majority of State planning units plan to use their gathered stakeholder input to identify emerging issues (95%), and to set priorities (92%). Most will use the stakeholder input to redirect research programs (78%), redirect extension programs (72%), in forming actions plans (73%), in the budget process (67%), and in the staff hiring process (67%).

See *Appendix A* for full descriptive tables and charts for the Stakeholder Input Section.

Program and Merit Review Process

In response to Program and Merit Review processes, 71 percent of State planning units plan to use an Internal University Panel to review program merit, and 65 percent plan to use an Expert Peer Review process. It is important to note that all State Plans with a research component use an Expert Peer Review process as required. Less than 50 percent of State Plans use the following processes:

External University Panels – 39%
External Non-University Panels – 38%
Combined Internal and External University Panels – 32%
Combined Internal and External University and External Non-University Panels – 39%

See *Appendix B* for full descriptive tables and charts for the Program and Merit Review Process.

Summary

CSREES anticipates that this new Plan of Work will reduce burden on the States. We now have the initial 5-Year Plan of Work from all States. Since this is now a rolling 5-year Plan of Work, States will only be tweaking their plans each year to include the new 5th year of the plan. Thus, next year they will add 2012 to their plans and change only what they need to change in their current plan.

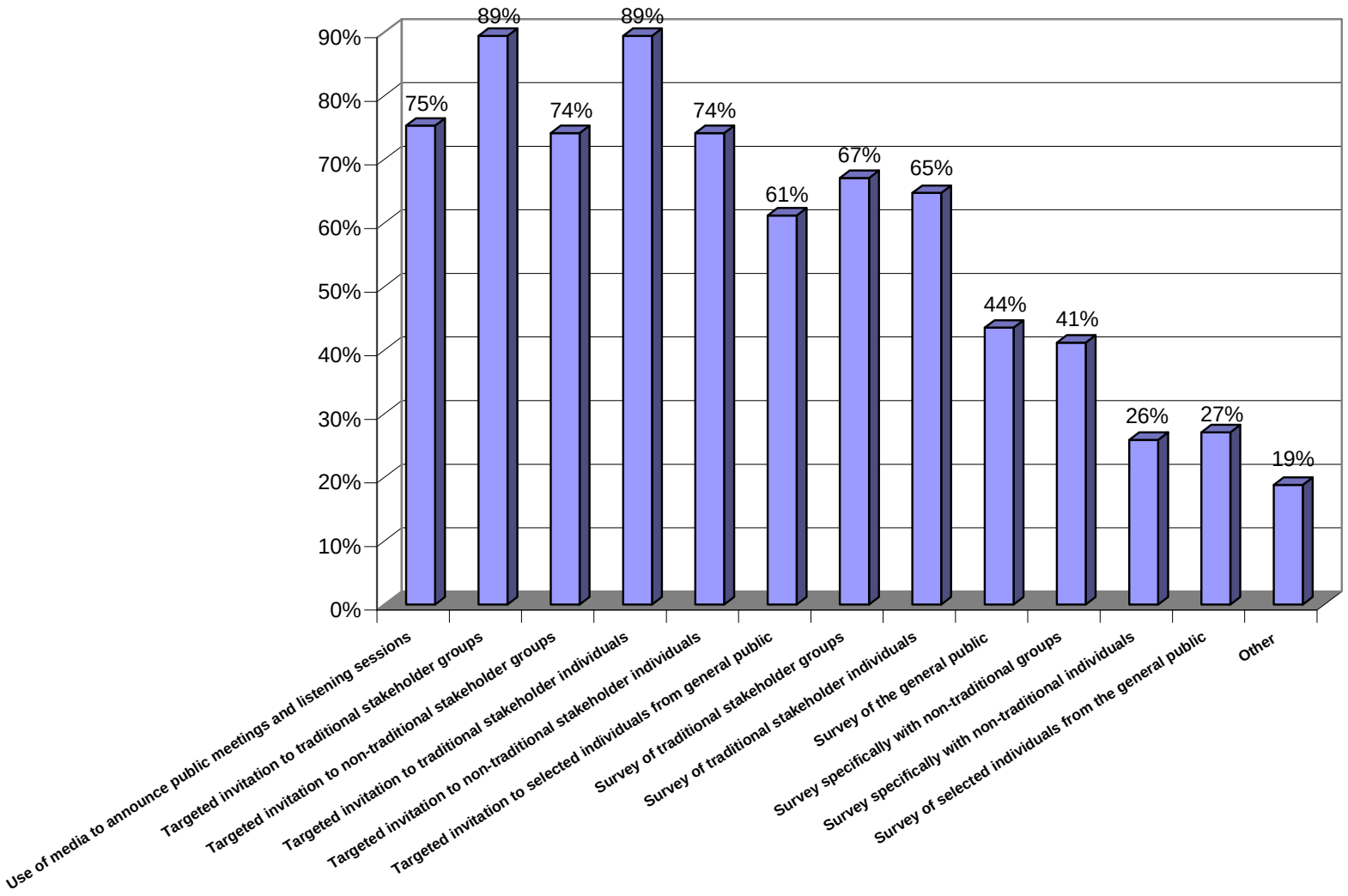
Also, the Annual Report of Accomplishments and Results will be pre-populated with what States included in their Plan of Work. And the Annual Report will contain useful information on outcomes as they relate to Knowledge Areas, funding and FTEs which CSREES has not been able to capture in the previous iterations of the Plan of Work and Annual Report. Thus, once CSREES receives annual reports from the States based on this new Plan of Work, it will provide much needed supporting documentation for Portfolio review, the PART process for OMB, the budget submission, and other external requirements. As part of this documentation, we be able to more efficiently and accurately link the Knowledge Areas to the CSREES and USDA strategic plans, and thus, to our goals and objectives, and to our portfolios.

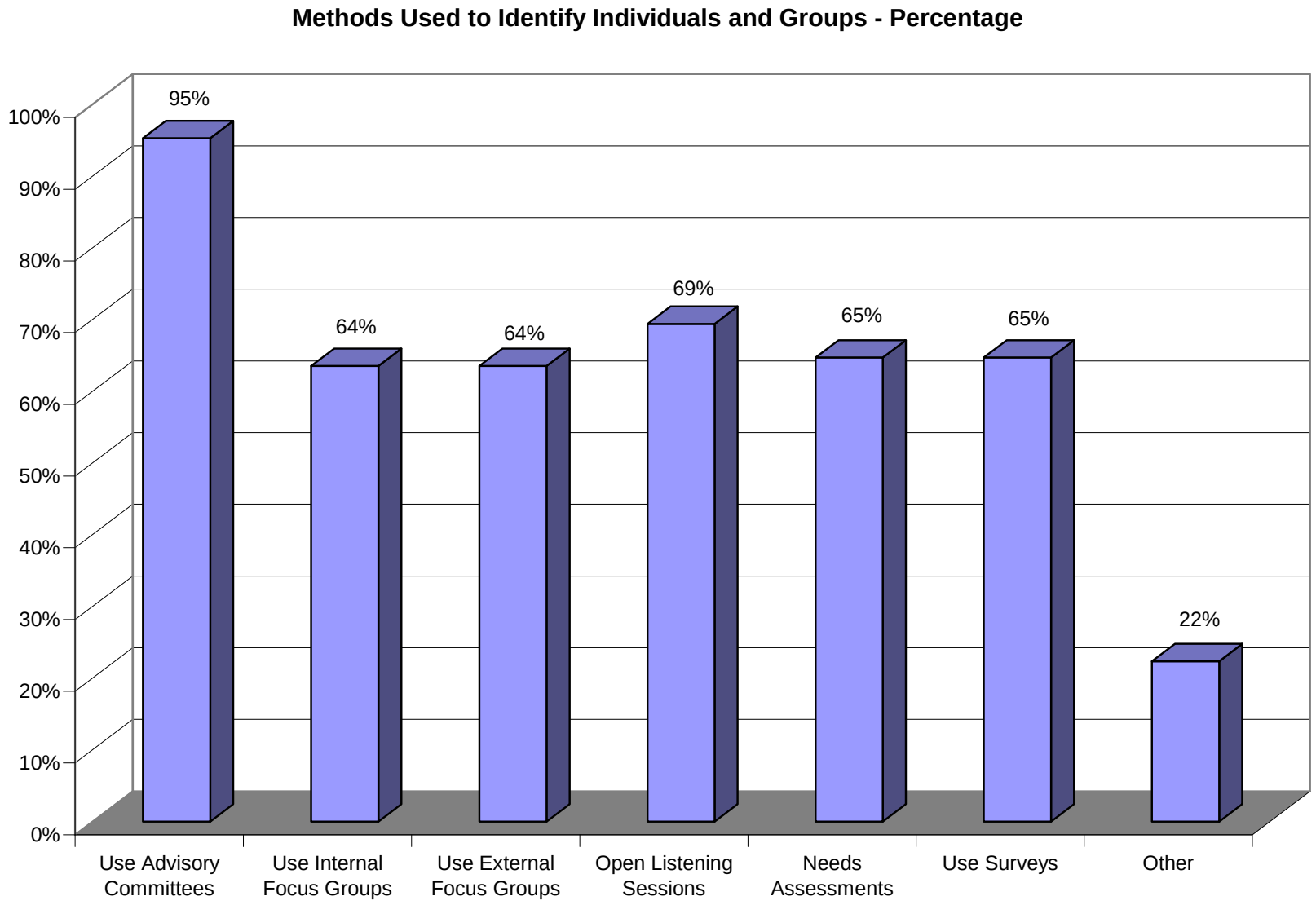
Appendix A – Stakeholder Input Data from the 2008-2012 Plan of Work Update

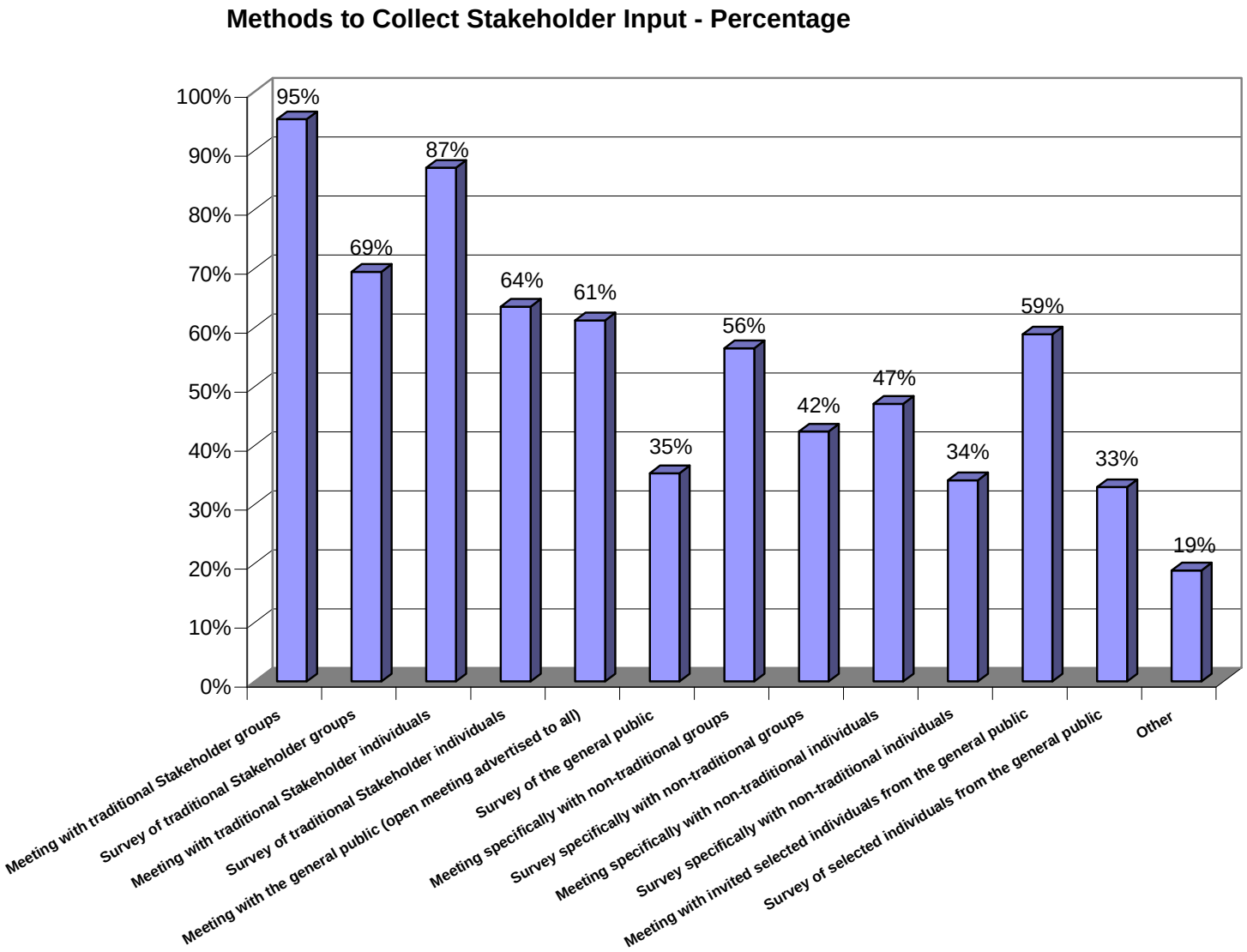
Stakeholder Input Question N=85	Response	Yes	% Yes
Actions taken to seek stakeholder input that encourages their participation	Use of media to announce public meetings and listening sessions	64	75%
	Targeted invitation to traditional stakeholder groups	76	89%
	Targeted invitation to non-traditional stakeholder groups	63	74%
	Targeted invitation to traditional stakeholder individuals	76	89%
	Targeted invitation to non-traditional stakeholder individuals	63	74%
	Targeted invitation to selected individuals from general public	52	61%
	Survey of traditional stakeholder groups	57	67%
	Survey of traditional stakeholder individuals	55	65%
	Survey of the general public	37	44%
	Survey specifically with non-traditional groups	35	41%
	Survey specifically with non-traditional individuals	22	26%
	Survey of selected individuals from the general public	23	27%
	Other	16	19%
Method to identify individuals and groups	Use Advisory Committees	81	95%
	Use Internal Focus Groups	54	64%
	Use External Focus Groups	54	64%
	Open Listening Sessions	59	69%
	Needs Assessments	55	65%
	Use Surveys	55	65%
	Other	19	22%
Methods for collecting Stakeholder Input	Meeting with traditional Stakeholder groups	81	95%
	Survey of traditional Stakeholder groups	59	69%
	Meeting with traditional Stakeholder individuals	74	87%
	Survey of traditional Stakeholder individuals	54	64%
	Meeting with the general public (open meeting advertised to all)	52	61%
	Survey of the general public	30	35%
	Meeting specifically with non-traditional groups	48	56%
	Survey specifically with non-traditional groups	36	42%
	Meeting specifically with non-traditional individuals	40	47%
	Survey specifically with non-traditional individuals	29	34%
	Meeting with invited selected individuals from the general public	50	59%
	Survey of selected individuals from the general public	28	33%
	Other	16	19%

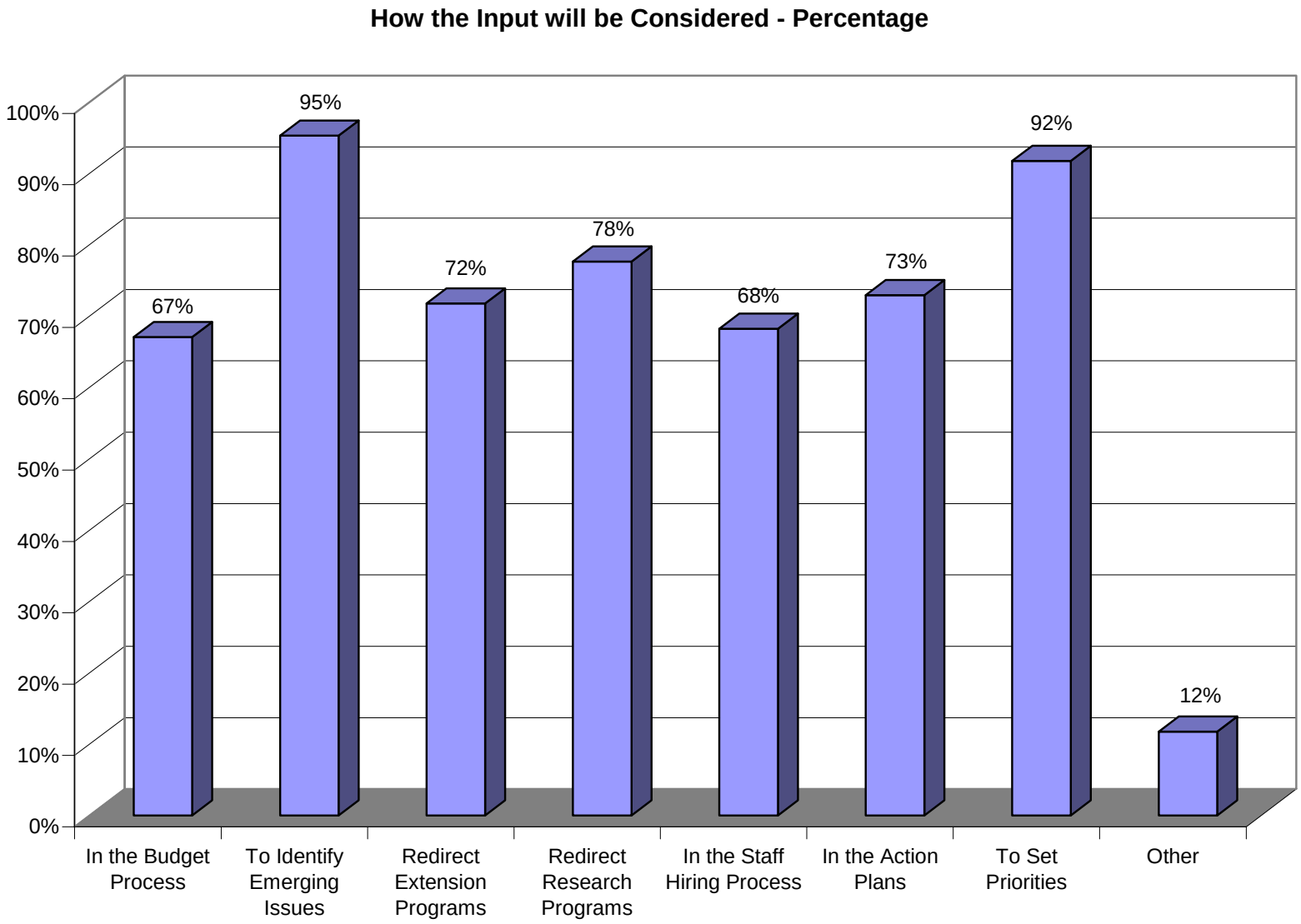
A statement of how the input will be considered	In the Budget Process	57	67%
	To Identify Emerging Issues	81	95%
	Redirect Extension Programs	61	72%
	Redirect Research Programs	66	78%
	In the Staff Hiring Process	58	68%
	In the Action Plans	62	73%
	To Set Priorities	78	92%
	Other	10	12%

Actions Taken to Seek Stakeholder Input that Encourages Their Participation - Percentage



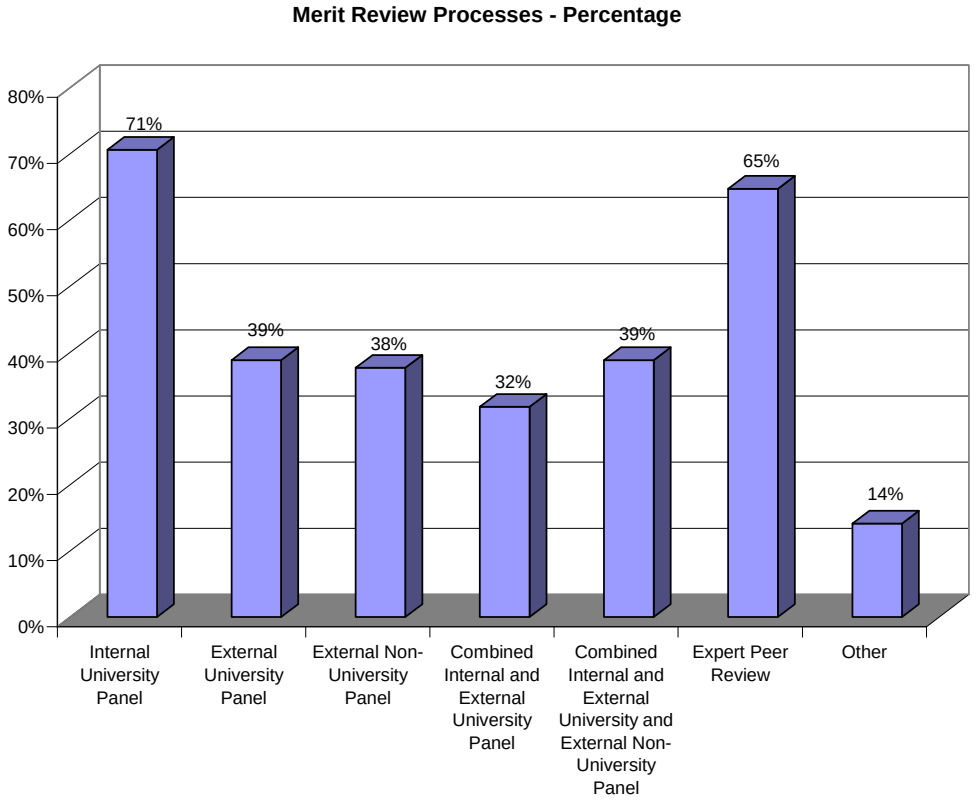

Methods Used to Identify Individuals and Groups - Percentage
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
95%
64%
64%
69%
65%
65%
22%
Use Advisory Committees
Use Internal Focus Groups
Use External Focus Groups
Open Listening Sessions
Needs Assessments
Use Surveys
Other

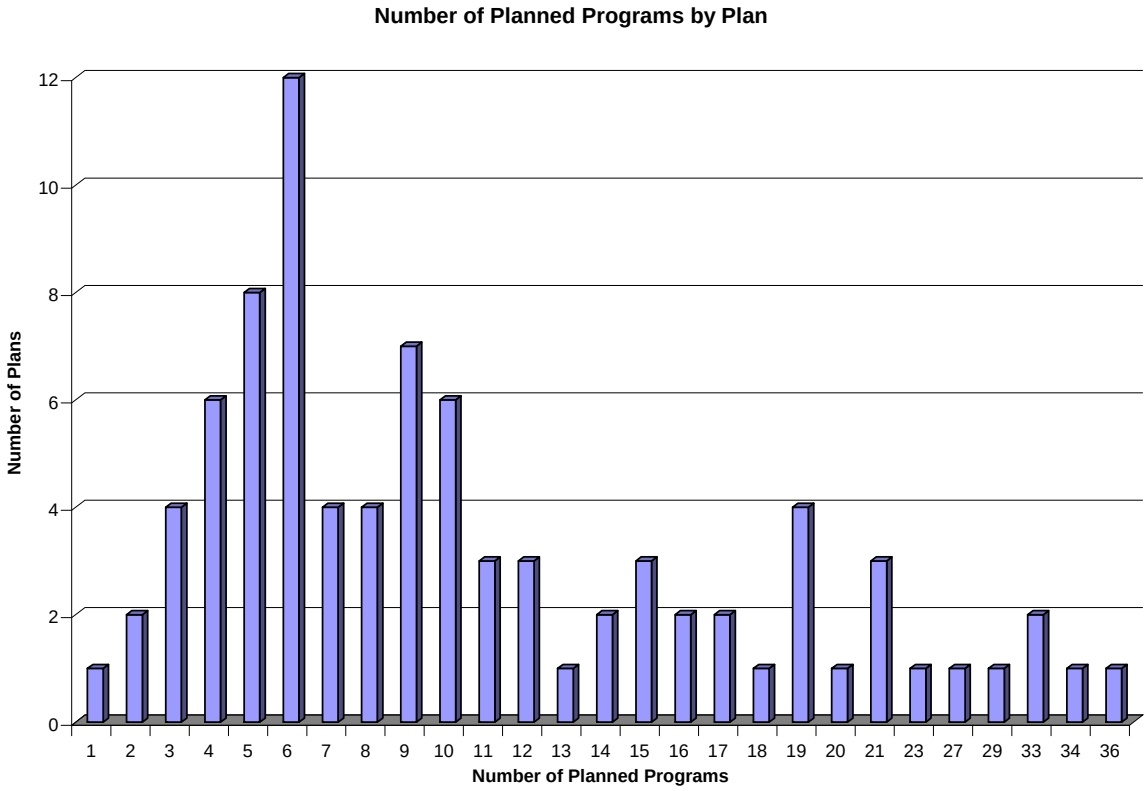

Methods to Collect Stakeholder Input - Percentage
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
95%
69%
87%
64%
61%
35%
56%
42%
47%
34%
59%
33%
19%
Meeting with traditional Stakeholder groups
Survey of traditional Stakeholder groups
Meeting with traditional Stakeholder individuals
Survey of traditional Stakeholder individuals
Meeting with the general public (open meeting advertised to all)
Survey of the general public
Meeting specifically with non-traditional groups
Survey specifically with non-traditional groups
Meeting specifically with non-traditional individuals
Survey specifically with non-traditional individuals
Meeting with invited selected individuals from the general public
Survey of selected individuals from the general public
Other


How the Input will be Considered - Percentage
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
67%
95%
72%
78%
68%
73%
92%
12%
In the Budget Process
To Identify Emerging Issues
Redirect Extension Programs
Redirect Research Programs
In the Staff Hiring Process
In the Action Plans
To Set Priorities
Other

Appendix B – Merit and Peer Review Data from the 2007-2011 Plan of Work Update

Merit Review Response – N=85	Number	Percentage
Internal University Panel	60	71%
External University Panel	33	39%
External Non-University Panel	32	38%
Combined Internal and External University Panel	27	32%
Combined Internal and External University and External Non-University Panel	33	39%
Expert Peer Review	55	65%
Other	12	14%





List of Planned Programs by State Plan

Plan Name	Program Name
2008 Alabama A&M University and Tuskegee University and Auburn University Combined Research Plan of Work	Sustaining greater harmony between agriculture and the environment
	Supporting and enhancing economic opportunities and self-empowerment for families and communities
	Maintaining agricultural production systems that are highly competitive in the global economy
	Assuring the safety, security and abundance of our food supply
	Promoting a healthy, well-nourished population
2008 Alabama A&M University and Auburn University Combined Extension Plan of Work	Commercial Horticulture
	Forestry, Wildlife, and Natural Resources
	Animal Sciences and Forages
	Food Safety, Preparation, and Preservation
	Agronomic Crops
	Family and Child Development
	4-H and Youth Development
	Economic and Community Development
	Human Nutrition, Diet, and Health
	Consumer Science and Personal Financial Management

