

Appendix J

IMPACT SUMMARIES FROM INTERVIEWS

SUMMARY OF COMMENTS DOCUMENTING REACTIONS FROM  
INTERVIEWS WITH AMERICAN EXTENSION PROFESSIONALS AND NEAR  
ASSOCIATES

Participant Reactions

Opportunity  
Challenging  
Motivating professionally  
Resentment  
Sometimes frustrating  
Great Significance  
It was hard work.  
Career boosting.  
Difficult for spouse left alone  
Difficult on family.  
Moderate significance  
Moderate Significance - It was not a great life-turning event, but it was very rewarding.  
Proud of accomplishments  
It was life changing.  
Six months is a long time.  
Most significant.  
Very good for the whole family  
Very positive experience.  
Everyone was encouraging.  
Total life changes  
It was an opportunity to do what I've always wanted to do

Administrator Reactions

Positive  
I have heard that people are proud of what he did.  
I'm so pleased about this Poland Project.

Supervisor Reactions

Viewed as enhancing by organization  
Positive experience for individual  
Chance to showcase US Extension  
Significant  
Positive experience  
There was a small level of internal jealousy about his assignment.  
You grow personally and professionally from it.  
I have a sense of pride - these are people who need our help."

Colleague Reactions

Major strain  
I was thrilled for her

Coworker Reactions

There was an element of dread, not knowing what to expect with an agent being gone for that long.  
A very worthwhile learning experience  
The clientele probably received more information than we did here at the office. Of course, in my position in ag here in the county, we probably don't interact as often as we should.  
Everyone was pleased for her.  
People thought it was a good idea.

Clientele Reactions

Pleased for participant and what results would be

At first we were a little bit worried about how we were going to operate without her.  
Very informative  
I was very thrilled.  
It made us very proud that he was a representative.  
I do feel that it was a very positive experience for him.  
I would say that on a scale of 1 to 10, 10 being positive, it was a 10 level.  
It made participant more tolerant of people.  
I was thrilled. It was the first international experience for anyone from our office.  
We all thought it was OK.

#### Family Reactions

Communication was limited and expensive.  
Personal communication was tough for me to do without.  
It was lonely, but I did feel good about it. It was something she wanted to do. I think if I didn't go over it would have been a long, long time to be without her.  
If I were a little younger I might be interested in doing it myself.  
The only way I survived that six months was because of a greater power than me and I think back to it now and I can't imagine trying to repeat it.  
When I found out he was leaving I was shocked, but once he got over there I would get a phone call once a week. It seemed to go well. It's a rare opportunity not everyone gets.  
The communication was horrible.  
It was something very important to him that he wanted to do, and I wasn't going to stand in his way.  
This experience really impacted him positively.  
It was a really big gap in my life.  
Being apart was very saddening.  
It is a long time of separation.  
Although it wasn't a new idea, it was still an adventure.

KOSA (Knowledge, Opportunities, Skills, and Aspirations) SUMMARY  
Interviews With American Extension Professionals And Near Associates

Participant

Expanded understanding and knowledge of international trade, international diplomacy  
 Increased understanding of the U.S. Cooperative Extension System at the national level  
 Broadened professionally  
 Increased confidence to discuss agriculture on international level  
 Improved ability to speak concisely and to listen carefully and to communicate what I really mean  
 Developed flexibility  
 Developed cultural tolerance  
 Greater appreciation for wealth of USA  
 Greater appreciation for political democracy that we have in this country, the freedom to make choices and decisions  
 Less patience sometimes with farmers who gripe about everything  
 Family members developed responsibility, independence, and flexibility  
 Strengthened family ties  
 Family members developed appreciation for Polish people  
 Family members developed appreciation for America  
 Developed stronger appreciation for the importance of U.S. involvement in foreign assistance.  
 I can speak up better.  
 My self-concept is certainly raised.  
 Boosted most of my career.  
 It helped me to be more process oriented as I develop my Extension programs.  
 It helped me to develop systematic ways to develop programs. The assignment also broadened my knowledge in agriculture, management, business management. I developed skills in working with teams, teamwork.  
 Internally I feel much more secure when I talk about the international scene.  
 My participation boosted my career.  
 My skills have improved and I use these skills in my career. I learned to put together programs more quickly.  
 Really learned to be flexible and to think on your feet.  
 Changed attitude about America. I am concerned that we are not a good enough example, in the sense that we're teaching them things that we very well know are not the right thing to do - TV programs, tobacco - I think we're exporting things like that when we certainly could show a much better side of the United States.  
 Increased global understanding - I think I came to a surprising realization of how people can get brainwashed - that perfectly normal thinking people could be locked in a box because for a whole generation they had seen nothing other than what was there.  
 I think it did give me something that makes me freer to just speak up.  
 Increased knowledge about Poland and Polish people.  
 Spouse values time together more.  
 Spouse learned to run a household by self.  
 Brought family closer together.  
 Increased awareness of personal relationships and you feel its more important to try to develop the personal relationship.  
 Developed skills that you learn in trying to communicate with somebody who doesn't speak your language which carry over to people who speak your language.  
 Developed world view - more open to problems that most of the world has, the economic problems.  
 Increased awareness of how much we have here in the United States.  
 Increased empathy to the problems that other countries have.  
 My attitude toward America has changed in that I realize we have got to become more internationally oriented and we have got to play our role in helping disadvantaged countries.  
 My family is much more open to the problems that people in other countries face, much more open to thinking about international issues and so forth.

