

Appendix E

POLISH-AMERICAN EXTENSION PROJECT  
PARTICIPANT QUESTIONNAIRE



SECTION II: PERCEPTIONS ABOUT YOUR INTERNATIONAL EXPERIENCE
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- A. *Below are statements regarding your international experiences/interests prior to taking the Polish assignment. Indicate the extent to which you had these experiences by checking a response. Your:*
- |   | None                  | Slight                | Some                  | Extensive             |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. Degree of interest in international activities   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Prior participation in professional development about international activities                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Prior programming with extension audiences about international issues                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Prior experience in living and working abroad  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Prior experience in traveling with or chaperoning extension groups abroad                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Prior experience in hosting exchange groups to U.S.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Prior experience in traveling abroad other than above  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Degree to which foreign national was included in extension programming                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Prior civic, professional, church or social group participation because of their international interests | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Foreign language skills   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. Prior interests in developing foreign language skills   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
- 
- B. *To what extent did you change as a result of your assignment in Poland with regard to the following:*
- |  | No Change             | Slight Change         | Moderate Change       | Extensive Change      |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. Developed new knowledge or technical information                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Enhanced organizational skills  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Developed skills of working with people                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Changed attitudes about Polish citizens                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Changed attitudes about Poland as a nation                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Changed attitudes about America and Americans                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Developed new perspectives on extension's role in international development | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Your perspective on U.S. extension  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Increased interest in international activities                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Changed perception of self   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

11. Please comment on the value of the experience as you now review it:

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C. *What influence did you experience of living and working in Poland have on the following aspects?*

	No Influence	Slight Negative Influence	Negative Influence	Slight Positive Influence	Positive Influence
1. Career opportunities in extension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Position or relationships in extension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Relationships with your clientele	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Relationships with your local community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Position or relationships in professional organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Your family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Your health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Your economic well being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Please comment on any concerns you may have about the influence of your Polish assignment on your:

Career: \_\_\_\_\_

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Family: \_\_\_\_\_

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D. If you were asked to take another international assignment, would you take it?

- Definitely
- Probably
- Would consider it
- Would depend on ..... \_\_\_\_\_
- Would not consider it

E. Would you want your family involved (regardless if your family accompanied you to Poland or not) in another international assignment?

- Definitely
- Probably
- Would consider it
- Would depend on ..... \_\_\_\_\_
- Would not consider it

F. Would you recommend an international assignment to others in Extension?

- Definitely
- Probably
- Would consider it
- Would depend on .....\_\_\_\_\_
- Would not consider it

G. How would you rate your overall satisfaction with your Polish assignment?

Very Dissatisfied	Neutral	Very Satisfied
0	1	2
3	4	5
6	7	8
9	10	

SECTION III: RESPONDENT AND HOME EXTENSION UNIT  
CHARACTERISTICS WHILE IN POLAND

RESPONDENT CHARACTERISTICS

A. Your Gender:

- Male
- Female

B. Your Current Marital status:

- Married
- Separated/Divorced/Widowed
- Single

C. Your Age:

- 20 - 29 years
- 30 - 39 years
- 40 - 49 years
- 50 - 59 years
- 60 - 69 years
- Over 69 years

D. Your Highest Education Level:

- Bachelors
- Masters in progress
- Masters completed
- Ph.D./D.Ed in progress
- Ph.D./D.Ed completed

E. Your major for the highest degree: \_\_\_\_\_

F. Ethnic Identity:

- White
- Black
- Latino
- Asian American
- Native American

CHARACTERISTICS OF YOUR U.S. EXTENSION UNIT  
AND COMMUNITY WHILE IN POLAND

- A. Your home Extension unit is:
- a county office
  - an academic department
  - an administrative office/unit
- B. Your home unit is primarily:
- rural
  - urban
  - mixed
  - not applicable
- C. Heritage of the local communities with which you work:
- very much identified with ethnic backgrounds
  - somewhat identified with ethnic backgrounds
  - slightly identified with ethnic backgrounds
  - not at all identified with ethnic backgrounds
- D. Degree of economic stress evident in your local communities:
- very stressed
  - somewhat stressed
  - slightly stressed
  - not evident
- E. Nature of general citizen or community awareness of global issues:
- very open, aware of potential of global interdependence
  - somewhat open and aware of the potentials of global interdependence
  - neutral, equally open and closed
  - somewhat closed, concerned about global competition
  - very closed, concerned about global competition
- F. Your primary area of program responsibility (Check one):
- agriculture
  - family and consumer sciences
  - 4-H and youth
  - community development
  - natural resources
  - other: \_\_\_\_\_
- G. Your geographic job coverage:
- county
  - multi-county
  - district
  - region
  - state

H. Title of your immediate supervisor:

- county extension director
- regional director
- department/district head
- dean for extension

I. Nature of funding for your position:

- federal and/or state
- local
- part of each
- Other (grants, project funds, etc.)

