**UCCE Academics’ Condition Change FTE for SFY 2022**

In July 2022, UC ANR collected a fifth year of full time equivalent (FTE) effort towards UC ANR condition changes condition change, for the state fiscal year (SFY) 2021-2022 (7/1/21-6/30/22). Cooperative Extension (CE) Advisors, CE Academic Coordinators and Administrators, CE Specialists, and other academics to report this information into Project Board. This effort is undertaken in order to understand how CE academics’ efforts contribute toward UC ANR condition changes, enabling us to measure and better articulate how we impact California. In July 2022, there were 316 CE academics who did and/or were expected to update or confirm their condition change FTE data in Project Board, of which 283 academics did update or confirm their condition change FTE data for SFY2022, a compliance rate of 89.56%.

**Findings from 5-year Comparison**

* There have not been significant changes in % effort for the specific condition changes (see Table 1).
* There is a slight increase in the percentage of respondents who select four or more condition changes, and a slight increase in the mean (see Table 2). However, the most common number is still closest to three, which aligns with organizational guidance. UC ANR promotes the use of condition changes to help focus work, and as such encourages selecting no more than three condition changes, when appropriate.
* For the second year in a row, we analyzed the data by CE Academic Title (appointment) type (see Table 3). For CE Advisors and CE Specialists the largest percentages are selecting three or less condition changes; however, for Other CE Academics, the largest percentage is selecting 4 or more condition changes.
* As part of the self-defined condition change analysis, Table 4 shows the number and percentage of respondents who selected self-defined condition changes in 2018, 2021 and 2022. The percentage of respondents who selected self-defined condition changes in 2022 increased slightly from 2021 but is substantially below the 2018 percentage.