More broad-minded about global issues than I would have been before, realizing how much we are all tied together.

You really learn to be flexible and to think on your feet.

My family is more independent because they were without me for five months. I guess I am a little more independent because I lived without my family for five months. Our family can get along without each other a little easier.

Opportunity to see another country.

I picked up some listening skills.

I developed an appreciation for the global situation. I have a better appreciation for global complexities.

Instilled some interest in others about international work would like to have that experience as well.

I'm maybe a little more conscious of international issues.

From previous international participation, he increased his awareness and understanding of how everything comes together, i.e. agriculture, markets, government, etc. globally.

Increased confidence in designing and implementing educational curriculum.

Gained a better understanding of the development process of educational programs - from needs assessment to develop to design to implementation to evaluation.

Increased motivation in conducting programs.

It provided a common bond for their family.

improved his understanding of others.

He is very respectful of other people and other cultures and ideas.

Developed skills in coalition building in regards to starting from scratch with programs, and getting involvement from other sectors.

I think we're a lot more conscious of our need to be together.

It completely change the direction of my professional life.

It changed me as a person on some of the values I held.

It made me appreciate the society that I came from, my home, you know, the United States, a lot more than I did before I experienced what it was elsewhere.

It allowed me to become a thankful person for the good things that we have.

I developed an appreciation for the Polish people.

It gave me a new purpose, a new direction.

I developed an awareness of some opportunities abroad.

Developed personal relationships.

Changed perspective about America's role in world. We are still an arrogant country.

Increased interest of colleagues to become involved in international.

I was seen as a more complete person, not only by my department but by the college and the entire university committee.

I'm current on world issues.

I'm a lot more conscious of other perspectives.

It was an opportunity for my son to grow.

I think my son and I are more able to share.

I think it has increased the respect he has of others.

My family is certainly cognizant of the world and the fact that there is another segment outside of the United States.

I learned to manage and take responsibility for taking care of myself.

My wife and children did things here that I normally did, so their level of independence increased.

There are people that had no experience and have gotten involved internationally because of my encouragement not only here, but at other campuses.

My daughter increased her sensitivity to other people. She wasn't quite as self-centered. She came back with a lot more of a feeling of thankfulness.

I'm a more flexible person now.

Daughter learned to be self dependent.

I developed a perspective for what is important.

It reaffirmed the importance of Extension for limited-resource families.

It helped me to see myself in a new light.

Changed perspective of United States.

Broadened my horizons-world vision.

Improved work results.  
 Helped other learn about the world.  
 Better understanding of other cultures for self and family.  
 Increased flexibility.  
 Broadened view of Extension.  
 Learned new approaches to doing things.  
 Learned about former Soviet Bloc countries.  
 Learned about Poland's history and the economic transitions it faced.  
 Developed sensitivity toward people.  
 Developed appreciation for own assumptions and views on life.  
 Learned about Poland and its history.

