



8-1964

The Organization, Staffing and Functions of Area Cooperative Extension Work

Iris W. McLarty
University of Tennessee - Knoxville

Follow this and additional works at: https://trace.tennessee.edu/utk_gradthes



Part of the [Agricultural Education Commons](#)

Recommended Citation

McLarty, Iris W., "The Organization, Staffing and Functions of Area Cooperative Extension Work. " Master's Thesis, University of Tennessee, 1964.
https://trace.tennessee.edu/utk_gradthes/3031

This Thesis is brought to you for free and open access by the Graduate School at TRACE: Tennessee Research and Creative Exchange. It has been accepted for inclusion in Masters Theses by an authorized administrator of TRACE: Tennessee Research and Creative Exchange. For more information, please contact trace@utk.edu.

To the Graduate Council:

I am submitting herewith a thesis written by Iris W. McLarty entitled "The Organization, Staffing and Functions of Area Cooperative Extension Work." I have examined the final electronic copy of this thesis for form and content and recommend that it be accepted in partial fulfillment of the requirements for the degree of Master of Science, with a major in Agriculture and Extension Education.

Lewis H. Dickenson, Major Professor

We have read this thesis and recommend its acceptance:

Robert S. Dotson, Henry Andrews

Accepted for the Council:

Carolyn R. Hodges

Vice Provost and Dean of the Graduate School

(Original signatures are on file with official student records.)

August 10, 1964

To the Graduate Council:

I am submitting herewith a thesis written by Iris W. Mc Larty entitled "The Organization, Staffing and Functions of Area Cooperative Extension Work." I recommend that it be accepted for nine quarter hours of credit in partial fulfillment of the requirements for the degree of Master of Science, with a major in Agricultural Extension.

Lewis J. Dickson
Major Professor

We have read this thesis and
recommend its acceptance:

Robert L. Jones
Henry Friedman

Accepted for the Council:

Hilton A. Smith
Dean of the Graduate School

THE ORGANIZATION, STAFFING AND FUNCTIONS OF
AREA COOPERATIVE EXTENSION WORK

A Thesis
Presented to
the Graduate Council of
The University of Tennessee

In Partial Fulfillment
of the Requirements for the Degree
Master of Science

by
Iris W. Mc Larty
August 1964

ACKNOWLEDGMENT

The writer wishes to express his gratitude to:

Dr. Lewis H. Dickson and Dr. Robert S. Dotson for the advice and guidance given in the planning of this study and for the encouragement given throughout the period of graduate work.

Professor Henry Andrews for serving on the graduate committee.

Billie R. Mc Larty, wife of the writer, Sharon Mc Larty, daughter, and Tony Lee Mc Larty, son of the writer, for their patience and understanding throughout the study period.

The Federal Extension Service for making survey data available.

The Administrative Staff of The Extension Service, University of Kentucky, for the scholarship and sabbatical leave which made this study possible.

TABLE OF CONTENTS

CHAPTER	PAGE
I. INTRODUCTION.	1
Statement of the Problem.	3
Purposes of the Study	3
Importance of the Study	3
Methods of Procedure.	4
Definitions of Terms.	4
II. REVIEW OF LITERATURE.	6
Need for Area Extension Work.	6
Role of Area Extension Workers.	8
Organization and Administration	13
Training of Area Extension Workers.	15
III. RESULTS OF THE STUDY.	18
Area Extension Workers in General	20
Plant Science Area Extension Workers.	20
Resource Development Area Extension Workers	27
Animal Science Area Extension Workers	34
Soils, Irrigation, Agricultural Engineering and Entomology Area Extension Workers	41
Farm and Home Development Area Extension Workers.	46
Marketing and Consumer Information Area Extension Workers .	52
4-H Club Area Extension Workers	57

CHAPTER	PAGE
Home Demonstration Area Extension Workers	62
Test Demonstration and Watershed Protection Area	
Extension Workers	67
Economics and Public Affairs Area Extension Workers	67
Administration Area Extension Workers	73
Mass Media Area Extension Workers	73
Sources of Funds for Area Extension Work.	81
Responsibility of Area Extension Workers.	89
IV. SUMMARY AND IMPLICATIONS.	91
BIBLIOGRAPHY.	96
APPENDIX.	98

LIST OF TABLES

TABLE		PAGE
I.	Numbers and Per cents of States and Puerto Rico Reporting Area Extension Workers by Regions and All States, 1962.	21
II.	States (Including Puerto Rico) and Regions According to Numbers of Area Extension Workers Reported in 1962. . .	22
III.	Kinds of Area Extension Workers According to Numbers and Per cents of States (Including Puerto Rico) in the Various Regions Reporting in 1962	24
IV.	Kinds of Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962	26
V.	Kinds of Plant Science Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962.	29
VI.	States (Including Puerto Rico) and Regions According to Numbers of Plant Science Area Extension Workers Reported in 1962.	30
VII.	Titles of Plant Science Area Extension Workers by Regions and States in 1962.	31
VIII.	Kinds of Resource Development Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962	35

TABLE

PAGE

IX. States (Including Puerto Rico) and Regions According to Numbers of Resource Development Area Extension Workers Reported in 1962.	36
X. Titles of Resource Development Area Extension Workers by Regions and States in 1962.	37
XI. Kinds of Animal Science Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962. . .	39
XII. States (Including Puerto Rico) and Regions According to Numbers of Animal Science Area Extension Workers Reported in 1962.	40
XIII. Titles of Animal Science Area Extension Workers by Regions and States in 1962.	42
XIV. Kinds of Soils, Irrigation, Agricultural Engineering and Entomology Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962	44
XV. States (Including Puerto Rico) and Regions According to Numbers of Soils, Irrigation, Agricultural Engineering and Entomology Area Extension Workers Reported in 1962.	45
XVI. Titles of Soils, Irrigation, Agricultural Engineering and Entomology Area Extension Workers by Regions and States in 1962.	47

TABLE

PAGE

XVII.	Kinds of Farm and Home Development Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962	49
XVIII.	States (Including Puerto Rico) and Regions According to Numbers of Farm and Home Development Area Extension Workers Reported in 1962.	50
XIX.	Titles of Farm and Home Development Area Extension Workers by Regions and States in 1962	51
XX.	Kinds of Marketing and Consumer Information Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962.	54
XXI.	States (Including Puerto Rico) and Regions According to Numbers of Marketing and Consumer Information Area Extension Workers Reported in 1962.	55
XXII.	Titles of Marketing and Consumer Information Area Extension Workers by Regions and States in 1962	56
XXIII.	Kinds of 4-H Club Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962.	59
XXIV.	States (Including Puerto Rico) and Regions According to Numbers of 4-H Club Area Extension Workers Reported in 1962	60

TABLE

PAGE

XXV.	Titles of 4-H Club Area Extension Workers by Regions and States in 1962.	61
XXVI.	Kinds of Home Demonstration Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962	64
XXVII.	States (Including Puerto Rico) and Regions According to Numbers of Home Demonstration Area Extension Workers Reported in 1962.	65
XXVIII.	Titles of Home Demonstration Area Extension Workers by Regions and States in 1962.	66
XXIX.	Kinds of Test Demonstration Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962.	69
XXX.	States (Including Puerto Rico) and Regions According to Numbers of Test Demonstration and Watershed Protection Area Extension Workers Reported in 1962	70
XXXI.	Titles of Test Demonstration and Watershed Protection Area Extension Workers by Regions and States in 1962. .	71
XXXII.	Kinds of Economics and Public Affairs Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962	74

TABLE

PAGE

XXXIII.	States (Including Puerto Rico) and Regions According to Numbers of Economics and Public Affairs Area Extension Workers Reported in 1962.	75
XXXIV.	Titles of Economics and Public Affairs Area Extension Workers by Regions and States in 1962	76
XXXV.	Kinds of Administration Area Extension Workers Reported According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962	78
XXXVI.	States (Including Puerto Rico) and Regions According to Numbers of Administration Area Extension Workers Reported in 1962.	79
XXXVII.	Titles of Administration Area Extension Workers by Regions and States in 1962.	80
XXXVIII.	Kinds of Mass Media Area Extension Workers Reported by Regions According to Numbers of Workers Designated and States (Including Puerto Rico) Reporting, 1962.	83
XXXIX.	States (Including Puerto Rico) and Regions According to Numbers of Mass Media Area Extension Workers Reported in 1962	84
XL.	Titles of Mass Media Area Extension Workers by Regions and States in 1962.	85
XLI.	Sources of Funds for Area Extension Workers in 1962	86
XLII.	Sources of Funds for Area Extension Work by Regions and States, 1962.	87

TABLE

PAGE

XLIII. Person or Persons to Whom Area Extension Workers Were

Responsible in 1962 by Numbers of States. 90

LIST OF FIGURES

FIGURE	PAGE
1. Location of Cooperative Extension Regions.	19
2. Location of States Having Area Extension Workers (Including Puerto Rico a Commonwealth).	23
3. Location of Plant Science Area Extension Workers by State and Region	28
4. Location of Resource Development Area Extension Workers by State and Region	33
5. Location of Animal Science Area Extension Workers by State and Region	38
6. Location of Soils, Irrigation, Agricultural Engineering and Entomology Area Extension Workers by State and Region. . . .	43
7. Location of Farm and Home Development Area Extension Workers by State and Region.	48
8. Location of Marketing and Consumer Information Area Extension Workers by State and Region.	53
9. Location of 4-H Club Area Extension Workers by State and Region	58
10. Location of Home Demonstration Area Extension Workers by State and Region	63
11. Location of Test Demonstration and Watershed Protection Area Extension Workers by State and Region.	68

FIGURE

PAGE

12. Location of Economics and Public Affairs Area Extension Workers by State and Region.	72
13. Location of Administration Area Extension Workers by State and Region	77
14. Location of Mass Media Area Extension Workers by State and Region	82

CHAPTER I

INTRODUCTION

As stated in the Smith-Lever Act, amended in 1962, Extension's charge is:

. . . to aid in diffusing among the people of the United States useful and practical information on subjects relating to agriculture and home economics, and to encourage the application of the same (1:55)*

The nature of Extension's charge, then, is obviously educational and those assigned to do the job of Extension teaching in local counties are traditionally the county agricultural and home demonstration agents. Extension workers were probably first employed in 1904 under the direction of Dr. Seamon A. Knapp. This was made possible by an emergency appropriation by Congress in the amount of \$40,000.00. Twenty men workers were employed at the time to work in boll weevil control efforts in Texas, Louisiana and Arkansas. It is interesting to note that these first 20 agents were not county workers, but rather had area responsibility. Not until 1906 was an agent employed to do county work. The first county agent was W. C. Stallings who was appointed to do agricultural work in Smith County, Texas.

The early Extension workers, both prior to and following passage of the Smith-Lever Act, carried out their responsibilities primarily

*Numbers in parentheses refer to numbered references in the bibliography; those after the colon are page numbers.

through use of result and method demonstrations. Interest in having the help of county agents rapidly developed in other parts of the country, until many state and county governments throughout the nation were providing funds for the support of agents. It is noted that as early as 1913 some organizations were being formed on a paid membership basis in support of agents.

Since its beginning, Extension has constantly tried to base its program on the needs of the local people. In answer to the ever-changing needs of people, the Extension Service has tried to provide staff members in positions most nearly keyed to helping people solve their major Extension-related problems. In 1962, most of the 3,150 counties in the United States and Puerto Rico employed Extension workers, some of whom were specialists in particular subject-matter fields. The existence of specialized areas of need in particular localities has long justified the need for special training and instruction for workers assigned to counties and states where such areas are found. In reality, specialization does not always follow county lines, and county Extension workers often have found themselves inadequately prepared or organized to deal with problems related to specialization or those that occur as a result of it. State subject-matter specialists and, more recently, Area Extension Workers (those assigned to work in two or more counties, but not all counties in a state) have been assigned the job of working across county lines.

I. STATEMENT OF THE PROBLEM

In 1962, there were reportedly 448 Area Extension Workers in the United States and Puerto Rico in addition to the county workers and state specialists (2:37).

The specific problem with which this study deals concerns an investigation of the staffing procedures used in area Cooperative Extension work and a study of selected functions of Area Extension Worker in the United States and Puerto Rico.

II. PURPOSES OF THE STUDY

More precisely, this study was undertaken:

1. To study the organization and staffing procedures used regionally in Area Extension work in the United States and Puerto Rico.
2. To study selected functions of Area Extension Workers.

III. IMPORTANCE OF THE STUDY

The Extension Service continues to undergo changes in the various roles of its agents. These changes seem necessary in order to help meet the technological changes that agriculture and other phases of American life are experiencing. Little previous work has been done by way of studying the organization, staffing and functions of Area Extension work. A study of this kind should make it possible for administrators to better know when and where assignments of Area Specialists might be advantageous.

It should permit administrators to provide more realistic guidance to Extension personnel and others wishing to prepare themselves for Area work.

Motsenbocker (7:73) suggests that an evaluation be made of the various methods established for the conduct of Area Extension work. He also noted that before such a study could be made, more details were needed to determine what has taken place in the various states. The present study should provide some of the details needed.

IV. METHODS OF PROCEDURE

The method followed for this study was one of description and interpretation of the national survey data made available through cooperation with the Division of Extension Research and Training, Federal Extension Service, United States Department of Agriculture, combined with a review of literature relevant for the study. A copy of the mail questionnaire used for collection of data in 1962 may be found in the Appendix.

V. DEFINITIONS OF TERMS

Extension Service--unless otherwise specified means the Cooperative Extension Service in the United States.

Area Extension Worker or Area Worker--refers to an Extension staff member who works in more than one county, but does not normally work in all counties in a state. As interpreted by states in responding to the mail questionnaire, the term includes a number of other Extension

staff member categories such as: 1) multi-county agents; 2) county agents (working in more than one county); 3) area specialists; 4) district specialists; 5) county agents-at-large; and 6) state specialists (where, because of one reason or another, such people work in fewer than all counties in a given state). Individual state peculiarities account for the diversity of interpretations placed on the term by those reporting for the various states.

State Specialist--refers to Extension personnel who normally do specialized subject-matter work on a statewide basis. (Some state specialists also are Area Workers because of geographical crop boundaries, etc.)

County Agents--are the persons employed by Extension who normally work within the confines of a single county. (Some county agents also are Area Workers for subject-matter and other purposes.)

CHAPTER II

REVIEW OF LITERATURE

I. NEED FOR AREA EXTENSION WORK

Ratchford (8:24) has said that Extension can perform its most useful role by staying in the lead of the many changes taking place throughout the economy. He further suggests that Extension should identify the changes that are occurring, and even those that will happen in the future as a consequence of trends and actions already underway. This should help Extension's clientele adjust quickly and with as little pain as possible to the new situations.

Ratchford enumerated some trends which are affecting Extension programs. These trends include changes in agriculture, changing family living situations, changing clientele and changing objectives and qualifications of Extension's clientele. The trends just mentioned have meaning to Extension. An increasing number of alternative uses of time and sources of information affect Extension's programs. According to Ratchford (8:27) Extension programs must change in terms of program emphasis, methods and clientele. Observations made by Ratchford cause him to conclude that Extension's job is getting "tougher and larger." He explains that the job is getting larger in spite of a smaller number of farmers, the decrease in farmers being offset by the increasing number of agri-business firms and by demands from non-farmers and civic clubs.

The job is getting tougher because it is larger and because Extension is providing increasing assistance with immensely complicated problems and technology.

According to Ratchford, many specialists will be needed at the county level in the future. In counties where the size and nature of the clientele do not justify a specialist, consideration should be given to employing an agent trained in that specialty to work in several counties.

Ratchford notes that training of agents has been considered the primary specialist function in the past. In the future, specialists operating directly out of the college will probably be required to give assistance to processing and distributing industries as well.

Walker (10:173) said that the overworked county agricultural or home demonstration agent, at best, can be thoroughly informed in only one or two areas of work. Present day agricultural problems require more than general recommendations. They require specific answers. Another problem pointed out by Walker is the great distance that many state specialists have to travel.

Felser (3:10-94) said that efficiency requires the development of a staff of personnel of varied skills, otherwise the people are denied the fruits of expertness developed in the specialized channels of education and experience. Another observation made by Felser was that coordination of the many functional field services should lead to an analysis of the designing of field service area boundaries and other factors that need to bring such boundaries in reasonable harmony with natural areas.

II. ROLE OF AREA EXTENSION WORKERS

Walker (10:188) indicated that assignments for Area Workers in Texas are similar to those of state specialists, but they serve a smaller area than do state specialists. In addition to serving smaller areas than state specialists, Area Workers conduct more sub-district and county meetings with agents, meet and plan with more program building committees, train more leaders, assist directly in planning and setting up more demonstrations, and write more news releases that can be adapted for county use than do their state co-workers. Area Workers conduct short courses and coordinated programs, often involving all of the specialists of one headquarters in a combined program.

Another observation made by Walker was that agents and local leaders feel that the area approach meets local needs much better than general recommendations from state headquarters.

In comparing Area Workers with state specialists, Walker further noted that the Area Worker did not prepare as many publications as their associates in the state office.

In discussing the effectiveness of area staffing in Texas, Walker (10:173) stated that "This area effort has more than met our expectations." Other states may have similar needs to those found in Texas.

Based on some recent research regarding specialists and their roles, Harvey (4:40) has said;

Individuals as a clientele of specialists, received a "high" priority rating by 66 per cent of all specialists with regard to current performance. This clientele included visits, correspondence and telephone calls with individual farmers, homemakers,

business and commercial representatives, and other agency representatives. Fifty-five per cent of all specialists assessed individuals as a "high" priority clientele with respect to future importance. The rank order assigned to this clientele from the responses by all specialists was second on current performance and fifth on future importance.

