



**2009 North Central Region Urban Extension Conference
May 4-7, 2009
Conference Evaluation Summary**

Conference Inputs

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Evaluation Sub-Committee

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Pre Conference Evaluation Meetings

The evaluation committee members participated in most of the planning meetings for the 2009 Urban Extension Conference and met via teleconference periodically in 2008 and 2009. In addition, the committee met on a monthly basis during the five months leading

up to the conference. The meetings generally focused on developing an evaluation instrument. Several previous Extension conference evaluations were taken into consideration. However, the committee decided to use the Galaxy III evaluation as a general model for developing questions. Once a draft was completed, it was sent out to the larger planning committee for review. Suggestions from the planning committee were incorporated into the final draft. The final draft was converted to a Zoomerang file by Ohio State University's office of Program Development and Evaluation.

Conference Evaluation

On June 1, 2009 the participants of the 2009 Urban Extension Conference received an e-mail inviting them to complete an on-line evaluation of the conference. A reminder e-mail was again issued three weeks following the first. A total of 138 out of 336 (41%) conference participants returned the survey. An analysis of the information they provided is included in this report.

Conference Outputs

Demographics of Participants (Questions #14, #15, #16, #17)

A large majority of respondents worked in the North Central Region. Respondents were asked as to which region of the country that they worked. One-hundred and two (74%) indicated that they worked in the North Central Region, followed by 14 (10%) from the Northeast Region, 12 (9%) from the Western Region, and 10 (7%) from the Southern Region.

Majority of participants worked in urban settings but a large percentage also worked in a mixture of urban, suburban and rural settings. When asked which type of community for which they served, 70 (50%) indicated they served urban communities, 62 (45%) served a mixture of urban, suburban and rural, 18 (13%) served suburban communities, and 8 (6%) served rural communities.

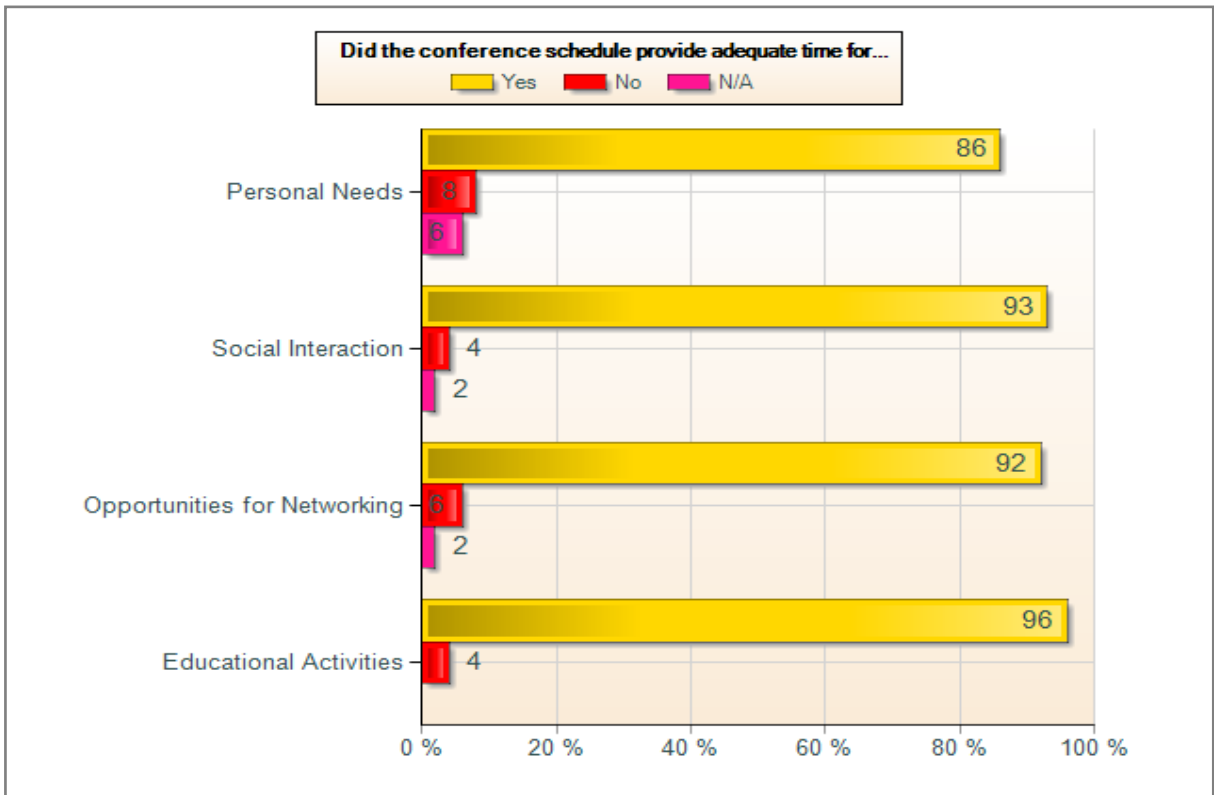
Majority of respondents worked at 1862 Land-grant institutions and most were County Educators or Extension Administrators. Respondents were also asked the type of organization or institution for which they belonged. One-hundred and seven (78%) respondents belonged to 1862 Land-grant universities, 25 (18%) belonged to 1890 Land-grant institutions, 5 (4%) belonged to non-profit organizations, and 1 (1%) belonged to for-profit organizations. When asked to check which position title best fits their Extension title, 67 (49%) checked "County Educator," 24 (18%) checked "Administrator," 21 (15%) checked "Multi-County/ Regional/ District Educator," and 12 (9%) checked "State Specialist." Thirteen (9%) checked "Other" and then described their position as either "County Director, Program Specialist, National staff, VISTA volunteer, or 4-H volunteer."