#### Administrators

Developed better understanding of different parts of the world.  
 Participation in seminars on campus and in counties  
 Broadened ideas.  
 Gained increased respect in community from clientele.  
 Developed confidence as professional.  
 Increased rapport among colleagues within unit.  
 Increased exposure because of their involvement in these things.  
 Increased interest among colleagues to participate in international assignment  
 Increased demand to share some of their experiences both on campus and external to the campus.  
 Opened up ideas for our Extension agents.  
 Opened participants' eyes to how the Extension program works overseas.  
 All of them want to continue to do a lot of international work whenever there's an opportunity.  
 People began to think about internationalization.  
 Participant developed a rejuvenation of his commitment, a greater appreciation for what we do  
     have leading to this high level of rejuvenation.  
 His participation helped improve his credibility among his peers.  
 Participant developed higher level of confidence and competence.  
 Participant increased enthusiasm and personal energy.  
 Participant developed professionally.  
 Participants developed broader perspective of extension.  
 Clientele learned more about Extension and the international Extension work.  
 Others developed increased receptivity and interest in international programs as a whole.  
 Participant was motivated to make dramatic changes in life and perception.  
 Other faculty who have previously not had activities have come along and wanted and are  
     participating in some international program activities.  
 Clientele step forward and want to participate, want to do something about it, want to entertain  
     when the visitors come to the state.  
 They may have caused others to, you know, look favorably upon opportunities out of country,  
     you know, to do similar.  
 It was a milestone because what it did for professional development activity. That was our benefit  
     I think, that generated continuing interest and incentive for others to participate in activities  
     like that.  
 Participants developed new world understanding and enthusiasm for Extension.  
 Participants developed understanding of world issues, ideas, markets.  
 Increased staff interest in international issues and activities.  
 Participants added global dimension to work.  
 Some participants developed subject matter expertise.  
 Participants developed greater understanding of other cultures.  
 Increased enthusiasm toward international involvement.

#### Supervisors

Increased interest in international if it fits into personal and professional plans.  
 Broadened horizons.  
 Learned how other countries operate and conduct Extension programs.

One of our participants could never really come back home. They could never come back to Cooperative Extension. They kind of lost interest.  
 Participant increased interest in international economics.  
 Participant influenced others to consider international participation.  
 Improved effectiveness of teaching.  
 Participant developed reaffirmation to extension work.  
 He has personally strengthened from it.  
 Increased interest among others in Extension.  
 Used experience to enhance his programs.  
 Developed personally and professionally from it.  
 There was a sense of pride among coworkers and staff in regards to this international assignment.  
 This was an opportunity for professional improvement for this individual.  
 People learned more about international involvement.  
 It was career enhancing for this participant through accomplishing something beyond the normal.  
 Increased interest level in international from colleagues upon his return.  
 Increased tolerance to diverse cultures.  
 Participant developed higher respect for our extension educational system.  
 He seems to put more emphasis on fundamental things.  
 Participant developed broader view in regards to internationalism.  
 Organization changed their listening abilities in regards to what is happening globally.  
 He is now more aware of international opportunities and is considering participation himself.  
 It has broadened his experiences and his appreciation for international work.  
 He developed new perspectives about different cultures.  
 His people skills improved.  
 His attitude and interests toward international work were high.  
 His participation probably changed the way he interacted with clientele and the community.  
 His participation motivated me to take an international assignment.  
 The back-fill developed professional experience working in Extension.  
 People learned about Poland.  
 Participant learned new approaches to doing things.  
 Agent improved listening skills.  
 Agent increased tolerance of others.  
 Increased sense of pride within organization.

### Colleagues

Increased knowledge about personal life on an international assignment.  
 Developed some knowledge about Polish/American Extension Project.  
 Increased knowledge about Poland and its agriculture.  
 Increased humility of participant.  
 Increased stress for coworker who took over program area of participant.  
 There was no real interchange of ideas or practices that I was promoting or could use.  
 It kind of confirmed and helped shape my opinion of the agricultural systems.  
 I learned about Poland.  
 I learned about some of his programs.  
 It just appeared that we were much more advanced, we had a lot more technology and that was my conclusion.  
 Participant has inspired other people to look at these opportunities through VOCA, USDA, or Winrock.  
 Well, there's always some people out there that surprise you, some people are just really frightened of travel, and they just aren't going to do it.. Then there's a group of people who basically see this as an adventure and if it's convenient, largely will do it as long as their expenses are covered. And there are people who have done the free stuff for a long period of time and say well, it was fun doing that but to go overseas requires a sacrifice to my family, I have to work twice as hard to catch up on my work when I get back, and then they start wanting to do this for pay. It 's a wonderful experience when you go overseas, but you quickly learn there's a pretty big cost to it and you want to get paid for it.  
 The community gained a little more knowledge about the people in Poland.  
 The participant learned a lot and gained self-confidence.