The needs of individuals presumably would be met to a larger degree by specialists stationed at the Area level.

Job descriptions for certain Area Extension Workers under discussion by members of the Massachusetts Cooperative Extension Service staff in 1962 (6) listed some suggested duties of such Area Extension Workers. Listed below are some of the duties of administrative and specialist-type Area Extension Workers.

Suggested duties for an administrative-type Area Extension Worker might include but not be limited to the following:

1. Administers the Hampden County Extension educational program in agriculture, home economics, and 4-H Club work.
2. Develops and maintains a unified regional* educational program in agriculture involving the coordination of personnel, facilities, and county and federal funds.
3. Coordinates Extension program services with other activities of the College of Agriculture, University of Massachusetts, and agencies of the United States Department of Agriculture.
4. Assists the several Boards of Trustees and the State Extension Director to recruit, select, and train personnel for employment in county and regional Extension programs.
5. Studies county and regional budget needs and submits proposed budgets to the Trustees, State Extension Director and, subsequently, the County Commissioners.

*The term regional refers to an Area as used here.

6. Makes and controls expenditures from such budgets for programs approved by the several Boards and the State Extension Director.

7. Conducts staff meetings to plan, review, and evaluate Extension programs and activities.

8. Maintains close working relationships with the College of Agriculture; Soil Conservation Service; Agricultural Stabilization Committee; Division of Markets; State Department of Agriculture; Plant Pest Control agency of the United States Department of Agriculture, and other similar organizations to insure effective cooperation with these organizations.

9. Confers with Boards of Trustees, County Commissioners, the State Extension Director, and advisory councils to determine needs within the county, to maintain good public relations, and to establish policies and procedures.

10. Participates in negotiation of agreements with various cooperating agencies and supervises their operation.

11. Prepares county and regional budgets, plans of work, program and expenditure reports and submits them to the Boards of Trustees and the State Extension Director for review and approval.

12. Directs the use and application of federal funds for program effectiveness and to insure compliance with policies and regulations.

13. Visits farms and homes and attends meetings to address individuals and groups.

14. Interviews and recommends applicants for positions.

15. Makes recommendations on appointments, promotions, salary increases, and tenure.

16. Cooperates with county agents and regional specialists in planning, organizing and conducting meetings, demonstrations and tours, and advises same on methods, procedures, and policies.

17. Develops procedures and maintains control of office routine. (6;1,2)

Suggested duties for a specialist-type Area Extension Worker might include but not be limited to the following:

1. Conducts an educational program pertaining to the production of plant and animal products, with particular attention to efficient production methods, better cultural methods, high-yielding crop varieties, better animals, and improved feeding and management practices.
2. Conducts an educational program of control measures against plant and animal diseases, insects, weeds and other hazards to agriculture and to assure conformance with laws and regulations pertaining to such farm items as animal feed, fertilizer, vegetable and flower seeds, pesticides and herbicides.
3. Conducts an educational program pertaining to pesticides and herbicides and food additives, including new uses, new tolerances, revisions in tolerances, use limitations, and new materials.
4. Conducts educational programs relating to farm business management with special emphasis on financial management, and production planning from the point of view of the business as a whole.
5. Organizes and conducts schools, seminars, clinics or workshops on principles of farm business management for the benefit of groups of commercial farmers.
6. With the assistance of other regional specialists and other field extension workers, organizes and conducts programs of education on the economic aspects of various farm enterprises including minimizing of costs, determination of profit, maximizing levels of production, evaluating the economics of alternative production methods, etc.
7. Plans and conducts result demonstrations, including such areas as plant growth regulators, new fungicides, insecticides and weed killers, hormone feed supplements, hormone sprays, disease and insect resistant varieties, antibiotics for animals, new vitamins for livestock, improved marketing procedures and practices, etc.
8. Conducts educational programs designed to improve standards of quality, condition, quantity, grade, and packaging in order to encourage uniformity and consistency in commercial practices.
9. Assembles and analyzes market information for the purpose of anticipating and meeting consumer requirements and aiding in the maintenance of farm income.

10. Conducts educational programs and demonstrations on engineering buildings and related equipment for increased operating efficiency of production systems.

11. Conducts field studies and educational programs on field engineering practices toward the end of increased quantity, quality and labor efficiency of crop production.

12. Assists in the development of plans for efficient facilities and methods of operating such facilities for the proper assembly, processing, transportation, storage, distribution, and handling of agricultural products.

13. Conducts studies and surveys to determine the best methods of preparation for market, packaging, handling, transporting, storing, distributing, and marketing agricultural products.

14. Collaborates with county extension agents in planning, organizing, and conducting meetings and demonstrations; advises county agents on methods, procedures and policies.

15. Cooperates and collaborates with research workers in carrying out experimental and research projects involving field conditions.

16. Keeps abreast of developments in his field of specialization through continual personal research, reading, study, discussion, and participation in professional group activities.

17. Develops educational materials such as publications, visual aids, news releases, and reports for radio and television.

18. Cooperates with agencies of the United States Department of Agriculture and the State Department of Agriculture in carrying out programs of mutual interest. (6:4,5)

From the foregoing, it would appear that some guidelines do exist that might be helpful in defining possible Area Extension Worker roles, though roles must vary from state to state and, even, Area to Area.

III. ORGANIZATION AND ADMINISTRATION

Ratchford (8:24) notes that, as Extension's clientele and their problems change, Extension organization and administration must also change. He further states that it will be necessary to change organization, long held concepts about what makes successful Extension workers, and methodology as well as subject matter. He felt that one of the greatest weaknesses of Extension today is that it has tried to do too many things for too many people with too few resources.

Ratchford has the following to say concerning Extension organization;

Organization should be adjusted to programs rather than programs to organization. All too frequently some traditional organizational pattern becomes sacred. It becomes so sacred that if it becomes a choice between getting an important job done and changing organizational pattern, we keep the organizational pattern and let the program go. (8:33)

Concerning the administration of area Extension work in Texas, Walker (10:188) has noted that a subject-matter project leader on the headquarters staff is assigned the responsibility for initial orientation and training of new Area Workers in Extension philosophy, methods, current research and other pertinent information. Research personnel, department heads, and subject matter specialists then meet with Area Workers and help coordinate the programs. The field work, such as travel schedules and itineraries are developed with district agents of the assigned headquarters by correspondence and at staff conferences.

Job descriptions for Area Extension Workers under discussion by members of the Massachusetts Cooperative Extension Service staff in

1962 (6:1) made suggestions for the organization and administration of Area Extension Workers. Suggested lines of authority for an administrative-type Area Extension Worker were seen to include but not be limited to the following:

Administers the Hampden County Extension program and supervises the agricultural phases of the Regional Extension program in the Counties of Franklin, Hampden, and Hampshire.

Works under the general direction of the Hampden County Board of Trustees and the State Extension Director as Director of the Hampden County Extension Service; works under the general direction of the Boards of Trustees of Franklin, Hampden, and Hampshire Counties and the State Extension Director as Regional Administrative Specialist. These Boards and the State Extension Director review county and regional administration and policies, performance and reports and evaluate performance for effectiveness, conformance with policy, and professional competency.

Exercises full supervision over a number of County Agricultural Agents, Home Demonstration Agents, and 4-H Club Agents, clerical and maintenance employees, and exercises partial supervision over the regional staff. (6:1)

Suggested lines of authority for a specialist-type Area Extension Worker might include but not be limited to the following:

Plans, organizes, develops and conducts programs of consultation and education in the Extension Service for an area or region consisting of two or more counties; makes systematic observations and collects data for use in preparing educational materials; serves on administrative and program committees; and performs related work as required.

Works under the general supervision of the appropriate Board of Trustees and the State Extension Director who review performance for effectiveness and conformance with established policies, rules, and regulations. (6:4)

The citations listed above indicate that some bases do exist for the establishment of administrative policy and procedure related to Area Extension work.

IV. TRAINING OF AREA EXTENSION WORKERS

Relatively little literature relevant to the training of Area Extension Workers appears to be available. However, some general statements concerning Extension personnel training do have relevance and will be included with others to provide some discussion of this important topic. In the future, according to Hutchison (5:7), Extension will need staff members who are increasingly better trained, and it will become necessary for all personnel to have, or acquire through in-service training, adequate understandings of basic principles of the social sciences. Hutchison also implied that the trend will be toward higher minimum academic requirements, because, he contends, only people with superior abilities will be able to deal effectively with the rapidly and continuously changing conditions which characterize agriculture and the rest of the economy.

Extension personnel training, in Ratchford's opinion (8:33), should be at the graduate level. He believes that county workers need training and/or experience equivalent to that required in a Master's degree program, and that subject-matter specialists need training and/or experience comparable to that required in a doctoral program. Formal degrees need not be required due to the fact that most advanced degrees feature research and specialized training; while Extension workers need a more generalized course including training in Extension educational methods. Graduate programs providing advanced degrees in such generalized areas, of course, now exist in many states.

In discussing the role of the Area Extension Worker, Motsenbocker (7:37) implies that training should include study in specialized subject-matter and generalized areas of the social sciences at the Master's degree level.

Job descriptions for Area Extension Workers under discussion by members of the Massachusetts Cooperative Extension Service staff in 1962 (6:23) suggested the need for a balance between specialization and generalization in their training. Listed below are some of the suggested qualifications for administrative and specialist-type Area Extension Workers.

Suggested qualifications for an administrative-type Area Extension Worker might include but not be limited to the following:

Thorough knowledge of the administration and organization of an extension educational program in Extension Services.

Considerable knowledge of effective instructional and demonstrational methods.

Thorough knowledge of effective methods of planning and reporting Extension educational programs.

Considerable ability to organize, administer, and participate in the formulation of policies and procedures of an extension educational program; recommends selection of staff, directs their assignment, and recommends promotion or release.

Ability to account for and control the expenditure of substantial sums of federal and county funds.

Ability to administer Extension Service programs involving region-wide questions.

Ability to work effectively with professional, clerical, and other staff assistants.

Considerable experience as an educational administrator of extension educational programs.

Ability to counsel, advise, and deal effectively with groups and individuals. (6:2,3)

Suggested qualifications for a specialist-type Area Extension

Worker might include but not be limited to the following:

Considerable knowledge of the principles, methods, and techniques of field study and investigation and of the subject matter of the courses in a specific field.

Working knowledge of the principles and practices of Extension education.

Ability to analyze and advise on problems of farmers, nurserymen, florists, and others.

Ability to prepare technical reports and informative articles for professional and lay reading.

Experience in field of specialization.

Knowledge of effective instructional and demonstration methods.

Ability to instruct, counsel, and deal effectively with groups and individuals.

Professional competence and recognition in field of specialization as evidenced by training records, scholastic achievement, and the opinion of professional colleagues. (6:5,6)

Implications for training appear to say that such persons should have the specific formal or informal training and/or experience indicated by each suggested qualification.

CHAPTER III

RESULTS OF THE STUDY

In 1962, Dotson, Frutchev and Groening made a nationwide survey to obtain information concerning the emerging role of the Area Extension Worker (Area Specialist). Data from the survey were made available for the present study through cooperation with the Federal Extension Service. Simple tabular presentation and analysis and use of appropriate figures will constitute the primary basis for interpretation and discussion included in this chapter.

As seen in Figure 1, the United States and Puerto Rico are divided into four Cooperative Extension Service Regions for administrative purposes, namely: 1) the Western Region, consisting of states west of the Great Plains (Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming); 2) the Central Region, consisting of states in the north central portion of the country bordering on Canada and the Great Lakes to the north (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota and Wisconsin); 3) the Northeastern Region, consisting of New England and certain neighboring states (Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Vermont and West Virginia); and 4) the Southern Region, consisting mainly of states in the Old South (Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi,

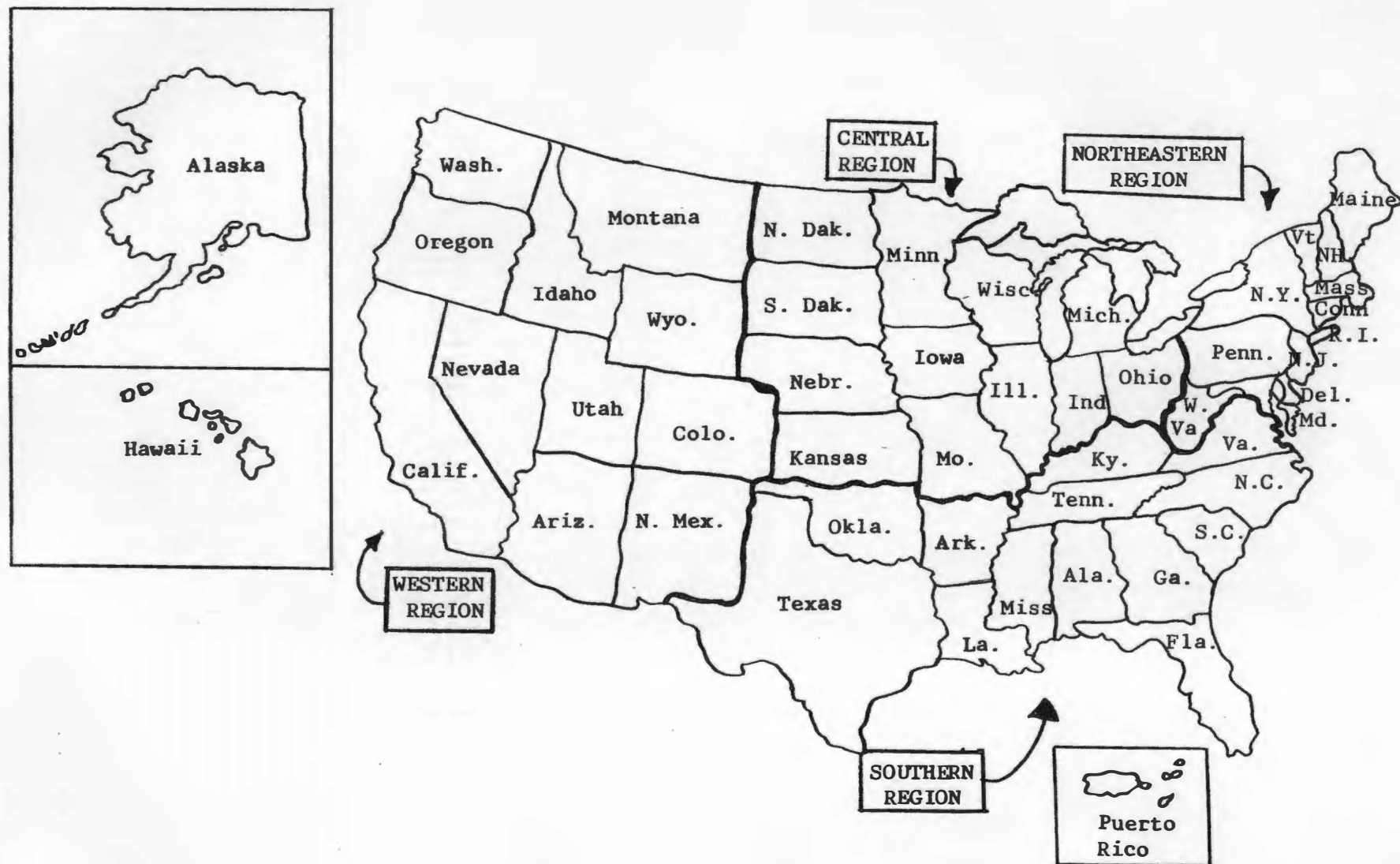


Figure 1. Location of Cooperative Extension Regions.

North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas and Virginia). Data were analyzed according to states and regions.

I. AREA EXTENSION WORKERS IN GENERAL

Area Extension Workers were reported in 33 of the 50 states and Puerto Rico, 18 reported having none. As seen in Table I, the Southern Region reported 12 states having Area Workers and 2 states not having Area Workers. The Central Region reported 10 states having Area Workers and 2 not having Area Workers. Fifty per cent of the 12 states making up the Northeast Region reported having Area Workers. The Western Region reported 5 states with Area Workers and 8 without Area Workers.

Table II discloses that there were 448 Area Workers reported in 33 states in 1962: the Southern Region reporting 198; the Central Region reporting 172; the Northeast Region reporting 50 and the Western Region reporting 28. Approximately 83 per cent of all Area Workers reported in 1962 were in the Central and Southern Regions. Table II also lists the numbers of Area Workers reported by various states and regions. Figure 2 gives locations of states reporting Area Extension Workers.

Area Workers were reported in twelve different fields of endeavor, as seen in Table III. Each of these twelve fields of work will be discussed separately in the remainder of this chapter.

II. PLANT SCIENCE AREA EXTENSION WORKERS

Reference to Table IV shows that Plant Science Area Extension Workers were reported in more of the states than any other kind. Of the

TABLE I

NUMBERS AND PER CENTS OF STATES AND PUERTO RICO REPORTING AREA EXTENSION WORKERS
BY REGIONS AND ALL STATES, 1962

Having Area Extension Workers	States Reporting									
	United States*		Southern Region*		Central Region		Northeastern Region		Western Region	
	No.	Per cent**	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
Yes	33	65	12	86	10	83	6	50	5	38
No	18	35	2	14	2	17	6	50	8	62
Total Study	51	100	14	100	12	100	12	100	13	100

*Including Puerto Rico, a Commonwealth.