**Table 1: % Effort by Condition Change**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Condition Changes Grouped by Public Value Statement** | **FY18 FTE** | **FY18 % effort** | **FY21 FTE** | **FY21 % effort** | **FY22 FTE** | **FY22 % effort** | **∆% effort since FY21** | **∆% effort since FY18** |
| **UC ANR: Promoting economic prosperity in California** | **68.20** | **26.7%** | **81.92** | **28.2%** | **87.23** | **28.1%** | **-0.1%** | **1.4%** |
| Increased agriculture and forestry efficiency and profitability | 49.88 | 19.5% | 55.42 | 19.1% | 61.75 | 19.9% | 0.8% | 0.4% |
| Improved animal management, productivity and efficiency | 11.49 | 4.5% | 18.11 | 6.2% | 18.04 | 5.8% | -0.4% | 1.3% |
| Enhanced community economic development | 4.55 | 1.8% | 5.06 | 1.7% | 4.59 | 1.5% | -0.3% | -0.3% |
| Increased emerging food economies and markets | 1.23 | 0.5% | 1.68 | 0.6% | 1.69 | 0.5% | 0.0% | 0.1% |
| Improved individual and household financial stability | 1.05 | 0.4% | 1.65 | 0.6% | 1.15 | 0.4% | -0.2% | 0.0% |
| **UC ANR: Safeguarding sufficient, safe, and healthy food for all Californians** | **21.36** | **8.4%** | **23.38** | **8.1%** | **25.01** | **8.1%** | **0.0%** | **-0.3%** |
| Improved food security | 13.02 | 5.1% | 14.21 | 4.9% | 14.26 | 4.6% | -0.3% | -0.5% |
| Improved food safety | 8.34 | 3.3% | 9.17 | 3.2% | 10.75 | 3.5% | 0.3% | 0.2% |
| **UC ANR: Protecting California’s natural resources** | **88.70** | **34.7%** | **104.00** | **35.9%** | **111.35** | **35.9%** | **0.0%** | **1.2%** |
| Increased ecological sustainability of agriculture, landscapes, and forestry | 36.77 | 14.4% | 43.43 | 15.0% | 44.66 | 14.4% | -0.6% | 0.0% |
| Improved management and use of land | 20.88 | 8.2% | 22.56 | 7.8% | 23.23 | 7.5% | -0.3% | -0.7% |
| Improved water-use efficiency | 12.90 | 5.0% | 16.06 | 5.5% | 17.10 | 5.5% | 0.0% | 0.5% |
| Improved water quality | 8.17 | 3.2% | 10.14 | 3.5% | 11.02 | 3.6% | 0.1% | 0.4% |
| Protected and conserved soil quality | 4.17 | 1.6% | 5.76 | 2.0% | 7.13 | 2.3% | 0.3% | 0.7% |
| Improved water-supply security | 3.37 | 1.3% | 4.14 | 1.4% | 6.27 | 2.0% | 0.6% | 0.7% |
| Improved air quality | 2.44 | 1.0% | 1.91 | 0.7% | 1.95 | 0.6% | 0.0% | -0.3% |
| **UC ANR: Promoting healthy people and communities** | **32.54** | **12.7%** | **27.59** | **9.5%** | **28.50** | **9.2%** | **-0.3%** | **-3.5%** |
| Improved community health and wellness [policy, systems, or environment level] | 15.20 | 5.9% | 12.32 | 4.2% | 12.83 | 4.1% | -0.1% | **-1.8%** |
| Improved health for all [individual level] | 14.40 | 5.6% | 11.29 | 3.9% | 11.37 | 3.7% | -0.2% | **-2.0%** |
| Improved access to positive built and natural environments | 2.95 | 1.2% | 3.99 | 1.4% | 4.30 | 1.4% | 0.0% | **0.2%** |
| **UC ANR: Developing a qualified workforce for California** | **21.76** | **8.5%** | **24.38** | **8.4%** | **24.66** | **7.9%** | **-0.5%** | **-0.6%** |
| Increased civic engagement | 6.75 | 2.6% | 7.61 | 2.6% | 7.41 | 2.4% | -0.2% | -0.3% |
| Improved college readiness and access | 4.53 | 1.8% | 6.86 | 2.4% | 6.63 | 2.1% | -0.2% | 0.4% |
| Increased workforce retention and competency | 4.74 | 1.9% | 5.16 | 1.8% | 5.96 | 1.9% | 0.1% | 0.1% |
| Increased effective public leaders | 5.74 | 2.2% | 4.75 | 1.6% | 4.66 | 1.5% | -0.1% | -0.7% |
| **UC ANR: Building climate-resilient communities and ecosystems** | **5.54** | **2.2%** | **9.95** | **3.4%** | **12.97** | **4.2%** | **0.8%** | **2.0%** |
| Increased preparedness and resilience to extreme weather and climate change | 5.54 | 2.2% | 9.95 | 3.4% | 12.97 | 4.2% | 0.8% | 2.0% |
| **UC ANR: Developing an inclusive and equitable society** | **3.44** | **1.3%** | **6.83** | **2.4%** | **8.60** | **2.8%** | **0.4%** | **1.4%** |
| Increased diversity, inclusiveness, and cultural competency in California's workplaces | 2.72 | 1.1% | 5.45 | 1.9% | 5.97 | 1.9% | 0.0% | 0.9% |
| Improved living and working conditions for California's food system and farm workers | 0.72 | 0.3% | 1.38 | 0.5% | 2.63 | 0.8% | 0.4% | 0.6% |
| Condition change self-defined | 14.10 | 5.5% | 12.01 | 4.1% | 12.12 | 3.9% | **-0.2%** | **-1.6%** |
| **Total** | **255.63** | **100%** | **290.06** | **100%** | **310.43** | **100%** |  |  |

**Table 2: Condition Change Count Analysis**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| FY18 | | FY21 | | FY22 | |  |
| 269 |  | 304 |  | 322 |  | Number of Project Board academic respondents |
| 85 |  | 103 |  | 117 |  | # of academics that selected 4 or more unique condition changes |
| 31.6% |  | 33.88% |  | 36.34% |  | % of academics that selected 4 or more unique condition changes |
| 3.08 |  | 3.29 |  | 3.34 |  | mean # of condition changes selected |
| # | % | # | % | # | % |  |
| 3 | 1.1% | 3 | 1.0% | 0 | 0.0% | # that selected 0 condition changes |
| 50 | 18.6% | 48 | 15.8% | 56 | 17.4% | # that selected 1 condition change |
| 63 | 23.4% | 61 | 20.1% | 58 | 18.0% | # that selected 2 condition changes |
| 68 | 25.3% | 89 | 29.3% | 91 | 28.3% | # that selected 3 condition changes |
| 42 | 15.6% | 43 | 14.1% | 46 | 14.3% | # that selected 4 condition changes |
| 18 | 6.7% | 29 | 9.5% | 35 | 10.9% | # that selected 5 condition changes |
| 10 | 3.7% | 10 | 3.3% | 15 | 4.7% | # that selected 6 condition changes |
| 7 | 2.6% | 8 | 2.6% | 9 | 2.8% | # that selected 7 condition changes |
| 4 | 1.5% | 7 | 2.3% | 5 | 1.6% | # that selected 8 condition changes |
| 0 | 0.0% | 1 | 0.3% | 1 | 0.3% | # that selected 9 condition changes |
| 4 | 1.5% | 5 | 1.6% | 6 | 1.9% | # that selected 10+ condition changes |