	Home Grounds, Gardening, and Home Pests
2008 University of Alaska Combined Research and Extension Plan of Work	Management of Ecosystems- AFES
	Geographic Information - AFES
	High Latitude Soils- AFES
	Youth Development
	Natural Resource Use and Allocation- AFES
	Sustainable Individuals, Families, and Communities
	High Latitude Agriculture- AFES
	Agriculture and Horticulture
	Natural Resource Stewardship
	Invasive Weeds, Noxious Plants and Pest Management
2008 American Samoa Community College Combined Research and Extension Plan of Work	Small Farms
	Ecosystem
	Human Health and Well-being
	Families, Youth and Communities
2008 University of Arizona Combined Research and Extension Plan of Work	MARKETING TRADE AND ECONOMICS
	FAMILY, YOUTH, AND COMMUNITY
	HUMAN NUTRITION, HEALTH AND FOOD SAFETY
	ENVIRONMENT, WATER, LAND AND NATURAL RESOURCES
	PLANT SCIENCES
	ANIMAL SCIENCES
2008 University of Arkansas Combined Research and Extension Plan of Work	Pest Management
	Agricultural Systems
	Plants & Plant Products
	Animals & Animal Products
	Technology & Engineering
	Economics & Commerce
	Food, Nutrition & Health
	Families, Youth, & Communities
	Natural Resources & Environment
	Agricultural & Food Biosecurity
2008 University of Arkansas at Pine Bluff Combined Research and Extension Plan of Work	Aquaculture Equipment and Information Development Program
	Extension Livestock Management Program
	Water and Environmental Quality
	Families, Youth, and Communities
	Aquaculture Alternatives in Arkansas
	Improving Hatchery Production Efficiency
	Value Added Products
	Youth Fishing and Aquaculture Education
	Improved Management Options to Improve Catfish Production Efficiencies and Lower Costs
	1890 Family Resource Management

	Improving Disease Status for Baitfish Production and Marketing
	Reduce Losses Due to Catfish Diseases
	Cropping Systems
	Alternative Crop Production
	Farm Pond and Community Fishing Pond Management
	Horticulture Production
	Controlling Predators of Larval Fish
	Agricultural Policy
	1890 Family and Child Development Program
	Herbs, Spices, and Medicinal Crops
	Aquatic Plant Management in Arkansas Ponds
	Human nutrition
	Improving Management Techniques for Baitfish
	Breeding and Biotechnology
	Arkansas Ag Adventures - Agricultural Awareness
	Small Farm Program
	Improving Largemouth Bass Fishing in the Arkansas River
	Food Animal Production and Management
	Research Verification
2008 University of California Combined Research and Extension Plan of Work	Sustainability and Viability of California Agriculture
	California Families, Youth and Community Development
	California Pest Management
	Sustaining California's Natural Resources
2008 Colorado State University Combined Research and Extension Plan of Work	Nutrition and Food Safety
	Animal Production Systems
	Plant Production Systems
	Natural Resources and Environment
	4-H Youth Development
	Community Resource Development
	Strong Families, Healthy Homes
2008 Connecticut Agricultural Experiment Station - Research Plan of Work	Plant and Integrated Pest Management Systems
	Food Safety and Biosecurity
	Human and Animal Health
	Soil and Water Quality
2008 Delaware State University and University of Delaware Combined Research and Extension Plan of Work	SOILS AND ENVIRONMENTAL QUALITY
	ECOSYSTEMS AND BIODIVERSITY
	AQUACULTURE
	FAMILY AND YOUTH DEVELOPMENT
	FOOD SCIENCE, TECHNOLOGY, SAFETY, AND NUTRITION
	PLANT BIOLOGY AND CROP PRODUCTION SYSTEMS
	ANIMAL BIOLOGY, HEALTH, AND PRODUCTION SYSTEMS
	RURAL DEVELOPMENT AND LAND USE CHANGE

	BIOTECHNOLOGY AND BIOTECHNOLOGY-BASED AGRIBUSINESS
2008 University of the District of Columbia Combined Research and Extension Plan of Work	Home Lawn and Gardening
	DC Drinking Water Blind Taste Testing
	4-H and Youth Development
	Asthma Project
	A Model of Macrophage Particulate Matter Air Pollution Interactions
	Parenting
	Improving Plant Food (Fruit, Vegetable and Whole Grain) Availability and Intake in Older Adults
	Washington Metropolitan Area Transit Authority Advanced Landscape Program
	An Integrated Approach to Prevention of Obesity in High Risk Families
	D.C. Reads
	Center for Cooperatives & C.H. Kirkman, Jr. Resource Library for Cooperatives
	Integrated Pest Management in Urban Gardens
	Teachers Understanding Nutrition and Agriculture (TUNA)
	Finding Diabetes Associated Genes with Fuzzy-Inferenced Decisionmaking
	Master Gardener/Junior Master Gardener
	Water Quality Monitoring and Education
	Promoting Businesses
	Sustainable Agricultural Techniques for Growing Vegetables
	Food Stamp Education Nutrition Program
	Water Environment Studies in Schools Teacher Training Program
	Integrated Pest Mgmt for the Sustained Reduction of Pest Population in Low Income Urban Households
	Agriculture in the Classroom
	Financial Literacy
	Effect of Pelletized Maure on Vegetable Production and Vadose
	Obesity Research Projects
	Cancer Prevention and Control Strategies for a Healthier DC Community
	Pesticide Certification and Training
	Renewable Resources Extention Act (RREA)
	DC Food Handler Certification Program Model Project
	Youth Environmental Life Sciences
	Home Maintenance and Repair
	Juvenile Violent Crime Patterns
	Nutrition on Demand
2008 Florida A&M University Research Plan of Work	Small Farm, Value-Added Enterprises and Rural Families
	Viticulture and Small Fruit Research
	Water Quality Research
	Biological Control of Insect Pests
	Statewide Goat Research Program

2008 Fort Valley State University and University of Georgia Combined Research and Extension Plan of Work	Housing and the Near Environment
	Poultry Production and Protection
	Technology Education for Seniors
	Speciality Plants Technology
	Sustainability and Profitability of Agriculture
	Aquaculture
	Biorefinery and Carbon Cycling Program
	Meat and Dairy Goat Production and Processing
	Agriculture and Food Defence Program / Agrosecurity
	Quality Caregiving for Children and Youth
	Chronic Disease Prevention / Healthy Lifestyles
	TEAM Success Program
	Managing Water, Energy, Waste and Air Quality in Agriculture
	Plant Production and Protection
	Animal Production and Protection
	New Product Development / Genomics and Cultivar Development
	Youth Life Skill Development
	Consumer Economics and Financial Literacy
	Food Processing, Protection & Safety
	Urban Agriculture
2008 University of Guam Extension Plan of Work	The New Farmer: Agriculture for the Next Generation
	Community Capacity Building
	Plant Health and Pest Management
	Tropical Food Processing and Safety
	Sustainability of Small Scale Swine and Poultry Farms on Guam
	Guam Families, 4-H Youth Development and Communities
	Our Environment and Home & Urban Landscapes
	Nutrition Education for Guam
	CYFAR Pacific Islands Communities: Building (STEPs) Sustainable Teen Entrepreneurial Programs
	Animal Systems - Aquaculture Development
2008 University of Hawaii Combined Research and Extension Plan of Work	2. Hawaii's Diversified Tropical Crop Systems for Sustainability and Competitiveness
	4. Invasive Species Education and Management
	5. Youth, Family and Community Development
	6. Health and Wellness of Hawaii's Families and Communities
	3. Hawaii's Livestock and Aquaculture Systems For Sustainability and Competitiveness
	7. Generate and Improve Hawaii's Products, Processes and Market
	1. Sustain, Protect, and Manage Hawaii's Natural Resources and Environment
2008 University of Idaho Combined Research and Extension Plan of Work	Beef
	Food Safety
	Health and Human Nutrition
	Family Life Education

	Water and Environmental Quality
	Cereals
	Community Development
	Sugarbeets
	Small Acreages and Emerging Specialty Crops
	Commercial and Consumer Horticulture
	Nutrient and Waste Management
	4-H Youth Development
	Forest Management
	Other Idaho Commercial Crops
	Farm and Ranch Management
	Range Management
	Forages
	Potatoes
	Dairy
	Family Economics
	Civil Society
2008 University of Illinois Combined Research and Extension Plan of Work	Agricultural and Biological Engineering
	Agricultural and Consumer Economics
	Community Resource Planning and Development
	Animal Genomics
	Animal Health and Production
	Biofuels
	Natural Resources and the Environment
	Human Development and Family Wellbeing
	Human Nutrition, Diet Adequacy, Health and Wellbeing
	4-H Youth Development
	Food Product Development, Processing and Safety
	Plant Heath, Systems and Production
2008 Purdue University Combined Research and Extension Plan of Work	Human Nutrition, Food Safety and Human Health and Well-Being
	Youth Development
	Natural Resources and Environment
	Economics, Markets, and Policy
	Plants and Their Systems
	Agricultural, Natural Resources, and Biological Engineering
	Animals and Their Systems
	Food and Non-Food Products: Development, Processing, Quality, and Delivery
	Economic and Community Development
	Family Well-Being
2008 Iowa State University Combined Research and Extension Plan of Work	Economics, Markets, and Policy
	Commercial and Consumer Horticulture
	Iowa Beef Center
	Strengthening Families
	Economic and Social Welfare
	Corn and Soybean Production and Protection

	Dairy Team
	Food and Non-Food Products
	Community Services and Institutions
	Plants and their Systems
	Iowa Pork Industry Center
	Food and Nutrition: Choices for Health
	4-H Youth Development
	Farm and Business Management
	Human Nutrition, Food Safety, and Human Health and Well-being
	Families, Communities and Civic Engagement
	Community Resource Planning and Development
	Natural Resources and Environmental Stewardship
	Money for Life
2008 Kansas State University Combined Research and Extension Plan of Work	Economic Development through Value-Added Products
	Natural Resources and Environmental Management
	Competitive Agricultural Systems
	Healthy Communities: Youth, Adults and Families
	Safe Food and Human Nutrition
2008 Kentucky State University and University of Kentucky Combined Research and Extension Plan of Work	Social and Economic Opportunity
	Competitive Agriculture
	Agricultural and Environmental Quality
	Life Skill Development
	Leadership and Volunteerism
	Diet, Nutrition and Healthy Lifestyles
2008 Louisiana State University Combined Research and Extension Plan of Work	Community Development
	Horticulture
	Nutrition and Food
	Family Development
	Animals and Animal Production Systems
	Youth Development
	Environment and Natural Resources
	Crops and Crop Production Systems
	Forestry and Forest Products
2008 Southern University and A&M College Combined Research and Extension Plan of Work	V. YOUTH DEVELOPMENT
	VI. ECONOMIC AND COMMUNITY DEVELOPMENT
	I. SUSTAINABLE AGRICULTURAL SYSTEMS
	II. URBAN FORESTRY AND NATURAL RESOURCE MANAGEMENT
	III. NUTRITION AND HEALTH
	IV. FAMILY AND HUMAN DEVELOPMENT
2008 University of Maine Research Plan of Work	Economics, Marketing, Policy and Community Development

	Foods and Nutrition
	Animal Production and Protection
	Plant Production
	Plant Protection
	Natural Resources
2008 University of Maine Extension Plan of Work	Food Safety
	Entrepreneurship - Small and Home Based Business
	Maine Livestock Industry
	Forestry and Wildlife
	Agriculture - Sustainable Business Management
	Pest Management
	Health Literacy, Disease, and Our Health Care System
	Community Development: Capacity-building Skills
	Aging Lifestyles
	Sustainable Communities
	Healthy Lifestyles
	Environmental Education - Sustainable Living
	Agriculture - Crop Production
	Youth Development
	Administrative Plan of Work; Planning and Supervision
	Family Relations and Transitions
	Coastal and Marine
	Watershed Management
	Home Horticulture
2008 University of Maryland and University of Maryland - Eastern Shore Combined Research and Extension Plan of Work	Economic Prosperity of Productive and Sustainable Food and Fiber Systems
	Enhancing Environmental Stewardship and Maintaining a Balance Between Agriculture & the Environment
	Quality of Life
2008 University of Massachusetts Research Plan of Work	Improving Animal Reproduction and Health
	Improving Human Health and Wellbeing through Food Function and Food Safety
	Developing Tools for Decision-Making
	Center for Agriculture
	Enhancing the Use of Natural Resources and Restoring Ecosystem Integrity
	Management Practices for Sustaining Agriculture in the Northeast
2008 University of Massachusetts Extension Plan of Work	Food Production
	Land Use Management
	Natural Resource-Based Economic Development
	Water Resource Protection
	Youth Development and Engagement
	Ecosystem Management, Protection And Restoration
	Administration and Organizational Development (Administrative Plan)

	Health Promotion and Disease Prevention
2008 Michigan State University Combined Research and Extension Plan of Work	Economics, Marketing and Policy
	Animal Production and Protection
	Human Health, Environment, Family, Youth, Society and Community
	Soil, Water and Natural Resources
	Plant Sciences
	Food and Non-Food Quality, Nutrition, Engineering and Processing
2008 University of Minnesota Combined Research and Extension Plan of Work	Consumer Horticulture
	Housing Technology
	Family Relations
	Commercial Horticulture
	Food Safety Education
	Family Resource Management
	4-H Programs in Minnesota
	Livestock
	Commodity Crop Production
	Environmental Science Education
	Agricultural Business Management
	Community Economics
	Water Resource Management and Policy
	Leadership and Civic Engagement
	Nutrition Education Program
	Natural Resources Management and Utilization
	Community Youth Development
2008 College of Micronesia Combined Research and Extension Plan of Work	Aquaculture
	Small Island Agricultural Systems
	Families, Youths & Communities
	Food, Nutrition & Health
2008 Mississippi State University Combined Research and Extension Plan of Work	Wildlife and Fisheries
	Aquaculture Health
	Community Tourism Development
	Volunteerism and Community Service for Youth
	Family Life
	Early Care and Education
	Forestry
	Agribusiness/Risk Farm Management
	Agronomic Crops
	Integrated Pest Management
	Family Resource Management
	Horticulture
	Local Government Education and Training
	Animal Production

	Community and Business Analysis
	Children, Youth, and Families at Risk
	Human Health
	Nutrient Management/Water Quality
	Animal Protection
	Community Health
	4-H Community Club Development
	Human Nutrition/Food Safety
	Poultry
	Aquaculture Production
	Community Leadership Development
	4-H Military Program
	Family Leadership Development
2008 Alcorn State University Combined Research and Extension Plan of Work	Sustainable Animal Production Systems
	Agronomy Production Systems
	Sustainable Horticulture Production Systems
	Community Resource Planning & Economic Development
	Small Family Farm Enterprise Financial Analysis, Management, and Marketing
	Human Development and Family Well-Being
	Forestry Natural Resources and Preservation
	Youth - At - Risk
	Human Nutrition, Health, Wellness and Obesity
2008 University of Missouri Research Plan of Work	Agricultural Policy and Rural Development
	Plant Biology and Biochemistry
	Animal Biology and Production
	Natural Resources
	Food Systems and Biological Engineering
2008 University of Missouri Extension Plan of Work	Missouri Crop Management Systems
	Parenting
	Creating Economic Preparedness
	Aging
	Profit Focused Agriculture
	Facilitating Community Decision Making for Youth and Adults
	Missouri Master Wildlifer
	Strengthening Families
	Watershed Management and Planning
	Enhancing Community Viability Through Youth Leadership
	Business Development
	Show-Me-Select Replacement Heifer Program
	Ensuring Safe Communities
	Missouri Woodland Steward
	Building Better Childcare for Missouri
	Forage Production and Management
	Volunteer Development

	Applying Science and Technology
	Community Leadership Development for Youth and Adults
	Pasture Based Dairy Systems
	Food Safety
	Home Horticulture and Environment
	Improving Communications
	Building Character
	Building Inclusive Communities
	MO-PORK: Increasing Pork Production in Missouri
	Personal Financial Management
	Individual Wastewater Systems-Implications for a New Rural Generation
	Building Environments
	Choosing Healthy Lifestyles
	Creating Community Economic Viability
	Plant Protection for the 21st Century
	Nutrition, Health and Physical Activity
2008 Lincoln University of Missouri Combined Research and Extension Plan of Work	Environmental Science
	Human Nutrition
	Plant Science
	Animal Science
	Family and Youth Development
	Community and Leadership Development
2008 Montana State University Research Plan of Work	Biobased Products and Processing
	Plant Breeding, Genetics and Genomics
	Animal Health
	Water Quality and Use
	Agronomic and Forage Crops
	Integrated Pest Management
	Sustainable Agriculture
2008 Montana State University Extension Plan of Work	Youth Development
	Ag Sustainability and Profitability
	Family Issues, Resources and Environments
	Community and Economic Development
	Natural Resources and Environment
	Nutrition, Food Safety and Healthy Lifestyles
2008 Northern Marianas College Combined Research and Extension Plan of Work	Diet, Physical Activity, and Health
	Livestock Improvement Program
	Plant Protection Program
	Crop Improvement Program
	Soil and Water Quality Program
	CNMI Families, Youth and Communities Enrichment Program

2008 North Carolina A&T State University Research Plan of Work	Human and Community Development
	Biotechnology and Biodiversity
	Soil and Water Quality
	Agromedicine, Nutrition and Food Safety
	Small Scale Agriculture
	International Trade and Development
2008 North Dakota State University Combined Research and Extension Plan of Work	Energy in Crop Agriculture
	Family Meals
	Citizenship and Leadership Development
	Center for Nutrition and Pregnancy
	Plant Breeding
	Parent Education
	Developing Leadership Systems
	Nutrition of Grazing Livestock
	Weed Science
	Financial Security for All
	Food Safety
	Soil Science
	Noxious and Invasive Weed Management
	Healthy Patterns of Eating & Physical Activity
	Biofuels
	Economics of Crop Production
	Fusarium head blight of wheat
	Livestock Waste Management
	Insect Management
2008 University of Nebraska Combined Research and Extension Plan of Work	Sustainable and Economically Viable Food and Biomass Systems
	A quality Environment and Effective Natural Resource Management
	Viable Communities and Appropriate Quality of Life for Individuals and Families
2008 University of New Hampshire Research Plan of Work	Food, Nutrition & Health
	Agricultural & Food Biosecurity
	Natural Resources & Environment
	Agricultural Systems
	Pest Management
	Animals & Animal Products
	Plants & Plant Products
	Biotechnology & Genomics
	Economics & Commerce
2008 University of Nevada Research Plan of Work	Nutrition and Health
	Agricultural Production in a Semi-Arid Environment
	Natural Resource Management and Environmental Sciences in the Great Basin and Sierran Ecosystems
	Economic Development with Emphasis in Rural Areas

2008 University of New Hampshire Extension Plan of Work	Land and Water Conservation
	4-H Youth Development
	Extension Disaster Education Network
	Civic Participation and Leadership
	Program Development and Evaluation
	Strengthening New Hampshire Communities
	Natural Resource Business Institute
	Excellence in Extension Teaching
	Forestry and Wildlife
	Sea Grant and Water Resources
	Family and Consumer Resources
	Agricultural Resources
2008 Rutgers Combined Research and Extension Plan of Work	Water Quality & Quantity
	Home, Garden and Environment
	Youth/Adult Obesity
	Integrated Pest Management
	Indoor Air Quality
	Aquaculture
	4-H Youth Development
	Agricultural Viability
	Sustainability of NJ Equine Industry and Its Impact on Agriculture and Open Space
2008 New Mexico State University Combined Research and Extension Plan of Work	Sustainable Management of Natural Resources
	Plant and Animal Protection
	Plant Production
	4-H and Youth Development
	Agricultural Markets, Trade, and Economic/Business Development
	Animal Production
	Health and Wellbeing
	Food Safety and Technology
2008 NY State Agricultural Experiment Station Research and Cornell University Research and Extension Combined Plan of Work	5.2 Positive Youth Development/Life Skill Development
	3.1 Nutrition, Food Safety and Health
	1.1 Agricultural and Horticultural Business Vitality
	5.3 Science and Technology Literacy
	3.2 Parenting and Dependant Care
	1.3 Renewable/Alternative Energy and Conservation
	4.2 Water Resources Management
	3.3 Family Financial Security and Management of Housing Resources
	1.4 The Agriculture/Community Interface
	4.3 Waste Management and Prevention
	4.1 Natural Resource Management
	2.1 Connecting People to the Land and Their Environment

	1.2 Viable and Sustainable Production Practices
	5.1 Youth in Action
	2.2 Strengthening Community Economic Development
2008 Ohio State University Combined Research and Extension Plan of Work	Volunteer Education & Training (Extension)
	Conservation Tillage (Extension)
	Human and Community Resource Development-OARDC Led
	Youth Food Producing Animal Quality Assurance (Extension)
	Food, Agricultural, and Biological Engineering Systems-OARDC Led
	Advancing Community Tourism (Extension)
	Ohio 4-H Teen Leadership (Extension)
	Sustainable Agriculture (Extension)
	Building Human Capital (Extension)
	Pesticide Education Program (Extension)
	Food Systems-OARDC Led
	Direct Marketing Program (Extension)
	Soil, Water and Air Systems-OARDC Led
	Community Leadership Development (Extension)
	Ohio Dairy Health Management Certificate Program (Extension)
	Nutrition Education and Behavior (Extension)
	Greenhouse and Floriculture Systems and Marketing (Extension)
	Bio-based Non-Food Value Chains-OARDC Led
	Land Use (Extension)
	Natural Resources and Environmental Systems-OARDC Led
	Downtown Revitalization (Extension)
	Livestock Environmental Assurance and Mortality Management (Extension)
	Financial Security (Extension)
	Agronomic Crop Management and Certified Crop Advisor (Extension)
	Human Health and Safety-OARDC Led
	Preparing Communities for the Knowledge Economy (Extension)
	Plant Systems-OARDC Led
	Business & Economic Development (Extension)
	Management & Sustainability of Forest Resources (Extension)
	Financial Stability (Extension)
	Managed Forage and Grazing (Extension)
	Agricultural, Environmental, and Development Economics-OARDC Led
	Community Based Watershed Program (Extension)
	Animal Systems-OARDC Led
	Building Sustainable Communities (Extension)
	Food Safety Education Program for Consumers (Extension)
2008 Oklahoma State University Combined Research and Extension Plan of Work	Integrated Pest Management
	Food Processing, Product Storage, and Food and Product Safety
	Animal Enterprises
	Agricultural Biosecurity

	Family Resiliency and Economic Well-Being and Human Nutrition and Health
	Crop Enterprises
	Structure and Function of Macromolecules
	4-H Youth Development
	Plant Biological Technologies
	Farm and Agribusiness Management
	Turfgrass Development and Management
	Commercial and Consumer Horticulture
	Sensor-Based Technologies for Agricultural and Biological Systems
	Community Resource and Economic Development
	Ecosystem and Environmental Quality and Management
	Bio-Based Products Development
2008 Langston University Combined Research and Extension Plan of Work	Water Gardens (Aquaculture)
	4-H Clubs
	Goat Dairy Herd Improvement (DHI) Laboratory
	Enhanced Goat Production in the South-Central United States
	Goat Internet Website
	Alternative Species (Aquaculture)
	Extended Education
	Small Farms Systems
	Community Resource Development
	Development of New Dairy Goat Products
	Feeder Design (Aquaculture)
	Family and Consumer Sciences
	School Enrichment
	Demonstration Clinic: Artificial Insemination for Goats
	Phytoplankton (Aquaculture)
	Food and Nutrition
	Teen Pregnancy Prevention
	Fish Marketing (Aquaculture)
	Fishery Management (Aquaculture)
	Biotechnology
	Drug and Alcohol Prevention
	Meat Buck Performance Test
	Sustainable Internal Parasite Control for Small Ruminants
2008 Oregon State University Research Plan of Work	Basic Plant Biology & Related Topics for Horticulture
	Dryland Cropping Systems
	Conservation and Restoration of Aquatic, Marine and Terrestrial Ecosystems
	New and Improved Food Processing Systems to Ensure a Safe, Wholesome and High-Value Food Supply
	Animal and Human Health and Well Being through Nutrition
	Environmental Chemicals as Transcriptional Modulators: Understanding Health Effects as a Function of
	Animal Health and Disease
	Soil and Water Resource Conservation, Management and

	Engineering
	Plant and Soil Management in Agricultural Systems
	Innovation, Technical Change, and Productivity Growth
	Reproductive Performance of Animals
	Rangeland Ecology and Management
	Improving Agribusiness & Food Marketing Decisions in the Pacific NorthWest
	Biological Control of Pests Affecting Plants
	Economics of Land and Water Use on Private and Public Lands
	Field Crop Pest Management and Biology
	Sustainable Agricultural Systems for Eastern Oregon
	Sustainable Animal Production Systems
	Social Change in the Marketplace: Producers, Retailers and Consumers
	Comparative Advantage of U.S. and Oregon Agricultural and Food Industries
	Plant Genome, Genetics, and Genetic Mechanisms
	Integrated Production Systems
	Plant Breeding, Genetics, Biotechnology and Crop Quality
	Integrating Science Into High School Agricultural Education Programs
	Alternative Energy Systems and Bioproducts
	Families, Youth, and Communities
	Microbiology and a Healthy World
	Pathogens and Nematodes Affecting Plants (Molecular and Field Programs)
	Horticultural Management Systems
	Soil, Water, and Environmental Systems
	Managing Marine Resources for Sustainable Systems
	Human Nutrition, Food Safety, and Human Health and Well Being
	Consumers, Food Marketing, and Business Strategies
	Agricultural and Emerging Chemicals: Fate, Effect & Exposure
2008 Oregon State University Extension Plan of Work	Forestry: Public Engagement for Planning Oregon's Future
	Sea Grant: Water Protection and Management
	Ag: Livestock Based Production Systems
	Ag: Small Farms and "Natural" and Organic Production Systems
	Forestry: Sustaining Natural Resources
	Ag: High Rainfall and Irrigated Cropping Systems
	4-H Workforce Preparation
	4-H Adult and Youth Leadership Development
	Healthy People, Healthy Communities
	4-H Outreach to New and Underserved Audiences
	4-H Environmental Stewardship
	Healthy Aging
	4-H Afterschool
	4-H Nutrition and Health
	Forestry: Enhancing the Competitiveness of Oregon's Forest Enterprises
	Financial Literacy

	Ag: Dryland Cropping Systems
	4-H Science, Technology, and Engineering
2008 Pennsylvania State University Combined Research and Extension Plan of Work	Agricultural and Food Biosecurity
	Agricultural Systems
	Families, Youth, and Communities
	Natural Resources and Environment
	Pest Management
2008 University of Puerto Rico Research Plan of Work	Agricultural Economics, Marketing, Value Added and Community Development
	Milk and Meat Production Systems Resources
	Integrated Management of New and Emerging Pests
	Plant genetic resources, breeding and production systems
	Natural Resources and Environment
2008 University of Puerto Rico Extension Plan of Work	Animal Production
	Healthy: No matter what my size or income
	Engineering and Biosystems
	Human Health and Well-Being
	Management of Rangeland and Forestry Resources
	Families and Children
	Consumer Education and Individual and Family Resources Management
	Animal Protection
	Empowering and Self-management Communities
	Food Safety Program
	Community Resources Planning and Development
	Plant Protection
	Strengthening Youth Life Skills, Leadership and Their Community
	Economics, Marketing and Policy
	Natural Resources and Environment - Soil, Water, and Air
	Crop Production
2008 University of Rhode Island Combined Research and Extension Plan of Work	Community Gardening and Outreach
	Sustainable Communities
	Improving the Quality of Life for Rural Rhode Islanders
	Health and Well-being of Livestock
	Vector Borne Diseases and Human Health
	Food Safety
	Horticulture and the Reduction of Pests and Disease Outbreaks in Plants
	Aquaculture Biotechnology
	Nutrition, Health and Obesity Prevention
	Natural and Environmental Resource Economics, Markets and Policy
	Water Quality
	Food Insecurity and Nutrition in Vulnerable Populations
	CELS CARES