He came back, said hey this was really a lot of fun, you guys ought to try it sometime.  
 With their agriculture it makes me more appreciative of what we have here in this country.  
 I think some of my coworkers have a better appreciation for the culture and the agriculture in other countries.  
 I think he recharged his batteries. He came back motivated, and conveyed a positive image about American agriculture.  
 I learned what they were doing in 4H to the kinds of activities they were doing to help the young people.  
 I gained knowledge of the geography.  
 I learned about 4-H programs and the families as well as the work he did, the economic situation in Poland and other things of interest.  
 Participant approaches job with a different point of view that there are other ways of doing things.  
 Participant became more globally aware. He has taken on new challenges and opportunities.  
 I guess I learned that it's kind of hard to simply implement or install our systems if you will in their countries because they have not yet developed the legal structure in those countries that we have in the U.S.  
 We learned about the Polish situation there.  
 Colleagues and others learned about Polish culture - family farms, small farms, and the women being real active in the working on farm things.  
 Members of the agricultural economics department within the College of Agriculture really have become more familiar with the current situation in the former Soviet Bloc countries.  
 I think professionally they've enhanced their professional status.  
 They have a different or broader perspective than a lot of their coworkers and I think it adds to their credibility.  
 The participant has a deeper appreciation for our community and for our country.  
 Participant became more flexible, less strict.  
 People's perceptions of international involvement have changed.  
 Participant motivated me to be interested in exploring a shorter term international assignment.  
 I learned about Poland.  
 I developed an appreciation for other cultures.  
 I learned about the Polish Extension service.  
 Others developed an appreciation of American Extension system.  
 Participant grew as a person.  
 Increased interest and enthusiasm for international activities.  
 We learned a lot about Poland.  
 Participant is more accepting of diversity and cultural difference.  
 Participant is more appreciative of volunteer roles in county.  
 Developed appreciation for science and technology available for agriculture.  
 Broadened world view of staff and clientele.

### Coworkers

Learned that America, especially the United States where we are, evidently is still far advanced to some of the countries. I guess we do take for granted what we have here and the way we do things.  
 Learned how Extension works in teaching others.  
 Increased knowledge of Polish/American Extension Project.  
 New information about some newer programs they had over there that would be nice to use here, computer programs.  
 Participant heightened his outlook the way things should be done.  
 I don't see any big changes in colleagues.  
 Increased respect for participant from coworkers and clientele.  
 Increased understanding of clientele and others who saw presentations of work done in foreign assistance programs.  
 We learned a little bit about their small plots or their farming.  
 We learned about the Polish culture - their different practices and different ways of doing things.  
 It opened up people's thinking and things.  
 I'm not sure of any personal change. She is very internationally minded and I think she fit very well into the program.

It made the community more aware of what the Extension service is doing in their international program and so forth.

I learned how to run the office by myself.

I gained some leadership skills.

I'm a little bit more aware of what goes on now in countries other than ours.

We had no problem at all adapting to the absence, in fact the office went smoother. We were just a lot more calmer and organized. I think when you get an older agent who has been in the community a long time he's not as flexible so it's a little more difficult working with him.

I'm extremely independent anyway.

He is open to new ways to do things. Getting out in the world has helped his work back here.

She learned how their agriculture agencies work.

Participant developed a global view.

I learned my situation was apparently very good compared to their situation in Poland

I learned they eat so differently over there, the foods being so different.

I really noticed the people and the way they dressed, and some of the kids, children and stuff.

They seemed like they had a good time with whatever they had to work with.

The colleagues want to do more traveling to other countries.

I learned how they lived over there, and what they ate, and what they wore, all this and that, their customs and things like that, you know.

I feel we are blessed with things that we have, and I know that they don't have the things we have.

Increased interest in community about Poland and what things were like over there.

It seemed like more people wanted to get involved.

I developed appreciation for the people of Poland.

I learned about the Polish economy.

I learned how to make international phone calls.

I learned how to interact with people who spoke a different language.

Others learned about Poland.

Others developed world view.

People developed awareness of Extension and Poland.

We are more open to international issues and information.

Increased awareness of different lifestyles and ways of living.

### Clientele

Increased knowledge of Polish/American Extension Project.

Increased knowledge of Poland and its agriculture.

Participant increased knowledge and gained new ideas for alternative crops.

Broadened perspective of agent and clientele.

Increased appreciation for American agriculture.

Increased knowledge and interest in benefits to Extension from participation in foreign assistance programs.

We learned how other people live and some of their customs and that kind of stuff.