Overall Conference Experience (Q#11)

Conference respondents clearly felt that the conference was a positive experience rather than a negative one. Respondents were asked to check if the conference was “negative,” “somewhat negative,” “somewhat positive,” or “positive.” One-hundred and two (72%) checked “positive and 26 (19%) checked “somewhat positive.”

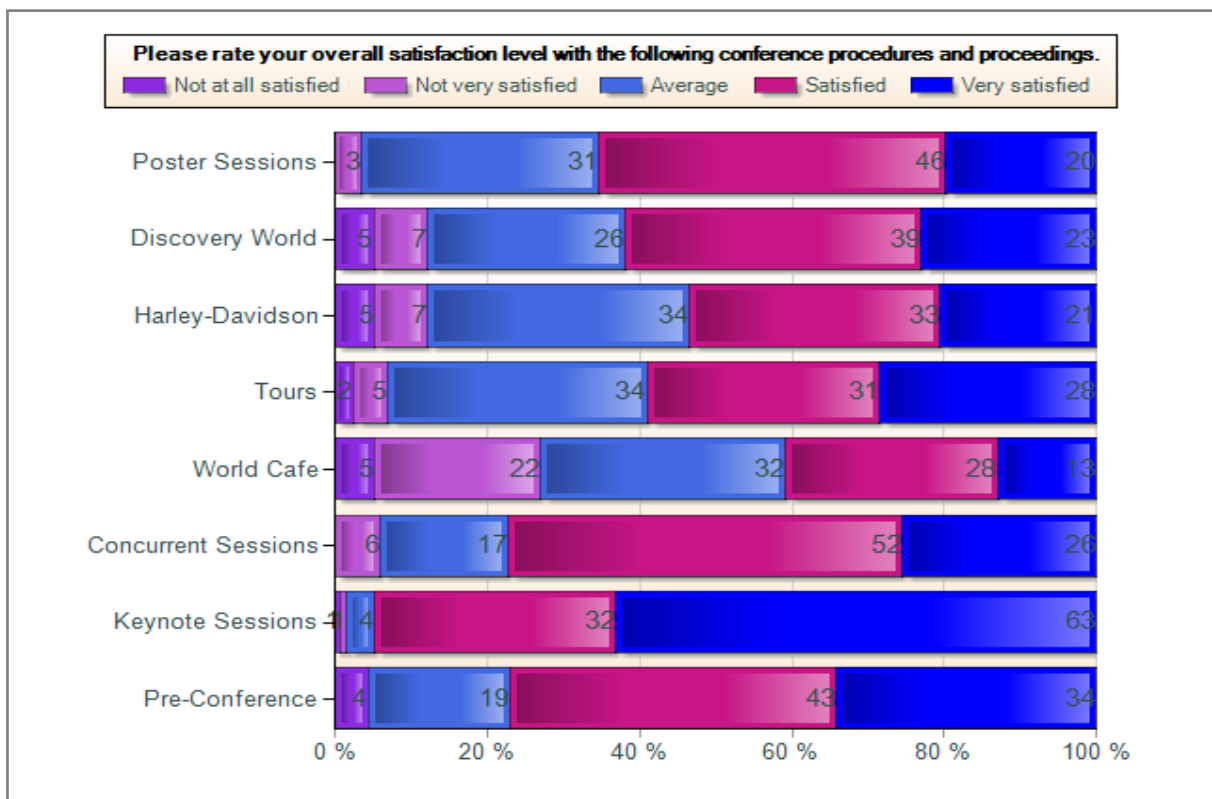
Adequate time allowed in conference schedule (Q#4) and balanced mix of program delivery format (Q #5)

Respondents were asked if there were enough time for four segments: educational activities, opportunities for networking, social interaction, and personal needs. In general, respondents overwhelmingly felt as if there was enough time for each of the segments. One-hundred thirty three (96%) felt there was enough time for educational activities, 127 (92%) felt there was enough time for opportunities for social networking, 128 (93%) felt there was adequate time form social interaction, and 119 (86%) felt there was enough time for personal needs. Finally, 132 (95%) of respondents indicated that there was a balanced mix of general sessions, interactive events, and poster sessions.