	Forestry and Wildlife
	Children, 4-H and Families
2008 Clemson University and South Carolina State University Combined Research and Extension Plan of Work	Community, Leadership, and Economic Development
	Sustainable Agriculture Production for Horticultural Crops
	Integrated Pest Management
	Sustainable Agronomic Crop Systems
	4-H Youth Development and Families
	Water Quality and Water Quantity
	Environmental Conservation for Wildlife
	Biotechnology
	Sustainable Forest Management
	Food Safety and Nutrition
	Sustainable Animal Production Systems
2008 South Dakota State University Combined Research and Extension Plan of Work	Natural Resources and Environment
	Human Nutrition, Food Safety, and Human Health and Well-Being
	Plants and Their Systems
	Families, Youth and Communities
	Animals and Their Systems
	Agricultural, Natural Resource and Biological Engineering
	Food and Non-food Products, Development, Processing, Quality and Delivery
	Economics and Market Policy
2008 University of Tennessee Research and Extension and Tennessee State University Extension Combined Plan of Work	Economic Infrastructure and Commerce
	Human Development
	Health and Safety
	Animal Systems
	Horticultural Systems
	Food Safety, Quality, and Nutrition
	Agronomic Crop Systems
	Environmental and Water Quality Impacts
	Family Economics
	Biomass Utilization
	Forestry, Wildlife, and Fishery Systems
	4-H Positive Youth Development
2008 Tennessee State University Research Plan of Work	Pathology research to benefit the Tennessee nursery industry
	Impact of the tobacco buyout program and strategies to promote economic viability of small farmers
	Molecular approaches for the study of leaf surface microorganisms in ornamental crops
	Controlling imported fire ants in the nursery industry using behavior modifying chemicals
	Evaluating strategies to promote the goat meat industry in

	Tennessee
	Functional studies on cold and heat-regulated genes using tomato as a model plant
	Analyzing the green industry and related sub-sectors in Tennessee: challenges and prospects
	Management strategies to improve meat goat and guinea fowl production
	Germplasm collection and evaluation of Goldenseal clones with superior properties
	Reducing the costs of food borne illnesses to small producers, selected food handlers and consumers
	Nutritional and management strategies to improve growth and production performance of guinea fowl
	Evaluation of pathogen infectivity in stressed plants.
	Evaluation of doe reproductive output, fitness and longevity among three meat goat breeds
	Biopesticides to control diseases and insects and improve water quality from container nursery stock
	Improving families through improved nutrition and well-being of limited resource households
	Evaluation of poinsettias and seasonal alternative crops for production in Tennessee
	Development of treatments to manage quarantine insects in field nursery production
	Reducing risk of food borne illness by characterizing food pathogens and risky consumer practices
	Evaluation and characterization of heirloom varieties of tomato, pepper and eggplant
	Assessment of nutrients in the Collins River basin
	Developing a recombinant antibody-based biosensor for rapid detection of salmonella in foods
2008 Texas A&M University Combined Research and Extension Plan of Work	Livestock and Meat Quality, Safety, and Productivity
	Character Education
	Diabetes Education
	Life Skills for Youth
	Out of School Time
	Exercise and Wellness
	Crop and Forage Production Systems
	Leadership and Volunteer Development
	Community Resource and Economic Development
	Child Passenger Safety
	Food Safety
	Water Management
	Cancer Risk Reduction and Early Detection
	Range Management
	Food and Nutrition Education for Limited Resource Audiences
	Parenting and Dependent Care
	Economics and Management

2008 Prairie View A&M University Research Plan of Work	Animal Systems
	Plant and Environmental Systems
	Food Systems
2008 Prairie View A&M University Extension Plan of Work	Natural Resources, Water and the Environment
	Economic Growth & Development
	Families, Youth and Communities - 1
	Families, Youth and Communities - 2
	Housing
	Human Nutrition
	Community Development
	4-H Leadership and Civic Engagement Program
	Human Health and Well-Being
	Sustainable Agriculture Production Systems
	4-H & Youth Life Skills
	Small Farm Financial Management and Marketing
	4-H Career Development, Work-Force Preparation and Youth Entrepreneurship Program
2008 Utah State University Combined Research and Extension Plan of Work	Production, Marketing, Trade, and International Economics
	Sustained Livestock Production
	Individuals, Families, and Communities
	Plant, Animal, and Microbial Genomics
	Production and Safety of Food Products
	Water and Soil Conservation and Uses
	Land Use and Sustainable Communities
	Natural Resource Systems and the Environment
	Sustainable Plant Communities
2008 University of Vermont Combined Research and Extension Plan of Work	Community Development and the Personal and Intellectual Development of Youth
	Health
	Agriculture and Environmental Sustainability
2008 University of the Virgin Islands Research Plan of Work	Irrigation
	Animal Science - Small Ruminants
	Aquaculture - Biofloc Systems
	Animal Science - Dairy Cattle
	Plant Biotechnology
	Aquaculture - Aquaponic Systems
	Animal Science - Beef Cattle
	Plant Germplasm Conservation and Enhancement
	Whole Farm Systems Research
	Agronomy - Tropical Hay Production
	Horticulture
2008 University of the Virgin Islands Extension Plan of Work	Computer Training and Technology Program
	Sustainable Agriculture
	4-H/Youth Development

	4-H Volunteer Development and Management Program
	Natural Resources and Environmental Management
	Eastern Caribbean Extension Outreach and Interchange
	A Healthy, Well-Nourished Population
	Urban Forestry
	Basic Food Safety Education – EFNEP and EFNEP Youth
	Urban Gardening
	Marketable Skills for Limited Resource Families, Youth and Communities
	Water Quality
	Beef, Dairy and Small Livestock
	4-H Summer Program
2008 Virginia Polytechnic Inst. & State University and Virginia State University Combined Research and Extension Plan of Work	Agricultural and Food Biosecurity
	Economics and Commerce
	Agricultural Systems
	Families, Youth, and Communities
	Food, Nutrition, and Health
	Plants and Plant Products
	Animals and Animal Products
	Pest Management
	Biotechnology and Genomics
	Natural Resources and Environment
2008 Washington State University Research Plan of Work	Program in Statistics
	Program in Animal Science
	Program in Crop Genetics and Breeding
	Program in Entomology
	Program in Community and Rural Sociology
	The IMPACT Center
	Program in Sustainable Crop and Soil Managment
	Program in Natural Resource Sciences
	Program in Agricultural Animal Health
	Western Regional Plant Introduction Station (W-006)
	Wood Materials Engineering Laboratory
	Program in Fruit and Vegetable Development, Production and Management
	Program in Plant Pathology
	Program in Biological Systems Engineering
	Program in the Post Harvest Quality of Fruits and Vegetables
	Program in Economic Sciences
	Program in Food Science and Human Nutrition
	Institute of Biological Chemistry
	Program in Environmental Horticulture
2008 Washington State University Extension Plan of Work	Empower Youth and Families to Achieve Social, Economic and Educational Success
	Enhance Natural Resources and Environmental Stewardship

	Enhance Economic Opportunities for Agricultural Enterprises while Protecting Washington's Resources
	Create and Sustain Vibrant Communities and Urban Neighborhoods
	Improve Health and Wellness of the Residents of Washington
2008 University of Wisconsin Research Plan of Work	Wisconsin Competitive Research Program
2008 University of Wisconsin Extension Plan of Work	Family Financial Education
	Community and Economic Development Preparedness
	Downtown Vitality and Placemaking
	Youth Voices in Community Action and Governance
	Building 4-H After School Programs
	Dairy
	Family Caregiving
	Nutrient Management
2008 University of Wyoming Combined Research and Extension Plan of Work	Sustainable Management of Rangeland Resources (SMRR)
	Profitable and Sustainable Agriculture Systems
	Community Development Education
	Nutrition and Food Safety
	4-H and Youth Development
2008 West Virginia University Extension Plan of Work	4-H Camping Program
	Youth Agriculture
	4-H Curriculum
	Agriculture Production and Marketing
	Workforce Development
	Environmental Stewardship
	Literacy
	Global Education
	Adult Leadership Development
	Reaching the Underserved
	Culture, Tourism, and Experiential Education
	Nutrition and Health
	Strengthening Families
	Community Development
	Farm Management
2008 West Virginia State University Research Plan of Work	Alternative Agriculture
	Natural Resource Management
	Aquaculture
	Environmental Microbiology
	Plant Genomics
	Agricultural Biotechnology
2008 West Virginia State University Extension Plan of Work	Bake ~n~ Shake Summer Camp
	Science, Technology, Engineering, and Mathematics (STEM) Programs

	Youth Governance and Empowerment
	Parenting Development
	Expanded Food and Nutrition Education Program (EFNEP)
	Small-scale Production Agriculture
	Horticulture Activities in West Virginia
	Positive Behaviors For Teens
	Can You Repeat That, Please?
	Micro-enterprise Development
	Youth Agriculture
	Violence Prevention and Intervention
	Technology and Literacy
	Youth and Family Literacy Program
	Alternative Agriculture
	Diabetes Cooking Schools
	Workforce Education and Individual Resource Development
	Community Revitalization
	Creative Arts
	Summer Food Service Program
	Successful Futures for Adults, Families, and Youth
2008 West Virginia University Research Plan of Work	Economic Development and Quality of Life in Rural Communities
	Human Nutrition and Health with an Adequate, Safe, and High Quality Food Supply
	Fundamental Plant and Animal Systems
	Wildlife Management
	Production Agriculture
	Production Forestry - Timber Management and Wood Utilization
	Environmental Quality and Stewardship
2008 University of Nevada Extension Plan of Work	Community Development
	Health & Nutrition (Healthy Lifestyle & Food Choices)
	Agriculture & Natural Resources
	Human & Family Development
2008 University of Connecticut - Storrs Combined Research and Extension Plan of Work	Economics Marketing and Policy
	Water and Weather
	Family Youth and Communities
	Animal Production
	Forestry and Wildlife
	Animal Protection
	Land Use
	Plant Production
	Human Nutrition and Health
	Plant Protection
2008 North Carolina A&T State University Extension and North Carolina State University Research and Extension Combined Plan of Work	Food Production Systems: Development, Processing, Quality, and Safety

	Plant Production Systems and Health
	Human Nutrition and Health
	Economic Systems
	Famlies and Communities
	Natural Resources and Environment
	Youth Development
	Animals and Their Systems, Production and Health
	Agricultural, Natural Resource, and Biological Engineering
2008 Tuskegee University Extension Plan of Work	Integrated Natural Resources and Environmental Education
	Promoting Healthy Behavior
	Promoting Healthy Living Environments for Underserved and Hard to Reach Audiences - TU/FF NEWS-Fami
	Alabama Entrepreneurial Initiative (AEI): A Strategy for Workforce Development
	Assisting Small-Scale Farmers and Landowners to Manage Change in Agriculture
	Enhancing Citizens Capacity to Transform Communities
2008 University of Florida Research and Extension and Florida A&M University Extension Combined Plan of Work	Animals and their Systems--research
	Assist Individuals and Families to Achieve Economic Well-being and Life Quality
	Food and Non-Food Products: Development, Processing, Quality, and Delivery--research
	Healthy Communities
	Enhance and Maintain Agricultural and Food Systems
	Economics, Markets and Policy--research
	Promoting professional development activities designed to enhance organizational efficiency and effe
	Maintain and Enhance Florida's Environment
	Human Nutrition, Food Safety, and Human Health--research
	Natural Resources and Environment--research
	Developing Responsible and Productive Youth Through 4-H and Other Youth Programs
	Families, Youth. and Communities--research
	Plants and Their Systems-research
	Create and Maintain Florida Friendly Landscapes: The Smart Way to Grow
2008 University of Guam Research Plan of Work	Sustain, Protect, and Manage Guam's Natural Environment and Resources.
	Development and Protection of Guam's Diversified Tropical Plant Systems, and Aquaculture.

Level of FTE by Knowledge Area Code

KA Code	KA Text	1862 Res.	1862 Ext.	1890 Res.	1890 Ext.	Totals	Percentages
101	Appraisal of Soil Resources	61.3	33.3	0.7	0.4	95.8	0.56%
102	Soil, Plant, Water, Nutrient Relationships	227.3	229.9	11.5	14.7	483.5	2.83%
103	Management of Saline and Sodic Soils and Salinity	6.3	6.4	1.6	0.1	14.3	0.08%
104	Protect Soil from Harmful Effects of Natural Elements	17.3	20.8	2.1	0.8	41.0	0.24%
111	Conservation and Efficient Use of Water	77.7	111.7	7.2	3.8	200.3	1.17%
112	Watershed Protection and Management	128.0	177.4	10.7	1.7	317.8	1.86%
121	Management of Range Resources	61.2	56.4	1.8	0.8	120.2	0.70%
122	Management and Control of Forest and Range Fires	12.7	10.1	0.0	0.0	22.8	0.13%
123	Management and Sustainability of Forest Resources	133.2	106.6	4.4	7.1	251.3	1.47%
124	Urban Forestry	28.3	22.7	2.4	2.2	55.6	0.33%
125	Agroforestry	22.4	11.5	1.6	1.8	37.3	0.22%
131	Alternative Uses of Land	48.5	62.9	2.9	3.6	117.9	0.69%
132	Weather and Climate	23.4	20.0	2.1	0.7	46.2	0.27%
133	Pollution Prevention and Mitigation	132.7	100.5	8.6	1.8	243.7	1.42%
134	Outdoor Recreation	10.5	15.5	1.9	1.5	29.4	0.17%
135	Aquatic and Terrestrial Wildlife	99.3	79.0	3.1	1.4	182.8	1.07%
136	Conservation of Biological Diversity	21.4	26.2	1.3	0.8	49.7	0.29%
141	Air Resource Protection and Management	12.0	22.5	0.8	1.1	36.4	0.21%
201	Plant Genome, Genetics, and Genetic Mechanisms	258.8	117.5	11.9	4.8	393.0	2.30%
202	Plant Genetic Resources	139.2	63.7	14.4	1.4	218.7	1.28%
203	Plant Biological Efficiency and Abiotic Stresses Affecting Plants	120.5	57.2	5.8	4.2	187.7	1.10%
204	Plant Product Quality and Utility (Preharvest)	166.6	96.0	3.2	2.9	268.8	1.57%
205	Plant Management Systems	435.3	446.4	21.0	22.7	925.5	5.41%
206	Basic Plant Biology	156.1	75.0	4.4	2.9	238.2	1.39%
211	Insects, Mites, and Other Arthropods Affecting Plants	222.5	134.8	13.5	8.4	379.2	2.22%
212	Pathogens and Nematodes Affecting Plants	363.5	172.2	8.2	6.1	550.1	3.22%
213	Weeds Affecting Plants	140.5	110.7	3.4	6.4	261.0	1.53%
214	Vertebrates, Mollusks, and Other Pests Affecting Plants	10.2	14.7	0.0	0.3	25.2	0.15%
215	Biological Control of Pests Affecting Plants	96.3	66.3	11.5	2.3	176.5	1.03%
216	Integrated Pest Management Systems	261.2	253.0	11.6	4.8	530.6	3.10%
301	Reproductive Performance of Animals	148.2	106.0	11.5	9.0	274.8	1.61%
302	Nutrient Utilization in Animals	190.3	116.8	22.2	7.1	336.4	1.97%

303	Genetic Improvement of Animals	75.3	56.1	6.8	5.6	143.8	0.84%
304	Animal Genome	57.7	17.6	7.2	0.7	83.1	0.49%
305	Animal Physiological Processes	74.9	29.4	4.3	1.0	109.7	0.64%
306	Environmental Stress in Animals	42.0	27.0	0.2	0.3	69.5	0.41%
307	Animal Management Systems	241.0	231.7	20.7	12.2	505.6	2.96%
308	Improved Animal Products (Before Harvest)	38.8	47.6	6.7	4.3	97.5	0.57%
311	Animal Diseases	203.5	104.6	7.4	7.2	322.6	1.89%
312	External Parasites and Pests of Animals	19.4	15.3	0.2	0.8	35.8	0.21%
313	Internal Parasites in Animals	12.0	10.3	4.4	1.6	28.3	0.17%
314	Toxic Chemicals, Poisonous Plants, Naturally Occurring Toxins, and Other Hazards Affecting Animals	23.0	6.9	0.7	0.0	30.6	0.18%
315	Animal Welfare/Well-Being and Protection	44.1	67.4	0.1	1.6	113.2	0.66%
401	Structures, Facilities, and General Purpose Farm Supplies	11.8	18.7	1.5	1.2	33.2	0.19%
402	Engineering Systems and Equipment	35.6	53.1	2.3	2.5	93.5	0.55%
403	Waste Disposal, Recycling, and Reuse	76.2	72.5	6.4	2.2	157.3	0.92%
404	Instrumentation and Control Systems	9.5	9.3	0.2	0.9	19.8	0.12%
405	Drainage and Irrigation Systems and Facilities	14.8	28.7	0.4	0.6	44.5	0.26%
501	New and Improved Food Processing Technologies	130.3	106.9	5.5	6.5	249.2	1.46%
502	New and Improved Food Products	97.7	88.9	9.8	2.7	199.2	1.16%
503	Quality Maintenance in Storing and Marketing Food Products	30.6	34.9	4.6	1.3	71.4	0.42%
504	Home and Commercial Food Service	8.2	27.1	1.4	2.6	39.3	0.23%
511	New and Improved Non-Food Products and Processes	83.3	33.8	0.4	0.4	117.9	0.69%
512	Quality Maintenance in Storing and Marketing Non-Food Products	5.5	2.7	0.0	0.1	8.2	0.05%
601	Economics of Agricultural Production and Farm Management	155.0	239.9	15.5	21.3	431.8	2.52%
602	Business Management, Finance, and Taxation	65.0	108.1	4.7	19.9	197.7	1.16%
603	Market Economics	42.8	51.8	2.7	0.9	98.3	0.57%
604	Marketing and Distribution Practices	77.2	140.1	9.7	12.7	239.7	1.40%
605	Natural Resource and Environmental Economics	83.8	83.0	1.0	3.3	171.1	1.00%
606	International Trade and Development	23.5	14.8	0.0	0.0	38.3	0.22%
607	Consumer Economics	19.6	51.9	1.1	4.4	77.1	0.45%
608	Community Resource Planning and Development	45.4	317.6	5.5	32.3	400.9	2.34%
609	Economic Theory and Methods	12.0	18.4	2.6	2.9	35.9	0.21%
610	Domestic Policy Analysis	37.1	78.3	4.5	2.2	122.1	0.71%
611	Foreign Policy and Programs	3.9	4.0	0.3	0.0	8.3	0.05%
701	Nutrient Composition of Food	21.2	51.4	6.3	4.6	83.5	0.49%
702	Requirements and Function of Nutrients and Other Food Components	94.0	113.4	8.3	7.1	222.9	1.30%

Appendix D – FTE Data from the 2008-2012 Plan of Work

703	Nutrition Education and Behavior	119.4	406.8	17.8	26.5	570.5	3.34%
704	Nutrition and Hunger in the Population	11.4	62.6	0.4	3.5	77.7	0.45%
711	Ensure Food Products Free of Harmful Chemicals, Including Residues from Agricultural and Other Sources	45.9	46.4	4.5	1.3	98.1	0.57%
712	Protect Food from Contamination by Pathogenic Microorganisms, Parasites, and Naturally Occurring Toxins	157.3	199.3	15.2	8.4	380.1	2.22%
721	Insects and Other Pests Affecting Humans	17.7	26.1	2.1	0.8	46.6	0.27%
722	Zoonotic Diseases and Parasites Affecting Humans	37.6	19.6	0.0	0.1	57.3	0.34%
723	Hazards to Human Health and Safety	66.1	90.6	2.6	5.8	165.1	0.96%
724	Healthy Lifestyle	40.9	275.7	7.7	27.9	352.2	2.06%
801	Individual and Family Resource Management	38.7	387.7	2.6	24.5	453.6	2.65%
802	Human Development and Family Well-Being	42.6	553.1	7.4	48.0	651.0	3.81%
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	29.0	226.7	4.7	14.9	275.2	1.61%
804	Human Environmental Issues Concerning Apparel, Textiles, and Residential and Commercial Structures	10.9	57.5	3.2	8.0	79.6	0.47%
805	Community Institutions, Health, and Social Services	25.0	189.6	4.3	14.0	233.0	1.36%
806	Youth Development	50.8	1529.2	9.7	103.5	1693.1	9.90%
901	Program and Project Design, and Statistics	6.7	15.0	0.0	1.9	23.6	0.14%
902	Administration of Projects and Programs	4.5	36.2	0.0	0.4	41.2	0.24%
903	Communication, Education, and Information Delivery	22.9	66.6	0.8	3.6	94.0	0.55%
Totals		6576.5	9495.8	444.1	588.0	17104.4	100.00%

Appendix D – FTE Data from the 2008-2012 Plan of Work

Number and Percent of FTEs by Knowledge Areas Sorted from High to Low

KA Code	KA Text	1862 Res.	1862 Ext.	1890 Res.	1890 Ext.	Totals	Percentages
806	Youth Development	50.8	1529.2	9.7	103.5	1693.1	9.90%
205	Plant Management Systems	435.3	446.4	21.0	22.7	925.5	5.41%
802	Human Development and Family Well-Being	42.6	553.1	7.4	48.0	651.0	3.81%
703	Nutrition Education and Behavior	119.4	406.8	17.8	26.5	570.5	3.34%
212	Pathogens and Nematodes Affecting Plants	363.5	172.2	8.2	6.1	550.1	3.22%
216	Integrated Pest Management Systems	261.2	253.0	11.6	4.8	530.6	3.10%
307	Animal Management Systems	241.0	231.7	20.7	12.2	505.6	2.96%
102	Soil, Plant, Water, Nutrient Relationships	227.3	229.9	11.5	14.7	483.5	2.83%
801	Individual and Family Resource Management	38.7	387.7	2.6	24.5	453.6	2.65%
601	Economics of Agricultural Production and Farm Management	155.0	239.9	15.5	21.3	431.8	2.52%
608	Community Resource Planning and Development	45.4	317.6	5.5	32.3	400.9	2.34%
201	Plant Genome, Genetics, and Genetic Mechanisms	258.8	117.5	11.9	4.8	393.0	2.30%
712	Protect Food from Contamination by Pathogenic Microorganisms, Parasites, and Naturally Occurring Toxins	157.3	199.3	15.2	8.4	380.1	2.22%
211	Insects, Mites, and Other Arthropods Affecting Plants	222.5	134.8	13.5	8.4	379.2	2.22%
724	Healthy Lifestyle	40.9	275.7	7.7	27.9	352.2	2.06%
302	Nutrient Utilization in Animals	190.3	116.8	22.2	7.1	336.4	1.97%
311	Animal Diseases	203.5	104.6	7.4	7.2	322.6	1.89%
112	Watershed Protection and Management	128.0	177.4	10.7	1.7	317.8	1.86%
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	29.0	226.7	4.7	14.9	275.2	1.61%
301	Reproductive Performance of Animals	148.2	106.0	11.5	9.0	274.8	1.61%
204	Plant Product Quality and Utility (Preharvest)	166.6	96.0	3.2	2.9	268.8	1.57%
213	Weeds Affecting Plants	140.5	110.7	3.4	6.4	261.0	1.53%
123	Management and Sustainability of Forest Resources	133.2	106.6	4.4	7.1	251.3	1.47%
501	New and Improved Food Processing Technologies	130.3	106.9	5.5	6.5	249.2	1.46%
133	Pollution Prevention and Mitigation	132.7	100.5	8.6	1.8	243.7	1.42%
604	Marketing and Distribution Practices	77.2	140.1	9.7	12.7	239.7	1.40%
206	Basic Plant Biology	156.1	75.0	4.4	2.9	238.2	1.39%
805	Community Institutions, Health, and Social Services	25.0	189.6	4.3	14.0	233.0	1.36%
702	Requirements and Function of Nutrients and Other Food Components	94.0	113.4	8.3	7.1	222.9	1.30%
202	Plant Genetic Resources	139.2	63.7	14.4	1.4	218.7	1.28%
111	Conservation and Efficient Use of Water	77.7	111.7	7.2	3.8	200.3	1.17%

502	New and Improved Food Products	97.7	88.9	9.8	2.7	199.2	1.16%
602	Business Management, Finance, and Taxation	65.0	108.1	4.7	19.9	197.7	1.16%
203	Plant Biological Efficiency and Abiotic Stresses Affecting Plants	120.5	57.2	5.8	4.2	187.7	1.10%
135	Aquatic and Terrestrial Wildlife	99.3	79.0	3.1	1.4	182.8	1.07%
215	Biological Control of Pests Affecting Plants	96.3	66.3	11.5	2.3	176.5	1.03%
605	Natural Resource and Environmental Economics	83.8	83.0	1.0	3.3	171.1	1.00%
723	Hazards to Human Health and Safety	66.1	90.6	2.6	5.8	165.1	0.96%
403	Waste Disposal, Recycling, and Reuse	76.2	72.5	6.4	2.2	157.3	0.92%
303	Genetic Improvement of Animals	75.3	56.1	6.8	5.6	143.8	0.84%
610	Domestic Policy Analysis	37.1	78.3	4.5	2.2	122.1	0.71%
121	Management of Range Resources	61.2	56.4	1.8	0.8	120.2	0.70%
131	Alternative Uses of Land	48.5	62.9	2.9	3.6	117.9	0.69%
511	New and Improved Non-Food Products and Processes	83.3	33.8	0.4	0.4	117.9	0.69%
315	Animal Welfare/Well-Being and Protection	44.1	67.4	0.1	1.6	113.2	0.66%
305	Animal Physiological Processes	74.9	29.4	4.3	1.0	109.7	0.64%
603	Market Economics	42.8	51.8	2.7	0.9	98.3	0.57%
711	Ensure Food Products Free of Harmful Chemicals, Including Residues from Agricultural and Other Sources	45.9	46.4	4.5	1.3	98.1	0.57%
308	Improved Animal Products (Before Harvest)	38.8	47.6	6.7	4.3	97.5	0.57%
101	Appraisal of Soil Resources	61.3	33.3	0.7	0.4	95.8	0.56%
903	Communication, Education, and Information Delivery	22.9	66.6	0.8	3.6	94.0	0.55%
402	Engineering Systems and Equipment	35.6	53.1	2.3	2.5	93.5	0.55%
701	Nutrient Composition of Food	21.2	51.4	6.3	4.6	83.5	0.49%
304	Animal Genome	57.7	17.6	7.2	0.7	83.1	0.49%
804	Human Environmental Issues Concerning Apparel, Textiles, and Residential and Commercial Structures	10.9	57.5	3.2	8.0	79.6	0.47%
704	Nutrition and Hunger in the Population	11.4	62.6	0.4	3.5	77.7	0.45%
607	Consumer Economics	19.6	51.9	1.1	4.4	77.1	0.45%
503	Quality Maintenance in Storing and Marketing Food Products	30.6	34.9	4.6	1.3	71.4	0.42%
306	Environmental Stress in Animals	42.0	27.0	0.2	0.3	69.5	0.41%
722	Zoonotic Diseases and Parasites Affecting Humans	37.6	19.6	0.0	0.1	57.3	0.34%
124	Urban Forestry	28.3	22.7	2.4	2.2	55.6	0.33%
136	Conservation of Biological Diversity	21.4	26.2	1.3	0.8	49.7	0.29%
721	Insects and Other Pests Affecting Humans	17.7	26.1	2.1	0.8	46.6	0.27%
132	Weather and Climate	23.4	20.0	2.1	0.7	46.2	0.27%
405	Drainage and Irrigation Systems and Facilities	14.8	28.7	0.4	0.6	44.5	0.26%