He brought back to this community, a different community which is a hundred years behind us.

Their cropping practices, their farming practices, their dairy practices told us all about that.

I learned about the school system, which is so different from ours.

I don't know if the community benefited or not, I never heard anyone say I learned this from him when he came back from Poland. The extension office benefited to some extent, but to how much, I don't know.

Participant learned about the different methods of farming and dairy.

He gained a great deal personally.

Participant grew in knowledge as to what other people are doing and how they are doing it.

Participant gained a different perspective on what's going on in the world.

Next time they send someone on an international assignment, this person would like an opportunity to go.

It helped the community to have an awareness level of those people and their culture and all that we did not have before.

It certainly has made us more understanding and compassionate for the Polish people's needs as well as our own.

It made him a much more understanding person on an international level.

It gave him a broader understanding and knowledge of other cultures than what he initially had. We learned about things that we take for granted in infrastructure, in electricity and water and those things.

I learned that transportation was extremely difficult in Poland.  
People developed an interest and enthusiasm to be involved in international activities.  
Increased enthusiasm for exchanges.

### Family

Gained deep appreciation for America and our conveniences.  
Developed real fondness and empathy for Polish people.  
Increased ability to adapt to foreign culture.  
Developed skills for coping with Polish system.  
Colleagues and clientele developed understanding of the international role of Extension.  
Increased appreciation from colleagues and clientele of work done by participant.  
If he would ever do it again, I would go.  
We'd like to try another international assignment.  
Developed awareness of other countries' perception about America.  
Developed great appreciation for American lifestyle  
Learned a lot about Polish history.  
We learned survival Polish.  
Child learned to speak Polish through English classes at school.  
Spouse learned to be flexible.  
Spouse learned to be more patient in trying to figure things out.  
Spouse developed empathy for immigrants in USA who don't always understand the American language and culture.  
Spouse learned about special education in Poland.  
Spouse increased knowledge of land and people in Poland, farming operations.  
Increased appreciation for the people, conditions in Poland at the present time, the fact that they are making progress slowly.  
Developed empathy for single parents because at least each day that I felt like crud, I could get through one more day and I could see the fact that at the end of six months he'd be back, and I'd have the help and support that I was used to, but for someone who's been divorced or widowed, trying to raise kids, there's no end, there's no light at the end of the tunnel.  
Professionally, I think it has put him onto the track for a lot of other things.  
Spouse would be interested in doing more travel, maybe an international assignment through her own work.  
Participant gained appreciation for things that are happening in the world that she may not have been aware of before.  
I learned a lot about Poland that I didn't know - the geography.  
I gained a lot more understanding of other cultures.  
Increased recognition of American's ignorance about other countries.  
Developed interest in some kind of international work after this experience.  
Changed perception of Polish people and how similar they are to Americans.  
Increased anxiety factor, because he was so much further away.  
His father has been more appreciative towards the American agriculture system He's Participant became more open-minded and made a lot of friends through the program.  
It helped the community to have an awareness level of those people and their culture and all that we did not have before.  
It certainly has made us more understanding and compassionate for the Polish people's needs as well as our own.  
It made him a much more understanding person on an international level.  
It gave him a broader understanding and knowledge of other cultures than what he initially had.  
We learned about things that we take for granted in infrastructure, in electricity and water and those things.  
I learned that transportation was extremely difficult in Poland.  
Learned many new experiences, local culture, how they viewed life, the different foods.  
Learned history.