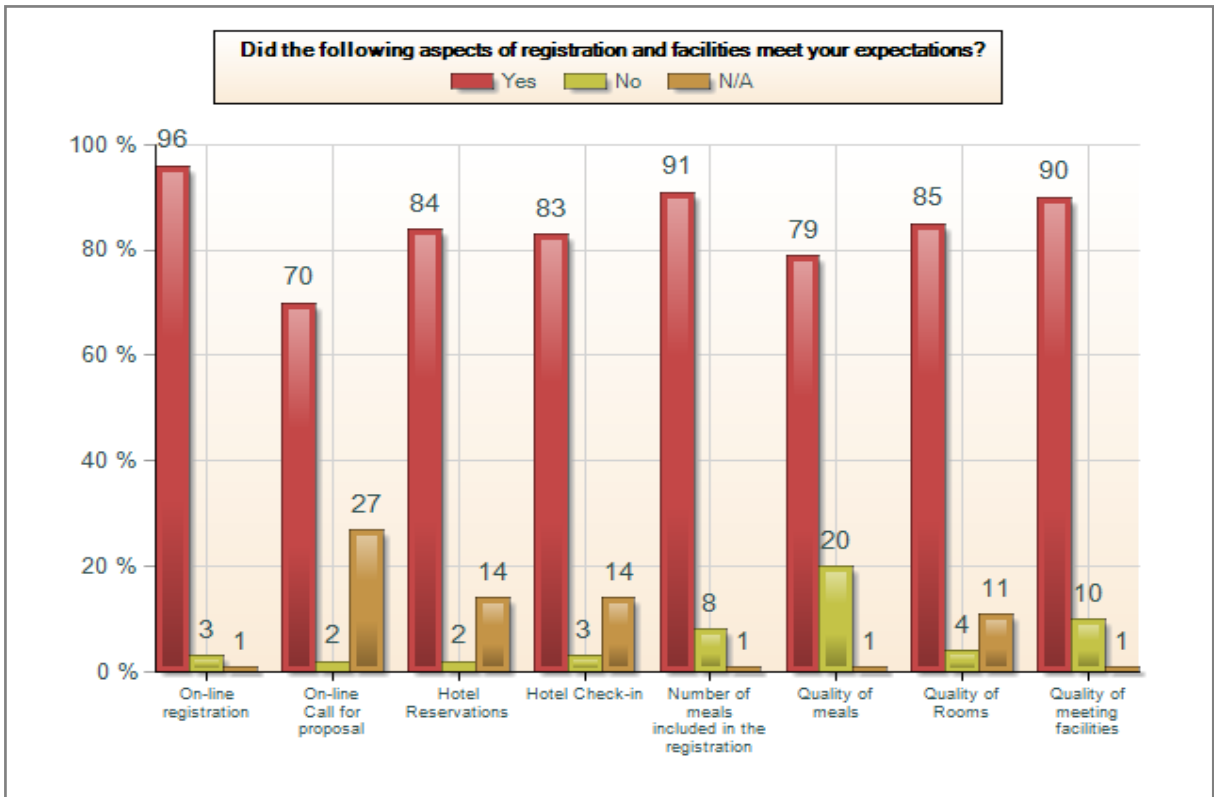
Satisfaction with specific segments of conference segments (Q #7)

On question#7, respondents were asked about their level of satisfaction with various conference segments including preconference, keynote presentations, Discovery World, tours, Harley Davidson Museum, concurrent sessions, and poster sessions. Majority of respondents either checked “very satisfied” or “satisfied” to each of the conference segments, with the exception of the World Café. The keynote sessions were rated the highest with 95% of respondents checking “satisfied” or “very satisfied,” followed by the concurrent sessions and the pre-conference (77%). The World Café rated the lowest with only 41% checking “satisfied” or “very satisfied.”



Satisfaction with registration and facilities (Q #10)

Respondents were overwhelmingly satisfied with all aspects of the registration and facilities including on-line registration, on-line call for proposals, hotel reservations, hotel check-in, number of meals, quality of meals, and quality of rooms and meeting facilities. A range of 70-96% of all respondents checked that they were satisfied with the various segments of registration and facilities.