Appendix D – FTE Data from the 2008-2012 Plan of Work

902	Administration of Projects and Programs	4.5	36.2	0.0	0.4	41.2	0.24%
104	Protect Soil from Harmful Effects of Natural Elements	17.3	20.8	2.1	0.8	41.0	0.24%
504	Home and Commercial Food Service	8.2	27.1	1.4	2.6	39.3	0.23%
606	International Trade and Development	23.5	14.8	0.0	0.0	38.3	0.22%
125	Agroforestry	22.4	11.5	1.6	1.8	37.3	0.22%
141	Air Resource Protection and Management	12.0	22.5	0.8	1.1	36.4	0.21%
609	Economic Theory and Methods	12.0	18.4	2.6	2.9	35.9	0.21%
312	External Parasites and Pests of Animals	19.4	15.3	0.2	0.8	35.8	0.21%
401	Structures, Facilities, and General Purpose Farm Supplies	11.8	18.7	1.5	1.2	33.2	0.19%
314	Toxic Chemicals, Poisonous Plants, Naturally Occurring Toxins, and Other Hazards Affecting Animals	23.0	6.9	0.7	0.0	30.6	0.18%
134	Outdoor Recreation	10.5	15.5	1.9	1.5	29.4	0.17%
313	Internal Parasites in Animals	12.0	10.3	4.4	1.6	28.3	0.17%
214	Vertebrates, Mollusks, and Other Pests Affecting Plants	10.2	14.7	0.0	0.3	25.2	0.15%
901	Program and Project Design, and Statistics	6.7	15.0	0.0	1.9	23.6	0.14%
122	Management and Control of Forest and Range Fires	12.7	10.1	0.0	0.0	22.8	0.13%
404	Instrumentation and Control Systems	9.5	9.3	0.2	0.9	19.8	0.12%
103	Management of Saline and Sodic Soils and Salinity	6.3	6.4	1.6	0.1	14.3	0.08%
611	Foreign Policy and Programs	3.9	4.0	0.3	0.0	8.3	0.05%
512	Quality Maintenance in Storing and Marketing Non-Food Products	5.5	2.7	0.0	0.1	8.2	0.05%
Totals		6576.5	9495.8	444.1	588.0	17104.4	100.00%

FTEs by Knowledge Areas for 1862 Research

KA Code	KA Text	1862 Res.	Percentages
205	Plant Management Systems	435.3	6.62%
212	Pathogens and Nematodes Affecting Plants	363.5	5.53%
216	Integrated Pest Management Systems	261.2	3.97%
201	Plant Genome, Genetics, and Genetic Mechanisms	258.8	3.93%
307	Animal Management Systems	241.0	3.66%
102	Soil, Plant, Water, Nutrient Relationships	227.3	3.46%
211	Insects, Mites, and Other Arthropods Affecting Plants	222.5	3.38%
311	Animal Diseases	203.5	3.09%
302	Nutrient Utilization in Animals	190.3	2.89%
204	Plant Product Quality and Utility (Preharvest)	166.6	2.53%
712	Protect Food from Contamination by Pathogenic Microorganisms, Parasites, and Naturally Occurring Toxins	157.3	2.39%
206	Basic Plant Biology	156.1	2.37%
601	Economics of Agricultural Production and Farm Management	155.0	2.36%
301	Reproductive Performance of Animals	148.2	2.25%
213	Weeds Affecting Plants	140.5	2.14%
202	Plant Genetic Resources	139.2	2.12%
123	Management and Sustainability of Forest Resources	133.2	2.03%
133	Pollution Prevention and Mitigation	132.7	2.02%
501	New and Improved Food Processing Technologies	130.3	1.98%
112	Watershed Protection and Management	128.0	1.95%
203	Plant Biological Efficiency and Abiotic Stresses Affecting Plants	120.5	1.83%
703	Nutrition Education and Behavior	119.4	1.81%
135	Aquatic and Terrestrial Wildlife	99.3	1.51%
502	New and Improved Food Products	97.7	1.49%
215	Biological Control of Pests Affecting Plants	96.3	1.46%
702	Requirements and Function of Nutrients and Other Food Components	94.0	1.43%
605	Natural Resource and Environmental Economics	83.8	1.27%
511	New and Improved Non-Food Products and Processes	83.3	1.27%
111	Conservation and Efficient Use of Water	77.7	1.18%
604	Marketing and Distribution Practices	77.2	1.17%
403	Waste Disposal, Recycling, and Reuse	76.2	1.16%

303	Genetic Improvement of Animals	75.3	1.14%
305	Animal Physiological Processes	74.9	1.14%
723	Hazards to Human Health and Safety	66.1	1.01%
602	Business Management, Finance, and Taxation	65.0	0.99%
101	Appraisal of Soil Resources	61.3	0.93%
121	Management of Range Resources	61.2	0.93%
304	Animal Genome	57.7	0.88%
806	Youth Development	50.8	0.77%
131	Alternative Uses of Land	48.5	0.74%
711	Ensure Food Products Free of Harmful Chemicals, Including Residues from Agricultural and Other Sources	45.9	0.70%
608	Community Resource Planning and Development	45.4	0.69%
315	Animal Welfare/Well-Being and Protection	44.1	0.67%
603	Market Economics	42.8	0.65%
802	Human Development and Family Well-Being	42.6	0.65%
306	Environmental Stress in Animals	42.0	0.64%
724	Healthy Lifestyle	40.9	0.62%
308	Improved Animal Products (Before Harvest)	38.8	0.59%
801	Individual and Family Resource Management	38.7	0.59%
722	Zoonotic Diseases and Parasites Affecting Humans	37.6	0.57%
610	Domestic Policy Analysis	37.1	0.56%
402	Engineering Systems and Equipment	35.6	0.54%
503	Quality Maintenance in Storing and Marketing Food Products	30.6	0.47%
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	29.0	0.44%
124	Urban Forestry	28.3	0.43%
805	Community Institutions, Health, and Social Services	25.0	0.38%
606	International Trade and Development	23.5	0.36%
132	Weather and Climate	23.4	0.36%
314	Toxic Chemicals, Poisonous Plants, Naturally Occurring Toxins, and Other Hazards Affecting Animals	23.0	0.35%
903	Communication, Education, and Information Delivery	22.9	0.35%
125	Agroforestry	22.4	0.34%
136	Conservation of Biological Diversity	21.4	0.33%
701	Nutrient Composition of Food	21.2	0.32%
607	Consumer Economics	19.6	0.30%

312	External Parasites and Pests of Animals	19.4	0.30%
721	Insects and Other Pests Affecting Humans	17.7	0.27%
104	Protect Soil from Harmful Effects of Natural Elements	17.3	0.26%
405	Drainage and Irrigation Systems and Facilities	14.8	0.23%
122	Management and Control of Forest and Range Fires	12.7	0.19%
313	Internal Parasites in Animals	12.0	0.18%
609	Economic Theory and Methods	12.0	0.18%
141	Air Resource Protection and Management	12.0	0.18%
401	Structures, Facilities, and General Purpose Farm Supplies	11.8	0.18%
704	Nutrition and Hunger in the Population	11.4	0.17%
804	Human Environmental Issues Concerning Apparel, Textiles, and Residential and Commercial Structures	10.9	0.17%
134	Outdoor Recreation	10.5	0.16%
214	Vertebrates, Mollusks, and Other Pests Affecting Plants	10.2	0.15%
404	Instrumentation and Control Systems	9.5	0.14%
504	Home and Commercial Food Service	8.2	0.12%
901	Program and Project Design, and Statistics	6.7	0.10%
103	Management of Saline and Sodic Soils and Salinity	6.3	0.10%
512	Quality Maintenance in Storing and Marketing Non-Food Products	5.5	0.08%
902	Administration of Projects and Programs	4.5	0.07%
611	Foreign Policy and Programs	3.9	0.06%
Totals		6576.5	100.00%

Appendix D – FTE Data from the 2008-2012 Plan of Work

FTEs by Knowledge Areas for 1862 Extension

KA Code	KA Text	1862 Ext.	Percentages
806	Youth Development	1529.2	16.10%
802	Human Development and Family Well-Being	553.1	5.82%
205	Plant Management Systems	446.4	4.70%
703	Nutrition Education and Behavior	406.8	4.28%
801	Individual and Family Resource Management	387.7	4.08%
608	Community Resource Planning and Development	317.6	3.34%
724	Healthy Lifestyle	275.7	2.90%
216	Integrated Pest Management Systems	253.0	2.66%
601	Economics of Agricultural Production and Farm Management	239.9	2.53%
307	Animal Management Systems	231.7	2.44%
102	Soil, Plant, Water, Nutrient Relationships	229.9	2.42%
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	226.7	2.39%
712	Protect Food from Contamination by Pathogenic Microorganisms, Parasites, and Naturally Occurring Toxins	199.3	2.10%
805	Community Institutions, Health, and Social Services	189.6	2.00%
112	Watershed Protection and Management	177.4	1.87%
212	Pathogens and Nematodes Affecting Plants	172.2	1.81%
604	Marketing and Distribution Practices	140.1	1.47%
211	Insects, Mites, and Other Arthropods Affecting Plants	134.8	1.42%
201	Plant Genome, Genetics, and Genetic Mechanisms	117.5	1.24%
302	Nutrient Utilization in Animals	116.8	1.23%
702	Requirements and Function of Nutrients and Other Food Components	113.4	1.19%
111	Conservation and Efficient Use of Water	111.7	1.18%
213	Weeds Affecting Plants	110.7	1.17%
602	Business Management, Finance, and Taxation	108.1	1.14%
501	New and Improved Food Processing Technologies	106.9	1.13%
123	Management and Sustainability of Forest Resources	106.6	1.12%
301	Reproductive Performance of Animals	106.0	1.12%
311	Animal Diseases	104.6	1.10%
133	Pollution Prevention and Mitigation	100.5	1.06%
204	Plant Product Quality and Utility (Preharvest)	96.0	1.01%

723	Hazards to Human Health and Safety	90.6	0.95%
502	New and Improved Food Products	88.9	0.94%
605	Natural Resource and Environmental Economics	83.0	0.87%
135	Aquatic and Terrestrial Wildlife	79.0	0.83%
610	Domestic Policy Analysis	78.3	0.82%
206	Basic Plant Biology	75.0	0.79%
403	Waste Disposal, Recycling, and Reuse	72.5	0.76%
315	Animal Welfare/Well-Being and Protection	67.4	0.71%
903	Communication, Education, and Information Delivery	66.6	0.70%
215	Biological Control of Pests Affecting Plants	66.3	0.70%
202	Plant Genetic Resources	63.7	0.67%
131	Alternative Uses of Land	62.9	0.66%
704	Nutrition and Hunger in the Population	62.6	0.66%
804	Human Environmental Issues Concerning Apparel, Textiles, and Residential and Commercial Structures	57.5	0.61%
203	Plant Biological Efficiency and Abiotic Stresses Affecting Plants	57.2	0.60%
121	Management of Range Resources	56.4	0.59%
303	Genetic Improvement of Animals	56.1	0.59%
402	Engineering Systems and Equipment	53.1	0.56%
607	Consumer Economics	51.9	0.55%
603	Market Economics	51.8	0.55%
701	Nutrient Composition of Food	51.4	0.54%
308	Improved Animal Products (Before Harvest)	47.6	0.50%
711	Ensure Food Products Free of Harmful Chemicals, Including Residues from Agricultural and Other Sources	46.4	0.49%
902	Administration of Projects and Programs	36.2	0.38%
503	Quality Maintenance in Storing and Marketing Food Products	34.9	0.37%
511	New and Improved Non-Food Products and Processes	33.8	0.36%
101	Appraisal of Soil Resources	33.3	0.35%
305	Animal Physiological Processes	29.4	0.31%
405	Drainage and Irrigation Systems and Facilities	28.7	0.30%
504	Home and Commercial Food Service	27.1	0.29%
306	Environmental Stress in Animals	27.0	0.28%
136	Conservation of Biological Diversity	26.2	0.28%
721	Insects and Other Pests Affecting Humans	26.1	0.27%
124	Urban Forestry	22.7	0.24%
141	Air Resource Protection and Management	22.5	0.24%

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104	Protect Soil from Harmful Effects of Natural Elements	20.8	0.22%
132	Weather and Climate	20.0	0.21%
722	Zoonotic Diseases and Parasites Affecting Humans	19.6	0.21%
401	Structures, Facilities, and General Purpose Farm Supplies	18.7	0.20%
609	Economic Theory and Methods	18.4	0.19%
304	Animal Genome	17.6	0.18%
134	Outdoor Recreation	15.5	0.16%
312	External Parasites and Pests of Animals	15.3	0.16%
901	Program and Project Design, and Statistics	15.0	0.16%
606	International Trade and Development	14.8	0.16%
214	Vertebrates, Mollusks, and Other Pests Affecting Plants	14.7	0.16%
125	Agroforestry	11.5	0.12%
313	Internal Parasites in Animals	10.3	0.11%
122	Management and Control of Forest and Range Fires	10.1	0.11%
404	Instrumentation and Control Systems	9.3	0.10%
314	Toxic Chemicals, Poisonous Plants, Naturally Occurring Toxins, and Other Hazards Affecting Animals	6.9	0.07%
103	Management of Saline and Sodic Soils and Salinity	6.4	0.07%
611	Foreign Policy and Programs	4.0	0.04%
512	Quality Maintenance in Storing and Marketing Non-Food Products	2.7	0.03%
Totals		9495.8	100.00%

Appendix D – FTE Data from the 2008-2012 Plan of Work

FTEs by Knowledge Area for 1890 Research

KA Code	KA Text	1890 Res.	Percentages
302	Nutrient Utilization in Animals	22.2	5.00%
205	Plant Management Systems	21.0	4.73%
307	Animal Management Systems	20.7	4.66%
703	Nutrition Education and Behavior	17.8	4.02%
601	Economics of Agricultural Production and Farm Management	15.5	3.50%
712	Protect Food from Contamination by Pathogenic Microorganisms, Parasites, and Naturally Occurring Toxins	15.2	3.42%
202	Plant Genetic Resources	14.4	3.24%
211	Insects, Mites, and Other Arthropods Affecting Plants	13.5	3.04%
201	Plant Genome, Genetics, and Genetic Mechanisms	11.9	2.68%
216	Integrated Pest Management Systems	11.6	2.62%
102	Soil, Plant, Water, Nutrient Relationships	11.5	2.60%
301	Reproductive Performance of Animals	11.5	2.60%
215	Biological Control of Pests Affecting Plants	11.5	2.59%
112	Watershed Protection and Management	10.7	2.41%
502	New and Improved Food Products	9.8	2.21%
604	Marketing and Distribution Practices	9.7	2.19%
806	Youth Development	9.7	2.17%
133	Pollution Prevention and Mitigation	8.6	1.94%
702	Requirements and Function of Nutrients and Other Food Components	8.3	1.88%
212	Pathogens and Nematodes Affecting Plants	8.2	1.85%
724	Healthy Lifestyle	7.7	1.74%
802	Human Development and Family Well-Being	7.4	1.66%
311	Animal Diseases	7.4	1.66%
111	Conservation and Efficient Use of Water	7.2	1.62%
304	Animal Genome	7.2	1.62%
303	Genetic Improvement of Animals	6.8	1.53%
308	Improved Animal Products (Before Harvest)	6.7	1.52%
403	Waste Disposal, Recycling, and Reuse	6.4	1.45%
701	Nutrient Composition of Food	6.3	1.41%
203	Plant Biological Efficiency and Abiotic Stresses Affecting Plants	5.8	1.31%
608	Community Resource Planning and Development	5.5	1.25%

501	New and Improved Food Processing Technologies	5.5	1.24%
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	4.7	1.06%
602	Business Management, Finance, and Taxation	4.7	1.05%
503	Quality Maintenance in Storing and Marketing Food Products	4.6	1.03%
711	Ensure Food Products Free of Harmful Chemicals, Including Residues from Agricultural and Other Sources	4.5	1.02%
610	Domestic Policy Analysis	4.5	1.02%
123	Management and Sustainability of Forest Resources	4.4	0.99%
313	Internal Parasites in Animals	4.4	0.99%
206	Basic Plant Biology	4.4	0.98%
805	Community Institutions, Health, and Social Services	4.3	0.98%
305	Animal Physiological Processes	4.3	0.96%
213	Weeds Affecting Plants	3.4	0.77%
204	Plant Product Quality and Utility (Preharvest)	3.2	0.73%
804	Human Environmental Issues Concerning Apparel, Textiles, and Residential and Commercial Structures	3.2	0.71%
135	Aquatic and Terrestrial Wildlife	3.1	0.70%
131	Alternative Uses of Land	2.9	0.64%
603	Market Economics	2.7	0.61%
609	Economic Theory and Methods	2.6	0.60%
801	Individual and Family Resource Management	2.6	0.58%
723	Hazards to Human Health and Safety	2.6	0.58%
124	Urban Forestry	2.4	0.55%
402	Engineering Systems and Equipment	2.3	0.51%
132	Weather and Climate	2.1	0.48%
721	Insects and Other Pests Affecting Humans	2.1	0.47%
104	Protect Soil from Harmful Effects of Natural Elements	2.1	0.47%
134	Outdoor Recreation	1.9	0.42%
121	Management of Range Resources	1.8	0.41%
125	Agroforestry	1.6	0.36%
103	Management of Saline and Sodic Soils and Salinity	1.6	0.35%
401	Structures, Facilities, and General Purpose Farm Supplies	1.5	0.35%
504	Home and Commercial Food Service	1.4	0.32%
136	Conservation of Biological Diversity	1.3	0.29%
607	Consumer Economics	1.1	0.25%
605	Natural Resource and Environmental Economics	1.0	0.23%

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903	Communication, Education, and Information Delivery	0.8	0.19%
141	Air Resource Protection and Management	0.8	0.18%
101	Appraisal of Soil Resources	0.7	0.17%
314	Toxic Chemicals, Poisonous Plants, Naturally Occurring Toxins, and Other Hazards Affecting Animals	0.7	0.16%
511	New and Improved Non-Food Products and Processes	0.4	0.09%
405	Drainage and Irrigation Systems and Facilities	0.4	0.08%
704	Nutrition and Hunger in the Population	0.4	0.08%
611	Foreign Policy and Programs	0.3	0.08%
312	External Parasites and Pests of Animals	0.2	0.06%
306	Environmental Stress in Animals	0.2	0.05%
404	Instrumentation and Control Systems	0.2	0.03%
315	Animal Welfare/Well-Being and Protection	0.1	0.02%
722	Zoonotic Diseases and Parasites Affecting Humans	0.0	0.00%
122	Management and Control of Forest and Range Fires	0.0	0.00%
214	Vertebrates, Mollusks, and Other Pests Affecting Plants	0.0	0.00%
512	Quality Maintenance in Storing and Marketing Non-Food Products	0.0	0.00%
606	International Trade and Development	0.0	0.00%
901	Program and Project Design, and Statistics	0.0	0.00%
902	Administration of Projects and Programs	0.0	0.00%
Totals		444.1	100.00%

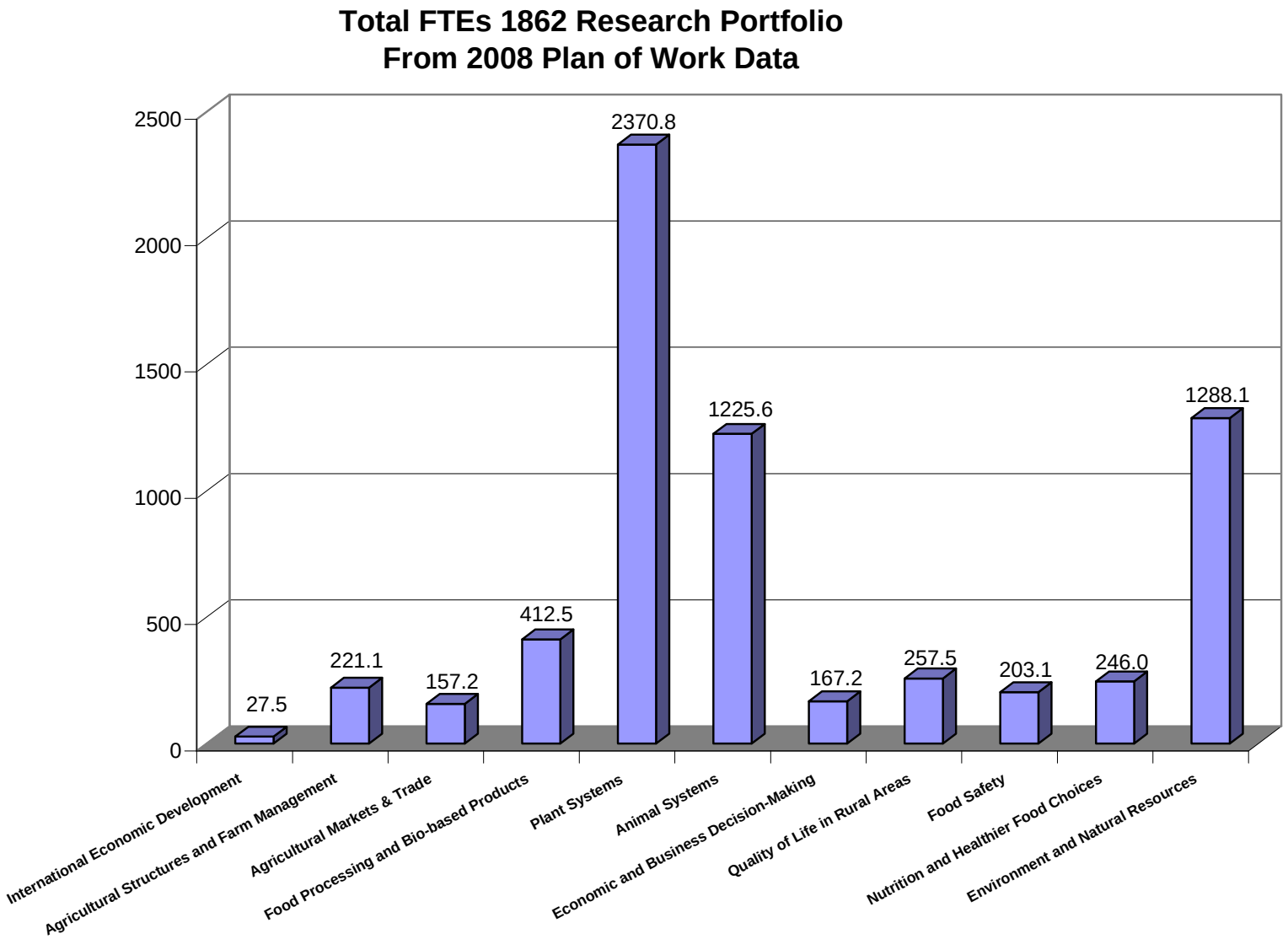
Appendix D – FTE Data from the 2008-2012 Plan of Work

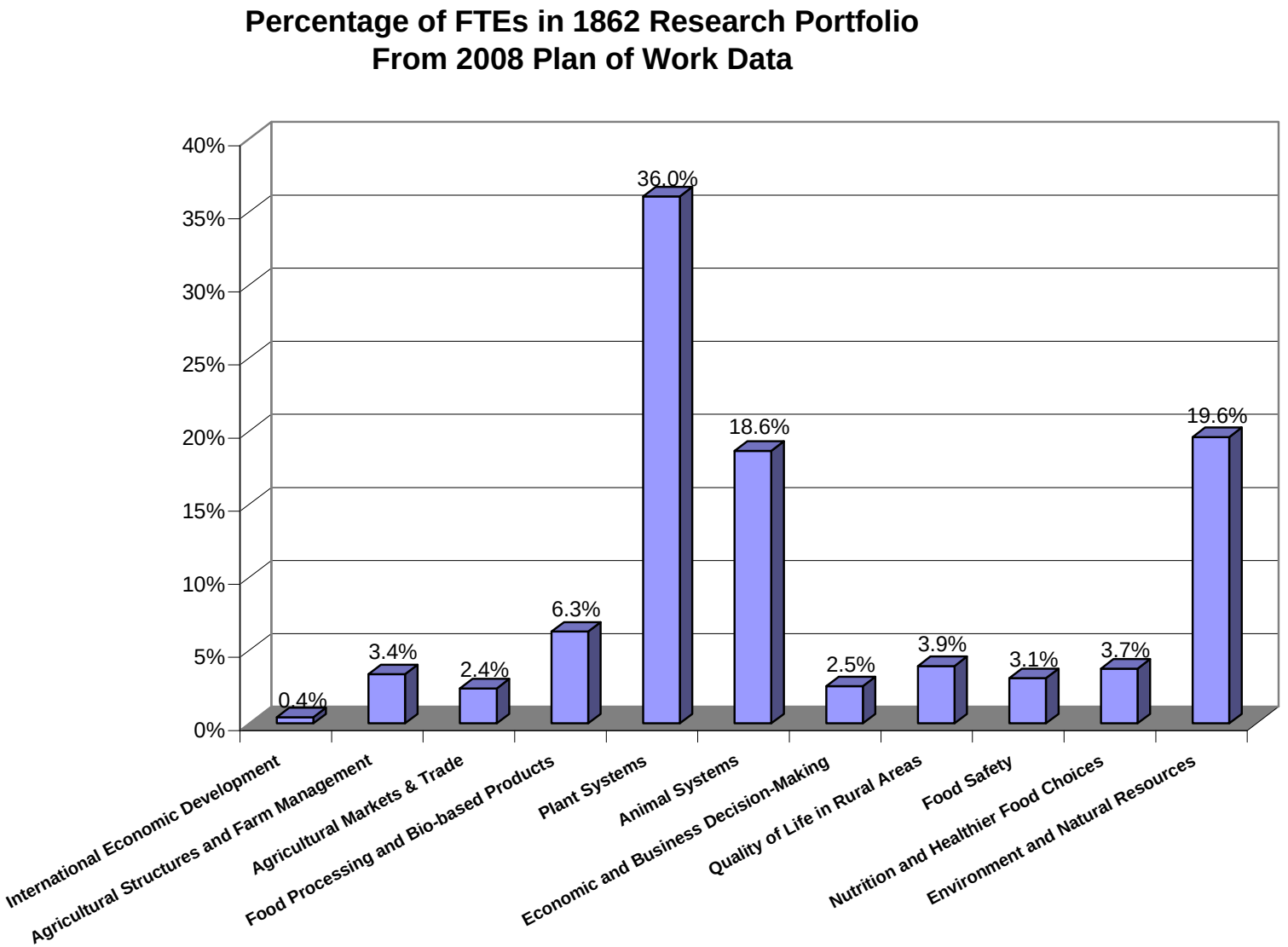
FTEs by Knowledge Areas for 1890 Extension