**PRACTICES SUMMARY**  
Interviews with American Extension Professionals and Near Associates

Participant

Shared experience with others in community  
 Sent information to counties which was used in columns and newspaper reports.  
 Conducted live radio show from Poland in cooperation with Rotary organization.  
 Developed programs in business management useful for clientele in USA  
 Adjusted to cultural differences between two countries  
 Family members traveled to Poland  
 Worked with Rotary Club in Poland to develop linkages with Rotary in USA.  
 I've been able to this year go and do a presentation in another European country.  
 I probably did about thirty presentations.  
 I've had other international opportunities.  
 I talk more about international and the impact that it has on the United States, a little bit maybe about the GATT Agreement.  
 I have used several programs I developed in Poland here, programs in financial management, educational programs, computer courses for farmers.  
 I have done several programs for foreigners. I have also conducted seminars here about agriculture in other countries.  
 I do more workshops. The workshops are better and more people want them.  
 Family members traveled to Poland and stayed for five months.  
 I've gone overseas several times and the family has been involved and I guess we don't have a routine since Poland, we never have a routine like we did before.  
 There are some people that are writing.  
 Promoted exchanges between teachers.  
 I encouraged people to go over and work in Poland.  
 I helped them make connections to some people here who could provide them with the educational programs that they wanted.  
 Assumed leadership for a number of state and national programs  
 He is much more active and willingly takes on active leadership roles and responsibilities.  
 He has not developed linkages, and this is mostly because of the time factor.  
 Our son went over for six weeks.  
 Used linkages developed to try to recruit Polish team to host during Olympics.  
 Those people have come here, and our people have gone there on exchanges.  
 I've organized study tours.  
 We tried to link up our Chamber of Commerce and to link up theirs there.  
 I'm involved in bringing international opportunities to the university we didn't have before.  
 I constantly monitor the editorials about Poland.  
 Two daughters traveled to Poland.  
 One daughter returned to Poland by herself and live there three months in a small community.  
 Daughter majoring in architecture in college influenced by Polish colleagues of participant  
 I tried to develop linkages between the our Chamber of Commerce and a group of Poles we worked with organizing a Chamber there.  
 Two Polish families that I met in 1991 have vacationed here, have lived in my home, have taken my car two weeks and gone to Florida and sightsee. These were people that I met in Poland, and I've seen them every year since, most of the time me going there, but they they've been here.  
 Recruited people for international exchange.  
 Hosted international students and adults.  
 Acts as consultant to University.  
 Assisted local citizen to make contacts in Poland.  
 Maintain communication with friends in Poland.  
 Participant and family members did talks and presentations in community.  
 We set up an exchange program for home economists.

Administrators

Involvement in faculty seminars and mentoring of some of the young faculty that have never gone  
More travel of our faculty now of even conferences in that part of the world.

Broadened people's background.

Increased understanding of their own Extension system and other Extension systems and where  
their system fits into this.

Increased exposure to new techniques or technical information that they might never have thought  
of on their own.

Opportunity to step back and look at their own program and try to see if there are some  
things they can weave into their own program.

Related information to clientele groups and others in Extension.

The participant talked with people about his experiences.

A dozen people or so attended the first meeting of the international committee.

The participant gave presentations to fellow staff and service clubs as a means of knowledge  
transfer.

Participant applied new perspectives into educational programs.

Both made trips to various groups, particularly in their locations, civic clubs and most any group  
that was interested in talking about it.

participant's daughter spent some time most recently on a personal basis in Poland.

He just recently as six months ago been in contact with some of the Polish leaders about having  
another group of American either students or professors, farmers back in their country.

Through his leadership and his interest and influence a number of faculty and agents have  
developed interests and activities internationally.

They presented their experiences, at seminars, at agents meetings, at specialists' meetings. They  
talked extensively to groups.

I know of at least two groups that came here from those provinces that he was working with to see  
things here, to meet people and see operationally some of the things.

Participant helped host international guests.

Organized an international group.

Volunteered for additional international assignments.

Speakers at workshops and inservice meetings.

Supervisors

Many programs were presented back in the county, the surrounding counties and then the area  
and state level. I'd be afraid to put a number on it. It could have been thirty or more.

Developed different ways of looking at situations that might come up in the county or that may be  
faced in the county and perhaps has a different approach to them, because of this experience.

Contacted an editor of the local newspaper and sent some news articles back and had them  
published while on assignment.

Presentations were conducted for a lot of different groups, civic groups and I think a staff  
conference, presentations at staff conferences, Extension groups. The presentations were both  
within Extension and outside as well.

Wrote news articles after return and put it in the newsletters, circular letters.

Groups from Poland have visited in the county.

Invitations from other countries to work or present.

Participant contacted the state association and relayed an opportunity for another home economist  
if they were interested.

She did some presentations for community groups she had previously worked with and she used it  
as an introduction to get back into the groups.

Colleagues participated in international assignment.

Participant took additional international assignments

He sent back some news releases in the newspaper, followed up with slide shows when he returned  
home.

Shared his experiences with others in community and in Extension.

Presentations made to others at the center.

He shared his experiences with individuals and organizations.

He has "been a catalyst" for the change in Extension's interest and involvement in international  
efforts.

Change in title and work responsibilities  
Some staff and clientele involved in international travel.

### Colleagues

Carried additional workload.

A close friend came to either USDA or our state and I had a program out in the state and we spent the day together looking at it.