**Percentages rounded to nearest whole number.

TABLE II

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF AREA EXTENSION WORKERS REPORTED IN 1962

Region and State	Number of Area Extension Workers Reported	Region and State	Number of Area Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Puerto Rico	81	Maryland	12
Texas	31	Pennsylvania	12
Kentucky	30	West Virginia	9
Tennessee	20	New York	8
Alabama	14	Massachusetts	5
Virginia	7	Maine	4
Louisiana	4	Connecticut	0
Arkansas	3	Delaware	0
Georgia	3	New Hampshire	0
Oklahoma	2	New Jersey	0
South Carolina	2	Rhode Island	0
North Carolina	1	Vermont	0
Florida	0	<u>Regional Total</u>	<u>50</u>
Mississippi	0		
<u>Regional Total</u>	<u>198</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Colorado	7
Missouri	37	Hawaii	6
Michigan	31	New Mexico	6
Kansas	30	California	5
Iowa	18	Washington	4
Illinois	17	Alaska	0
Indiana	12	Arizona	0
Nebraska	12	Idaho	0
Minnesota	5	Montana	0
South Dakota	5	Nevada	0
Wisconsin	5	Oregon	0
North Dakota	0	Utah	0
Ohio	0	Wyoming	0
<u>Regional Total</u>	<u>172</u>	<u>Regional Total</u>	<u>28</u>
		<u>United States Total</u>	<u>448</u>

TABLE III

KINDS OF AREA EXTENSION WORKERS ACCORDING TO NUMBERS AND PER CENTS OF STATES (INCLUDING PUERTO RICO)
IN THE VARIOUS REGIONS REPORTING IN 1962

Kind of Area Extension Worker	States Reporting									
	United States* (N=33)		Southern Region* (N=12)		Central Region (N=10)		Northeastern Region (N=6)		Western Region (N=5)	
	No.	Per cent**	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
1. Plant Science	22	67	7	58	7	70	5	83	3	60
2. Resource Development	18	55	5	42	8	80	3	50	2	40
3. Animal Science	17	52	7	58	5	50	2	33	1	20
4. Soils, Irrigation, Agricultural Engineering and Entomology	13	39	4	33	6	60	2	33	1	20
5. Farm and Home Development	8	24	3	25	3	30	0	0	2	40
6. Marketing and Consumer Information	8	24	2	17	3	30	2	33	1	20

TABLE III (continued)

Kind of Area Extension Worker	States Reporting									
	United States*		Southern Region*		Central Region		Northeastern Region		Western Region	
	(N=33)		(N=12)		(N=10)		(N=6)		(N=5)	
	No.	Per cent**	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
7. 4-H Club Work	8	24	1	8	5	50	0	0	2	40
8. Home Demonstration	8	24	0	0	4	40	2	33	2	40
9. Test Demonstration and Watershed Protection	4	12	4	33	0	0	0	0	0	0
10. Economics and Public Affairs	2	6	0	0	2	20	0	0	0	0
11. Administration	3	10	0	0	1	10	1	17	1	20
12. Mass Media	1	3	0	0	1	10	0	0	0	0

*Including Puerto Rico, a Commonwealth.

**Percentages rounded to nearest whole number.

TABLE IV

KINDS OF AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS OF WORKERS
DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Area Extension Worker	United States*		Southern Region*		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
1. Plant Science	98	22	48	7	36	7	9	5	5	3
2. Resource Development	83	18	37	5	26	8	17	3	3	2
3. Animal Science	55	18	30	7	14	6	4	2	6	3
4. Soils, Irrigation, Agricultural Engineering and Entomology	43	12	25	4	10	5	7	2	1	1
5. Farm and Home Development	43	8	16	3	21	3	0	0	6	2
6. Marketing and Consumer Information	40	8	9	2	23	3	7	2	1	1
7. 4-H Club Work	31	8	17	1	11	5	0	0	3	2
8. Home Demonstration	27	8	0	0	20	4	5	2	2	2
9. Test Demonstration and Watershed Protection	16	4	16	4	0	0	0	0	0	0
10. Economics and Public Affairs	7	2	0	0	7	2	0	0	0	0
11. Administration	3	3	0	0	1	1	1	1	1	1
12. Mass Media	2	1	0	0	2	1	0	0	0	0
Total**	448	33	198	12	172	10	50	6	28	5
Average Number of Area Extension Workers per State	13.57		16.5		17.2		8.3		5.6	

*Including Puerto Rico, a Commonwealth.

**Some states reported more than one kind of worker which accounts for the state totals not being the same as total numbers in each column.

448 Area Workers reported from all states, 98 were classified in the field of plant science. The location of Plant Science Area Extension Workers is found in Figure 3. Tables V and VI give the kinds and numbers of Plant Science Extension Workers by regions and states.

As noted in Tables V and VI, 98 of the 448 Area Extension Workers reported in 1962 were classified as Plant Science people. Forty-eight of these were located in 7 states of the Southern Region; 36 were located in 7 states of the Central Region; 9 were located in 5 states of the Northeastern Region and 5 were located in 3 states of the Western Region. Sixty-seven per cent of the states reporting Area Extension Workers reported Plant Science Area Workers. Twenty-two per cent of all Area Extension Workers reported were classified under this category.

As seen in Table VII, typical titles used for such workers were those of Area Agronomist, Area Forester and Area Horticulturist. Size of Area varied from a minimum of two counties to a maximum of eighty-four counties.

The typical administrative relationship found Plant Science Area Workers responsible to state level administrations while other workers were responsible to District and County level administration.

Most received salaries and travel allowance coming from state and federal sources; but some involved county as well.

III. RESOURCE DEVELOPMENT AREA EXTENSION WORKERS

The second highest number of Area Extension Workers reported were classified as Resource Development personnel. Figure 4 shows the location of such Area Workers by states.

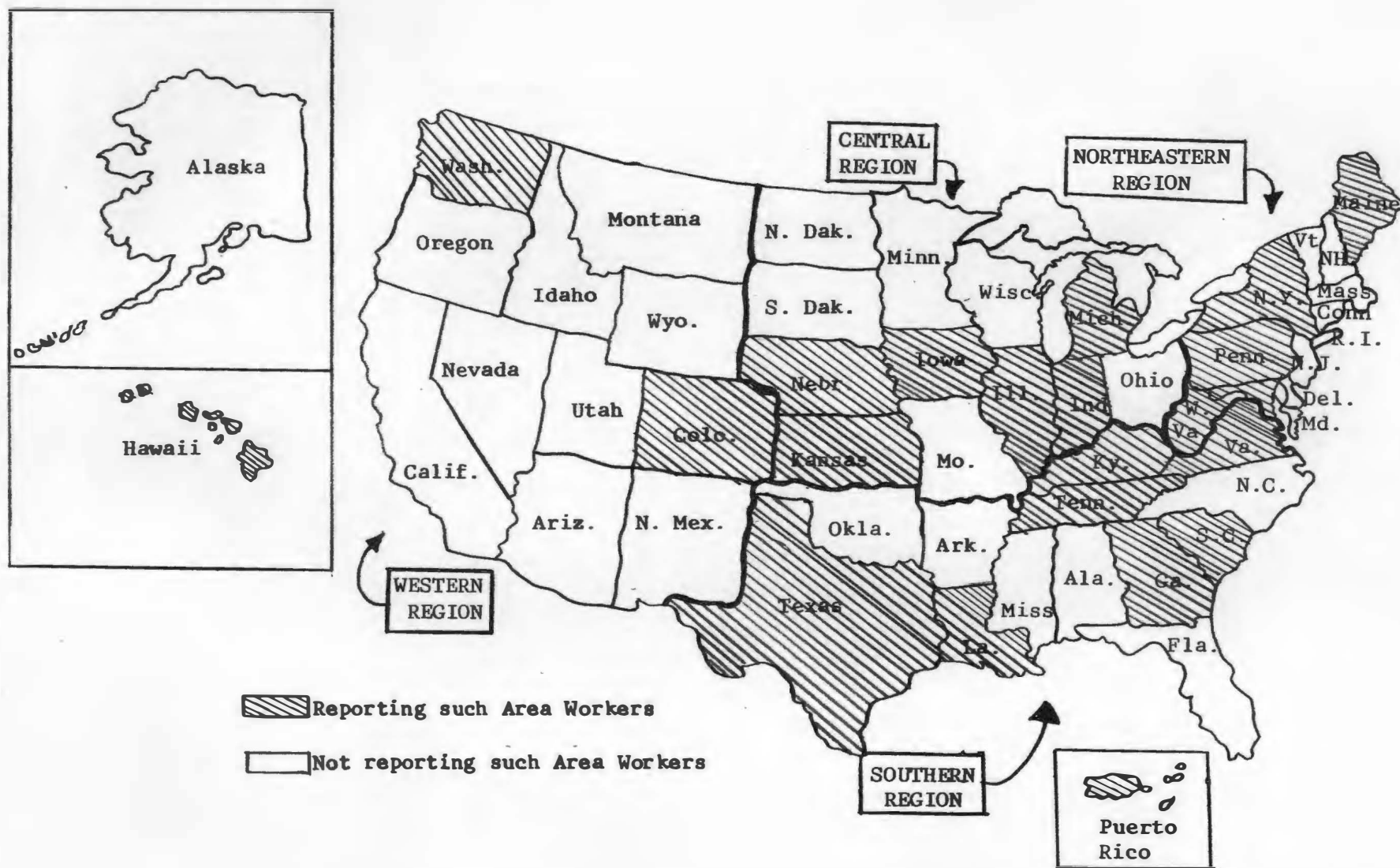


Figure 3. Location of Plant Science Area Extension Workers by State and Region.

TABLE V

KINDS OF PLANT SCIENCE AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS
OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Plant Science Area Extension Worker	United States*	Southern Region*	Central Region	Northeastern Region	Western Region
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers
Horticulture					
a. General	19	11	10	4	7
b. Truck Crops	1	1	1	1	0
c. Veg. Spec.	1	1	1	1	0
d. Row Crops	1	1	0	0	0
e. Landscape	1	1	0	0	0
f. Fruit and Veg.	1	1	0	0	1
g. Fruit	4	2	0	0	4
h. Vegetable	2	1	0	0	2
i. Floriculture	1	1	0	0	1
j. Muckland Agent	1	1	0	0	1
Forestry	23	8	5	2	16
Tobacco	1	1	1	1	0
Plant Pathologist	1	1	1	1	0
Agronomist Crops	17	8	7	6	10
Sugar Cane	14	2	13	1	0
Coffee	10	1	10	1	0
Range Management	1	1	0	0	1
Total	98	43	48	18	36

*Including Puerto Rico, a Commonwealth.

TABLE VI

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF PLANT SCIENCE AREA EXTENSION WORKERS
REPORTED IN 1962

Region and State	Number of Area Plant Science Extension Workers Reported	Region and State	Number of Area Plant Science Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Puerto Rico	27	Maryland	3
Texas	6	New York	3
Louisiana	4	Maine	1
Tennessee	3	Pennsylvania	1
Virginia	3	West Virginia	1
Kentucky	2	Connecticut	0
South Carolina	2	Delaware	0
Georgia	1	Massachusetts	0
Alabama	0	New Hampshire	0
Arkansas	0	New Jersey	0
Florida	0	Rhode Island	0
Mississippi	0	Vermont	0
North Carolina	0	<u>Regional Total</u>	<u>9</u>
Oklahoma	0		
<u>Regional Total</u>	<u>48</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Hawaii	2
Iowa	7	Washington	2
Kansas	7	Colorado	1
Illinois	6	Alaska	0
Indiana	6	Arizona	0
Michigan	5	California	0
Nebraska	5	Idaho	0
Minnesota	0	Montana	0
Missouri	0	Nevada	0
North Dakota	0	New Mexico	0
Ohio	0	Oregon	0
South Dakota	0	Utah	0
Wisconsin	0	Wyoming	0
<u>Regional Total</u>	<u>36</u>	<u>Regional Total</u>	<u>5</u>
		<u>United States Total</u>	<u>98</u>

TABLE VII
TITLES OF PLANT SCIENCE AREA EXTENSION WORKERS BY REGIONS
AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u>			
Georgia	1	Extension Horticulturist	26
Kentucky	1	Area Tobacco Specialist	35
	1	Area Horticulturist	5
Louisiana	4	Associate County Agent--Forestry	4
Puerto Rico	13	Agricultural Agent Sugar Cane	51*
	10	Agricultural Agent Coffee	12*
	4	Agricultural Agent Horticulture	12*
South Carolina	1	Tobacco Specialist	9
	1	Truck Crops Specialist	28
Tennessee	1	Assistant Agronomist	24
	1	Assistant Forester	21
	1	Assistant Horticulturist	21
Texas	1	Area Plant Pathologist	32
	3	Area Agronomist	84
	1	Area Vegetable Specialist	4
	1	Area Horticulturist	32
Virginia	2	Extension Horticulturist	13
	1	Extension Agronomist	19
<u>Central</u>			
Illinois	4	Area Advisory--Agronomy	20
	1	Area Specialist--Forestry	20
	1	Area Advisor--Fruit and Vegetables	6
Indiana	6	Extension Forester	18-19
Iowa	7	Area Agronomist	5-9
Kansas	6	Extension Forester	15-20
Michigan	4	District Horticultural Agent	6-12
	1	Project Leader in Forestry	15
	1	Project Leader--Crops	15
Nebraska	1	Area Extension Agent	4
	3	District Forester	20
	1	Range Management Specialist	47

TABLE VII (continued)

Region and State	Number of Workers	Title	Number of Counties per Worker
Northeastern			
Maine	1	Vegetable Specialist Specialist	6
Maryland	3	Fruit Specialist	4
New York	1	Regional Fruit Agent	2
	1	Muckland Agent	6
	1	Regional Vegetable Agent	8
Pennsylvania	1	Area Floricultural Agent	8
West Virginia	1	Area Extension Forester	3
Western			
Colorado	1	Area Horticulturist	3
Hawaii	1	Area Agent--Landscaping	3
	1	Area Agent--Sugar Production	6
Washington	1	Area Horticulturist	5
	1	Row Crop Horticulturist	5

*Total counties for the specialty.

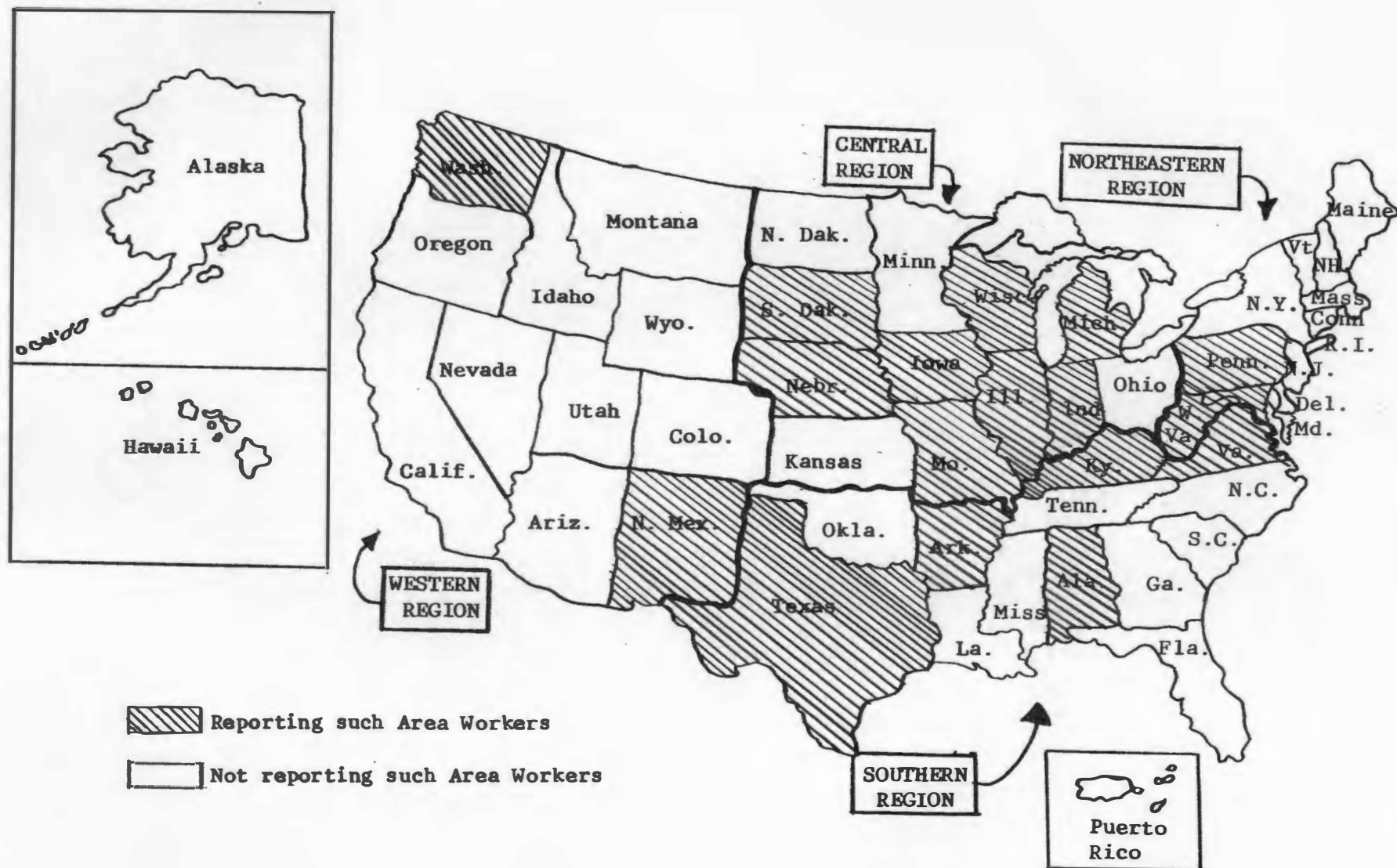


Figure 4. Location of Resource Development Area Extension Workers by State and Region.