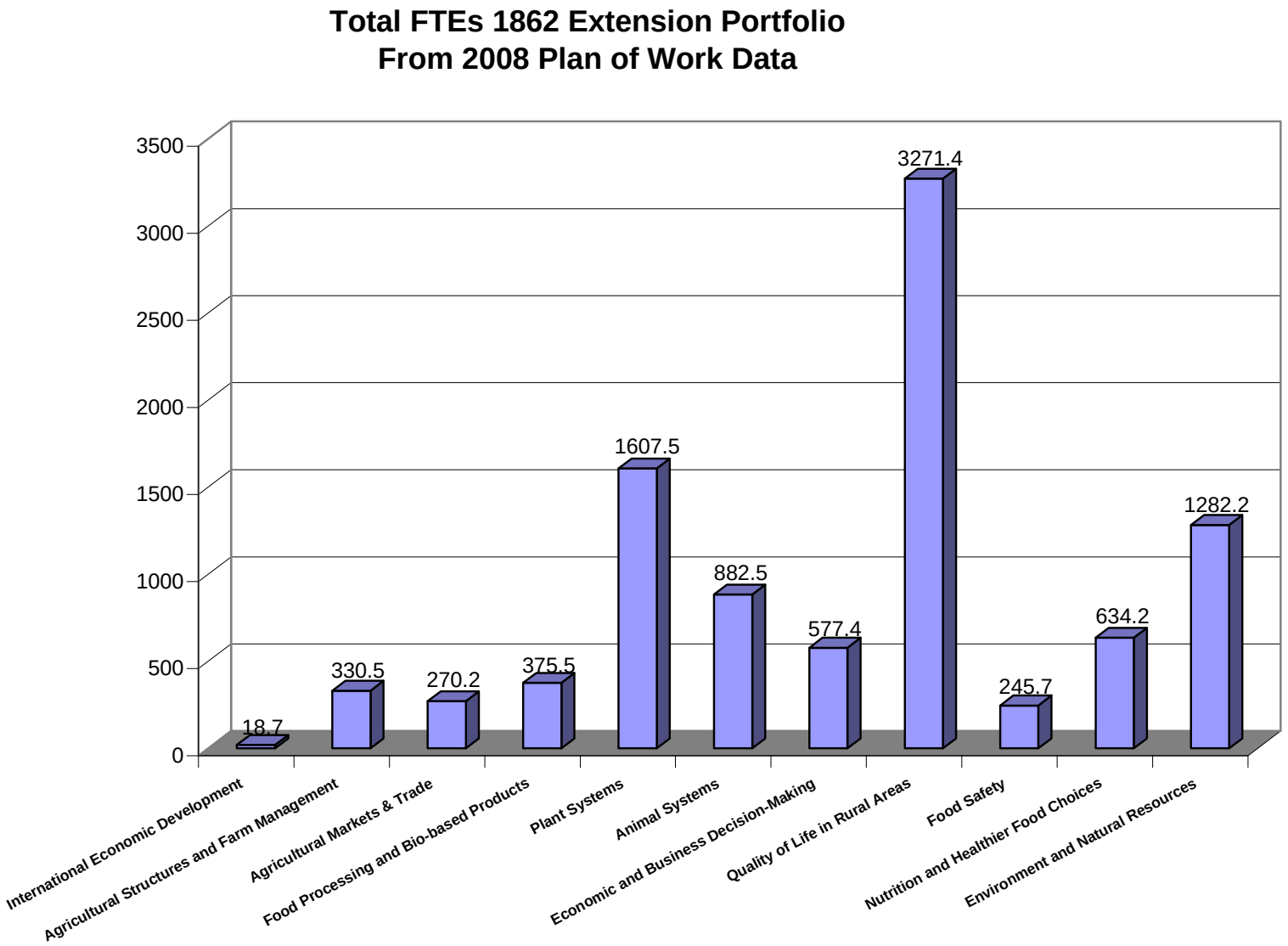
KA Code	KA Text	1890 Ext.	Percentages
806	Youth Development	103.5	17.60%
802	Human Development and Family Well-Being	48.0	8.16%
608	Community Resource Planning and Development	32.3	5.49%
724	Healthy Lifestyle	27.9	4.75%
703	Nutrition Education and Behavior	26.5	4.51%
801	Individual and Family Resource Management	24.5	4.17%
205	Plant Management Systems	22.7	3.86%
601	Economics of Agricultural Production and Farm Management	21.3	3.62%
602	Business Management, Finance, and Taxation	19.9	3.38%
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	14.9	2.53%
102	Soil, Plant, Water, Nutrient Relationships	14.7	2.50%
805	Community Institutions, Health, and Social Services	14.0	2.39%
604	Marketing and Distribution Practices	12.7	2.17%
307	Animal Management Systems	12.2	2.07%
301	Reproductive Performance of Animals	9.0	1.53%
211	Insects, Mites, and Other Arthropods Affecting Plants	8.4	1.42%
712	Protect Food from Contamination by Pathogenic Microorganisms, Parasites, and Naturally Occurring Toxins	8.4	1.42%
804	Human Environmental Issues Concerning Apparel, Textiles, and Residential and Commercial Structures	8.0	1.36%
311	Animal Diseases	7.2	1.22%
702	Requirements and Function of Nutrients and Other Food Components	7.1	1.21%
302	Nutrient Utilization in Animals	7.1	1.21%
123	Management and Sustainability of Forest Resources	7.1	1.20%
501	New and Improved Food Processing Technologies	6.5	1.10%
213	Weeds Affecting Plants	6.4	1.09%
212	Pathogens and Nematodes Affecting Plants	6.1	1.04%
723	Hazards to Human Health and Safety	5.8	0.98%
303	Genetic Improvement of Animals	5.6	0.95%
216	Integrated Pest Management Systems	4.8	0.82%
201	Plant Genome, Genetics, and Genetic Mechanisms	4.8	0.82%
701	Nutrient Composition of Food	4.6	0.78%

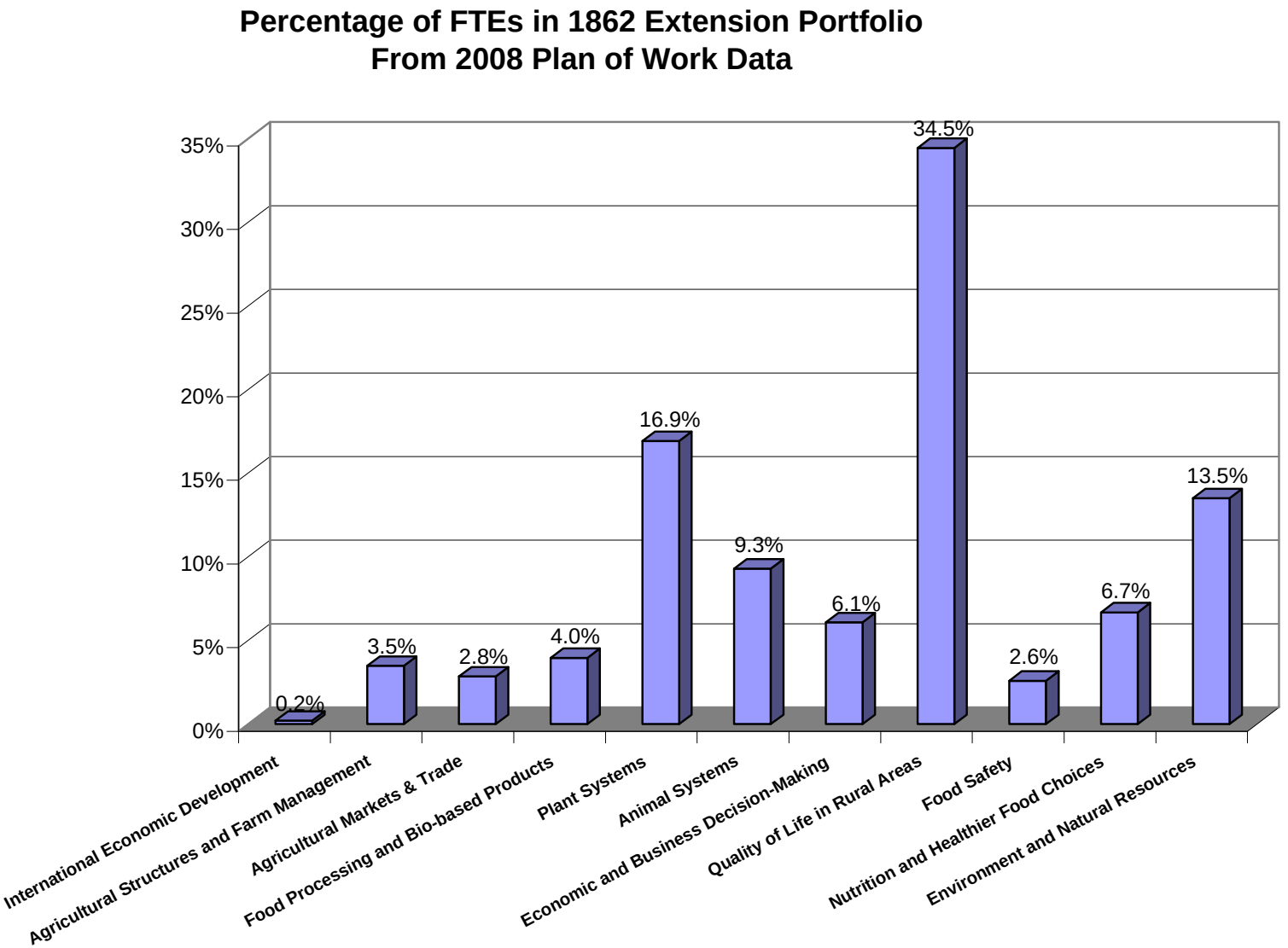
607	Consumer Economics	4.4	0.75%
308	Improved Animal Products (Before Harvest)	4.3	0.74%
203	Plant Biological Efficiency and Abiotic Stresses Affecting Plants	4.2	0.71%
111	Conservation and Efficient Use of Water	3.8	0.64%
131	Alternative Uses of Land	3.6	0.62%
903	Communication, Education, and Information Delivery	3.6	0.62%
704	Nutrition and Hunger in the Population	3.5	0.59%
605	Natural Resource and Environmental Economics	3.3	0.56%
204	Plant Product Quality and Utility (Preharvest)	2.9	0.50%
206	Basic Plant Biology	2.9	0.49%
609	Economic Theory and Methods	2.9	0.48%
502	New and Improved Food Products	2.7	0.46%
504	Home and Commercial Food Service	2.6	0.43%
402	Engineering Systems and Equipment	2.5	0.43%
215	Biological Control of Pests Affecting Plants	2.3	0.39%
403	Waste Disposal, Recycling, and Reuse	2.2	0.38%
610	Domestic Policy Analysis	2.2	0.37%
124	Urban Forestry	2.2	0.37%
901	Program and Project Design, and Statistics	1.9	0.32%
133	Pollution Prevention and Mitigation	1.8	0.31%
125	Agroforestry	1.8	0.30%
112	Watershed Protection and Management	1.7	0.29%
315	Animal Welfare/Well-Being and Protection	1.6	0.27%
313	Internal Parasites in Animals	1.6	0.26%
134	Outdoor Recreation	1.5	0.26%
202	Plant Genetic Resources	1.4	0.24%
135	Aquatic and Terrestrial Wildlife	1.4	0.24%
503	Quality Maintenance in Storing and Marketing Food Products	1.3	0.22%
711	Ensure Food Products Free of Harmful Chemicals, Including Residues from Agricultural and Other Sources	1.3	0.22%
401	Structures, Facilities, and General Purpose Farm Supplies	1.2	0.20%
141	Air Resource Protection and Management	1.1	0.19%
305	Animal Physiological Processes	1.0	0.17%
603	Market Economics	0.9	0.15%
404	Instrumentation and Control Systems	0.9	0.15%
312	External Parasites and Pests of Animals	0.8	0.14%

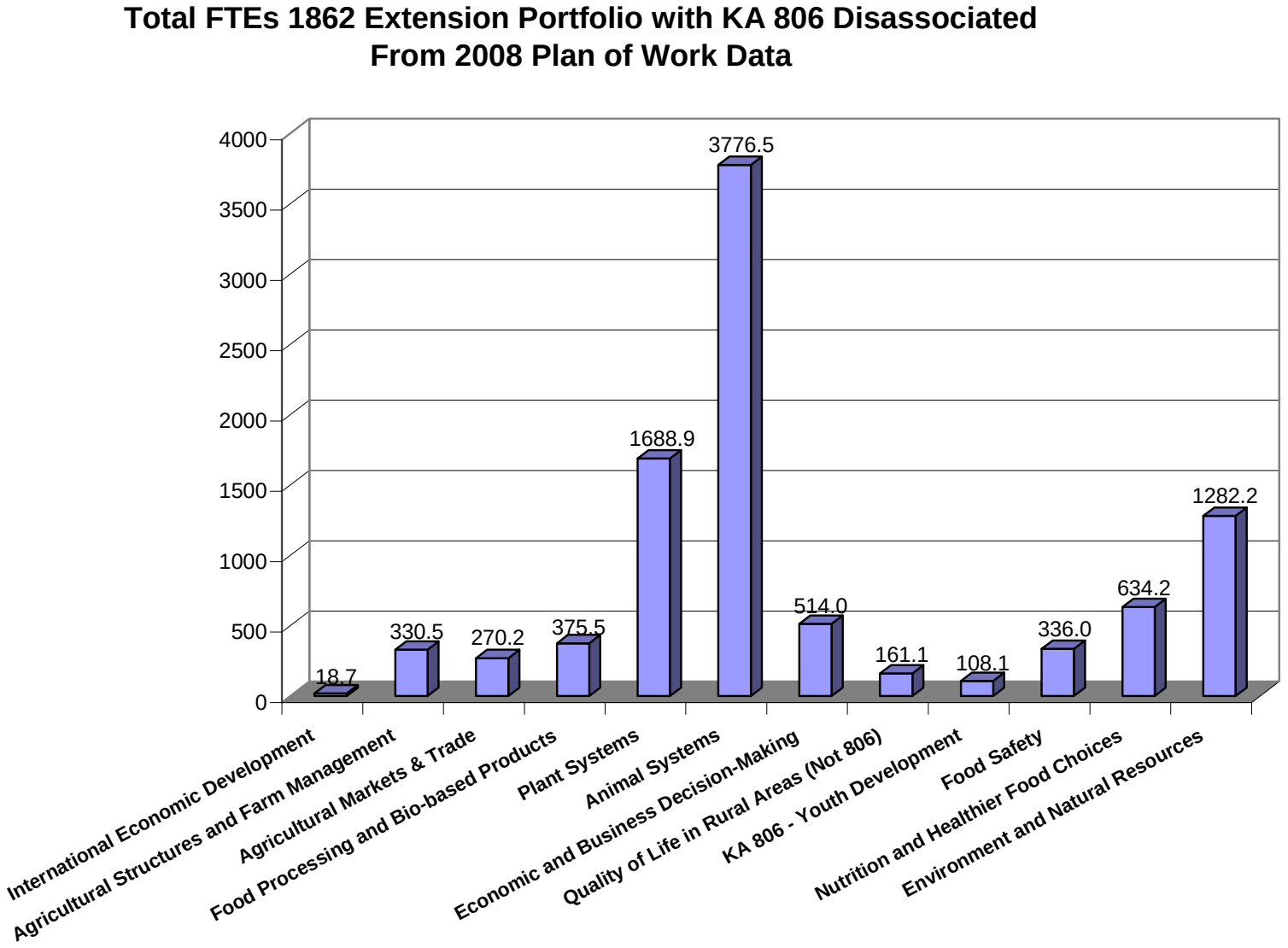
104	Protect Soil from Harmful Effects of Natural Elements	0.8	0.14%
121	Management of Range Resources	0.8	0.14%
721	Insects and Other Pests Affecting Humans	0.8	0.14%
136	Conservation of Biological Diversity	0.8	0.13%
132	Weather and Climate	0.7	0.11%
304	Animal Genome	0.7	0.11%
405	Drainage and Irrigation Systems and Facilities	0.6	0.10%
902	Administration of Projects and Programs	0.4	0.07%
101	Appraisal of Soil Resources	0.4	0.06%
511	New and Improved Non-Food Products and Processes	0.4	0.06%
214	Vertebrates, Mollusks, and Other Pests Affecting Plants	0.3	0.05%
306	Environmental Stress in Animals	0.3	0.05%
722	Zoonotic Diseases and Parasites Affecting Humans	0.1	0.01%
103	Management of Saline and Sodic Soils and Salinity	0.1	0.01%
512	Quality Maintenance in Storing and Marketing Non-Food Products	0.1	0.01%
314	Toxic Chemicals, Poisonous Plants, Naturally Occurring Toxins, and Other Hazards Affecting Animals	0.0	0.01%
611	Foreign Policy and Programs	0.0	0.00%
122	Management and Control of Forest and Range Fires	0.0	0.00%
606	International Trade and Development	0.0	0.00%
Totals		588	100.00%


Total FTEs 1862 Research Portfolio
From 2008 Plan of Work Data
2500
2000
1500
1000
500
0
27.5
221.1
157.2
412.5
2370.8
1225.6
167.2
257.5
203.1
246.0
1288.1
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

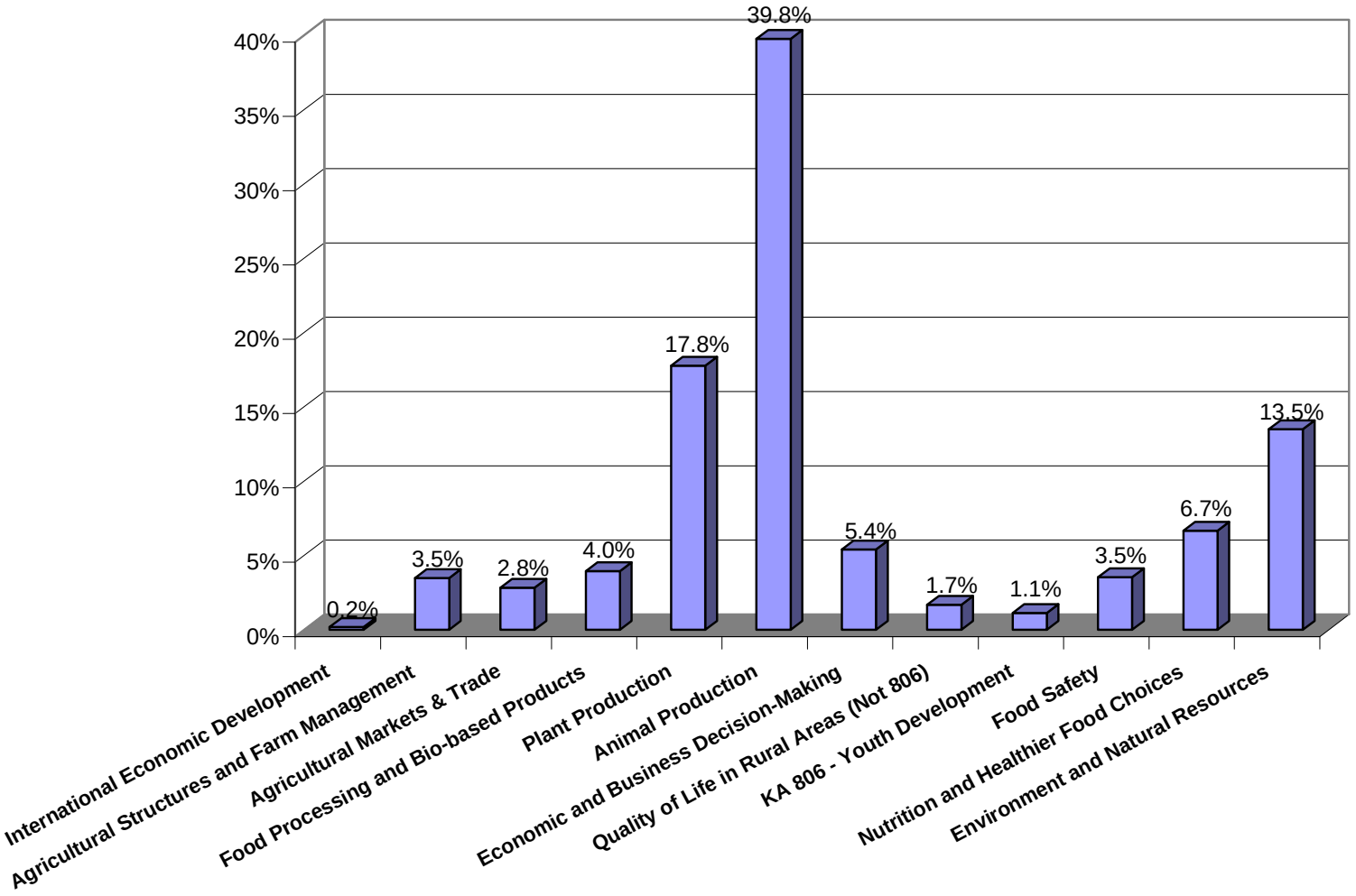

Percentage of FTEs in 1862 Research Portfolio
From 2008 Plan of Work Data
40%
35%
30%
25%
20%
15%
10%
5%
0%
0.4%
3.4%
2.4%
6.3%
36.0%
18.6%
2.5%
3.9%
3.1%
3.7%
19.6%
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

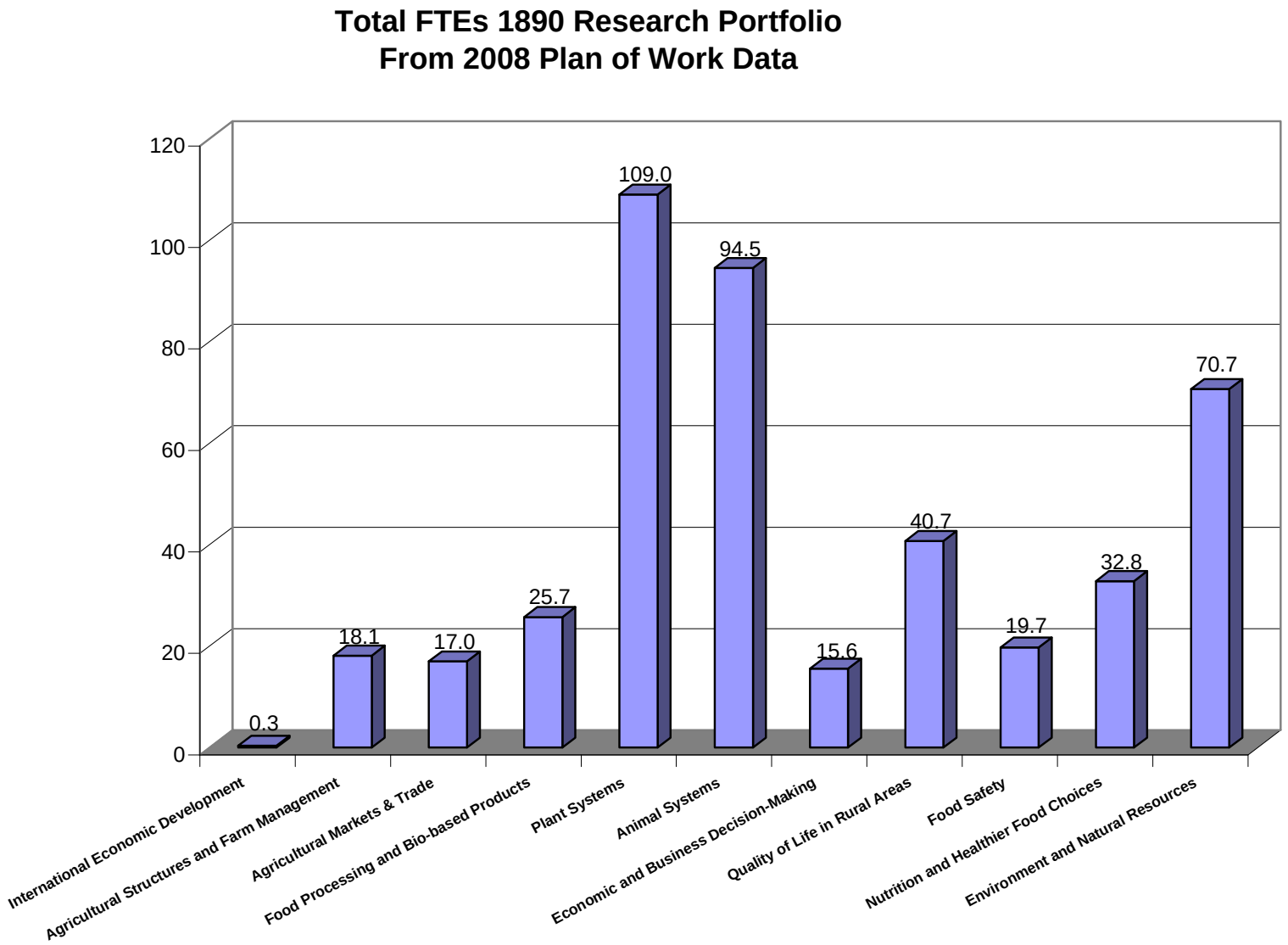

Total FTEs 1862 Extension Portfolio
From 2008 Plan of Work Data
3500
3000
2500
2000
1500
1000
500
0
18.7
330.5
270.2
375.5
1607.5
882.5
577.4
3271.4
245.7
634.2
1282.2
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