**Table 3: SFY 2022 Condition Change Count Analysis by CE Academic Title**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| CE Advisors | | CE Specialists | | Other | |  |
| 159 |  | 117 |  | 46 |  | Number of Project Board academic respondents |
| 56 |  | 34 |  | 27 |  | # of academics that selected 4 or more unique condition changes |
| 35.22% |  | 29.06% |  | 58.7% |  | % of academics that selected 4 or more unique condition changes |
| 3.27 |  | 3.02 |  | 4.41 |  | mean # of condition changes selected |
| # | % | # | % | # | % |  |
| 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | # that selected 0 condition changes |
| 27 | 17.0% | 24 | 20.5% | 5 | 10.9% | # that selected 1 condition change |
| 33 | 20.8% | 22 | 18.8% | 3 | 6.5% | # that selected 2 condition changes |
| 43 | 27.0% | 37 | 31.6% | 11 | 23.9% | # that selected 3 condition changes |
| 22 | 13.8% | 15 | 12.8% | 9 | 19.6% | # that selected 4 condition changes |
| 15 | 9.4% | 14 | 12.0% | 6 | 13.0% | # that selected 5 condition changes |
| 9 | 5.7% | 0 | 0.0% | 6 | 13.0% | # that selected 6 condition changes |
| 6 | 3.8% | 2 | 1.7% | 1 | 2.2% | # that selected 7 condition changes |
| 1 | 0.6% | 2 | 1.7% | 2 | 4.3% | # that selected 8 condition changes |
| 0 | 0.0% | 0 | 0.0% | 1 | 2.2% | # that selected 9 condition changes |
| 3 | 1.9% | 1 | 0.9% | 2 | 4.3% | # that selected 10+ condition changes |

**Chart 1: Comparison of FY18 to FY22 Condition Change Selection Data**

**Chart 2: Summary of SFY 2022 Condition Change Selection Data**

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

26 academics (15 CE Advisors, 7 CE Specialists, 2 Academic Administrators, and 2 Academic Coordinators) entered 30 unique self-defined condition changes, for a total of 12.12 FTE. These self-defined condition changes are listed below, organized by common themes and Public Values Statements.

* **Administration/Director (County/REC/SWP)**: 13 academics, 14 self-defined condition changes, 6.50 FTE
* **Program Coordination/Support/Development**: 4 academics, 4 self-defined condition changes, 1.35 FTE
* **Extension**: 1 academic, 1 self-defined condition change, 0.35 FTE
* **Food**: 1 academic, 0.25 FTE *(Access to healthy food and better management practices; Adaption to new organic farming practice transitioning)*
* **Economy**: 3 academics, 1.50 FTE *(Improve nutrient use efficiency; Increased agricultural efficiency, profitability and sustainability; Increased Utilization of Community-Ownership Models)*
* **Environments:** 4 academics, 1.80 FTE *(Climate change; Improved ecosystem health and resilience; Improved watershed health and resilience to drought and climate change; Reduced use of pesticides)*
* **Workforce:** 1 Academic, 0.37 FTE *(Improved career readiness and access; Increased Opportunities for Science, Technology, Engineering and Mathematics (STEM))*

**Table 4: # and % of Respondents who Selected Self-Defined Condition Changes – 2018, 2021, 2022**

|  |  |  |  |
| --- | --- | --- | --- |
| FY18 | FY21 | FY22 |  |
| 269 | 304 | 322 | Number of Project Board academic respondents |
| 31 | 24 | 26 | # of respondents who selected self-defined condition changes |
| 11.5% | 7.9% | 8.1% | % of respondents who selected self-defined condition changes |