As noted in Tables VIII and IX, 18 states reported Resource Development Area Workers. The Southern Region reported 37 such staff members in 5 states; the Central Region reported 26 workers in 8 states; the Northeastern Region reported 17 workers in 3 states, and the Western Region reported 3 workers in 2 states. Three-fourths of the Area Resource Development Workers reported were in the Southern and Central Regions.

As shown in Table X, a typical title used for such workers were those of Area Resource Development Workers and Rural Areas Development Workers. Size of the Areas varied from a minimum of two counties to a maximum of 52 counties.

The typical administrative relationship found Resource Development Area Workers responsible to state administration, though others were responsible to district leaders or directors.

Most received salaries and travel allowance coming from state and federal sources; but some involved federal sources only.

IV. ANIMAL SCIENCE AREA EXTENSION WORKERS

Third in rank order of numbers of Area Extension Workers reported was the classification including animal science personnel. This classification of Area Extension Workers will be discussed in the following paragraphs by Regions and States. Figure 5 shows the location of such workers by states.

As noted in Tables XI and XII, 17 of the 33 states reporting Area Workers, reported Animal Science Area Workers. The Southern Region

TABLE VIII

KINDS OF RESOURCE DEVELOPMENT AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Resource Development Extension Worker	United States No. of Workers	United States No. of States	Southern Region No. of Workers	Southern Region No. of States	Central Region No. of Workers	Central Region No. of States	Northeastern Region No. of Workers	Northeastern Region No. of States	Western Region No. of Workers	Western Region No. of States
Rural Areas Development	49	11	25	4	6	3	17	3	1	1
Area Resource Development	20	5	12	2	8	3	0	0	0	0
Supervisor of R. A. D. and A. R. A.	2	1	0	0	0	0	0	0	2	1
Community Development	12	3	0	0	12	3	0	0	0	0
Total	83	20	37	6	26	9	17	3	3	2

TABLE IX

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF RESOURCE DEVELOPMENT AREA EXTENSION
WORKERS REPORTED IN 1962

Region and State	Number of Area Resource Development Extension Workers Reported	Region and State	Number of Area Resource Development Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Kentucky	19	West Virginia	8
Alabama	12	Pennsylvania	6
Arkansas	3	Maryland	3
Texas	2	Connecticut	0
Virginia	1	Delaware	0
Florida	0	Maine	0
Georgia	0	Massachusetts	0
Louisiana	0	New Hampshire	0
Mississippi	0	New Jersey	0
North Carolina	0	New York	0
Oklahoma	0	Rhode Island	0
Puerto Rico	0	Vermont	0
South Carolina	0	<u>Regional Total</u>	<u>17</u>
Tennessee	0		
<u>Regional Total</u>	<u>37</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		New Mexico	2
Missouri	8	Washington	1
Illinois	7	Alaska	0
Michigan	3	Arizona	0
South Dakota	3	California	0
Wisconsin	2	Colorado	0
Indiana	1	Hawaii	0
Iowa	1	Idaho	0
Nebraska	1	Montana	0
Kansas	0	Nevada	0
Minnesota	0	Oregon	0
North Dakota	0	Utah	0
Ohio	0	Wyoming	0
<u>Regional Total</u>	<u>26</u>	<u>Regional Total</u>	<u>3</u>
		<u>United States Total</u>	<u>83</u>

TABLE X

TITLES OF RESOURCE DEVELOPMENT AREA EXTENSION WORKERS BY REGIONS
AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
Southern			
Alabama	12	Rural Areas Development (RAD)	5-6
Arkansas	3	Area Rural Development Agent	5-7
Kentucky	9	Rural Areas Development Worker	2-8
	10	Eastern Ky. Resource Development Worker	30
Texas	2	Area Resource Development Specialist	22
Virginia	1	County Agent-at-large	2
Central			
Illinois	2	Area Advisor--Rural Development	12
	5	Area Advisor--Resource Development	20
Indiana	1	Coordinator of Rural Areas Development	10
Iowa	1	Extension Agent in Area Development	16
Michigan	3	Community Development Agent	5-15
Missouri	8	Area Community Development Agent	2-5
Nebraska	1	Resource Development Agent	8
South Dakota	3	Area Development Agent	5
Wisconsin	2	Resource Development Specialist	35
Northeastern			
Maryland	3	Assistant County Agent in RAD	3
Pennsylvania	6	Rural Areas Development Agent	52*
West Virginia	8	Area Extension Development Agent	2-4
Western			
New Mexico	2	Supervisor of RAD and ARA (Area Redevelopment Administration)	16
Washington	1	County Extension Agent in RAD	3

*Total counties for the specialty.

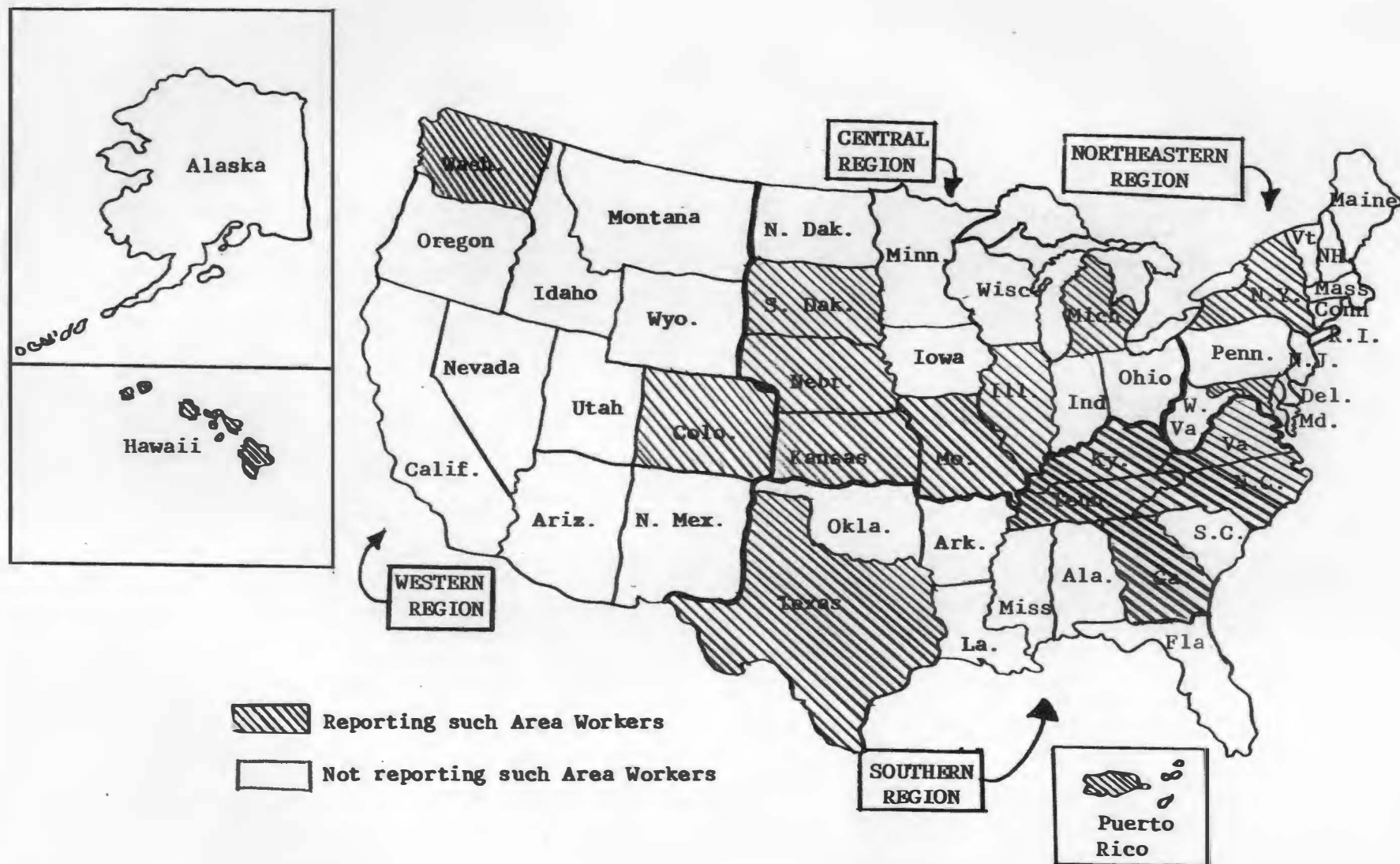


Figure 5. Location of Animal Science Area Extension Workers by State and Region.

TABLE XI

KINDS OF ANIMAL SCIENCE AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS
OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Animal Science Extension Worker	United States*		Southern Region*		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
Dairy	13	9	7	4	4	4	0	0	3	1
Animal Husbandryman	29	11	18	5	10	5	0	0	1	1
Poultry	8	5	3	2	0	0	4	2	1	1
Sheep and Goats	1	1	0	0	0	0	0	0	0	0
Swine	3	2	2	1	0	0	0	0	1	1
Beef	1	1	0	0	0	0	0	0	1	1
Total	55	29	30	12	14	9	4	2	7	5

*Including Puerto Rico, a Commonwealth.

TABLE XII

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF ANIMAL SCIENCE AREA EXTENSION WORKERS REPORTED IN 1962

Region and State	Number of Area Animal Science Extension Workers Reported	Region and State	Number of Area Animal Science Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Puerto Rico	14	Maryland	3
Kentucky	4	New York	1
Tennessee	4	Connecticut	0
Texas	4	Delaware	0
Georgia	2	Maine	0
North Carolina	1	Massachusetts	0
Virginia	1	New Hampshire	0
Alabama	0	New Jersey	0
Arkansas	0	Pennsylvania	0
Florida	0	Rhode Island	0
Louisiana	0	Vermont	0
Mississippi	0	West Virginia	0
Oklahoma	0	Regional Total	4
South Carolina	0		
Regional Total	30	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Hawaii	4
Missouri	8	Colorado	2
Kansas	2	Washington	1
Illinois	1	Alaska	0
Michigan	1	Arizona	0
Nebraska	1	California	0
South Dakota	1	Idaho	0
Indiana	0	Montana	0
Iowa	0	New Mexico	0
Minnesota	0	Nevada	0
North Dakota	0	Oregon	0
Ohio	0	Utah	0
Wisconsin	0	Wyoming	0
Regional Total	14	Regional Total	7
		United States Total	55

reported 30 workers from 7 states; the Central Region reported 14 workers from 6 states; the Northeastern Region reported 4 workers from 2 states and the Western Region reported 7 workers from 3 states. Eighty per cent of the 55 Animal Science Area Workers were reported in the Southern and Central Regions. As noted in Table XIII, a typical title used for such workers was Area Animal Husbandman. It is also noted that the type of livestock specialty, such as Area Beef Specialist, and Area Dairy Specialist, are mentioned. Size of Area varied from a minimum of 2 counties to a maximum of one hundred and twenty-five counties.

The typical administrative relationship found Animal Science Area Workers responsible to state administration, though others were directly responsible to county and district leaders.

Most received salaries and travel allowances coming from state and federal sources; but some involved county as well.

V. SOILS, IRRIGATION, AGRICULTURAL ENGINEERING AND ENTOMOLOGY AREA EXTENSION WORKERS

Forty-three Soil Irrigation, Agricultural Engineering and Entomology Area Extension Workers were reported from 20 states. Figure 6 shows the location of such workers by states.

As noted in Tables XIV and XV, 12 of the 33 states reporting Area Extension Workers reported Soil, Irrigation, Agricultural Engineering and Entomology Area Extension Workers. The Southern Region reported 25 workers from 4 states, the Central Region reported 10 workers from 5 states, the Northeastern Region reported 7 workers from 2 states and the Western Region reported 1 worker from 1 state.

TABLE XIII

TITLES OF ANIMAL SCIENCE AREA EXTENSION WORKERS BY REGIONS
AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u>			
Georgia	2	Area Extension Dairyman	25, 27
Kentucky	2	Area Poultry Specialist	6, 7
	2	Area Swine Specialist	5, 6
North Carolina	1	Agricultural Extension Agent-- Poultry	11
Puerto Rico	14	Agricultural Agent in Animal Husbandry	67*
Tennessee	3	Assistant Dairy Husbandman	21-24
	1	Assistant Animal Husbandman	24
Texas	1	Area Livestock Specialist	84
	2	Area Dairy Specialist	32
	1	Associate Sheep and Goat Specialist	125
Virginia	1	Extension Animal Husbandman	9
<u>Central</u>			
Illinois	1	Area Advisor in Dairy	9
Kansas	1	Area Agriculturist	41
	1	District Extension Specialist in Animal Husbandry	22
Michigan	1	Project Leader in Dairying	15
Missouri	1	Area Dairy Agent	22
	3	Area Agricultural Agent	6
	4	Specialized Agricultural Agent	7
Nebraska	1	Area Extension Agent	6
South Dakota	1	Area Livestock Specialist	22
<u>Northeastern</u>			
Maryland	3	Broiler Specialist	7
New York	1	Regional Poultry Agent	8
<u>Western</u>			
Colorado	1	Area Animal Husbandman	3
	1	Area Extension Agent (Dairy)	3
Hawaii	1	Area Specialist--Swine	3
	1	Area Specialist--Beef	5
	1	Area Specialist--Dairy	3
	1	Area Specialist--Poultry	3
Washington	1	Area Dairy Agent	5

*Total counties for the specialists.

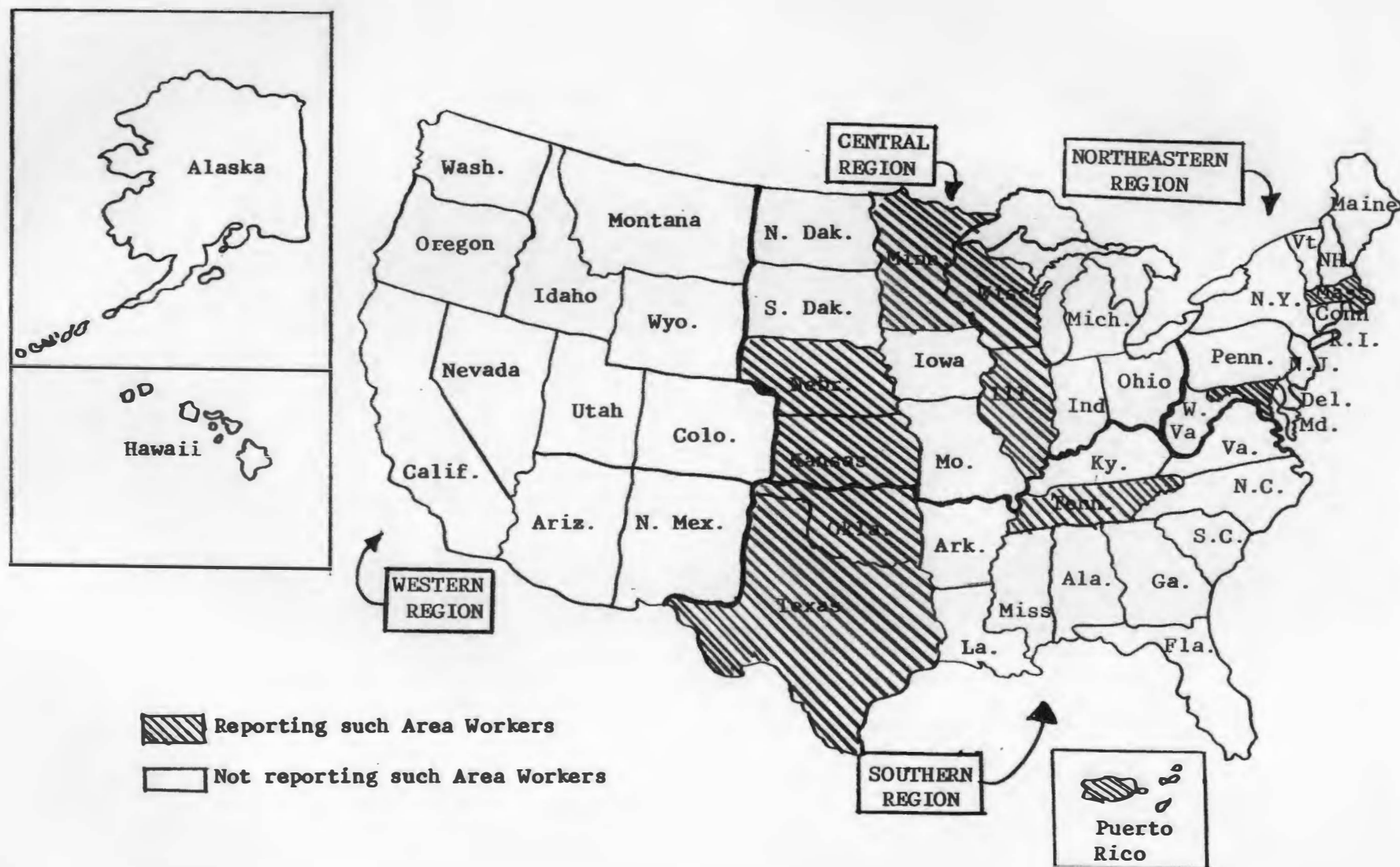


Figure 6. Location of Soils, Irrigation, Agricultural Engineering and Entomology Area Extension Workers by State and Region.