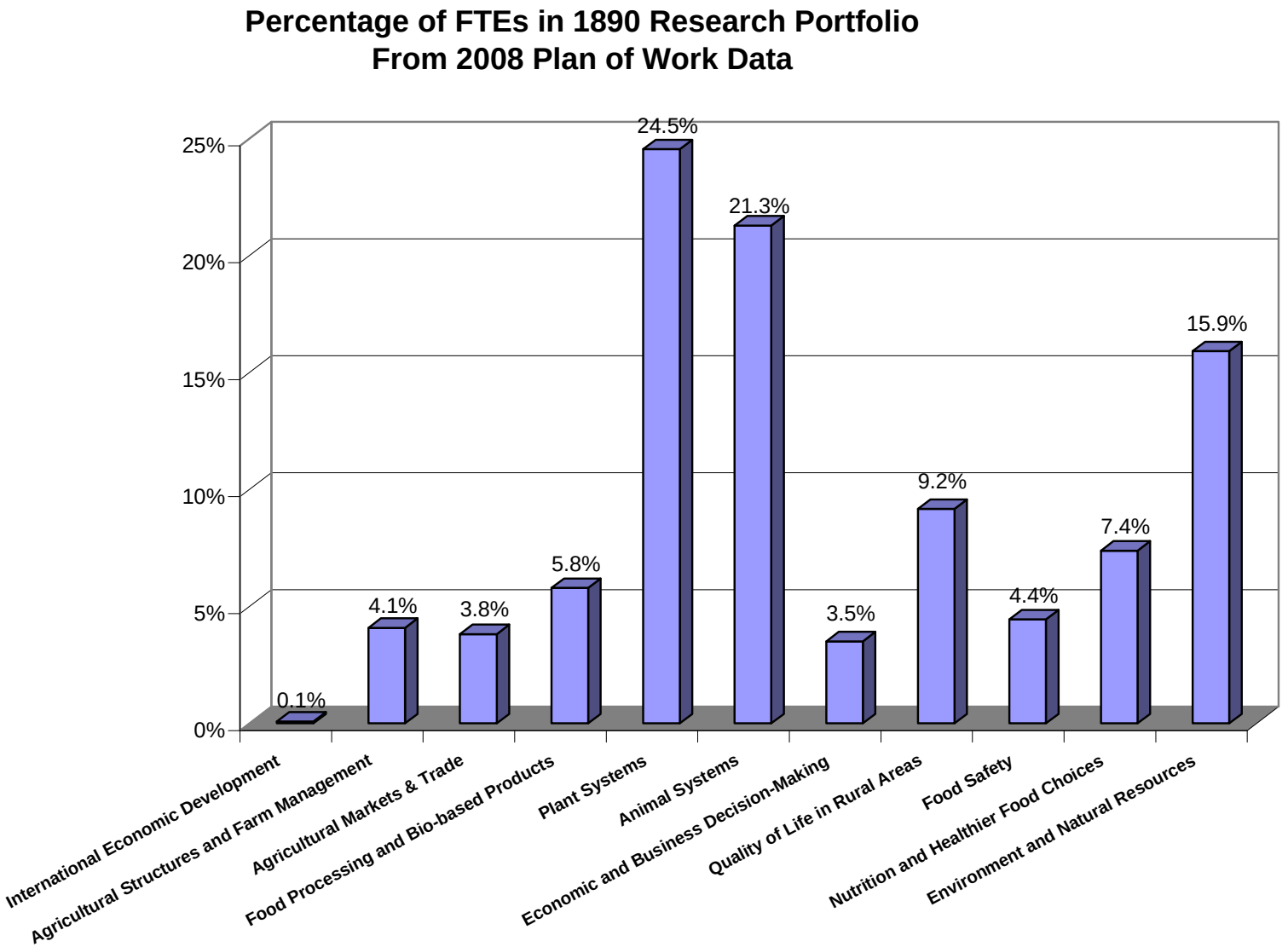

Percentage of FTEs in 1862 Extension Portfolio
From 2008 Plan of Work Data
35%
30%
25%
20%
15%
10%
5%
0%
0.2%
3.5%
2.8%
4.0%
16.9%
9.3%
6.1%
34.5%
2.6%
6.7%
13.5%
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

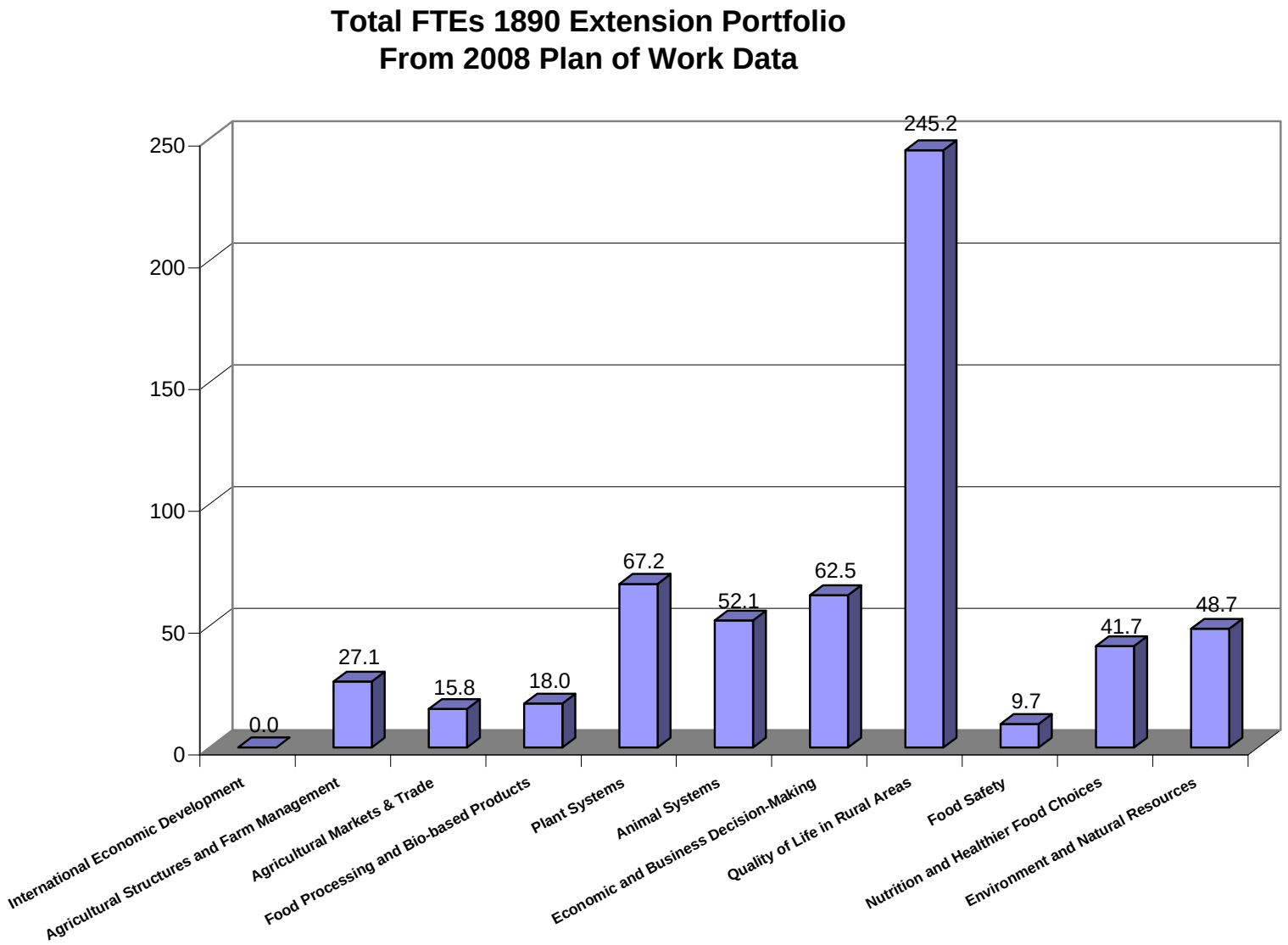

Total FTEs 1862 Extension Portfolio with KA 806 Disassociated
From 2008 Plan of Work Data
4000
3500
3000
2500
2000
1500
1000
500
0
18.7
330.5
270.2
375.5
1688.9
3776.5
514.0
161.1
108.1
336.0
634.2
1282.2
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas (Not 806)
KA 806 - Youth Development
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

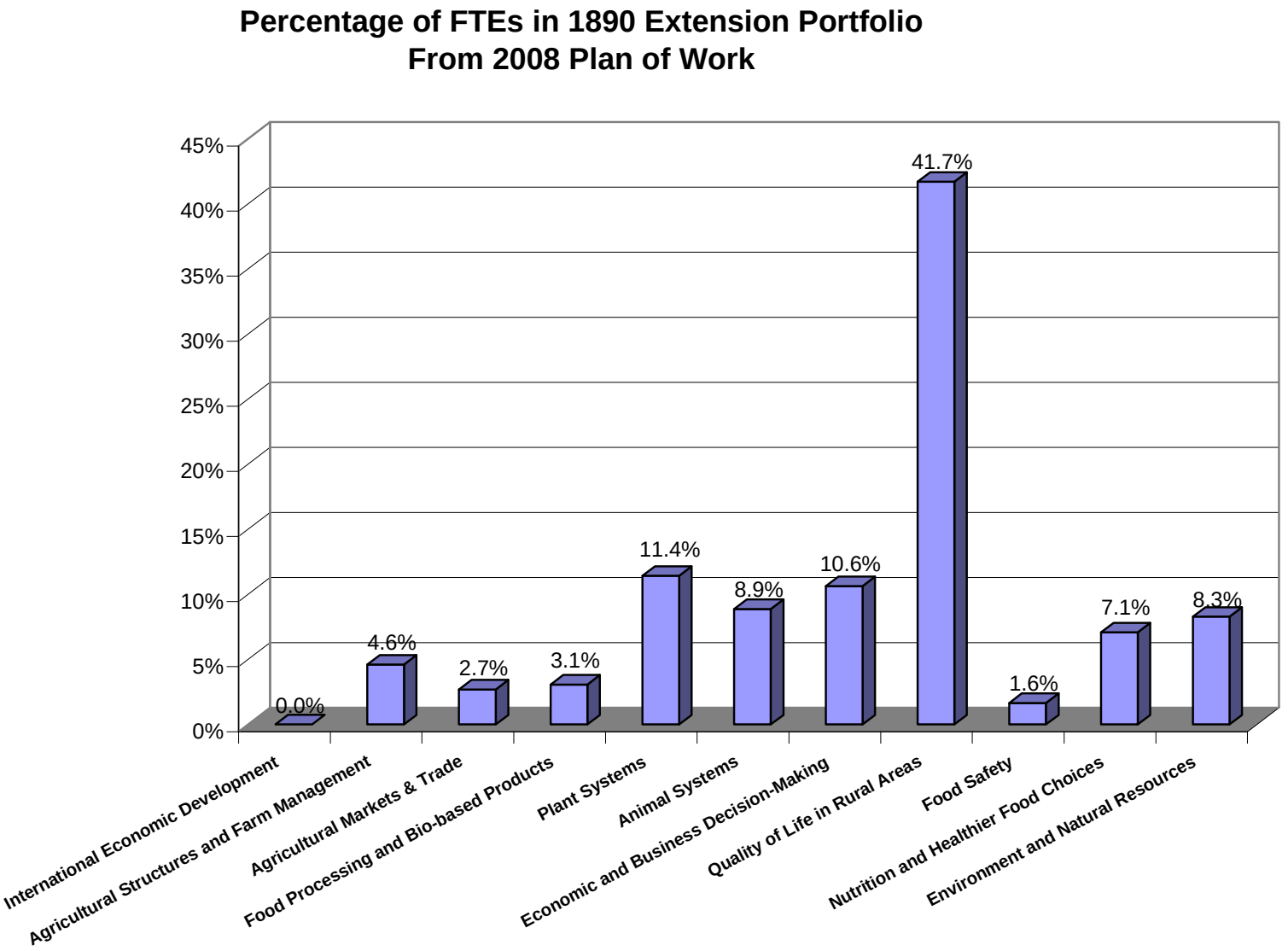
Percentage of FTEs in 1862 Extension Portfolio with KA 806 Disassociated From 2008 Plan of Work Data

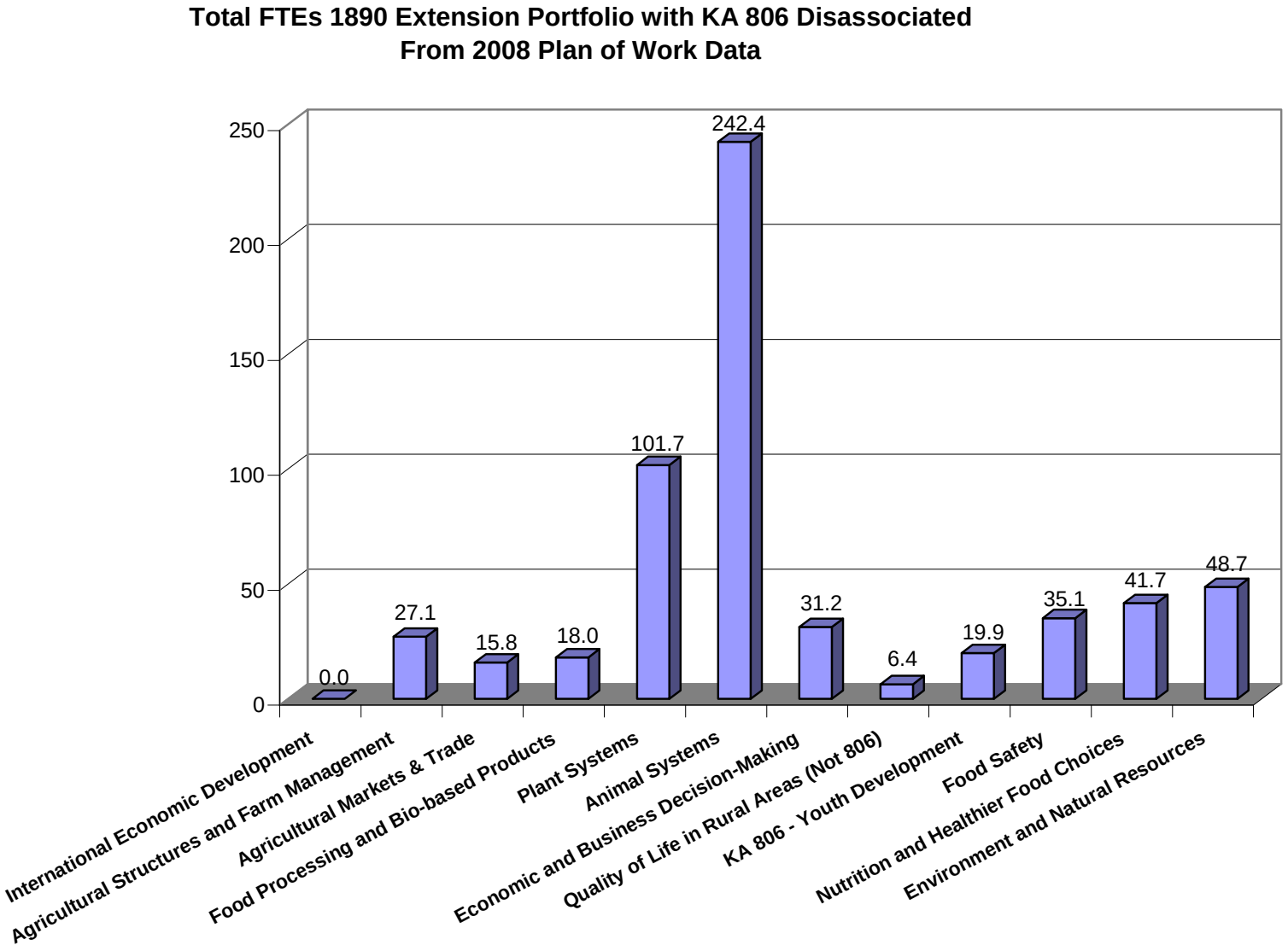



Total FTEs 1890 Research Portfolio
From 2008 Plan of Work Data
120
100
80
60
40
20
0
0.3
18.1
17.0
25.7
109.0
94.5
15.6
40.7
19.7
32.8
70.7
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

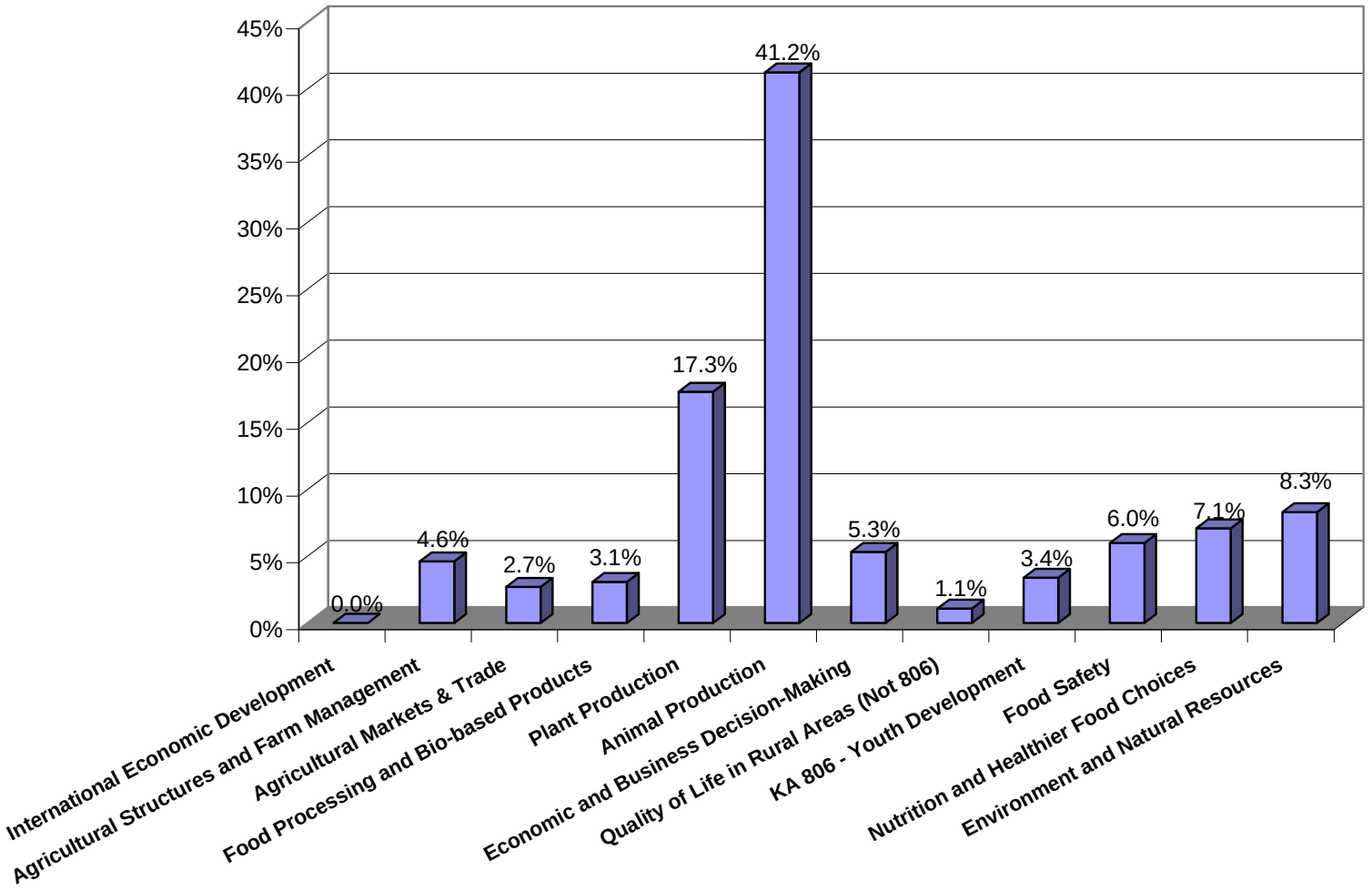

Percentage of FTEs in 1890 Research Portfolio
From 2008 Plan of Work Data
25%
20%
15%
10%
5%
0%
0.1%
4.1%
3.8%
5.8%
24.5%
21.3%
3.5%
9.2%
4.4%
7.4%
15.9%
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

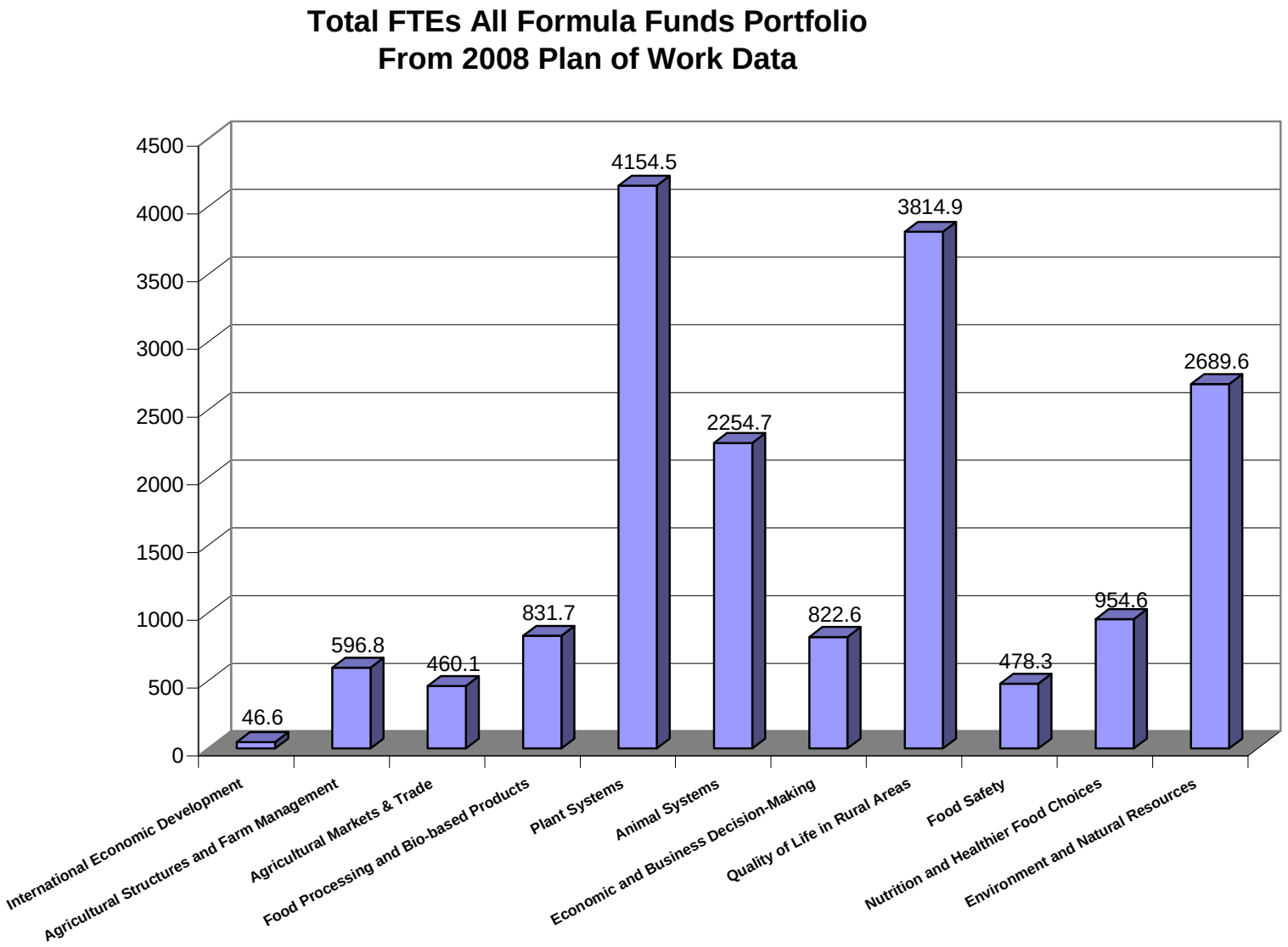

Total FTEs 1890 Extension Portfolio
From 2008 Plan of Work Data
250
200
150
100
50
0
0.0
27.1
15.8
18.0
67.2
52.1
62.5
245.2
9.7
41.7
48.7
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

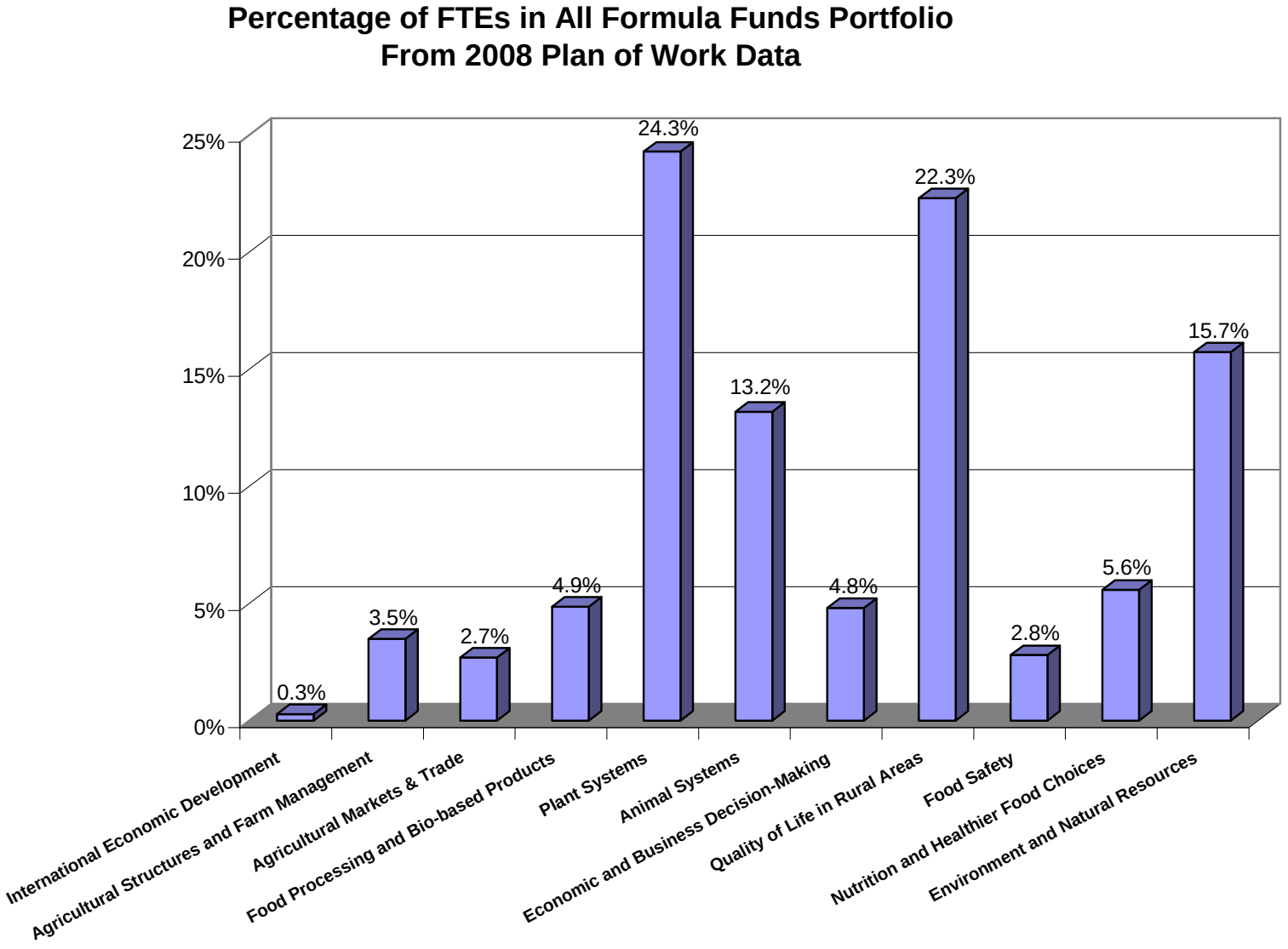

Percentage of FTEs in 1890 Extension Portfolio
From 2008 Plan of Work
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
0.0%
4.6%
2.7%
3.1%
11.4%
8.9%
10.6%
41.7%
1.6%
7.1%
8.3%
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources