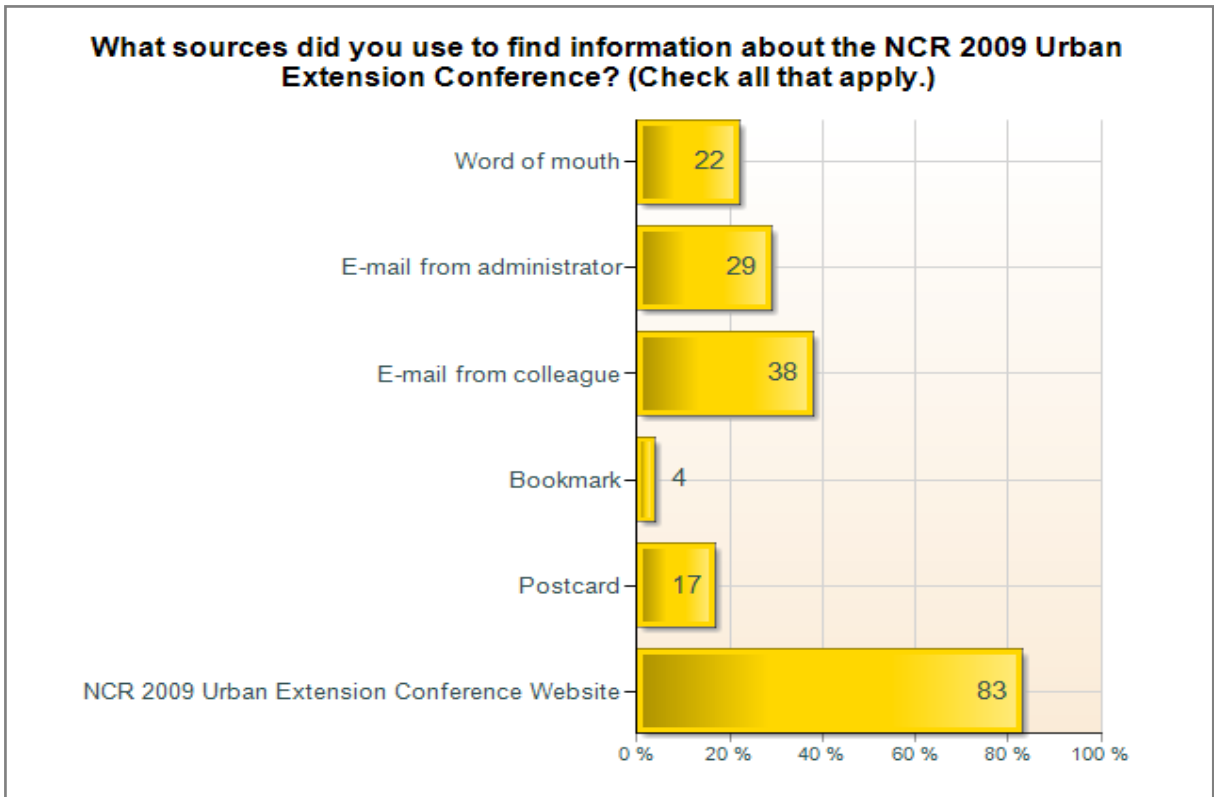


Relevance of the Conference (Q#18 and Q#19)

Majority of respondents (105 or 76%) felt that the conference was relevant for the communities that they serve. However, thirty three checked “no” or “somewhat” when asked if the conference was relevant. Question #19 asked what topics could have been addressed to make the conference more relevant. Of the minority who responded, a few indicated that there could have been more emphasis on family and parenting issues. Others pointed out that perhaps we need to think about how “urban” is defined and address topics and strategies that might be more befitting to “suburban” communities or mixed communities.

Marketing (Q#12 and Q#13)

Results of question 12 suggest that 130 (95%) of all respondents thought that marketing information for the 2009 conference was adequate. The conference websites and e-mails were the most utilized sources of information related to the conference. One-hundred sixteen (83%) respondents reported to use the conference website for information. Ninety four (67%) respondents reported that they received information related to the conference via an e-mail from a colleague or administrator. Only 23 (17%) received conference information from the conference postcard.



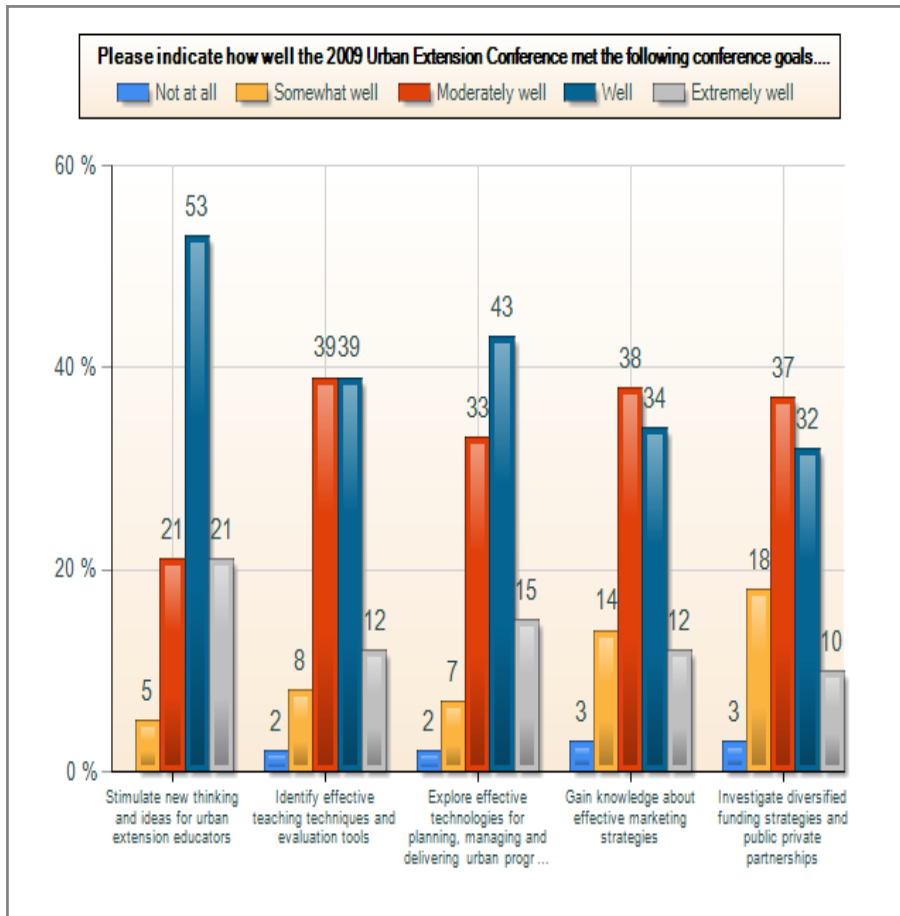
Conference Outcomes

Meeting Conference Goals (Q #1)

The goals for the 2009 Urban Extension Conference included:

- Goal #1 Stimulate new thinking and ideas for urban extension educators
- Goal #2 Identify effective teaching techniques and evaluation tools
- Goal #3 Explore effective technologies for planning, managing and delivering urban programs
- Goal #4 Gain knowledge about effective marketing strategies
- Goal #5 Investigate diversified funding strategies and public private partnerships.