TABLE XIV

KINDS OF SOILS, IRRIGATION, AGRICULTURAL ENGINEERING AND ENTOMOLOGY AREA EXTENSION WORKERS
 REPORTED BY REGIONS ACCORDING TO NUMBERS OF WORKERS DESIGNATED
 AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Soils, Irrigation, Agricultural Engineering and Entomology Extension Worker	United States* No. of Workers	Southern No. of States	Region* No. of Workers	Central No. of States	Region No. of Workers	Northeastern No. of States	Region No. of Workers	Western No. of States	Region No. of Workers	States
Irrigation	8	4	3	2	2	1	3	1	0	0
Entomology	3	1	3	1	0	0	0	0	0	0
Soil Chemist	1	1	1	1	0	0	0	0	0	0
Agricultural Engineering	3	3	1	1	2	2	0	0	0	0
Soil Conservation	24	5	17	1	3	3	4	1	0	0
Soils Agronomist	4	2	0	0	3	1	0	0	1	1
Total	43	16	25	6	10	7	7	2	1	1

*Including Puerto Rico, a Commonwealth.

TABLE XV

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF SOILS, IRRIGATION, AGRICULTURAL ENGINEERING AND
ENTOMOLOGY AREA EXTENSION WORKERS REPORTED IN 1962

Region and State	Number of Area Soils, Irrigation, Agricultural Engineering and Entomology Extension Workers Reported	Region and State	Number of Area Soils, Irrigation, Agricultural Engineering and Entomology Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Puerto Rico	17	Massachusetts	4
Texas	5	Maryland	3
Oklahoma	2	Connecticut	0
Tennessee	1	Delaware	0
Alabama	0	Maine	0
Arkansas	0	New Hampshire	0
Florida	0	New Jersey	0
Georgia	0	New York	0
Kentucky	0	Pennsylvania	0
Louisiana	0	Rhode Island	0
Mississippi	0	Vermont	0
North Carolina	0	West Virginia	0
South Carolina	0	<u>Regional Total</u>	<u>7</u>
Virginia	0		
<u>Regional Total</u>	<u>25</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Colorado	1
Minnesota	3	Alaska	0
Wisconsin	3	Arizona	0
Nebraska	2	California	0
Illinois	1	Hawaii	0
Kansas	1	Idaho	0
Indiana	0	Montana	0
Iowa	0	Nevada	0
Michigan	0	New Mexico	0
Missouri	0	Oregon	0
North Dakota	0	Utah	0
Ohio	0	Washington	0
South Dakota	0	Wyoming	0
<u>Regional Total</u>	<u>10</u>	<u>Regional Total</u>	<u>1</u>
		<u>United States Total</u>	<u>43</u>

As seen in Table XVI, typical titles included those of Area Extension Engineer, Area Irrigation Specialist and Agricultural Agents in Soil Conservation.

Size of Area varied from a minimum of three counties to a maximum of eighty-four counties.

The typical administrative relationship found Soil Irrigation, Agricultural Engineering and Entomology Area Extension Workers responsible to state administration, though others were responsible to county and district supervisor.

Most received salaries and travel allowances coming from state and federal sources; but some involved county as well.

VI. FARM AND HOME DEVELOPMENT AREA EXTENSION WORKERS

Forty-three Area Extension Workers were reported under the classification of Farm and Home Development. They will be discussed by regions and states in the following paragraphs. Figure 7 shows the location of such workers by states.

As noted in Tables XVII and XVIII, 8 of the 33 states reporting Area Workers reported Farm and Home Extension Workers. The Southern Region reported 16 workers; the Central Region reported 21 workers; the Western Region reported 6 workers and the Western Region did not report any Area Workers.

As shown in Table XIX, a typical title used for such workers was that of Farm and Home Development Area Extension Workers. Size of Area varied from a minimum of two counties to a maximum of forty-six counties.

TABLE XVI

TITLES OF SOILS, IRRIGATION, AGRICULTURAL ENGINEERING AND ENTOMOLOGY
AREA EXTENSION WORKERS BY REGIONS AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
Southern			
Tennessee	1	Assistant Agricultural Engineer	24
Texas	1	Area Irrigation Specialist	45
	3	Area Entomologist	21-84
	1	Area Soil Chemist	84
Oklahoma	2	County Agent-at-large	5
Puerto Rico	17	Agricultural Agent in Soil Conservation	67*
Central			
Illinois	1	Area Advisor in Agricultural Engineering	20
Kansas	1	Area Extension Engineer	41
Minnesota	3	Soil Conservation Agent	4
Nebraska	2	District Irrigationist	20
Wisconsin	3	Conservation Educational Personnel	23
Northeastern			
Maryland	3	Specialist in Drainage and Irrigation	8
Massachusetts	4	Regional Agricultural Specialist	3
Western			
Colorado	1	Area Agronomist	3

*Total counties for the specialty.

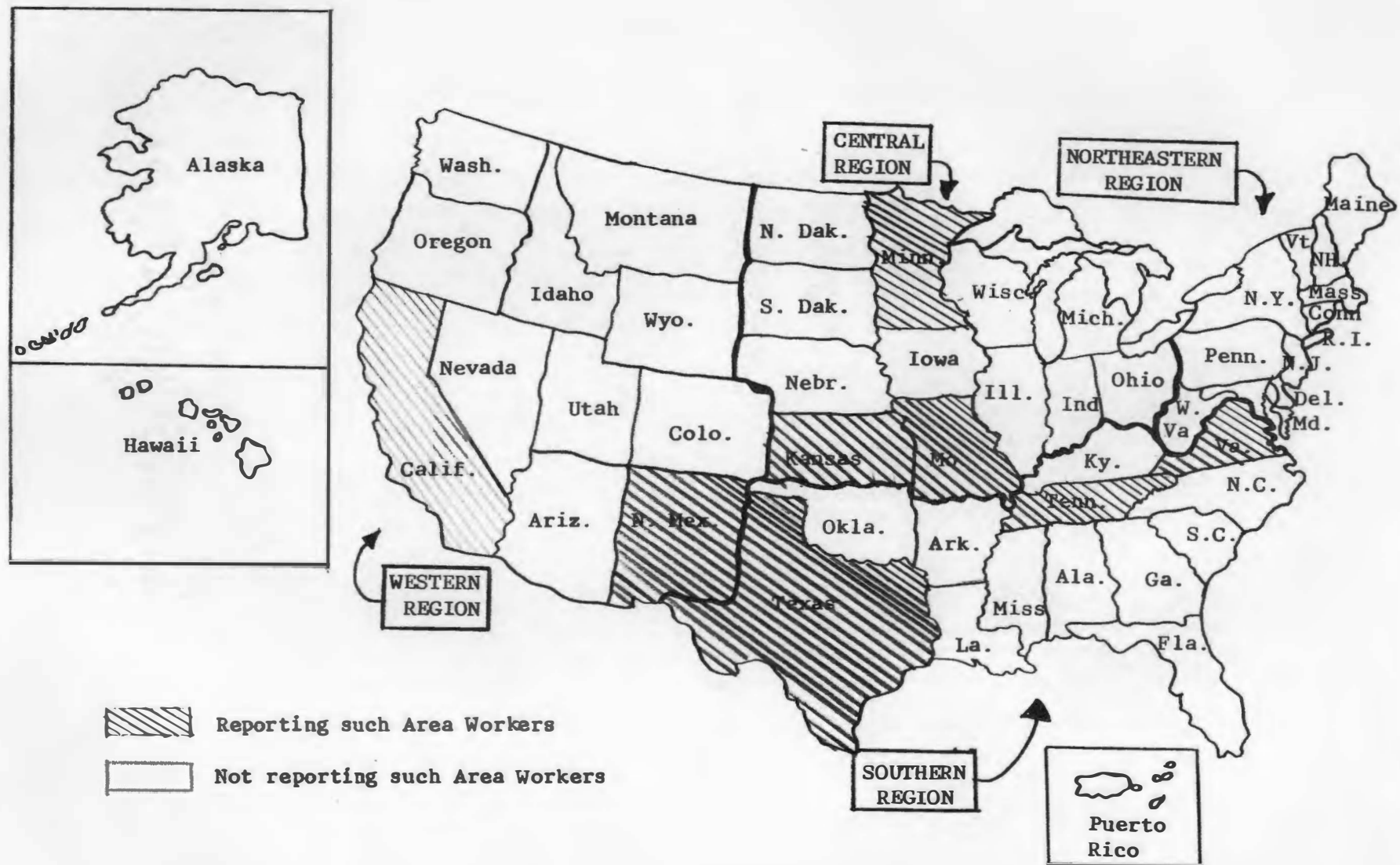


Figure 7. Location of Farm and Home Development Area Extension Workers by State and Region.

TABLE XVII

KINDS OF FARM AND HOME DEVELOPMENT AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Farm and Home Development Extension Worker	United States No. of Workers	Southern Region No. of States Workers	Central Region No. of States Workers	Northeastern Region No. of States Workers	Western Region No. of States Workers					
Area Farm Management Specialist	33	5	12	1	19	2	0	0	2	2
Area Home Management Specialist	2	1	2	1	0	0	0	0	0	0
County Farm Management Specialist	1	1	1	1	0	0	0	0	0	0
Farm and Home Development Specialist	7	3	1	1	2	1	0	0	4	1
Total	43	10	16	4	21	3	0	0	6	3

TABLE XVIII

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF FARM AND HOME DEVELOPMENT AREA EXTENSION
WORKERS REPORTED IN 1962

Region and State	Number of Area Farm and Home Development Extension Workers Reported	Region and State	Number of Area Farm and Home Development Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Texas	14	Connecticut	0
Tennessee	1	Delaware	0
Virginia	1	Maine	0
Alabama	0	Maryland	0
Arkansas	0	Massachusetts	0
Florida	0	New Hampshire	0
Georgia	0	New Jersey	0
Kentucky	0	New York	0
Louisiana	0	Pennsylvania	0
Mississippi	0	Rhode Island	0
North Carolina	0	Vermont	0
Oklahoma	0	West Virginia	0
Puerto Rico	0	<u>Regional Total</u>	<u>0</u>
South Carolina	0		
<u>Regional Total</u>	<u>16</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		New Mexico	4
Kansas	17	California	2
Minnesota	2	Alaska	0
Missouri	2	Arizona	0
Illinois	0	Colorado	0
Indiana	0	Hawaii	0
Iowa	0	Idaho	0
Michigan	0	Montana	0
Nebraska	0	Nevada	0
North Dakota	0	Oregon	0
Ohio	0	Utah	0
South Dakota	0	Washington	0
Wisconsin	0	Wyoming	0
<u>Regional Total</u>	<u>21</u>	<u>Regional Total</u>	<u>6</u>
		<u>United States Total</u>	<u>43</u>

TABLE XIX

TITLES OF FARM AND HOME DEVELOPMENT AREA EXTENSION WORKERS BY
REGIONS AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u>			
Tennessee	1	Assistant Agricultural Economist	21
Texas	12	Area Farm Management Specialist	19-23
	2	Area Home Management Specialist	40,46
Virginia	1	Associate County Agent	6
<u>Central</u>			
Kansas	17	Economist in Farm Management	10-20
Minnesota	2	Farm and Home Development Agent (Field Man)	2,4
Missouri	2	Area Balanced-farming Agent	4
<u>Northeastern</u> (None)			
<u>Western</u>			
California	2	Area Home Advisory	4
New Mexico	4	County Agent-at-large	4

The administrative relationship of Farm and Home Development Area Extension Workers was about equally divided between district and state leaders, however, one was administratively responsible to a county director.

Most received salaries and travel allowances coming from state and federal sources; but some involved county funds and other fees paid by members of organizations.

VII. MARKETING AND CONSUMER INFORMATION AREA EXTENSION WORKERS

Forty Area Extension Workers were reported under the topic of Marketing and Consumer Information. These workers will be discussed by regions and states in the following paragraphs. Figure 8 shows the location of such workers by states.

As noted in Tables XX and XXI, 8 of the 33 states reporting Area Extension Workers reported 40 Marketing and Consumer Information Area Workers.

The Southern Region reported 9 such workers from 2 states; the Central Region reported 23 workers from 3 states; the Northeastern Region reported 7 workers from 2 states and the Western Region reported 1 worker from a single state.

As seen in Table XXII, a typical title for such workers was that of Area Marketing Specialist. Size of Area varied from a minimum of two counties to a maximum of thirty-five counties.

TABLE XX

KINDS OF MARKETING AND CONSUMER INFORMATION AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Marketing and Consumer Information Extension Worker	United States*		Southern Region*		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
Area Marketing Specialist	24	5	9	2	8	1	7	2	0	0
Area Home Advisor	1	1	0	0	0	0	0	0	1	1
Consumer Marketing Information Specialist	15	2	0	0	15	2	0	0	0	0
Total	40	8	9	2	23	3	7	2	1	1

*Including Puerto Rico, a Commonwealth.

TABLE XXI

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF MARKETING AND CONSUMER INFORMATION AREA
EXTENSION WORKERS REPORTED IN 1962

Region and State	Number of Area Consumer Information Extension Workers Reported	Region and State	Number of Area Consumer Information Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Puerto Rico	6	Pennsylvania	5
Kentucky	3	New York	2
Alabama	0	Connecticut	0
Arkansas	0	Delaware	0
Florida	0	Maine	0
Georgia	0	Maryland	0
Louisiana	0	Massachusetts	0
Mississippi	0	New Hampshire	0
North Carolina	0	New Jersey	0
Oklahoma	0	Rhode Island	0
South Carolina	0	Vermont	0
Tennessee	0	West Virginia	0
Texas	0	<u>Regional Total</u>	<u>7</u>
Virginia	0		
<u>Regional Total</u>	<u>9</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		California	1
Michigan	17	Alaska	0
Indiana	5	Arizona	0
Illinois	1	Colorado	0
Iowa	0	Hawaii	0
Kansas	0	Idaho	0
Minnesota	0	Montana	0
Missouri	0	New Mexico	0
Nebraska	0	Nevada	0
North Dakota	0	Oregon	0
Ohio	0	Utah	0
South Dakota	0	Washington	0
Wisconsin	0	Wyoming	0
<u>Regional Total</u>	<u>23</u>	<u>Regional Total</u>	<u>1</u>
		<u>United States Total</u>	<u>40</u>

TABLE XXI

TITLES OF MARKETING AND CONSUMER INFORMATION AREA EXTENSION WORKERS
BY REGIONS AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u>			
Kentucky	3	Area Marketing Specialist	2,6,8
Puerto Rico	6	Area Agent in Marketing	36*
<u>Central</u>			
Illinois	1	Area Specialist in Consumer Information	6
Indiana	5	Consumer Education Agent	2
Michigan	8	District Marketing Specialist	2-8
	9	Consumer Marketing Information Agent	2-15
<u>Northeastern</u>			
New York	2	Regional Marketing Agent	31
Pennsylvania	5	Area Marketing Agent	35*
<u>Western</u>			
California	1	Area Home Advisor	8

*Total counties for the specialty.

The typical administrative relationship found Marketing and Consumer Information Area Extension Workers responsible to state administration, though others were directly responsible to district supervision.

Most received salaries and travel allowances coming from state and federal sources; but some involved county as well.

VIII. 4-H CLUB AREA EXTENSION WORKERS

Thirty-one Area Extension Workers were reported under the topic of 4-H Club work. These workers will be discussed by regions and states in the following paragraphs. Figure 9 shows the location of such workers by states.

As noted in Tables XXIII and XXIV, 8 of the 33 states reporting Area Extension Workers reported 31 4-H Club Area Extension Workers from all regions.

The Southern Region reported 17 workers from Puerto Rico; the Central Region reported 11 workers from 5 states; the Western Region reported 3 workers from 2 states and the Northeastern Region did not report any 4-H Club Area Extension Workers.

Table XXV discloses that a typical title used for such workers was that of 4-H Club Area Extension Worker. Size of Area varied from a minimum of two counties to a maximum of about twenty-two counties.

The typical administrative relationship found 4-H Club Area Extension Workers responsible to district directors, though others were directly responsible to county and state administration.