J. Total number of professional staff in the local office/department/unit: \_\_\_\_\_

K. Total number of support staff in the local office/department/unit: \_\_\_\_\_

L. Number of total staff in local office/department/unit with international experience:  
\_\_\_\_\_

M. Your years of employment with Extension: \_\_\_\_\_

N. Your years of employment in the extension role which you were in when you went to Poland: \_\_\_\_\_

SECTION IV: NATURE OF ASSIGNMENT IN POLAND
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A. *Length of your assignment in Poland*

- less than 6 months
- 6 -12 months
- 13 - 18 months
- 19 months or more

B. *To what extent was the nature of your work in Poland similar or different from what you were doing in the U.S. regarding:*

1. Content area responsibilities
2. Technical skills required
3. People skills required
4. Degree of autonomy and independence
5. Clients groups served

	Somewhat Different	Very Much Different	Somewhat Similar	Very Much Similar
1. Content area responsibilities				
2. Technical skills required				
3. People skills required				
4. Degree of autonomy and independence				
5. Clients groups served				

C. How would you evaluate the openness to change in Polish settings:

Very Closed  
 Closed  
 Open  
 Very Open

- 1. Acceptance of local families to you and your work
- 2. Acceptance of local officials to new ways of doing things
- 3. Acceptance of ODR staff to new ideas and ways of of doing things

D. To what extent do you feel that you were successful in your ability to contribute to the following? Your ability to:

Not at all Successful  
 Slightly Successful  
 Somewhat Successful  
 Very Successful

- 1. Contribute to the Polish Extension Program
- 2. Model and share skills with other
- 3. Introduce innovations
- 4. Create a climate for continuing change
- 5. Enhance staff creativity
- 6. Please comment on your ability to make a difference:

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E. Please rank-order the program responsibilities you had in Poland by placing 1 for primary responsibility, 2 for secondary responsibility, etc. Place a "0" if you had no responsibility in that area.

- |  | Rank  |
|--|-------|
| <input type="radio"/> agriculture                  | _____ |
| <input type="radio"/> family and consumer sciences | _____ |
| <input type="radio"/> 4-H and youth                | _____ |
| <input type="radio"/> community development:       |       |
| <input type="radio"/> Agro tourism                 | _____ |
| <input type="radio"/> multi-functional development | _____ |
| <input type="radio"/> natural resources            | _____ |
| <input type="radio"/> other: _____                 | _____ |

F. What extension responsibilities did you have in Poland? Please list major roles. (Examples include radio programs, newsletters, advisory groups etc.)

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G. Did any family members accompany you on your assignment?

- NO                       YES

If YES,                      WHO and Relationship to YOU?

HOW LONG?

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H. Did anyone from the U.S. visit you while you were on assignment in Poland?

- NO                       YES

If YES,                      WHO and Relationship to YOU?

HOW LONG?

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Listed below are statements that describe the nature of your work in Poland. Please respond to each item using the scale provided.

- |  | Not at all            | Slight                | Some                  | Moderate              | Very Much             |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I. <i>To what extent did the following exist:</i>                              |                       |                       |                       |                       |                       |
| 1. the orientation in Washington prepared you for your work in Poland          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. the orientation in Warsaw prepared you for your work in Poland              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. your role in Poland changed over time                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. you were able to take personal initiative in defining the use of your time  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. you were able to take personal initiative in setting your program agenda    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. you felt challenged by the technical needs of your assignment               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. you felt challenged by the setting and cultural context of your assignments | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. the structure and direction provided to accomplish your roles               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. availability of resources in Poland to get the job done                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. the relevancy of U.S. resources (technical information) to Poland          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. the ability of you and your U.S. partner to work together appropriately    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

12. What was most helpful in getting you oriented to go and adjusted to your work in Poland?

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- J. *How easy or difficult was it for you to get support to take the assignment in Poland in terms of:*
- |   | Very Difficult        | Difficult             | Easy                  | Very Easy             |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. To get specific information about the international assignment                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. To work through the lines of authority concerning approval to leave of absence | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. To get the paper work necessary for travel                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. To arrange replacements/coverage for my U.S. position                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. To communicate to the extension organization about your assignment             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. To communicate to your clientele and local supporters about your assignment    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Family support to your assignment  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- K. *What attitudes did you perceive that your U.S. Extension organization personnel had toward you taking the international assignment*
- |  | Very Negative Attitude | Slightly Negative Attitude | Not Sure              | Slightly Positive Attitude | Very Positive Attitude |
|--|------------------------|----------------------------|-----------------------|----------------------------|------------------------|
| 1. Pride in your selection   | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |
| 2. Viewed as enhancing your professional development                         | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |
| 3. Value to the whole organization   | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |
| 4. Viewed as a career enhancing opportunity                                  | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |
| 5. Viewed as inhibiting your career  | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |
| 6. Valued in performance appraisal   | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |
| 6. Viewed as inhibiting local extension programming                          | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |
| 7. University guaranteed continuation of employment and benefits upon return | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |
| 8. Organization was concerned about potential negative political impacts     | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/>  |