Respondents had the opportunity to indicate whether each of goals was achieved or not. For each goal, respondents checked either “Not at all, Somewhat well, Moderately well, Well, or Extremely well.” Majority of participants responded “Well” or “Extremely well” to Goals #1, #2, and #3. However Goals #4 and #5 did not rate as highly. On Goal #4, only 46% checked “Well” or “Extremely Well” whereas on Goal #5, only 42% responded in these two categories.



Plans to Implement Ideas or Practices (Q #2 and #3)

Questions #2 and #3 asked respondents whether they had planned to use practices or ideas that were presented at the conference. A total of 113 (82%) respondents indicated that they had planned to implement practices and ideas. Respondents had the opportunity specifically name the idea or practice in question #3. Responses were categorized as to how they related to each of the five conference goals. Sixty comments related to Goal #1 (stimulate new thinking) 16 comments related to goal #2 (identify new teaching techniques and evaluation tools), 11 comments related to Goal #4 (knowledge about marketing strategies), 8 comments on goal #3 (explore technologies), and only 5 comments related to Goal #5 (investigate funding strategies and partnerships). These results further suggest that conference goals #1, #2, #3, and #4 were achieved but also suggest the conference was not as effective at promoting ideas and practices that relate to goal #5.

Thoughts on 2011 Urban Extension Conference (Q#20 and #21)

When asked if they had planned to attend the 2011 conference in Des Moines 70 (68%) indicated that they would. When asked what topics they would like to have addressed, 25 participants took the opportunity to respond. Many suggested that the 2011 conference should address more funding issues. Some examples of comments include:

- “Ever increasing accountability needs with shrinking budgets.”
- “Working in a climate of declining \$\$\$ resources.”

Another topic that was suggested for the future conference relates to continuing the local food system theme such as improving access to local food, nutrition education with diverse audiences, and multidisciplinary efforts to address local food systems. Some examples of comments include:

- “Continue local foods theme. Our success in urban programming will be greatly defined by how well we approach this issue.”
- “More local food systems, healthy access efforts.”
- Yes! We need to include more sessions regarding nutrition and include ways we can merge the various departments to create new and unique programming or workshops.”

Summary of 2009 Conference Evaluation

The conference was successful in the fact that it achieved its objectives and that participants were overwhelmingly satisfied with the program content, format, and facilities. However, throughout the evaluation, several themes emerged that should be taken into consideration when planning the 2011 conference.

Given our current economic climate, it is not surprising that funding urban extension is a major concern. The conference goal related to funding (goal #5) received the lowest rating in terms of whether it was achieved. In addition, there were the least amount of “conference-inspired” planned ideas or practices (Q #3) related to funding. Finally, several suggested that funding should be a major topic for 2011.

Conference planners should rethink how “Urban” Extension is defined. Several suggested that Extension needs to think of different delivery strategies for urban vs. suburban vs. exurban communities. Simply lumping all highly populated communities into “urban” fails to recognize differences and thus successful program strategies for various communities of interest.

Finally the local foods theme appears to be an emerging topic of interest for Urban Extension. Programs related to local foods are integrated in nature and therefore unique to Extension. In climates with declining public funding and competition for programs, local food programs create a powerful niche for Extension in Urban Metro communities.

Comments:

If you answered "yes" to question #2, please list the practices or ideas you that you plan to implement in your programming.

- I have used a great deal of James Johnson's data from his speech.
- Conduct a cost-benefit analysis. Start a food policy coalition.
- Attending more community meetings.
- Keynote speaker -Demographic information
- I learned some new teaching techniques which I have been using since the Urban Conference.
- Share with the staff the different programs attended and explore how we can make our website more accessible and use-able. Also looking at use of technology outreach with different audiences.
- I plan to utilize the evaluation piece and exercise programs.
- GIS program
- Develop strategies for funding programs early on in the planning process.
- Yes. I went to several entrepreneur sessions and I came back with some great suggestions. I originally had an idea that I planned for 9th-12th graders, but now I will modify it for 4th and 5th graders. the session made me realize I can use what I have right now (relating to a targeted group) and then branch off to other ages.
- Humor in my life to de-stress
Urban gardening practices and promotion techniques
- Get volunteers more involved.
- Will use food assessment tools for local food systems. Will also use Texas A&Ms evaluation tools.
- 4-H SET
- Participatory Curriculum Building
- I really enjoyed the presentation from UW-Extension on systems thinking. I have already found the concepts applicable in helping me to approach projects in communities. I expect that more will come from this.