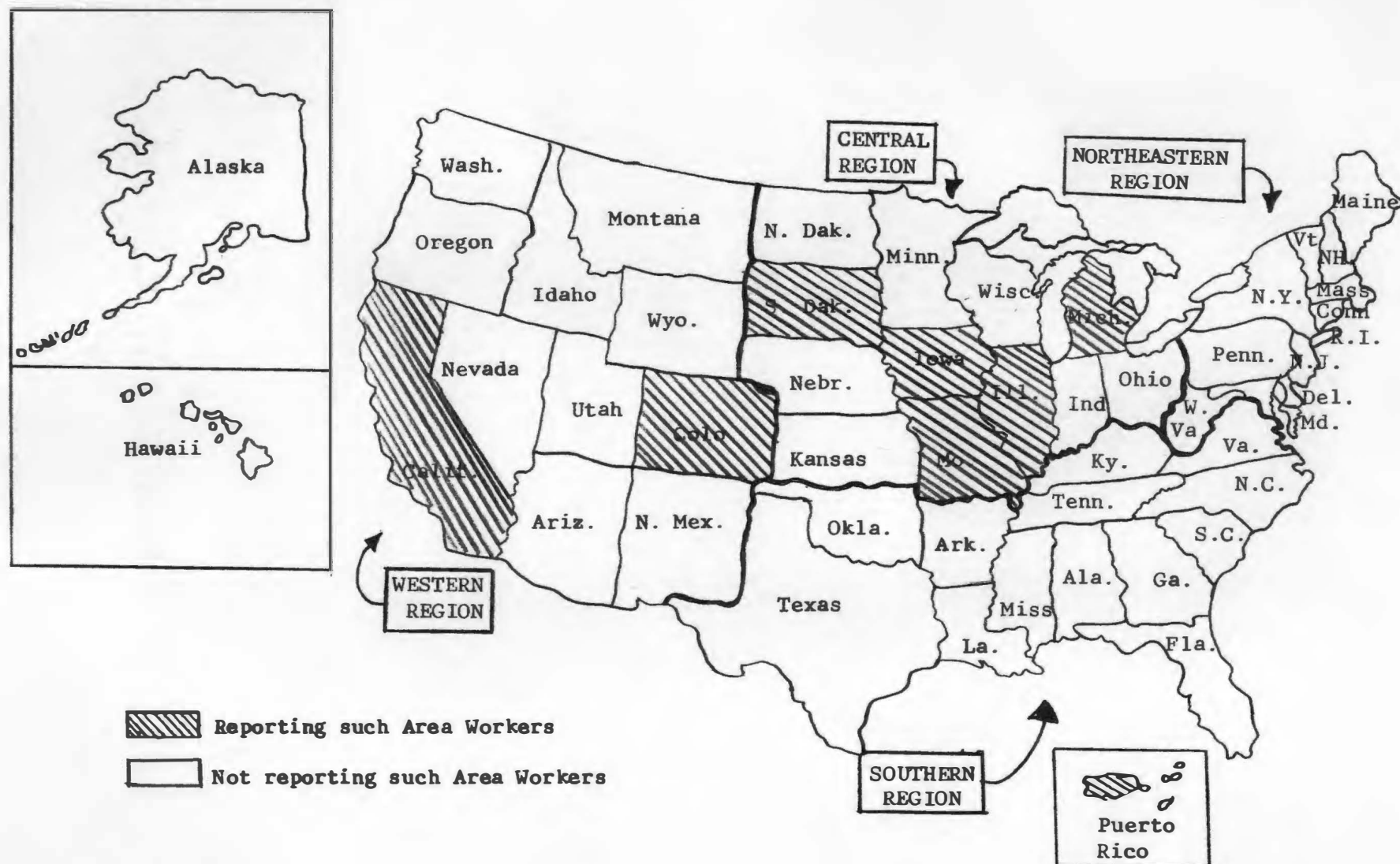


Figure 9. Location of 4-H Club Area Extension Workers by State and Region.

TABLE XXIII

KINDS OF 4-H CLUB AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS
OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of 4-H Club Extension Worker	United States*		Southern Region*		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
Agricultural Agent in 4-H Work	23	4	17	1	6	3	0	0	0	0
Area Home Advisor	1	1	0	0	0	0	0	0	1	1
Area 4-H Club Agent	5	2	0	0	4	1	0	0	1	1
Area Extension Home Agent in 4-H	1	1	0	0	0	0	0	0	1	1
4-H Project Leader	1	1	0	0	1	1	0	0	0	0
Total	31	9	17	1	11	5	0	0	3	2

*Including Puerto Rico, a Commonwealth.

TABLE XXIV

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF 4-H CLUB AREA EXTENSION WORKERS REPORTED IN 1962

Region and State	Number of Area 4-H Club Extension Workers Reported	Region and State	Number of Area 4-H Club Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Puerto Rico	17	Connecticut	0
Alabama	0	Delaware	0
Arkansas	0	Maine	0
Florida	0	Maryland	0
Georgia	0	Massachusetts	0
Kentucky	0	New Hampshire	0
Louisiana	0	New Jersey	0
Mississippi	0	New York	0
North Carolina	0	Pennsylvania	0
Oklahoma	0	Rhode Island	0
South Carolina	0	Vermont	0
Tennessee	0	West Virginia	0
Texas	0	<u>Regional Total</u>	<u>0</u>
Virginia	0		
<u>Regional Total</u>	<u>17</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Colorado	2
Iowa	4	California	1
Missouri	4	Alaska	0
Illinois	1	Arizona	0
Michigan	1	Hawaii	0
South Dakota	1	Idaho	0
Indiana	0	Montana	0
Kansas	0	Nevada	0
Minnesota	1	New Mexico	0
Nebraska	0	Oregon	0
North Dakota	0	Utah	0
Ohio	0	Washington	0
Wisconsin	0	Wyoming	0
<u>Regional Total</u>	<u>11</u>	<u>Regional Total</u>	<u>3</u>
		<u>United States Total</u>	<u>31</u>

TABLE XXV
TITLES OF 4-H CLUB AREA EXTENSION WORKERS BY REGIONS
AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u>			
Puerto Rico	17	4-H Club Area Extension Worker	67*
<u>Central</u>			
Illinois	1	Area Specialist--4-H	2
Iowa	4	Area Extension 4-H Leader	5-6
Michigan	1	4-H Project Leader	15
Missouri	4	Area Extension Youth Agent	8
South Dakota	1	Area 4-H Club Leader	22
<u>Northeastern</u> (None)			
<u>Western</u>			
California	1	Area Home Advisor	5
Colorado	1	Area 4-H Club Agent	3
	1	Area Extension Home Agent	3

*Total counties for the specialty.

Most received salaries and travel allowances coming from state and federal sources, but some involved county as well.

IX. HOME DEMONSTRATION AREA EXTENSION WORKERS

Eight of the 33 states reporting Area Extension Workers reported Home Demonstration Extension Workers. There were 27 workers reported from these 8 states. Figure 10 shows the location of such workers by states.

As noted in Tables XXVI and XXVII, 8 of the 33 states reporting Area Extension Workers reported 27 Home Demonstration Area Workers.

The Southern Region reported having no workers of this kind; the Central Region reported 20 workers from 3 states; the Northeastern Region reported 5 workers from 2 states and the Western Region reported 2 workers from 2 states.

Reference to Table XXVIII shows that a typical title for such workers was that of Area Home Economist. Size of Area varied from a minimum of two counties to a maximum of thirty-one counties.

Administrative relationship of Home Demonstration Area Workers was primarily with state leaders, though others were responsible to district and county directors.

Most received salaries and travel allowances coming from state and federal sources; but some involved county as well.

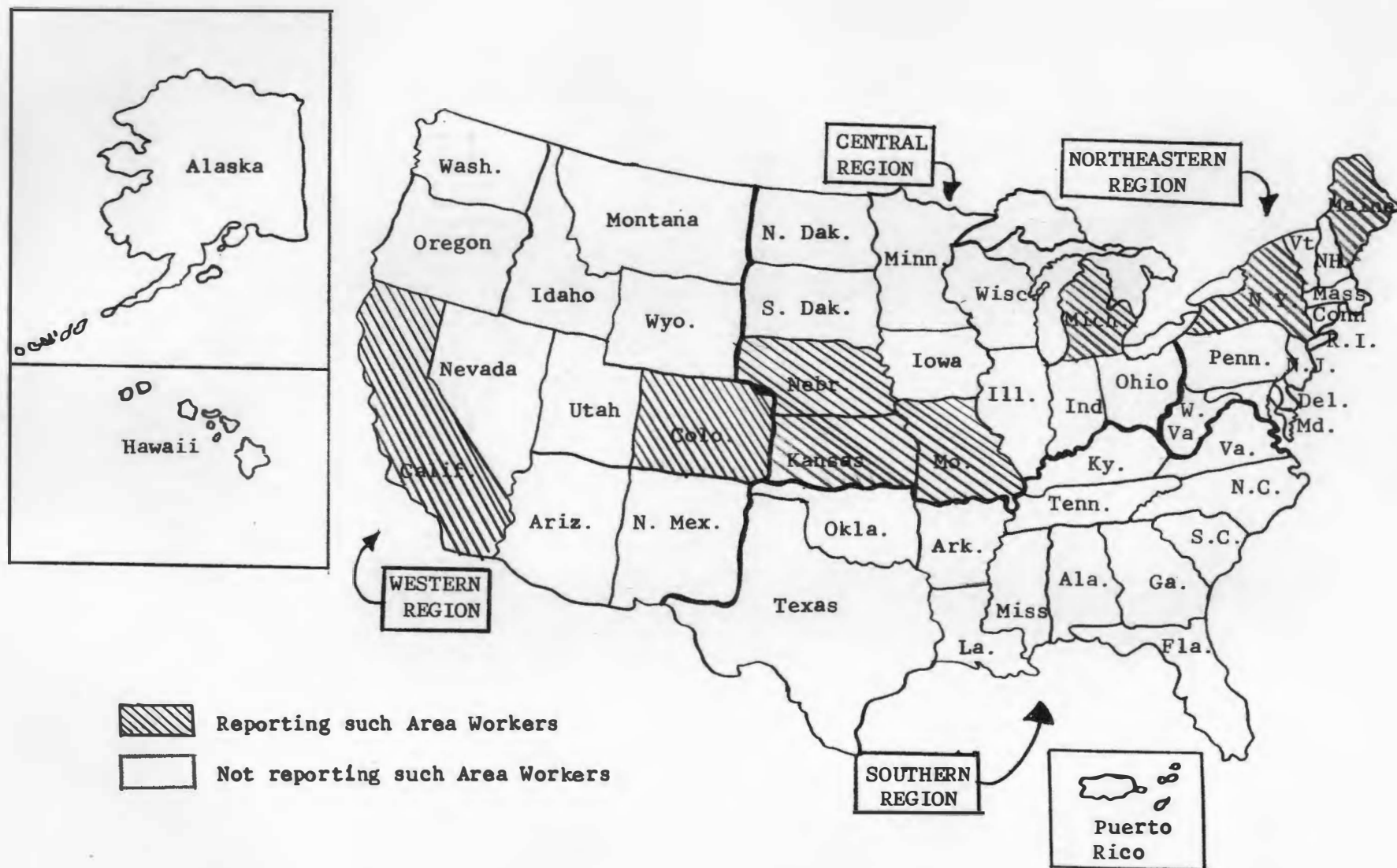


Figure 10. Location of Home Demonstration Area Extension Workers by State and Region.

TABLE XXVI

KINDS OF HOME DEMONSTRATION AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Home Demonstration Extension Worker	United States		Southern Region		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
Area Home Advisor	1	1	0	0	0	0	0	0	1	1
Area Extension Home Agent	5	3	0	0	4	2	0	0	1	1
Project Leader, Home Economics	1	1	0	0	1	1	0	0	0	0
Extension Specialist Home Management	4	2	0	0	1	1	3	1	0	0
Specialized Home Economists	6	1	0	0	6	1	0	0	0	0
Home Demon- stration Agents- at-large	2	1	0	0	0	0	2	1	0	0
Total	27	10	0	0	20	6	5	2	2	2

TABLE XXVII

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF HOME DEMONSTRATION AREA EXTENSION WORKERS
REPORTED IN 1962

Region and State	Number of Area Home Demonstration Extension Workers Reported	Region and State	Number of Area Home Demonstration Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Alabama	0	Maine	3
Arkansas	0	New York	2
Florida	0	Connecticut	0
Georgia	0	Delaware	0
Kentucky	0	Maryland	0
Louisiana	0	Massachusetts	0
Mississippi	0	New Hampshire	0
North Carolina	0	New Jersey	0
Oklahoma	0	Pennsylvania	0
Puerto Rico	0	Rhode Island	0
South Carolina	0	Vermont	0
Tennessee	0	West Virginia	0
Texas	0	<u>Regional Total</u>	<u>5</u>
Virginia	0		
<u>Regional Total</u>	<u>0</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		California	1
Missouri	14	Colorado	1
Nebraska	3	Alaska	0
Michigan	2	Arizona	0
Kansas	1	Hawaii	0
Illinois	0	Idaho	0
Indiana	0	Montana	0
Iowa	0	Nevada	0
Minnesota	0	New Mexico	0
North Dakota	0	Oregon	0
Ohio	0	Utah	0
South Dakota	0	Washington	0
Wisconsin	0	Wyoming	0
<u>Regional Total</u>	<u>20</u>	<u>Regional Total</u>	<u>2</u>
		<u>United States Total</u>	<u>27</u>

TABLE XXVIII

TITLES OF HOME DEMONSTRATION AREA EXTENSION WORKERS BY
REGIONS AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u> (None)			
<u>Central</u>			
Kansas	1	Extension Specialist in Home Management	21
Michigan	2	District Agent in Home Economics	15
Missouri	6	Specialized Home Economist	7
	8	Area Home Economist	2-5
Nebraska	3	Area Extension Agent	10-12
<u>Northeastern</u>			
Maine	3	Assistant Home Demonstration Agent	6
New York	2	Home Demonstration Agent-at-large	31
<u>Western</u>			
California	1	Area Home Advisor	2
Colorado	1	Area Extension Home Agent	3

X. TEST DEMONSTRATION AND WATERSHED PROTECTION AREA EXTENSION WORKERS

Sixteen Test Demonstration and Watershed Protection Area Extension Workers were reported from 4 states in the Southern Region. The Central, Northeastern and Western Regions did not report any such workers. Figure 11 shows the location of such workers by states.

As noted in Tables XXIX and XXX, 16 of these workers were reported from 4 states in the Southern Region. They are typically employees of the various universities mentioned and each, along with Tennessee Valley Authority, provide funds for their support.

Titles used for such workers were that of Special Agents in Test Demonstrations, Supervisors of Test Demonstration, Area Specialist and County Agent-at-large (see Table XXXI). Size of Area varied from a minimum of three counties to a maximum of fifteen counties.

The workers in Test Demonstration work under a special arrangement made between the Land Grant Institutions involved and TVA.

Salaries and travel allowances are provided by the state and TVA.

XI. ECONOMICS AND PUBLIC AFFAIRS AREA EXTENSION WORKERS

There were 7 Economics and Public Affairs Area Extension Workers reported from 2 states in the Central Region. The Southern, Northeastern and Western Regions did not report any of these Economics and Public Affairs Area Extension Workers. Workers reported under this heading will be discussed by states as follows. Figure 12 shows the location of such workers by states.

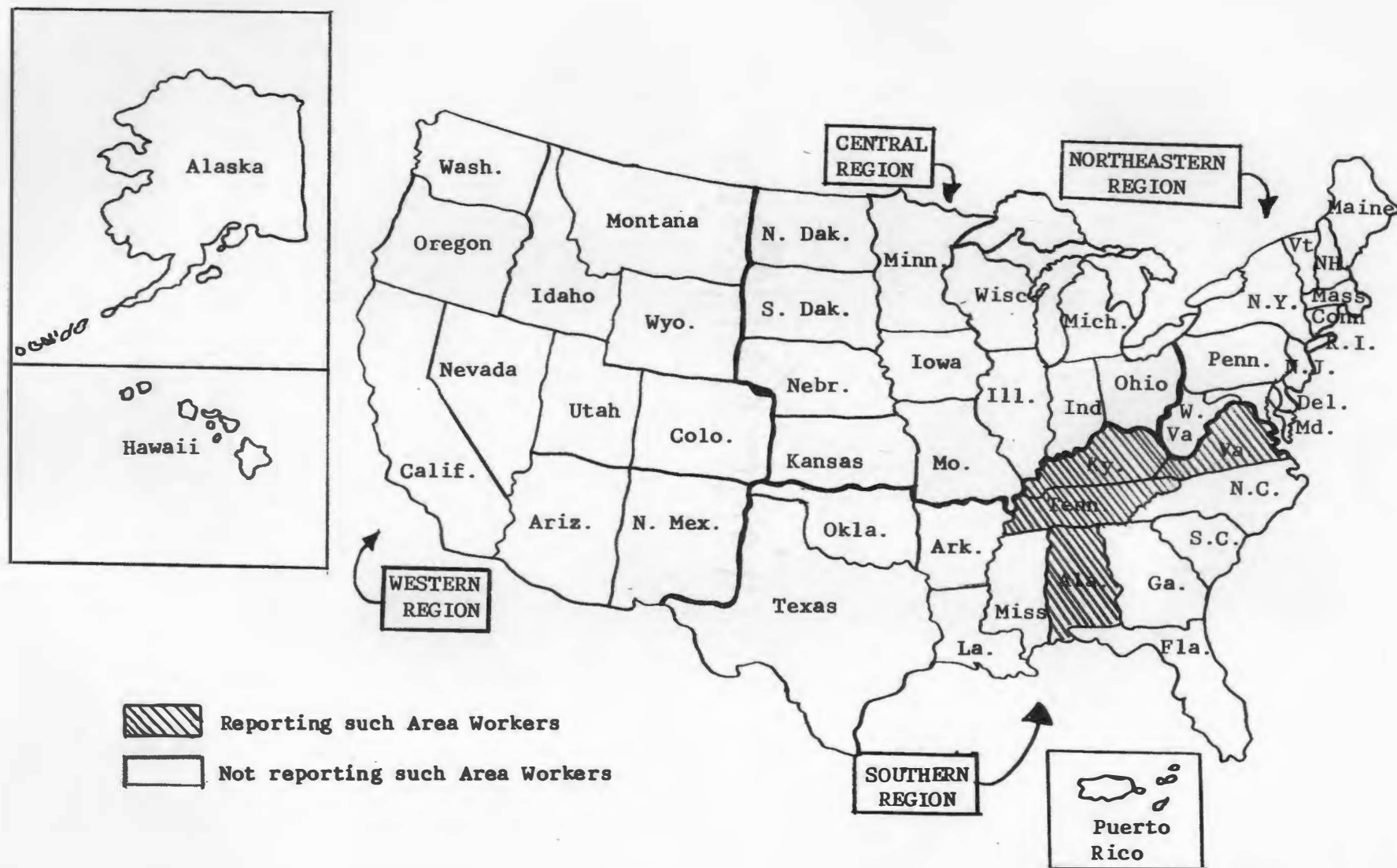


Figure 11. Location of Test Demonstration and Watershed Protection Area Extension Workers by State and Region.