She showed us some slides and that type of thing and maybe made some comments about the project.

Since he knew that I'm the 4-H specialist he was making me aware of the things he was involved in while he was there.

He gave us some presentations.

He had a scrap book that he brought to the office to show everybody. He had photographs and 4-H material that they had given him that he had shared with me.

Professionally, he has taken on new challenges and opportunities.

Office became more aware of the people of Poland.

He shared some of his personal experiences with some of the things that, the way life was there in Poland as compared to what we were experiencing.

He took lots of pictures, made up lots of slide sets.

shared with the people some of his experiences

I know he's participated in some tours and things, different groups coming in

He has established contact with American industries or individual firms if you will, put them in contact with people over there requesting certain items of production processes etc.

He's had some contacts with the people over in Poland.

Participant has taken additional international assignments.

Vacation in Poland.

Other partnerships use his experience.

His children are now involved in international work.

Participant hosted international students.

Others hosted international guests.

County hosted a group of Polish home economists.

Advisory committee member traveled to Poland.

Communication with families in Poland.

County had a 4-H exchange with Poland.

Community hosted Polish home economists.

Participant conducted many presentations, including EFNEP nutrition camp and homemaker groups.

### Coworkers

Participant shared with the community quite a bit with civic groups, farm organizations here as far as what had been done over there.

Our horticulture agent transferred to another position that last month before the participant returned, and so that kind of left that one agriculture agent handling all three program areas, and so I'm sure that put a little bit of stress on his life and everything with handling all the program areas

We've started to implement some of those computer programs here.

She did share with us her experiences and her photos, pictures that she took and slides and she did present them.

The participant prepared a couple foods for us, a beet soup.

Information would send back from Poland for newsletters.

We had a fellow come over on an exchange program.

He did presentations for community.

Some communications with Poland.

I think he is talking to more people now than what he did before.

The participant's involvement eventually led to her applying for a six-month international assignment.

The participant made some interesting presentations to ag groups.

He brought pictures back.

Some of the people he had visited over there came back and we had a little meeting with them. There were a lot of different clubs in town that did get to see about the trip and hear about it from him.

He has friends and colleagues in Poland that he still hears from.

He contacted someone and got some addresses and then, I think the Chamber of Commerce wrote to try to get a team, athletic team to host during the Olympics.

Family now very involved internationally.

Participant's wife started Master's Degree.

Participant held staff and community meetings to teach about Poland.

Continued contact with people in Poland.

Youth agent went to Poland and Polish group visited county.

County hosted Polish home economists.

Participant conducted community presentations.

American Extension agents traveled to Poland on Home Economics Exchange program.

### Clientele

Participant wrote articles for newspaper.

Clientele read newspaper articles.

She kept us informed through her letters and there were also newspaper articles.

Our club sent her a care package.

Pen-pals were started.

He would call me from Poland, and I would ask him questions about the country.

He would call and I would ask him about the farming part of his stay there, and he would tell me about the pig business, which was the thing we talked about the most.

He would have meetings at the community club, the Kiwanis and of course 4-H, and tell all about it.

He has pictures in his office, and an album which I looked at.

I know that he had a problem with the coordinator (of another agency) and they moved him out of his office, because they needed the room.

I think he gave a presentation to Kiwanis.

Polish friends came over and spent about three to four month's, visited schools and people's homes.

He made the rounds at the civic clubs talking about his activities and what he did. Everybody had him to speak.

He had found some companies and some interests, because he came back and talked to me about a couple of things and said these are possibilities for you. And I think we ended up sending some information on our community to a couple of contacts that he said were business people or were involved in the same types of things that I was.

Participant developed friendships.

He came back and told us what he found there and what he saw - things that we took for granted in infrastructure, in electricity and water and those things.

He told me about when he got back about a couple of people there that he dealt with that were in roles similar to mine. And what I did, seems like there was somebody with the Polish Chamber or general council or something, I don't remember exactly what it was, but we put together, what we do is market our community, and we put together a packet of information on the schools, the community, and what we're like and the types of companies that we have.

Agent wrote news releases-read them in paper.

Agent communicates with Polish people.

County hosted 4-H exchange.

Kids studied Poland in the International Club.

I hosted Polish Home Economists.

### Family

He had to relearn directions and where to find things in town.

Lived in Poland for five weeks.

Rotary talked about sponsoring a person from Poland to come over here. They connected a watts line from the restaurant where we were to the office in Poland and so I got to talk to him and they talked to him about that and put it on the speaker phone.