- INFORMATION FROM BREAK-OUT SESSIONS ON ISSUES LIKE PROGRAMMING TO CHILDREN, DIFFICULT AUDIENCES, INCARCERATED, ETC.
- Different ways to engage community leaders and elected officials.
- Already have used ideas from Karen Vadino's workshop regarding "teamwork" with local staff
- Cultural Camp
- 4-H SET programming ideas
- Marketing to specific community organizations.
- Will examine/consider how to incorporate new technologies to reach audience
- "Have You Noticed" diversity awareness training
"While They're Away" (children with incarcerated parents) program
Urban 4-H programming ideas from Iowa State University session
- Use world cafe, ideas from Urban Food Supersession, cost benefit, humor concurrent session
- I am considering delivery of my programs to military/veteran organizations.
- The evaluation tools that I learned about.
- Use of new 4-H curriculum with urban audiences in after school settings
- I will pass the ideas for relationship building with the Board of Supervisors on to the next county director as I am retiring.
- Incorporate the research from keynotes into my plan of work and communicating with partners. Also workshop sessions assisted in developed a methodology to develop programs that I can have a better grasp in evaluating in the end also a means to jumpstart some traditional ideas I had into a more exciting context!
- New programming for youth
 - mentoring
 - entrepreneurship
- Cost benefit analysis
- using technology to stay better connected to clientele

- As we move more into urban programming I will be using the information shared by the main speakers, especially on aging of staff and differences in perceptions due to ages.
- I liked the idea of social capital presented by one of the keynotes.
- Check in to the America Speaks program or try to replicate the concepts used.
- I am going to tell the instructor that I work with about it and we will do it in her program.
- immigrant education
- Adding some information on immigration to grant boiler plates that I have and to curriculum. The first keynote speaker was terrific.
- Expand the marketing we are already doing
- must be very general, because something of my entire experience will be implemented
- Blogging
- youth financial simulation and baby boomer finances
- Digital Filmmaking - Rainwater Harvesting - Youth Farm stand Projects
- more use of technology for communicating with youth i.e. wiki
- Food System Networks and Collaboration
- Understanding of the Browning and Aging of America. Understanding of SE Wisconsin Farmer's Markets and their needs.
- 4-H ideas
 - Smart Lighting
 - Get CERIOUS
- try a few of the new Web-based technology tools I learned about
- urban gardening
- social networking sites
- Pilot a new green training program for clients with developmental disabilities.

- "real progress, real world" marketing strategies to benefit urban youth
- I am going to explore ways to get special needs students training in horticulture so that they may have more work experiences and expand their knowledge base.
- DEVELOPMENT OF URBAN AG COURSES AND PRACTICES, EXPAND COMMUNITY/UNIVERSITY INVOLVMENT
- Yes, plan to implement the nutrition kit idea shared during the poster session by University of Nebraska Extension
- ideas from several multicultural awareness sessions I attended
- working on being an evaluation provider for other grantees/collaborators.
- I am going to find more information on the Global Summer Camp and the Diversity Curriculum for youth.
- maybe something related to gardens and food access
- Bi-state programming is intriguing to me.
- Ideas relative to small business and entrepreneurship as well as new strategies for doing civic engagement work with young adults.
- Better marketing products, especially those that highlight economic impacts; And using changing demographic data to be more proactive with county extension programming- meeting the needs of a diverse audience
- Urban gardening
- Implementing a cultural literacy camp for 4-H youth
- Use ROI and Cost Effectiveness Analysis in reports to elected officials.
- Finding new partners for the Urban Gardening.
- Integrate ideas from sessions into my programming.
- Bring Extension to the residents like the "Extension Train".
- Develop a Mentoring Program
- social networking, facebook, blogs, etc.

- Provide Crucial Conversations workshops and utilize the techniques learned at work, home and church.
- Information regarding the browning and graying of America and how to structure future programming based on that information.
- Explore possibility of implementing "4H SET" Curriculum
- I collected the names of two people who presented that I've already had follow up conversations with. Already using to develop a staff training some of the materials shared in the super session Wisconsin did on social networking and Web 2.0 tools.
- ideas from the urban gardening programs
- Pointers on how to engage the parents of Latino youth
- GPS and diversity
- I took a lot away from the Growing Power field trip.
- Increase networking opportunities
- Urban gardening and 4-H Sc. and tech. ideas gained at conference.
- Strategies from the Ohio State gardening initiative
- Participative evaluation
- Using stats from keynote speakers in future presentations.
Utilizing information from Geo-Spatial Literacy break-out session and also the use of technology in the work place.
- Yet to be determined
- Explore more options with urban agriculture from the evening out tour
- Working with group to implement more 4-H STEM activities
- Mentoring program ideas
- Resource Development opportunities
- This was my first conference and I learned that Extension is broader than I previously thought it was. I will think more broadly about how I can work within

Extension.

- Marketing strategies, delivery of educational content and investigation of unique and different types of partnerships.
- will try to seek diversified funding; also investigate alternative ways of program delivery being used in other states.
- Collaboration with other community partners.
- Social capital
- Better marketing strategies!
- Involving more planning and policy classes from the university. Learned a lot about
- local sustainable food and will carry out lessons learned
- Research Funding strategies presented by New Jersey session.
- Marketing strategies
- I plan to implement an Entrepreneur program in future.
- replicate model of coalition building between public and private city entities
- evaluation tools, more activities during workshops, world cafe

If you answered "no" to question #5, how would you change the mix of formats?

- I did NOT like the fact that I could not ask any questions I had for my facilitator.
- But don't have breakouts first thing on the last morning. Attendance was awful!
- Too many keynote speakers and not enough sessions with peers to learn best practices and new ideas from on-the-ground.
- I appreciate the session that were there, however, there were not enough sessions regarding "nutrition education" or diversity.
- The panel sessions are difficult because the amount of information and the short time to honor the presenters.
- Super sessions may have competed with concurrent sessions. Tour may have competed with World Cafe session.