TABLE XXIX

KINDS OF TEST DEMONSTRATION AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS
OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Test Demonstration Extension Worker	United States		Southern Region		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
Supervisor of Test Demon- stration	1	1	1	1	0	0	0	0	0	0
Agronomist	1	1	1	1	0	0	0	0	0	0
Test Demon- stration	11	2	11	2	0	0	0	0	0	0
Watershed Protection	2	1	2	1	0	0	0	0	0	0
County Agent-at- large	1	1	1	1	0	0	0	0	0	0
Total	16	6	16	6	0	0	0	0	0	0

TABLE XXX

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF TEST DEMONSTRATION AND WATERSHED PROTECTION AREA
EXTENSION WORKERS REPORTED IN 1962

Region and State	Number of Area Test Demonstration and Watershed Protection Extension Workers Reported	Region and State	Number of Area Test Demonstration and Watershed Protection Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Tennessee	11	Connecticut	0
Alabama	2	Delaware	0
Kentucky	2	Maine	0
Virginia	1	Maryland	0
Arkansas	0	Massachusetts	0
Florida	0	New Hampshire	0
Georgia	0	New Jersey	0
Louisiana	0	New York	0
Mississippi	0	Pennsylvania	0
North Carolina	0	Rhode Island	0
Oklahoma	0	Vermont	0
Puerto Rico	0	West Virginia	0
South Carolina	0	Regional Total	<u>0</u>
Texas	0		
Regional Total	<u>16</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Alaska	0
Illinois	0	Arizona	0
Indiana	0	California	0
Iowa	0	Colorado	0
Kansas	0	Hawaii	0
Michigan	0	Idaho	0
Minnesota	0	Montana	0
Missouri	0	Nevada	0
Nebraska	0	New Mexico	0
North Dakota	0	Oregon	0
Ohio	0	Utah	0
South Dakota	0	Washington	0
Wisconsin	0	Wyoming	0
Regional Total	<u>0</u>	Regional Total	<u>0</u>
		United States Total	<u>16</u>

TABLE XXXI

TITLES OF TEST DEMONSTRATION AND WATERSHED PROTECTION AREA
EXTENSION WORKERS BY REGIONS AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u>			
Alabama	2	Supervisor of Test Demonstration	15
Kentucky	2	Area Specialist	7
Tennessee	9	Special Agent in Test Demonstration	3-5
	2	Special Agent in Watershed Protection	2
Virginia	1	County Agent-at-large	9
<u>Central</u> (None)			
<u>Northeastern</u> (None)			
<u>Western</u> (None)			

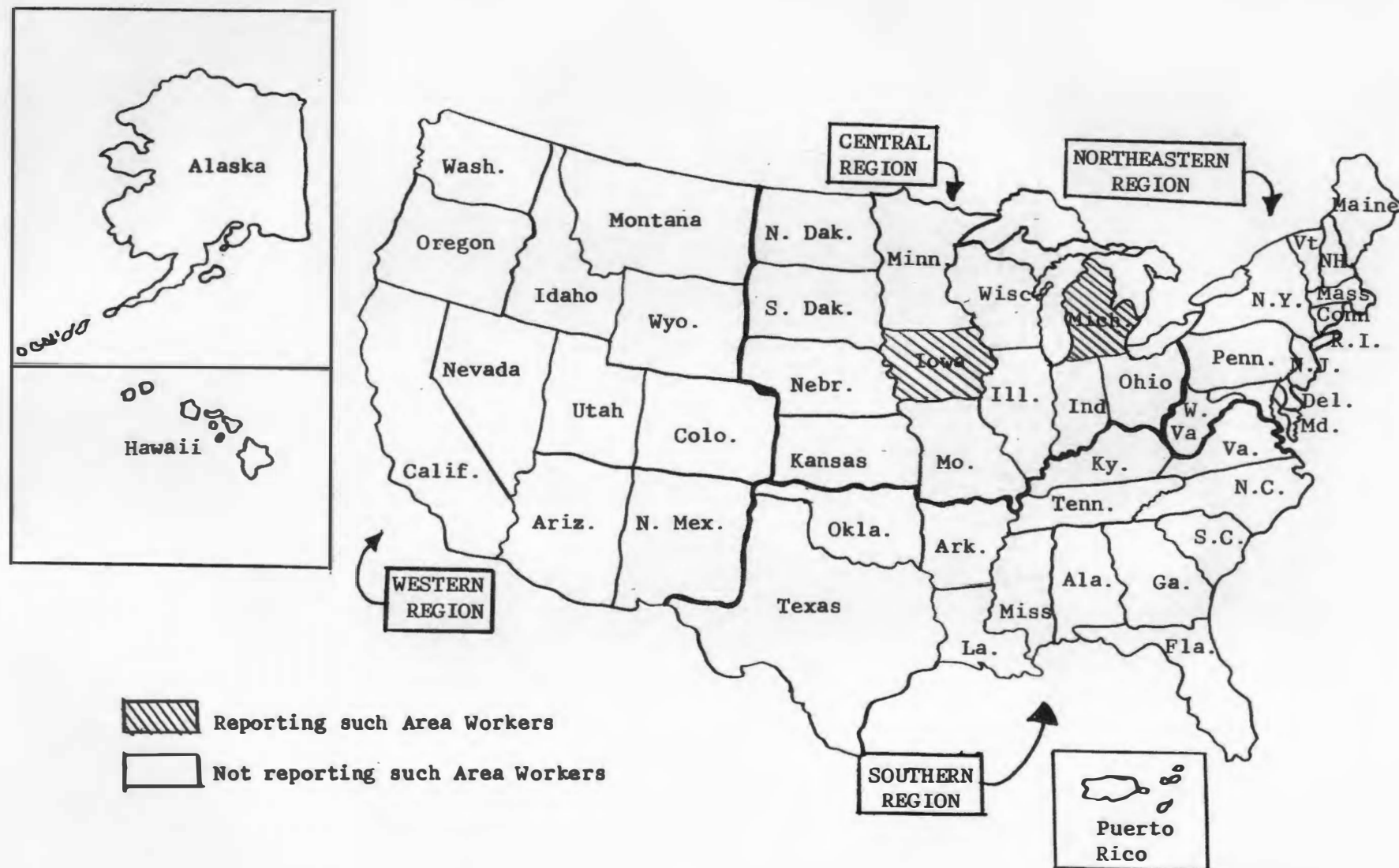


Figure 12. Location of Economics and Public Affairs Area Extension Workers by State and Region.

As noted in Tables XXXII and XXXIII, 7 of these workers were reported from the Central Region. The other regions did not report any Economics and Public Affairs Area Extension Workers.

Typical titles used for such workers were those of District Extension Economist and Project Leader in Agricultural Economics. Table XXXIV shows titles listed. Areas varied in size from fifteen to seventeen counties.

In each of the states reporting such workers, the administrative arrangements were handled through district leaders.

Funds for the support of the Economics and Public Affairs Area Workers were provided from state and federal sources.

XII. ADMINISTRATION AREA EXTENSION WORKERS

Only 3 Administration Area Extension Workers were reported in the United States. Figure 13 shows the location of such workers by states.

As noted in Tables XXXV and XXXVI, 3 Administration Area Extension Workers were reported from 3 states each in separate regions. This included the Central, Northeastern and Western Regions.

As seen in Table XXXVII, titles used for such workers were Area Director, Regional Extension Administrator and Area Extension Agent. Size of Area ranged from two to three counties.

Funds for the support of such workers came from different sources.

XIII. MASS MEDIA AREA EXTENSION WORKERS

Two workers were reported under the heading of mass media from the Central Region. No workers of this kind were reported from the

TABLE XXXII

KINDS OF ECONOMICS AND PUBLIC AFFAIRS AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO
NUMBERS OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Economics and Public Affairs Extension Worker	United States		Southern Region		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
Area Economics	7	2	0	0	7	2	0	0	0	0
Public Affairs	0	0	0	0	0	0	0	0	0	0
Total	7	2	0	0	7	2	0	0	0	0

TABLE XXXIII

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF ECONOMICS AND PUBLIC AFFAIRS AREA EXTENSION WORKERS
REPORTED IN 1962

Region and State	Number of Area Economics and Public Affairs Extension Workers Reported	Region and State	Number of Area Economics and Public Affairs Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Alabama	0	Connecticut	0
Arkansas	0	Delaware	0
Florida	0	Maine	0
Georgia	0	Maryland	0
Kentucky	0	Massachusetts	0
Louisiana	0	New Hampshire	0
Mississippi	0	New Jersey	0
North Carolina	0	New York	0
Oklahoma	0	Pennsylvania	0
Puerto Rico	0	Rhode Island	0
South Carolina	0	Vermont	0
Tennessee	0	West Virginia	0
Texas	0	<u>Regional Total</u>	<u>0</u>
Virginia	0		
<u>Regional Total</u>	<u>0</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Alaska	0
Iowa	6	Arizona	0
Michigan	1	California	0
Illinois	0	Colorado	0
Indiana	0	Hawaii	0
Kansas	0	Idaho	0
Minnesota	0	Montana	0
Missouri	0	Nevada	0
Nebraska	0	New Mexico	0
North Dakota	0	Oregon	0
Ohio	0	Utah	0
South Dakota	0	Washington	0
Wisconsin	0	Wyoming	0
<u>Regional Total</u>	<u>7</u>	<u>Regional Total</u>	<u>0</u>
		<u>United States Total</u>	<u>7</u>

TABLE XXXIV

TITLES OF ECONOMICS AND PUBLIC AFFAIRS AREA EXTENSION WORKERS
BY REGIONS AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u> (None)			
<u>Central</u>			
Iowa	6	District Extension Economist	16-17
Michigan	1	Project Leader in Agricultural Economics	15
<u>Northeastern</u> (None)			
<u>Western</u> (None)			

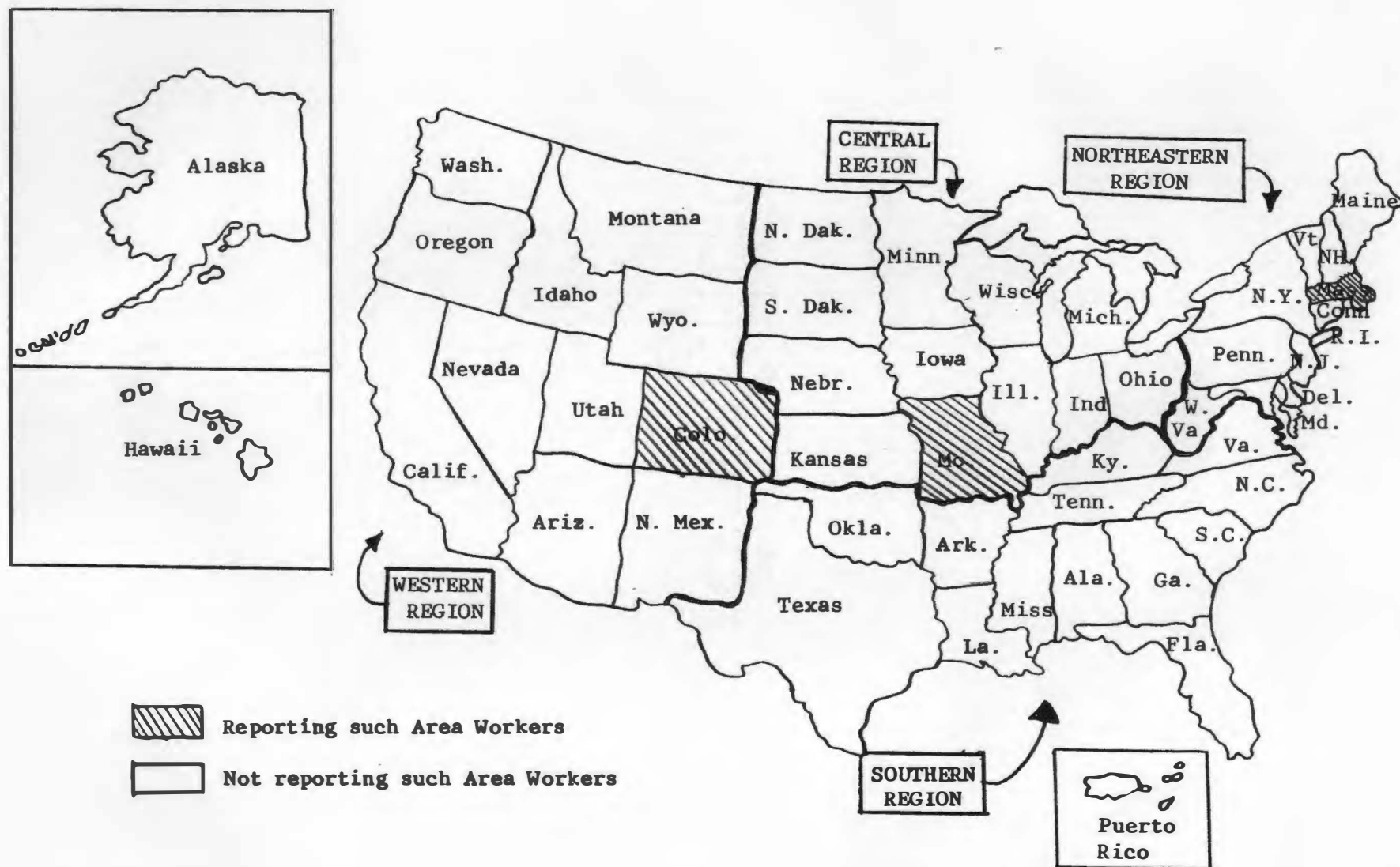


Figure 13. Location of Administration Area Extension Workers by State and Region.

TABLE XXXV

KINDS OF ADMINISTRATION AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS
OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Administration Extension Worker	United States		Southern Region		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
Area Director	2	2	0	0	1	1	0	0	1	1
Regional Extension Administrator	1	1	0	0	0	0	1	1	0	0
Total	3	3	0	0	1	1	1	1	1	1

TABLE XXXVI

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF ADMINISTRATION AREA EXTENSION WORKERS REPORTED IN 1962

Region and State	Number of Area Administration Extension Workers Reported	Region and State	Number of Area Administration Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Alabama	0	Massachusetts	1
Arkansas	0	Connecticut	0
Florida	0	Delaware	0
Georgia	0	Maine	0
Kentucky	0	Maryland	0
Louisiana	0	New Hampshire	0
Mississippi	0	New Jersey	0
North Carolina	0	New York	0
Oklahoma	0	Pennsylvania	0
Puerto Rico	0	Rhode Island	0
South Carolina	0	Vermont	0
Tennessee	0	West Virginia	0
Texas	0	Regional Total	<u>1</u>
Virginia	0		
Regional Total	<u>0</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Colorado	1
Missouri	1	Alaska	0
Illinois	0	Arizona	0
Indiana	0	California	0
Iowa	0	Hawaii	0
Kansas	0	Idaho	0
Michigan	0	Montana	0
Minnesota	0	Nevada	0
Nebraska	0	New Mexico	0
North Dakota	0	Oregon	0
Ohio	0	Utah	0
South Dakota	0	Washington	0
Wisconsin	0	Wyoming	0
Regional Total	<u>1</u>	Regional Total	<u>1</u>
		United States Total	<u>3</u>

TABLE XXXVII

TITLES OF ADMINISTRATION AREA EXTENSION WORKERS BY REGIONS
AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u> (None)			
<u>Central</u> Missouri	1	Area Director	2
<u>Northeastern</u> Massachusetts	1	Regional Extension Administrator	3
<u>Western</u> Colorado	1	Area Extension Agent	3

Southern, Northeastern and Western Regions. Figure 14 shows the location of the state having such workers.

As noted in Tables XXXVIII and XXXIX, 2 workers were reported from a single state classified as Mass Media Area Extension Workers. They were reported by Kansas in the Central Region.

As noted in Table XL, the title used for such workers was that of Extension Specialist in Radio and Television.

The size of their Area was approximately seventy-six counties.

Administrative responsibility of such workers was to a state leader.

Financial support was provided from university funds.

XIV. SOURCES OF FUNDS FOR AREA EXTENSION WORK

As seen in Tables XLI and XLII, the largest number of states reported federal and state sources of funds for Area Extension Workers. Relatively large numbers of states in the Southern and Central Regions also mentioned other sources of funds in addition to federal and state sources. States from all regions also mentioned county funds as a source additional to federal and state sources. Four states each in the Southern and Central Regions and one state in the Northeastern Region mentioned more than one system for financing different Area Extension Workers in their state.