Total FTEs 1890 Extension Portfolio with KA 806 Disassociated
From 2008 Plan of Work Data
250
200
150
100
50
0
0.0
27.1
15.8
18.0
101.7
242.4
31.2
6.4
19.9
35.1
41.7
48.7
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas (Not 806)
KA 806 - Youth Development
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

Percentage of FTEs in 1890 Extension Portfolio with KA 806 Disassociated From 2008 Plan of Work




Total FTEs All Formula Funds Portfolio
From 2008 Plan of Work Data
4500
4000
3500
3000
2500
2000
1500
1000
500
0
46.6
596.8
460.1
831.7
4154.5
2254.7
822.6
3814.9
478.3
954.6
2689.6
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

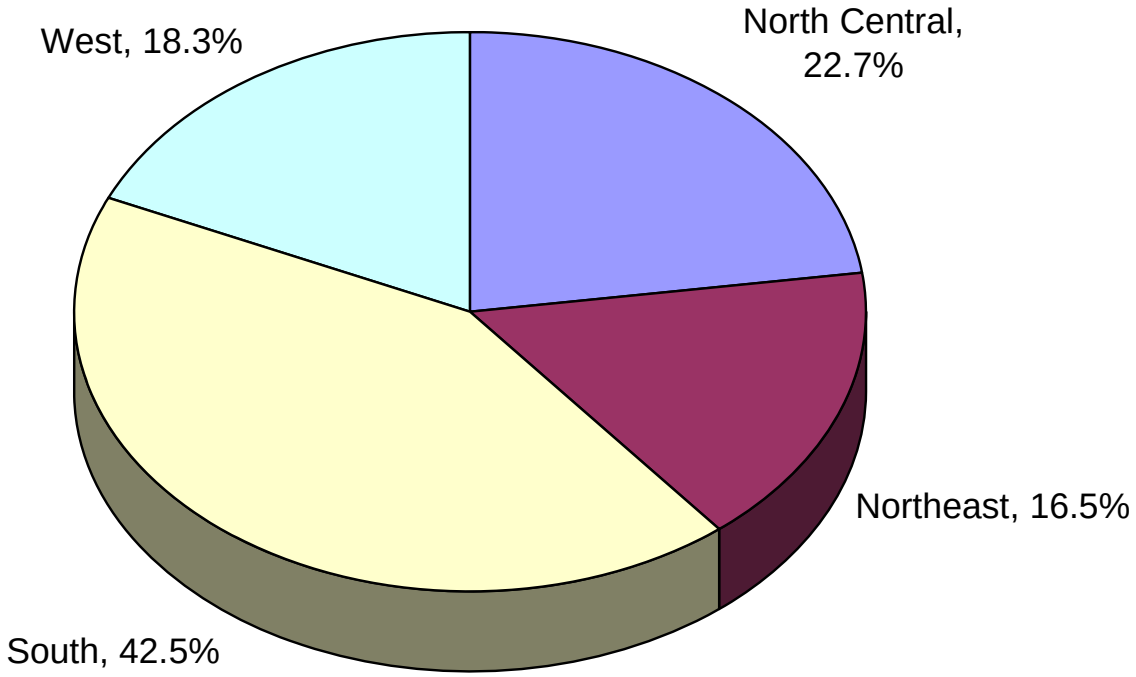

Percentage of FTEs in All Formula Funds Portfolio
From 2008 Plan of Work Data
25%
20%
15%
10%
5%
0%
0.3%
3.5%
2.7%
4.9%
24.3%
13.2%
4.8%
22.3%
2.8%
5.6%
15.7%
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

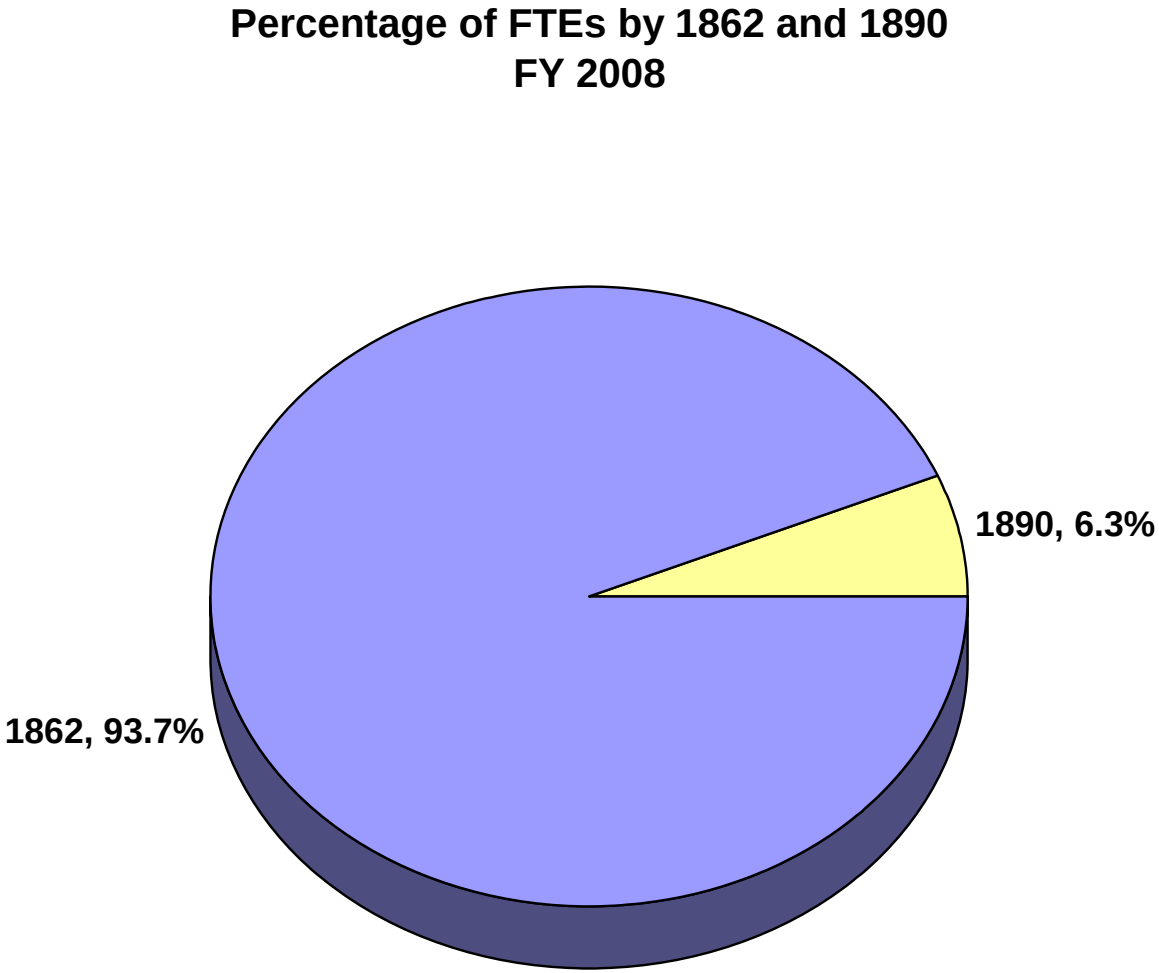
Percentage of FTEs within Regions to CSREES Portfolios

Portfolio	North Central	Northeast	South	West	Overall
International Economic Development	**0.52%**	0.19%	0.15%	0.31%	0.27%
Agricultural Structures and Farm Management	3.90%	**5.42%**	3.02%	2.41%	3.51%
Agricultural Markets & Trade	2.32%	**4.03%**	2.80%	**1.64%**	2.68%
Food Processing and Bio-based Products	5.59%	4.94%	4.95%	**3.88%**	4.90%
Plant Systems	21.54%	18.86%	22.50%	**35.63%**	24.09%
Animal Systems	14.92%	13.63%	13.81%	**9.41%**	13.22%
Economic and Business Decision-Making	5.69%	**7.10%**	4.82%	**2.35%**	4.94%
Quality of Life in Rural Areas	22.19%	21.54%	25.56%	**15.14%**	22.22%
Food Safety	**2.14%**	2.82%	3.36%	2.67%	2.87%
Nutrition and Healthier Food Choices	5.92%	**5.10%**	5.46%	5.97%	5.60%
Environment and Natural Resources	15.26%	16.36%	13.58%	**20.60%**	15.71%
Totals	100.00%	100.00%	100.00%	100.00%	100.00%

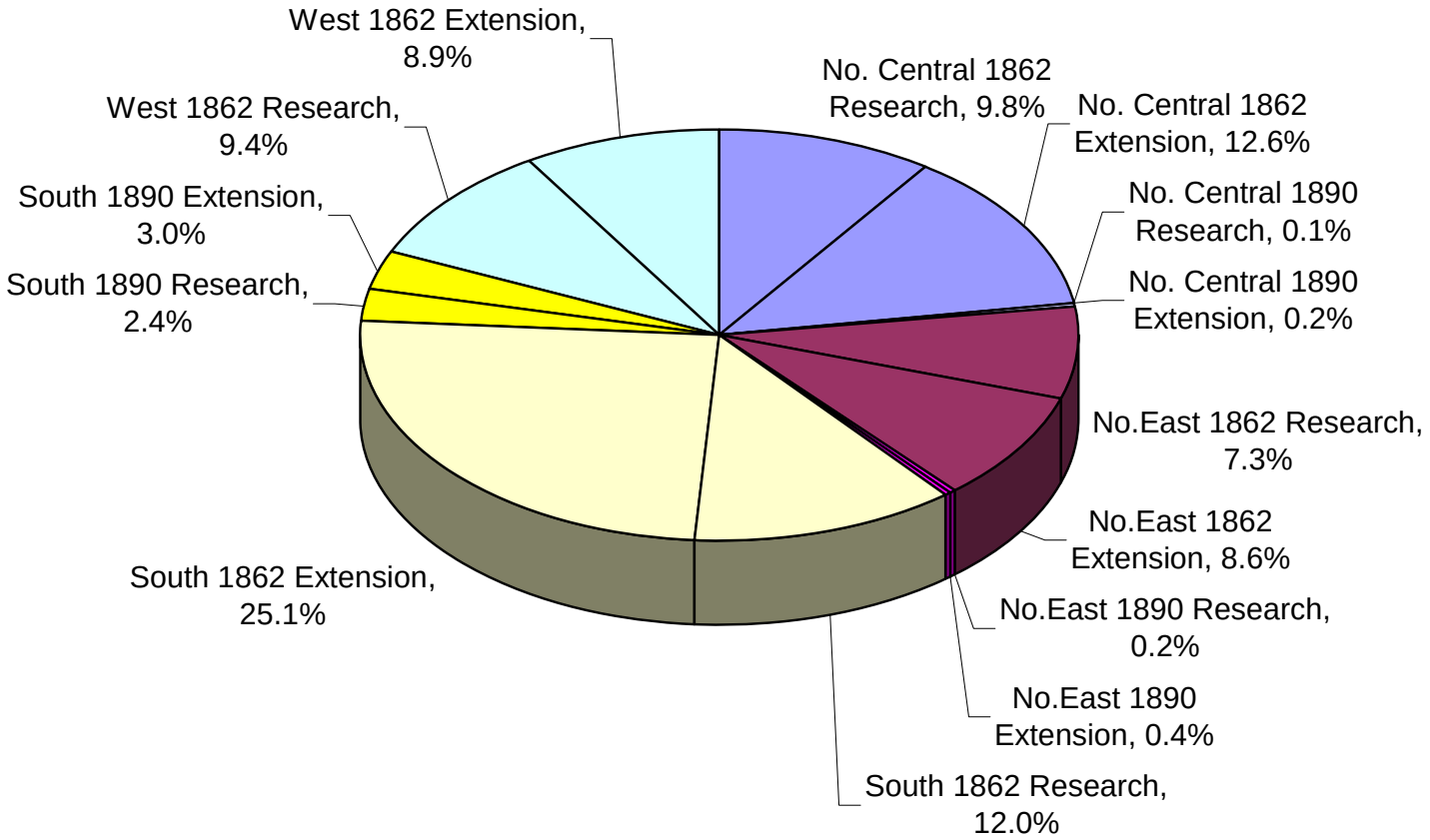
Numbers in **Bold** are outside the standard deviation