- I would have opted to have the world cafe before lunch and not afterward to have more participation.
- I'd like to see us take better advantage of the conference city - add mobile workshops, in addition to the evening outings.

Specifically, which workshop subjects were you the most interested in?

- eXtension
- Culture
- The Keynotes were fantastic.
- Technology and reaching new audiences.
- practical program sessions where takeaways were offered
- Entrepreneurship
- 4-H, urban gardening, the tours are the best because you see things firsthand
- Kid Care session. I plan to use the information from this session along with the County Entrepreneurship program.
- Local Food Systems
- 4-H SET
- Community and economic development programs as well as professional development.
- PROGRAMMING TO FAMILIES
- Community and Economic Development
- Workshops relating to children and youth; multiculturalism and diversity; Immigration
- Nutrition/staff management
- Financial
- Food Systems

- financial management related topics
- Iowa State University Urban Initiative Report and other sessions which gave me practical information for urban 4-H programming
- nutrition, family, health, sustainability
- The aging/graying and browning of America.
- Financial Management and evaluation.
- STEM youth education
- cultural literacy
- I just attended the pre-conference so some of the questions are NA
- Youth Development topics with regards to Science Engineering and Technology
- Entrepreneurship for youth/adults
 - Youth programming
 - Family Life
 - Health related topics
- Anything with a focus on family relationships
- technology
- The ones the talked about Hispanic or Latino.
- topics on immigrants and immigration
diversity - cultural competence
- Partnerships and Funding
- Family Resource Management
Connecting with Urban audiences
- 4-H science and technology and environmental education
- financial education
- technology - blogging, twitter etc. etc.

- Personal finance
Youth Development
- nutrition programs
- All workshops were excellent!
- Evaluation and Food Systems
- Browning and Aging of America
- Get CERIOUS, Smart Lighting, Programming to Children of Incarcerated Parents,
and 4-H SET Best Practices in Urban Communities
- Economic development and leadership training
- Using technology with audiences and for ourselves
- nutrition, financial management
- world cafe and social networking
- local food systems
working with diverse audiences
- I absolutely loved the one working with special needs students in horticulture and
the child care one.
- FARMERS MARKET, RAINFAL HARVEST, LOCAL FOODS, INTENSIVE
AGRICULTURE
- Local foods
working in teams
- multicultural awareness
- pre-conference key notes.
- Youth Camps, Youth Diversity Education
- food access, urban farming, health, healthy neighborhoods
- Marketing, management, finances
- Entrepreneurship Education
Building Capacity for Evaluating Outcomes

Extension Partners on Urban Issues
The Influence of Hip Hop in the 21st Century

- Diversified funding for programs;
- School gardening
Urban gardening
Local food
- 4-H
- diversity
- keynotes
- Family Resource Management, Energy Efficiency
- Gardening issues.
- Mentoring Program
- social networking
- Marketing to diverse audiences
- organizational development
- Anything related to extension and community development issues
- Working with urban youth, new 4H curriculums
- urban farming
- SET programming
- Urban Agriculture and foods systems
- Outdoor Education
- Gardening and Sc./Tech
- 4-H urban programs
- gardening, natural resources

- 4-H STEM and general urban ces marketing - use of the web.
- Mentoring/faith base programming
- Resource Development and Return on Investments
- How Extension works in other locations, and how educators are serving formerly incarcerated populations.
- Economic development, new audiences, consensus tools, communication, conflict management, collaboration
- Marketing and delivery of teaching content
 - those related to nutrition and gardening, plus working with immigrants
 - Those dealing with partnering and collaboration
 - urban specific curriculum and how it varies
- 4-H SET
- St. Louis - food co-op Michigan's work with the Planning School
 - creative funding
 - administrative issues
 - Entrepreneurs
 - food systems and local farms related
 - ones dealing with Consumer and Financial related topics, evaluation tools
 - Evaluation and stress management
 - mediation, community dialogues, etc.
 - mentoring workshop

Prior to coming to the conference, was the information provided about the 2009 Urban Extension Conference adequate?

- Better descriptions of concurrent sessions. Not a good balance of sessions.
- changes in schedule
- The registration site provided could have been a bit more user friendly. You had to search to find information that you were looking for (i.e. hotel information, events, etc.)
- I really appreciated the updates from the chairs
- When the preconference starts and stop was confusing. The time to come was not stated correctly and confusing to a lot that I talked to. Parking should have been included and we should have been directed to the \$6.00 parking across the street instead of the \$16.00 parking up the ramp. There was nothing for diabetic mostly sugar for deserts.
- very late delivery of most speaker information
- It was difficult to find on the internet.
- Needed more information about the length of our workshop - didn't understand/realize that we had the 1.5 hours to ourselves - had thought we were on a panel with others and only would speak for about 15-20 minutes. Learned this a week or two before. May have been our misunderstanding or not clear enough information

19. If you answered "No" or "Somewhat" what topics could have been addressed?

- Poverty, Culture, Leadership, Extension strategies across the country (thinking out of the box)
- reporting to community leaders, current pressing needs of mixed demographic communities and how to reach them,
- more child care/ parenting
- It seemed like some of the other financial related sessions I would have liked to have taken part in were at the same time as my presentation
- 50% of the conference value for me was the networking with other Extension educators and administrators.