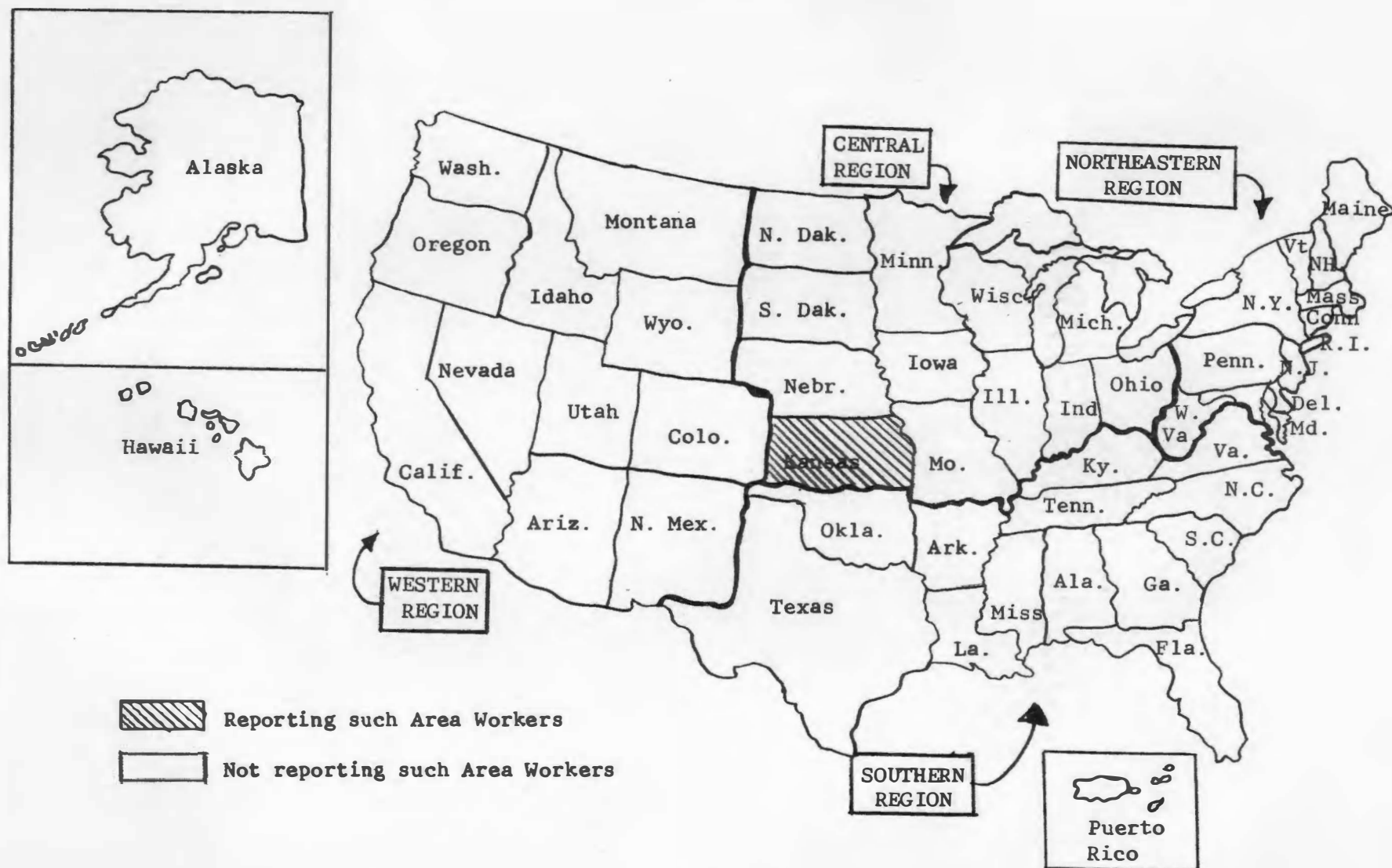


Figure 14. Location of Mass Media Area Extension Workers by State and Region.

TABLE XXXVIII

KINDS OF MASS MEDIA AREA EXTENSION WORKERS REPORTED BY REGIONS ACCORDING TO NUMBERS
OF WORKERS DESIGNATED AND STATES (INCLUDING PUERTO RICO) REPORTING, 1962

Kind of Mass Media Extension Worker	United States		Southern Region		Central Region		Northeastern Region		Western Region	
	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States	No. of Workers	No. of States
Radio and Television Specialist	2	1	0	0	2	1	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	2	1	0	0	2	1	0	0	0	0

TABLE XXXIX

STATES (INCLUDING PUERTO RICO) AND REGIONS ACCORDING TO NUMBERS
OF MASS MEDIA AREA EXTENSION WORKERS REPORTED IN 1962

Region and State	Number of Area Mass Media Extension Workers Reported	Region and State	Number of Area Mass Media Extension Workers Reported
<u>Southern (N=14)</u>		<u>Northeastern (N=12)</u>	
Alabama	0	Connecticut	0
Arkansas	0	Delaware	0
Florida	0	Maine	0
Georgia	0	Maryland	0
Kentucky	0	Massachusetts	0
Louisiana	0	New Hampshire	0
Mississippi	0	New Jersey	0
North Carolina	0	New York	0
Oklahoma	0	Pennsylvania	0
Puerto Rico	0	Rhode Island	0
South Carolina	0	Vermont	0
Tennessee	0	West Virginia	0
Texas	0	Regional Total	<u>0</u>
Virginia	0		
Regional Total	<u>0</u>	<u>Western (N=13)</u>	
<u>Central (N=12)</u>		Alaska	0
Kansas	2	Arizona	0
Illinois	0	California	0
Indiana	0	Colorado	0
Iowa	0	Hawaii	0
Michigan	0	Idaho	0
Minnesota	0	Montana	0
Missouri	0	Nevada	0
Nebraska	0	New Mexico	0
North Dakota	0	Oregon	0
Ohio	0	Utah	0
South Dakota	0	Washington	0
Wisconsin	0	Wyoming	0
Regional Total	<u>2</u>	Regional Total	<u>0</u>
		United States Total	<u>2</u>

TABLE XL
TITLES OF MASS MEDIA AREA EXTENSION WORKERS BY REGIONS
AND STATES IN 1962

Region and State	Number of Workers	Title	Number of Counties per Worker
<u>Southern</u> (None)			
<u>Central</u> Kansas	2	Extension Specialist in Radio and Television	76
<u>Northeastern</u> (None)			
<u>Western</u> (None)			

TABLE XLI
SOURCES OF FUNDS FOR AREA EXTENSION WORKERS IN 1962

Source of Funds	Number of States*				
	United States	Southern	Central	North-eastern	Western
Federal-State-County	8	1	2	2	3
Federal-State	17	8	6	1	2
Federal-County	2	0	1	1	0
State-County	2	1	1	0	0
Federal	4	2	0	2	0
State	2	1	1	0	0
Federal-State-Other**	8	4	4	0	0
Not specified	1	0	0	1	0

*Totals do not add up to the totals for states having Area Extension Workers since some states reported more than one system.

**Other sources included Tennessee Valley Authority, a canning industry, the Kellogg Foundation, a Swine Producers' Association, State Department of Soil and Water Conservation, State Department of Resource Development, certain farmers' groups participating and grant money.

TABLE XLII

SOURCES OF FUNDS FOR AREA EXTENSION WORK BY REGIONS AND STATES, 1962

Region and State	Source of Funds						Federal- State and Other	Not Specified
	Federal- State and County	Federal- State	Federal- County	State- County	Federal	State		
Southern								
Alabama					X	X	X	
Arkansas					X			
Georgia		X						
Kentucky		X					X	
Louisiana				X				
North Carolina		X						
Oklahoma		X						
Puerto Rico		X						
South Carolina		X						
Tennessee		X					X	
Texas		X					X	
Virginia	X							
Central								
Illinois			X				X	
Indiana		X						
Iowa				X		X		
Kansas		X						
Michigan		X						
Minnesota		X					X	
Missouri	X						X	
Nebraska		X						
South Dakota		X						
Wisconsin							X	

TABLE XLII (continued)

Region and State	Source of Funds						Federal- State and Other	Not Specified
	Federal- State and County	Federal- State	Federal- County	State- County	Federal	State		
Northeastern								
Maine								X
Maryland	X	X						
Massachusetts			X					
New York					X			
Pennsylvania	X							
West Virginia					X			
Western								
California	X							
Colorado	X							
Hawaii		X						
New Mexico		X						
Washington	X							

XV. RESPONSIBILITY OF AREA EXTENSION WORKERS

Table XLIII discloses that Area Extension Workers in the largest number of states were responsible to district or regional supervisors or assistant directors. This was true in all regions excepting the Southern Region where the largest number of states reported responsibility to subject-matter specialists or leaders or department heads. Fairly large numbers also reported having some Area Workers responsible to the county director in the headquarters county and to the state director and/or his representative.

TABLE XLIII

PERSON OR PERSONS TO WHOM AREA EXTENSION WORKERS WERE RESPONSIBLE
IN 1962 BY NUMBERS OF STATES

Person or Persons to Whom Responsible	Number of States Reporting				
	United States	South	Central	North- eastern	Western
1. District or regional supervisor or assistant director	15	3	6	3	3
2. Subject-matter specialist or leader or department head	11	7	3	1	0
3. County director in headquarters county	4	1	2	0	1
4. Director and/or his associate or assistant	4	1	1	0	2
5. State program leader	2	0	1	1	0
6. County governing group or state director	1	0	0	1	0
7. County agent in each county served	1	0	1	0	0
Total	38*	12	14	6	6

*Totals differ from the 33 states in Table I since some states reported two or more systems used with Area Extension Workers in certain categories.

CHAPTER IV

SUMMARY AND IMPLICATIONS

The Cooperative Extension Service was born out of the people's need for technical assistance in agriculture and home economics. A pattern of Extension staffing was soon set, and the employment of agents to work with the people was made on a county or state basis. In recent years, the Extension Service, in answer to the changing needs of the people, has employed the use of personnel who work in Areas larger than a single county.

The purposes of this study were to study the organization and staffing pattern and selected functions of Area Extension Workers in the United States and Puerto Rico.

Relatively little related literature was available; however, it was pointed out in a brief review of literature that changes in Extension organization and staffing are needed periodically to meet the changes taking place in agriculture and other Extension-related phases of American life. The general concensus was that training requirements for Extension personnel should be advanced upward from the normal Bachelor's degree level in order to meet the challenging needs of Extension's clientele.

Review of Findings

This study, basically an analysis of data obtained from a national survey made in 1962, showed that there were 448 Area Extension Workers

in the United States and Puerto Rico. The United States and Puerto Rico were divided into four regions which included the Southern, Central, Northeastern and Western. The Area Extension Workers were reported under twelve headings which included: 1) Plant Science; 2) Resource Development; 3) Animal Science; 4) Soils, Irrigation, Agricultural Engineering and Entomology; 5) Farm and Home Development; 6) Marketing and Consumer Information; 7) 4-H Club Work; 8) Home Demonstration; 9) Test Demonstration and Watershed Protection; 10) Economics and Public Affairs; 11) Administration, and 12) Mass Media.

Thirty-three of the fifty states and Puerto Rico mentioned having Area Extension Workers. Twelve of the states and Puerto Rico in the Southern Region indicated Area Workers; ten states in the Central Region reported Area Workers; six states in the Northeastern Region had Area Workers and five states in the Western Region reported Area Workers.

The Southern Region mentioned the greatest number of Area Extension Workers with a total of 198, the Central Region indicated the second largest number of Area Workers with 172, the Northeastern Region reported the third largest number of Area Workers with 50 and the Western Region reported the smallest number with 28.

More Plant Science Area Workers were noted than any other kind, two-thirds of the states reporting Area Workers indicated such workers. More than four-fifths of the Plant Science Workers were located in the Southern and Central Regions.

The second highest number of Area Extension Workers consisted of 83 Resource Development Workers. These workers were reported by

eighteen states. The Southern, Central and Northeastern Regions had ninety-five per cent of all Resource Development Area Workers mentioned.

The third largest number of Area Extension Workers (55) were classified as Animal Science personnel, and were located in 18 states. Four-fifths of the Animal Science Workers were noted from the Southern and Central Regions.

Soils, Irrigation, Agricultural Engineering and Entomology had the fourth largest number of Area Extension Workers with 43 being reported from 12 states. More than two-thirds of these workers were mentioned from the Southern and Central Regions.

The sixth largest number of Area Extension Workers was noted under the heading of Marketing and Consumer Information. Forty workers were reported from eight states. More than one-half of these workers were located in the Central Region alone.

The 4-H Club Area Extension Workers ranked seventh in numbers. Thirty-one workers were reported from eight states. Again, nine-tenths of these workers were located in the Southern and Central Regions.

Eight in number of Area Extension Workers was Home Demonstration. There were twenty-seven workers reported from eight states. Nearly three-fourths of these workers were found in the Central Region.

The ninth category in order of number of Area Workers was Test Demonstration and Watershed Protection. All sixteen of these workers were reported from the Southern Region.

Economics and Public Affairs was tenth in order of total number of Area Extension Workers reported. Seven workers were noted from two states in the Central Region.

Administration Area Extension Workers ranked eleventh in numbers, three workers being reported from as many states. These were mentioned one each from the Central, Northeastern and Western Regions.

Mass Media ranked last in number of workers reported with two workers being reported from a single state in the Central Region.

For the most part, Area Extension Workers were financed by state and federal funds. Other popular methods of financing Area Workers included county funds and funds from "other" sources in addition to state and federal funds.

Area Extension Workers were staffed in their respective Areas mainly because of geography, economy in travel, natural boundries, large special audiences and because of other peculiar needs for intensified assistance.

There was a large variation between states in the administrative arrangements made for Area Workers. Administration of Area Workers was divided, in the main, between district or regional supervisor or subject-matter specialist or leader or department head.

Titles used for Area Extension Workers were found to vary greatly from state to state--many titles including the words "Area" and "Extension." Functions varied from a generalized county function to administrative and specialist function. Numbers of counties varied from two for certain kinds of Area work to 125 for one other.

Suggested general job descriptions incorporating the findings of the study were included. Possible tasks, lines of authority and job requirements were formulated for two types of Area Extension Workers-- or administrative-type to direct such work in more than a single county, and a specialist-type responsible for a prior specialty.

Implications

The present study was primarily a bench mark one to get a broad, general picture of Area work. Although there are many reasons or needs for staffing Extension Workers in Areas larger in size than a single county, it is evident that Area Workers are needed under certain conditions to provide technical assistance to particular groups of Extension's clientele that county workers cannot provide with limited training. State specialists, because of distance of travel, limited time and other problems also are unable to satisfy such needs of particular Areas.

Steps should be taken to identify such Areas of need within given states and consideration given to the relative merits of county, area, or state staffing.

Suggestions for Further Study

1. Case studies should be made comparing the relative effectiveness of different approaches to Area staffing.
2. Training needs of Area Extension Workers should be explored in individual states and regions.
3. Studies should be made of staff worker and clientele understandings with regard to the roles of Area Workers.

BIBLIOGRAPHY

BIBLIOGRAPHY

1. Agricultural Extension Workers Handbook, Tennessee Agricultural Extension Service, University of Tennessee, Knoxville, Tennessee, November, 1962.
2. Dotson, R. D., Frutchey, F. P., and Groening, R. E., County Extension Organization and Financing Procedures--Summary of Study, Federal Extension Service, United States Department of Agriculture, Washington, D. C., 20250, May, 1963.
3. Fesler, James W., Area and Administration (University of Alabama Press), Auburn, Alabama, 1949.
4. Harvey, John Jackson, A Comparative Analysis of the Functions of Specialists in the Cooperative Extension Service by Broad Subject Areas. An unpublished thesis, Doctor of Philosophy, University of Wisconsin, 1961.
5. Hutchison, John E., "Facing Up to Needed Adjustments," Extension Texas Agricultural Progress, March-April, 1962, Texas Agricultural Experiment Station, College Texas, 1962.
6. Massachusetts Cooperative Extension Service, (Mimeographed) Job descriptions for discussion, University of Massachusetts, Amherst, 1962.
7. Motsenbocker, Edwin Earl, "The Inter-county Agent A New Kind of Cooperative Extension Service Worker." Unpublished Master's thesis, Michigan State University, 1961.
8. Ratchford, C. B., "Modernizing Extension," A Report of Proceedings, Western Regional Seminar in Extension Supervision, University of Nevada, Reno, Nevada, September, 1958.
9. Rogers, F. E., "Training Extension Workers for the Future," Extension Service Review, Federal Extension Service, United States Department of Agriculture, Washington, D. C., 20250, 1961.
10. Walker, A. H., "Extending Programs Through Area Specialist," Extension Service Review, Federal Extension Service, United States Department of Agriculture, Washington, D. C., 20250, 1961.

APPENDIX

THE QUESTIONNAIRE

FES-USDA

SR&T

AREA (MORE THAN ONE COUNTY) EXTENSION ORGANIZATION AND STAFFING

Please enter information for area extension workers below. If no area extension workers in your State write "none" in column 1 and skip the remaining questions. List each area extension worker separately, but when more than one area extension worker has same title and function they may be combined. For example, an agronomist and an agricultural engineer working the same area as agricultural specialists may be listed together: area RAD staff members with same title and functions but working different areas may be grouped, indicating number of counties each serves (e.g., 4, 2, 7); but list youth and home economics specialists working same area separately because of different specialization. Use back of page if needed.

No. of staff members	Title(s) or job designation(s) (do not include regular supervisors)	Describe function(s) performed or degree of specialization that pertains to area work.	Percent of time on area work	Area served. State number of whole counties or parts, contiguous or separated for staff listed.
(1)	(2)	(3)	(4)	(5)

Please answer the questions (6) to (8) that follow for each of the staff positions or groups of positions listed in the table above.

- (6) What is the reason for assigning extension staff members on an area basis? (Please explain in terms of functions, special problems or problem areas, special programs such as RAD, financial considerations, improved or intensified service, new clientele, etc.)
- (7) Describe any administrative and/or supervisory arrangements especially for the area staff members. (For example, (a) an area administration different from the cooperative extension administration at the university, (b) program coordination responsibility vested in different persons other than the usual pattern, (c) cooperative extension and general extension, etc.) Indicate any arrangements for coordinating area extension with the whole State program and organization, or cooperative extension with general extension.
- (8) Describe the arrangements for paying salaries of area extension workers and indicate how these differ from the traditional pattern. Please indicate sources of funds and approximate percentages from each. If some are financed differently from others, describe the differences.
- (9) What is the State policy in regard to FES sending periodic materials directly to area specialists or through the State office? (Check one below.)
- a. Send such materials directly to the area specialists _____
- b. Send such materials through the State office _____