SECTION VI: RE-ENTRY AND ADJUSTMENT
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- A. Upon your return to the United States, did you return to the same position?
- YES
    - returned to the same position in Extension
    - returned to the same location with very different duties
  - NO
    - took a new position in Extension
    - left Extension for a position in: \_\_\_\_\_
    - retired
- B. If you took a new position in Extension, what changes occurred, i.e., change in rank, position, location, and program responsibilities?
- \_\_\_\_\_
- \_\_\_\_\_
- C. How would you rate your office's ability to accommodate during your absence?
- Very easy
  - Easy
  - Difficult
  - Very difficult
- D. How would you rate your immediate family's ability to accommodate to your absence?
- Very easy
  - Easy
  - Difficult
  - Very difficult
- E. How would you rate the ease of your adjustment to your assignment in Poland?
- Very easy
  - Easy
  - Difficult
  - Very difficult
- F. How would you rate the ease of your reentry back to the United States?
- Very easy
  - Easy
  - Difficult
  - Very difficult

G. How were you received back in the U.S. upon re-entry? What was the level of interest and appreciation for your experience?

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H. What was most helpful to you in re-entry to your personal and professional life in the U.S.?

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I. Please rate your perceptions of the overall impact of the Polish assignment on you personally and professionally:

No Impact			Moderate Impact				Extensive Impact			
0	1	2	3	4	5	6	7	8	9	10

J. Please comment on how this international assignment has had an impact on you:

Personally: \_\_\_\_\_

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Professionally: \_\_\_\_\_

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K. Please rate your perceptions of the overall impact of the Polish assignment on your immediate and extended family:

No Impact			Moderate Impact				Extensive Impact			
0	1	2	3	4	5	6	7	8	9	10

L. Please comment on how this international assignment had an impact on your:

Immediate Family: \_\_\_\_\_

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Extended Family: \_\_\_\_\_

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M. Please rate your perceptions of the overall impact of the Polish assignment on your colleagues and clientele:

No Impact			Moderate Impact				Extensive Impact			
0	1	2	3	4	5	6	7	8	9	10

N. Please comment on how this international assignment had an impact on your:

Colleagues: \_\_\_\_\_

Clientele: \_\_\_\_\_

SECTION VII: OUTPUT AND VISIBILITY
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- A. In trying to document how your Polish assignment has been integrated into your work back home, please estimate the number of instances you used your Polish experience in situations like the following:

Number of:	None	1-5	6-10	11-15	16 or more
1. Presentations to clientele or community groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Educational programs designed or modified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Media communications disseminated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Print materials developed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Input into inservice/professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Serving on international committees/commissions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Counseling with individuals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Creating/maintaining linkages in Poland	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Supporting community groups with international interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Sharing materials/resources about international programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Other: _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- B. Please estimate the number of interactions that you had with people and groups in Poland. In the past year, how many interactions have you had?

None                     
  1-5                     
  6-10                     
  11-15                     
  16 or more

- C. We want to document how broadly aware people were, internal and external to the Extension organization, about your assignment in Poland. Please estimate the level of awareness during your assignment:

	None	Slight	Some	Moderate	Very Much
1. Within your immediate office/department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Within the whole Extension system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Among professional associates outside the system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Among Extension advisory groups and local leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Among your Extension clientele	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Among local citizens and community groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



SECTION VIII: KEY LINKAGES
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There have been numerous anecdotal reports about linkages formed among groups or individuals in connection with the Polish-American Extension Project. Linkages have been reported among schools, civic groups (Kiwanis, Rotary, Homemakers, etc.), extension groups, businesses, farmers, and numerous others. Linkage purposes such as economic, political, cultural, and social have also been reported. If you had an opportunity to establish linkages either during or after your assignment, please note the group/individual, purpose, contact person and address. \* We would like contact a select number of these individuals/groups by telephone or via on-site visit to learn more detailed information about these linkages. Please circle a response and fill in the information required for each of the four factors--group, purpose, contact and address.

Group/Individual:

Purpose: Economic, Political, Social, Cultural, Other:

Contact:

Address:

Group/Individual:

Purpose: Economic, Political, Social, Cultural, Other:

Contact:

Address:

Group/Individual:

Purpose: Economic, Political, Social, Cultural, Other:

Contact:

Address:

Group/Individual:

Purpose: Economic, Political, Social, Cultural, Other:

Contact:

Address:

Group/Individual:

Purpose: Economic, Political, Social, Cultural, Other:

Contact:

Address:

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Thank you very much for your cooperation and participation in this study.  
Please return the completed survey in the envelope provided. Thanks again.

Dr. Donald E. Evans  
The Pennsylvania State University  
Department of Agricultural and Extension Education  
323 Agricultural Administration Building  
University Park, PA 16801

Code No. \_\_\_\_\_

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