View world news and weather, especially Poland.  
Participant changed focus of doctoral program.  
Child developed global awareness.  
Participant sent articles to local newspaper.  
Family members went to Poland during second assignment. We decided we needed to bring the family back together again and that's when we pulled the savings out and bought tickets and flew the family over.  
We interacted by telephone and then she requested informational resources that I helped provide to her for the project from the Extension office.  
Spouse traveled to Poland for six days.  
Family toured all over Poland on week-ends.  
Wife formed friendships with Polish women.  
I got a chance to drive in Poland.  
I got to go on a hunting trip and learned about hunting.  
We went on a honeymoon trip to the Baltic.  
She presented quite a few programs, really, to different groups.  
He's since been to Kazakhstan and back to Poland a couple of times on other types of There is another fellow who was a stamp collector that he worked with and they still exchange stamps. The children are also involved.  
I saw him more because of this project - visited him for three weeks  
Relays need for tolerance and understanding to people that he interacts with.  
Showed slide presentations to groups  
Spouse took a leave of absence from work to take part.  
I probably could have taken a leave, but I teach. So, I did not. Our son went over for six weeks.  
He wrote lots and lots and lots of letters.  
Polish people visited with us.  
His middle daughter stayed in Poland for about two months.  
His youngest daughter has returned to Poland twice.  
He took tons and tons of slides and pictures.  
Coworkers must have picked up on his positive attitude.  
He shared things like that with several groups and people.  
I did call Washington once or twice. They were very accommodating.  
He's been over to other countries since then.  
International exchange involving clientele.  
Established communications between Chambers of Commerce in Poland and America.  
We see his interest in the different cultures that he's been associated with. And so shares them with us, talks about them with the kids, talks about locations on the map, and where we're headed, and where we're going.  
He had at least one friend in Poland that does business in America because of him being sort of an intermediary, getting them in touch.  
Wife returned to college to get Master's Degree.  
Co-workers are hosting international exchange students.  
Son plans to study international affairs.  
Agent wrote journal articles and did presentations.  
Agent conducted teacher inservices.  
Family members correspond with Polish people.  
Participant published news articles about experience.

## OUTCOMES SUMMARY

### Interviews of American Extension Professionals and Near Associates

#### Participant

Better county agent  
 International dialogue between Polish and American organizations  
 Correspondence between American and Polish citizens  
 National recognition for participant  
 Disruption of county program - when I returned the interim had lost county funding and we had a lawsuit pending.  
 Changed role in Extension and promotion  
 It took me quite a while to get back up to speed. I had a couple of years of depression.  
 Million dollar contract for American business with Polish firm.  
 Friendships and personal relationships  
 Growth of international dimension in state extension program  
 Added international dimension in Extension program.  
 Culturally aware community  
 Global communications

#### Administrators

Improved extension programs  
 Promoted to professor in the department  
 Exports of agricultural products to Poland  
 Participant was instrumental in getting a large grant from the Kellogg Foundation for a sustainable agriculture project that was in some degree modeled on ideas that came out of the Polish project.  
 More effective agents  
 Program suffered some temporary setbacks  
 International dialogue with faculty between both countries.  
 Trade going on with Poland  
 Internationalized Extension.  
 University recognized internationally.  
 Foreign student enrollment at university.  
 International dimension increased.  
 Better educated staff and clientele.  
 Extension staff with improved performance.

#### Supervisors

Better informed and better educated community in regards to what is happening half-way around the world.  
 Growth of international dimension in Extension program.  
 Better agent.  
 Improved Extension program.  
 Increase of characteristics of international dimension in Extension program.  
 Extension and university internationally recognized.  
 Better understanding and awareness in community.

#### Colleagues

Friendships and permanent relationships between countries.  
 Not aware of any secondary linkages.  
 International interactions.

#### Coworkers

Interactions with friends and colleagues in Poland.  
 Some business contacts and Polish community linkages.  
 International collaborations with Extension educators.

Clientele

Community is more willing and supportive of the Extension program.

I think it's fair to say that the Extension Service became more viable in the community even in a greater way than we had recognized it before.

International friendships.

Family

He was in a state of depression I think for about three years.

Promoted to full professor.

Increased international activity on campus.

Polish farmers visited county.

Positive image of Americans as just ordinary people.

New clientele from reading newspaper articles.

Friendships between countries.

People are more tolerant and understanding of other people and countries.

International educational exchange.