- Because my professional focus is on family issues, and the more typical topics involve youth, horticulture and nutrition, I sometimes find it difficult to attend sessions that are relevant to my work.
- I was interested in learning about NEW ideas and methods for engaging an urban audience - most of what I experienced seemed to take the same old extension model and simply apply it in an urban area. There is not very much that is innovative about that. There were also too many concurrent sessions - it seemed that anyone who submitted an abstract got to present and quantity was valued over quality. In regard to question # 20 - my answer would be "maybe"
- How we speak of and market Extension. For example: it is long past time we drop the term "traditional" from our language when differentiating current/contemporary Extension programs and work from those of the past. IT IS JUST EXTENSION!!!!!!!!!!
- Recruiting 4-H volunteers and marketing in an urban county.
- Less emphasis on 4-H
- Concurrents just needed to be more in-depth to allow me to take ideas from them
- marketing extension to intermediaries, not end users.
- I still great influence of rural ideas and structures in our approach to Extension in Urban Areas.
- Suburban/urban areas that are having urban families moving to them and bringing urban issues with them.
- The topics addressed were just great. The speakers weren't always up to par.
- Minority High school drop outs, discrimination and economics. Engaging non traditional audiences with new educational methods.
- would have liked more on nutrition and immigrants; seemed to be a lot on youth this time.
- Incorporating SET initiatives into current programming rather than adding on additional programs initiatives.
Locating resources on SET for K-12.
Educational information for volunteer development on incorporating/using/learning SET.
- "Urban" is defined differently for people and programs so not all expectations were met when attending workshop because of this.

Question 21- What topics would you like addressed at the next Urban Extension Conference?

- Technology
- The Urban Conference in Milwaukee did not highlight enough of the great programming which Milwaukee County UW - Extension does. Make sure that the next Urban Conference remedies this.
- Ever increasing accountability needs with shrinking budgets.
- Sessions should be longer. A lot of the speakers seemed rushed to complete their content.
- Multi-state programs.
- Continue Local Foods Theme. Our success in urban programming will be greatly defined by how well we approach this issue.
- The atrium set up for the poster sessions wasn't the best. Having a meeting room with tables in the center and the exhibits surrounding is more functional and causes better interaction. People didn't stay in the atrium area to eat and visit.
- Nutrition and teaching technique workshops
- Funding is we are still here
- more family focused sessions
- Let the presenter know, in advance, that their PowerPoint presentations will be put on a central website at the conclusion of conference.
- I am interested in partnerships with county, city and non-profit initiatives where Extension plays a role as an educational resource - particularly if we do contracted work.
- The director of Cornell Extension in New York City seemed to have a wonderful grasp on innovative urban program models - I would love to hear more from him. In general, I thought the keynote speakers were excellent.
- There needs to be continuity between the keynote speakers and follow up sessions. For example, there was great info presented by the demographer and we never had a chance to talk about it. This info has great implications for extension and urban programs. it would have been great if we would have had a chance to process it in small groups or in workshops.

- Working in a climate of declining \$\$\$ resources
- Key note speakers were the best!
- forming substantive partnership and addressing needs of a changing America and Land Grant System
- Whoever provides information about "faith-based" marketing, please ensure that the person tells "how to do" instead of "what they did". I along with a co-worker was looking for more of what should be done when working with this type of organization.
- Just schedule so concurrents are first thing the last morning. I felt sorry for speakers since attendance was so low.
- more on local food systems, healthy food access efforts
- yes! we need to include more sessions regarding nutrition and include ways we can merge the various departments to create new and unique programming or workshops.
- I would love to see more sessions focused on hard to reach audience like those persons with special needs.
- Transitioning from 'extension' to Urban Extension
- Research done to serve Urban Audiences in the Land Grant Institutions. Potential Nationwide partnerships for Extension in Urban Areas.
- tie to Obama's urban office; national agenda for urban Extension
- state and regional approaches to Extension, especially given decreasing revenue. How are different states and regions within states adapting to this to make them stronger and more efficient?
- Urban farming
- The afternoon or night programs should highlight Extension based programs.
- How to maintain morale in the midst of financial challenges?
- Presenter ready room worked really well!
- Work out some type of arrangement with the host hotel to allow internet access without an additional charge either via cable or wifi throughout the conference. Allow electrical hook-up with an outrageous charge of \$75 when outlets are

already in place. Need to look at a host site more in the moderate cost range with some items such as a "light" breakfast buffet/brunch or moderately priced restaurant and lounge.

\$17 for breakfast is a little much...\$8 for a house glass of wine is rather pricey. Think it would be a nice option for those who might bring along a family member to include them on the tours on a pre-paid basis especially in the evening...Might consider the same option for day tours.

- These are fluid times....it will depend on what issues are relevant at the time.
- Retirement options for Extension personnel successful non traditional programs highlights. States that want to partner and apply for grant money in particular areas.

Changing demographics and what it means to extensions future. 2. Educator for the 21st century and beyond. 3. The entrepreneurial extension professional

- Science, Engineering, Technology Initiatives.
Health & Fitness workshops
- Cultivating the community that you serve
- Please find a conference venue that recycles all plastic, paper, glass, etc.
Also, more sessions and less break/down time. Excellent job including food related sessions, hope to see same in 2011.