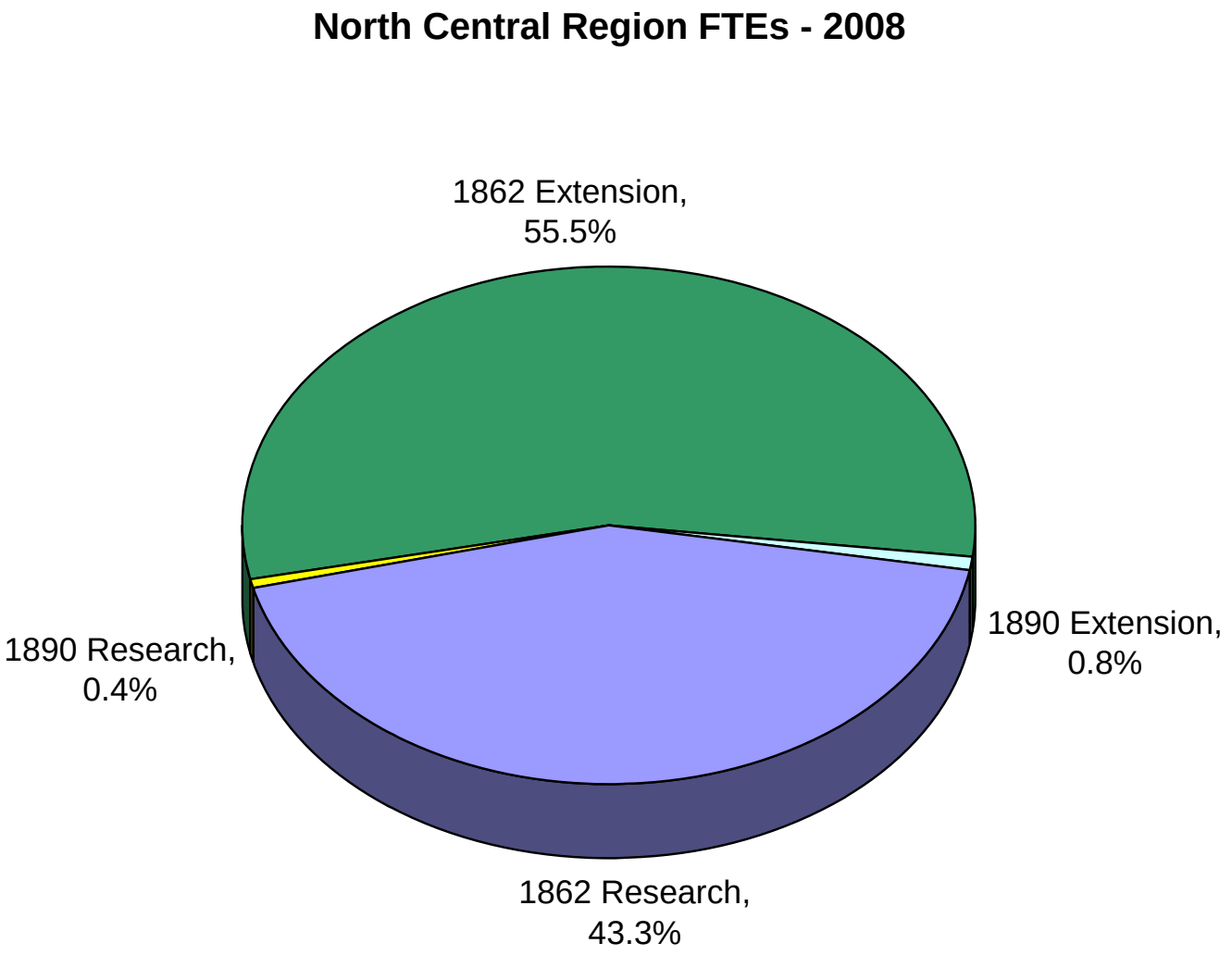
Percentage of FTEs by Region - 2008

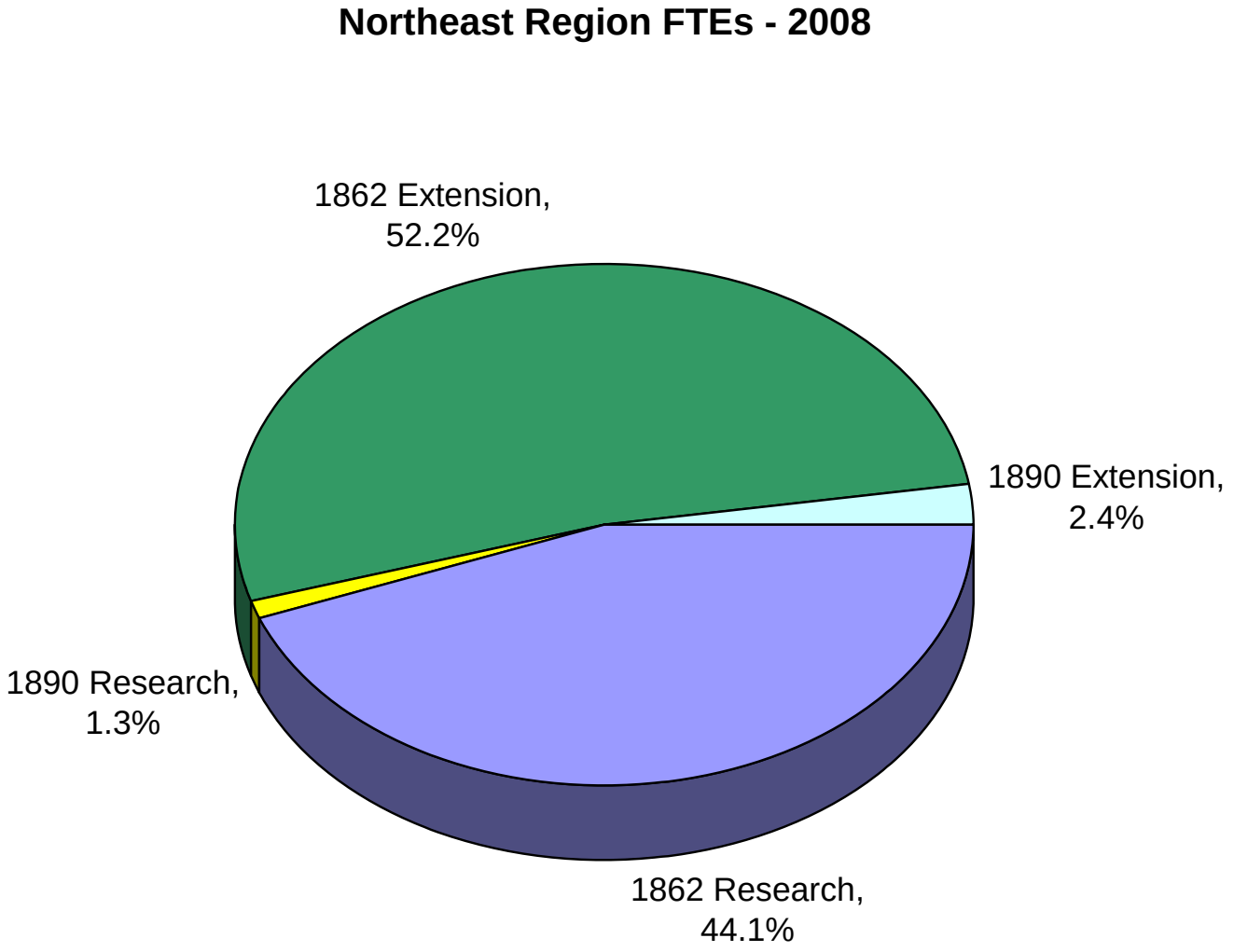


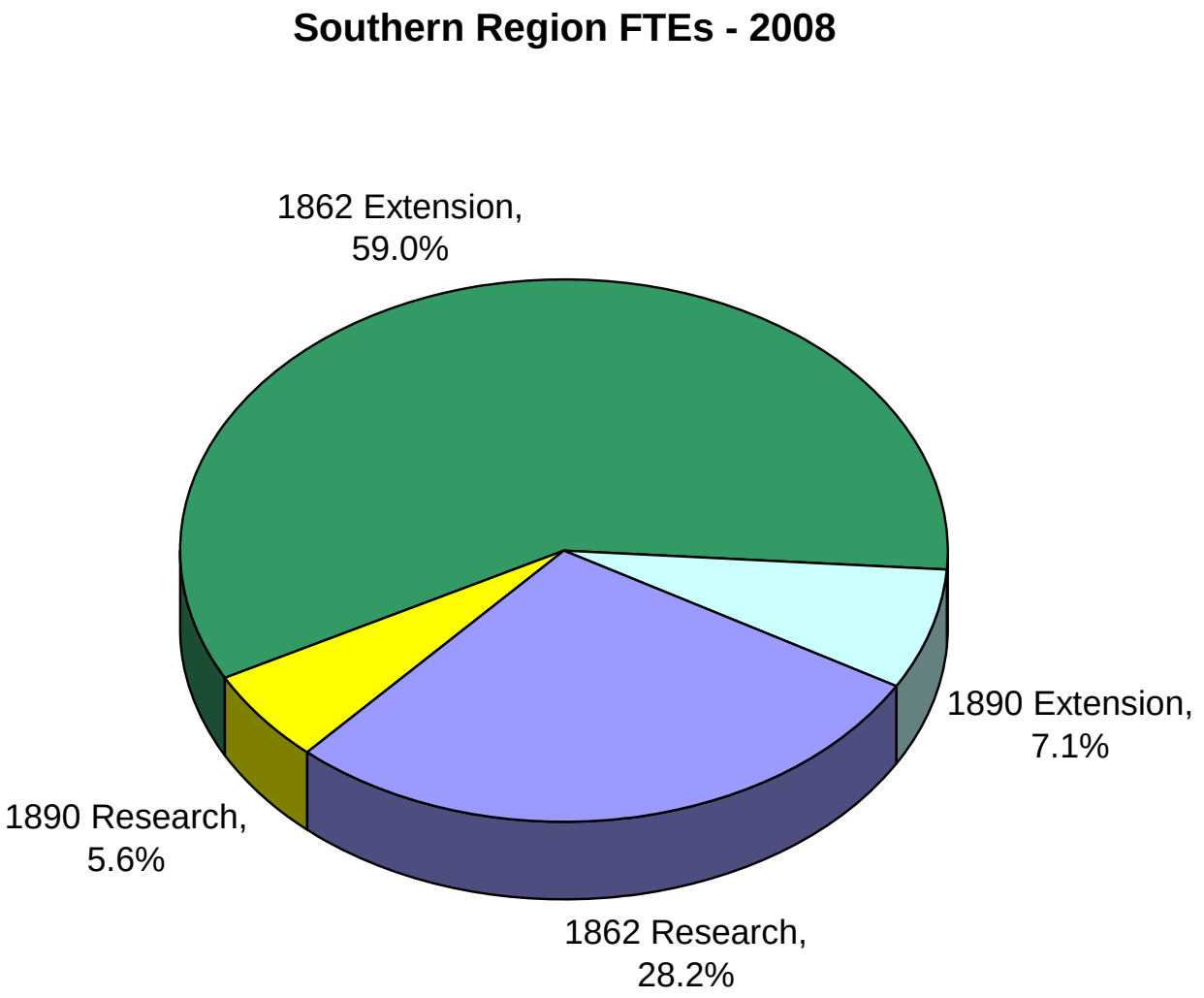

Percentage of FTEs by 1862 and 1890
FY 2008
1890, 6.3%
1862, 93.7%

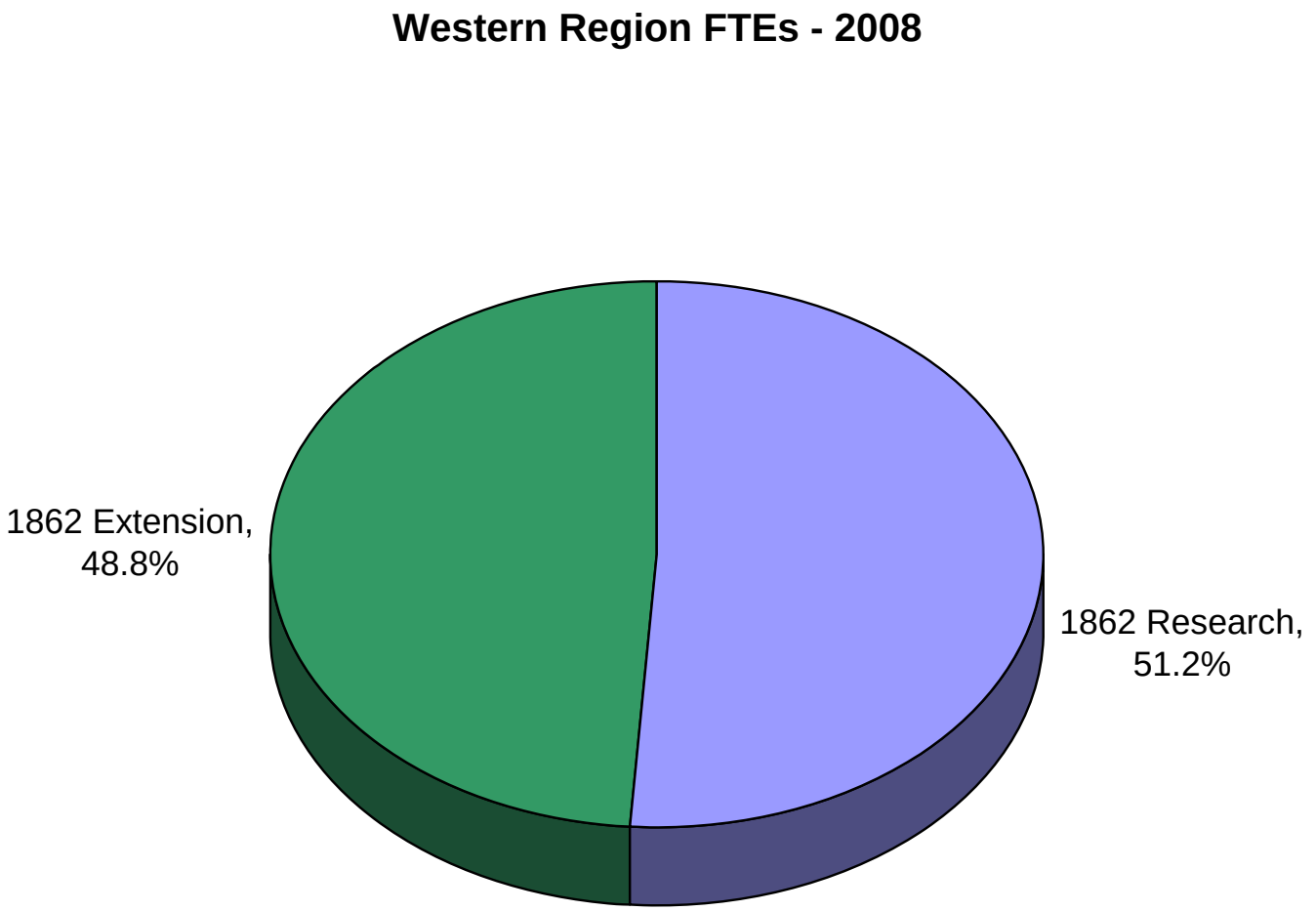
FTEs by Region and Funding Line - 2008

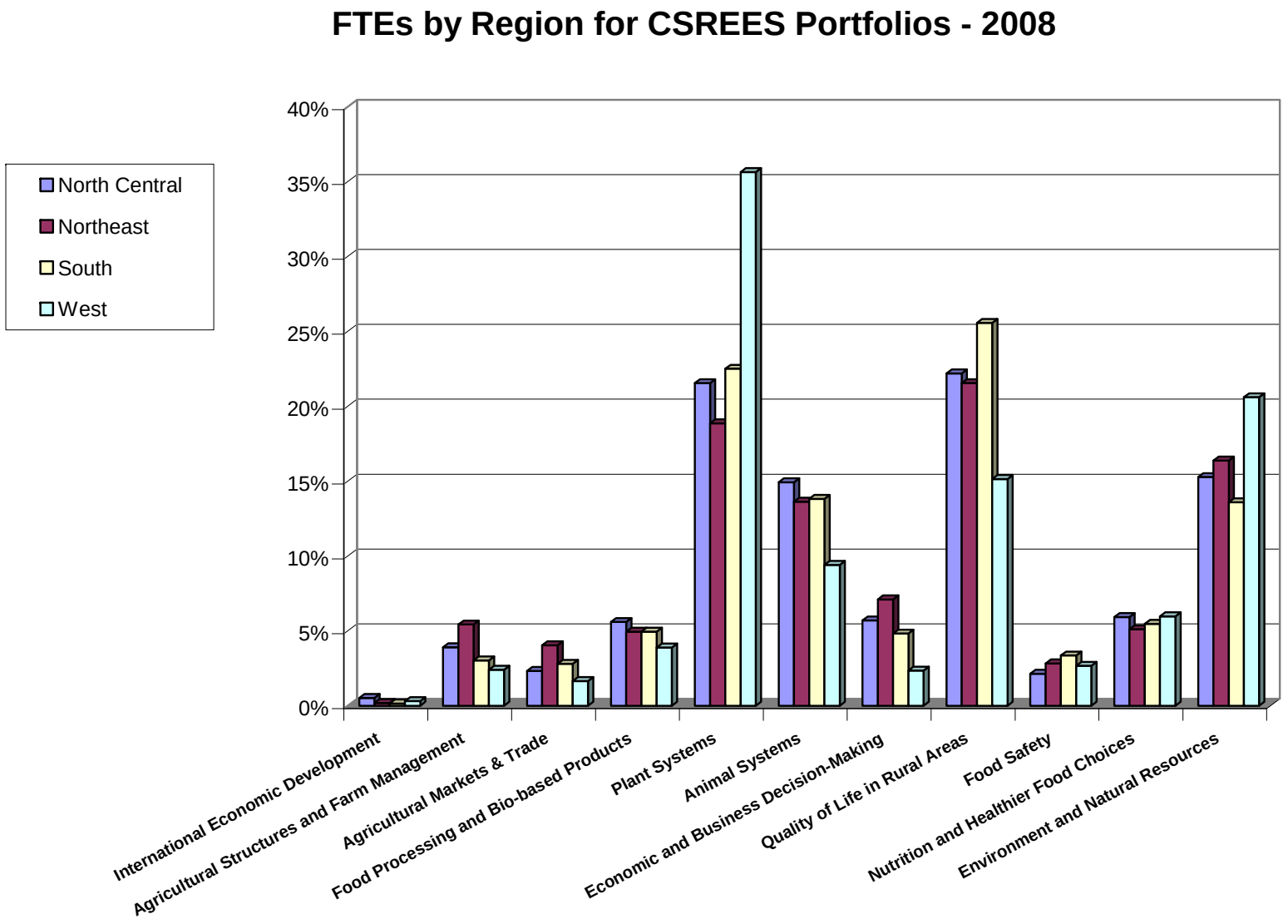


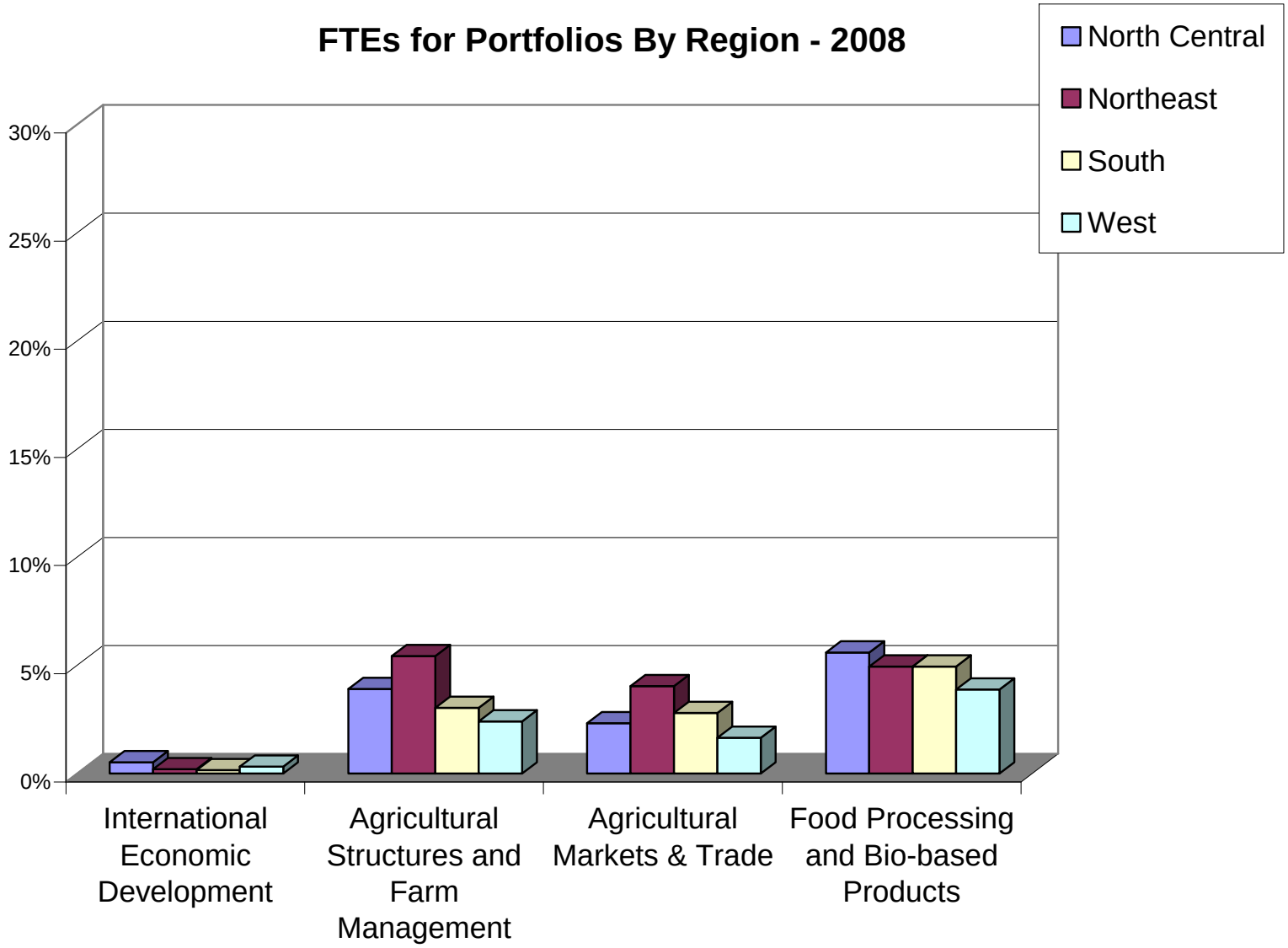

North Central Region FTEs - 2008
1862 Extension, 55.5%
1890 Extension, 0.8%
1862 Research, 43.3%
1890 Research, 0.4%

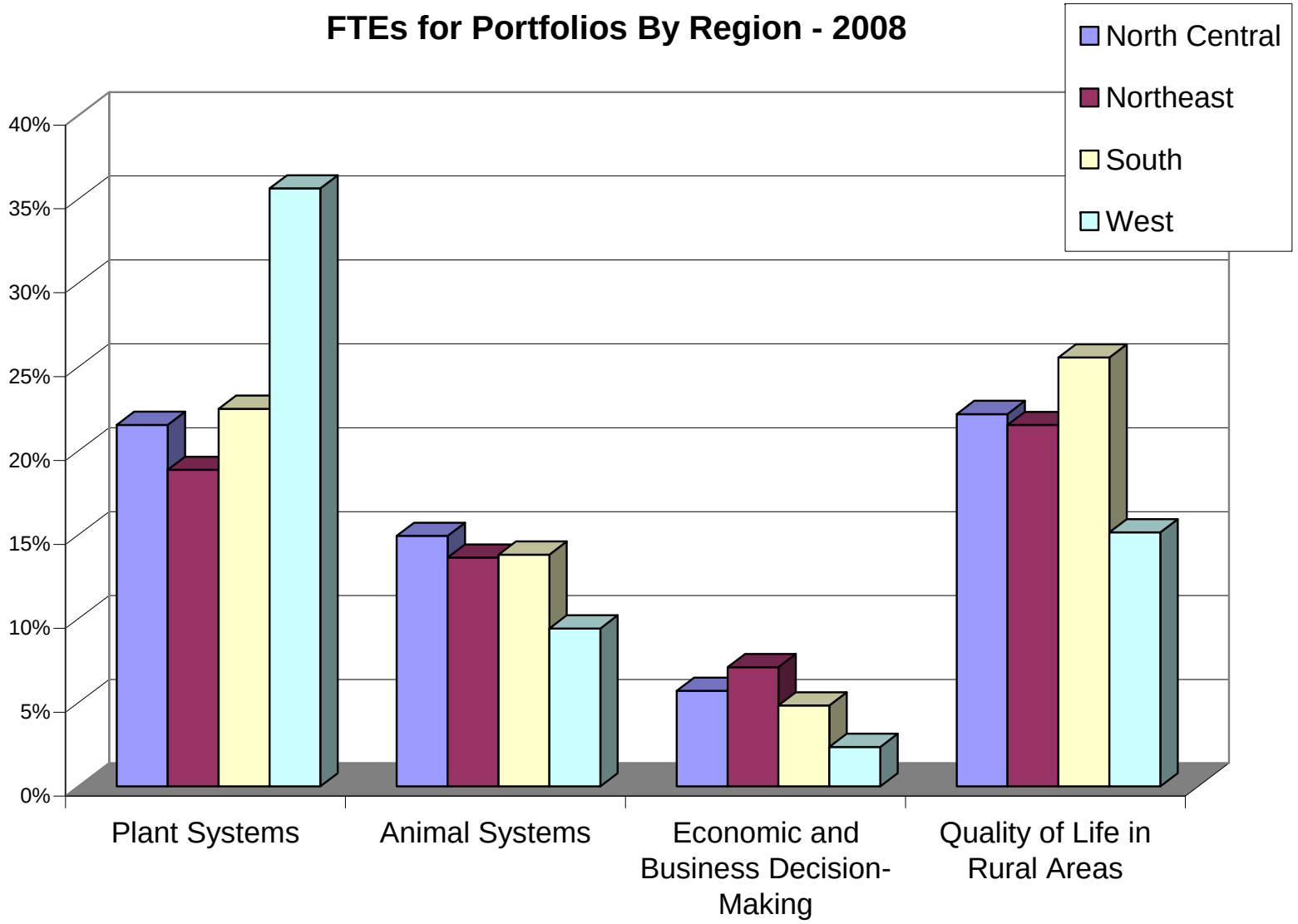

Northeast Region FTEs - 2008
1862 Extension, 52.2%
1890 Extension, 2.4%
1890 Research, 1.3%
1862 Research, 44.1%

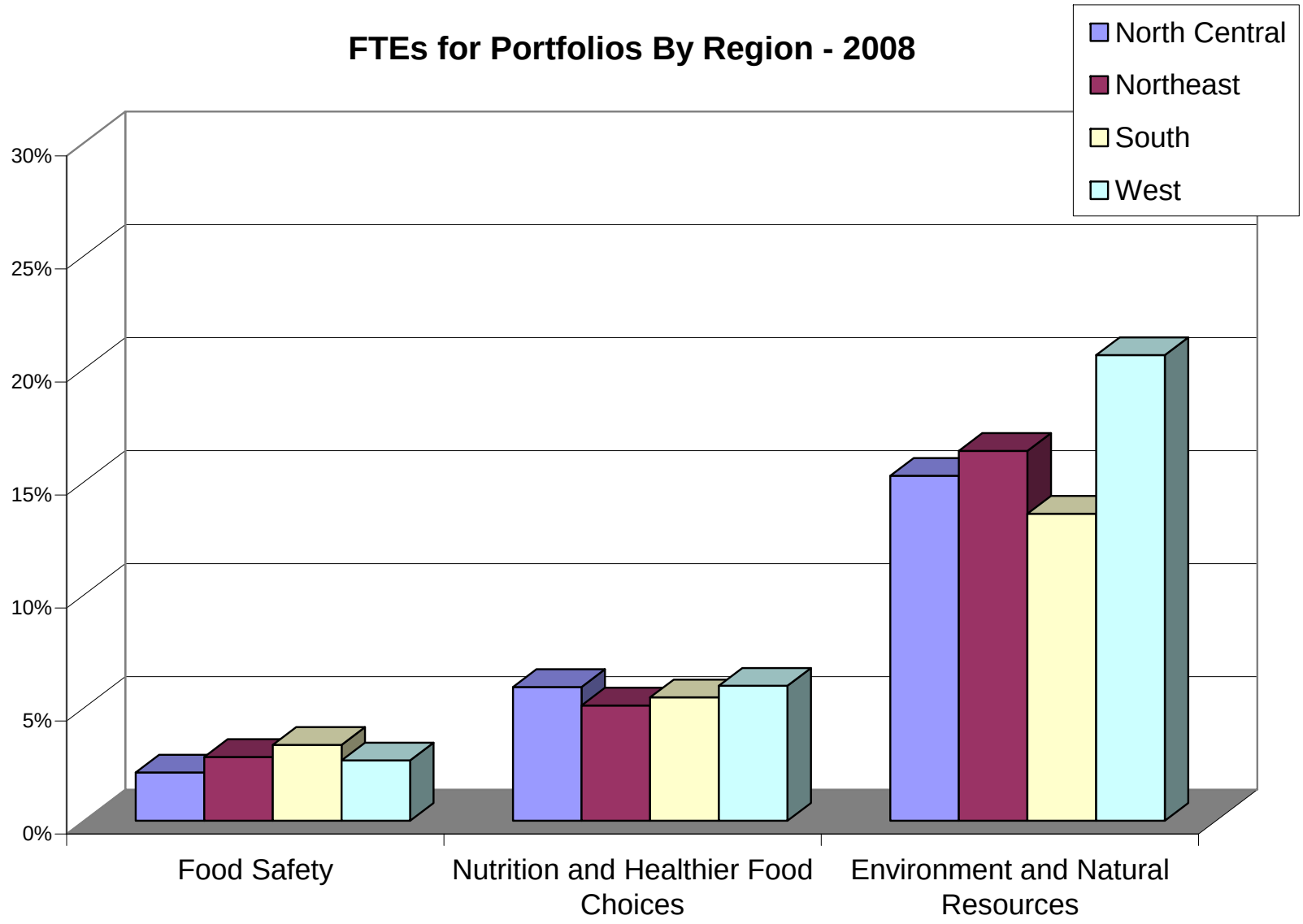

Southern Region FTEs - 2008
1862 Extension, 59.0%
1890 Extension, 7.1%
1862 Research, 28.2%
1890 Research, 5.6%


Western Region FTEs - 2008
1862 Extension, 48.8%
1862 Research, 51.2%


FTEs by Region for CSREES Portfolios - 2008
North Central
Northeast
South
West
40%
35%
30%
25%
20%
15%
10%
5%
0%
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources


FTEs for Portfolios By Region - 2008
North Central
Northeast
South
West
30%
25%
20%
15%
10%
5%
0%
International Economic Development
Agricultural Structures and Farm Management
Agricultural Markets & Trade
Food Processing and Bio-based Products


FTEs for Portfolios By Region - 2008
North Central
Northeast
South
West
40%
35%
30%
25%
20%
15%
10%
5%
0%
Plant Systems
Animal Systems
Economic and Business Decision-Making
Quality of Life in Rural Areas


FTEs for Portfolios By Region - 2008
North Central
Northeast
South
West
30%
25%
20%
15%
10%
5%
0%
Food Safety
Nutrition and Healthier Food Choices
Environment and Natural Resources

Appendix E – Extension Direct and Indirect Contact Methods from the 2008-2012 Plan of Work

Extension Direct Contact Methods	Number	Percentage
Education Classes	718	71%
Workshops	795	78%
Group Discussion	599	59%
One on One Intervention	631	62%
Demonstrations	577	57%
Other 1	370	36%
Other 2	152	15%

Extension Indirect Contact Methods	Number	Percentage
Public Service Announcements	361	35%
Billboards	31	3%
Newsletters	741	73%
TV Media Programs	326	32%
Web Sites	721	71%
Other 1	374	37%
Other 2	181	18%

Number Of State Defined Programs = 1018

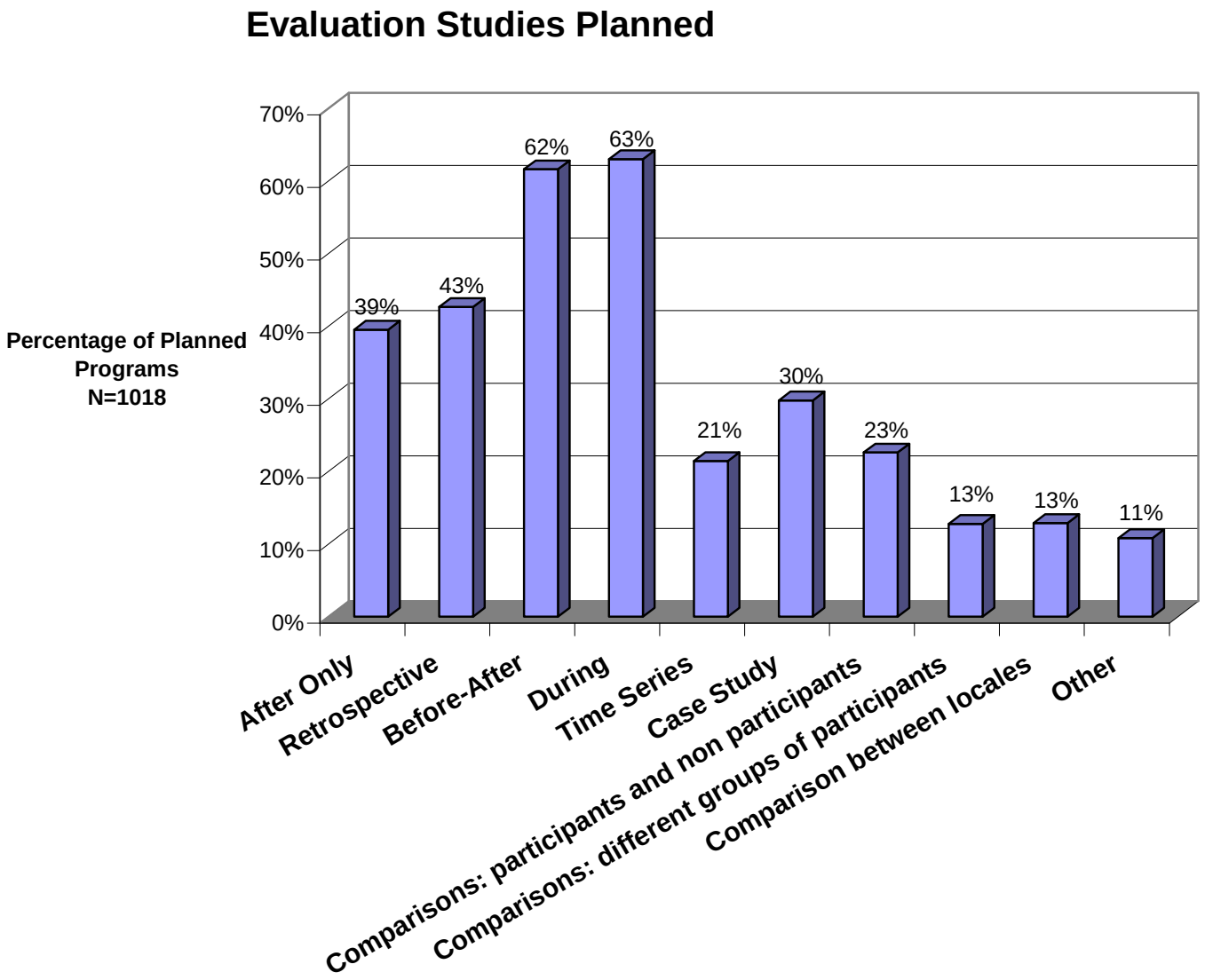
Extension Direct Contacts (nearest thousand)

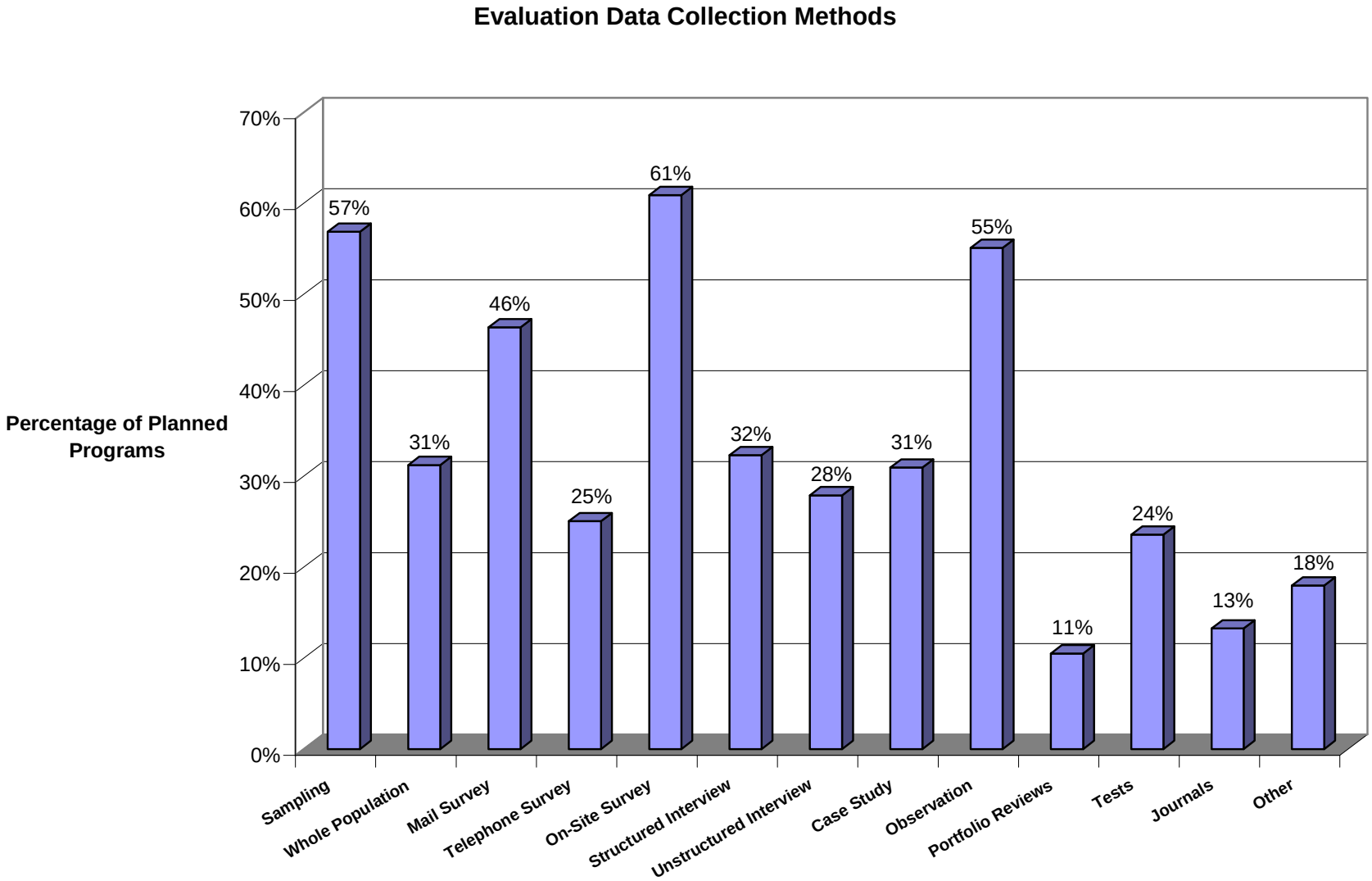
Year	Adult	Youth
2007	17,187,000	9,132,000
2008	17,358,000	9,274,000
2009	17,594,000	9,449,000
2010	17,373,000	9,616,000
2011	17,970,000	9,792,000

Appendix F – Evaluation Studies and Data Collection Methodologies from the 2008-2012 Plan of Work

Evaluation Studies	Number	Percent
After Only	402	39%
Retrospective	434	43%
Before-After	627	62%
During	641	63%
Time Series	218	21%
Case Study	303	30%
Comparisons between program participants and non participants	230	23%
Comparisons between different groups of participants	130	13%
Comparison between locales	131	13%
Other	110	11%

Data Collection Methods	Number	Percent
Sampling	579	57%
Whole Population	318	31%
Mail Survey	472	46%
Telephone Survey	255	25%
On-Site Survey	620	61%
Structured Interview	329	32%
Unstructured Interview	284	28%
Case Study	315	31%
Observation	561	55%
Portfolio Reviews	107	11%
Tests	240	24%
Journals	135	13%
Other	183	18%


Evaluation Studies Planned
Percentage of Planned Programs N=1018
70%
60%
50%
40%
30%
20%
10%
0%
39%
43%
62%
63%
21%
30%
23%
13%
13%
11%
After Only
Retrospective
Before-After
During
Time Series
Case Study
Comparisons: participants and non participants
Comparisons: different groups of participants
Comparison between locales
Other


Evaluation Data Collection Methods
Percentage of Planned Programs
70%
60%
50%
40%
30%
20%
10%
0%
57%
31%
46%
25%
61%
32%
28%
31%
55%
11%
24%
13%
18%
Sampling
Whole Population
Mail Survey
Telephone Survey
On-Site Survey
Structured Interview
Unstructured Interview
Case Study
Observation
Portfolio Reviews
Tests
Journals
Other