The purpose of the National Initiative to Internationalize Extension is to “encourage state extension systems to explore administrative and operational strategies to enhance and sustain their capacity to provide educational services within their states and regions concerning international issues and challenges.”

The following indicators are broad categories of information that could be used to report against this purpose. These broad indicators can be structured in questionnaires or surveys to document the status of our extension organization at any one time or across time by noting changes in the capacity of states or staff. Each indicator needs to be conceptualized into one or more actual questions or specific indicators. Minigrantees, especially, are asked to structure their final reports to respond to as many of these indicators as they can (or as are appropriate in the context of their project).

- **System Changes: Change in or level of organizational capacity.** Expanded systems and approaches taken within state extension systems to provide a sustained international dimension in their programming

1. Existence of a coordinator/contact person for intn’l extension
   - Existence of an “Active” gatekeeper for international interaction
2. Identifiable roles and responsibilities assigned to support intn’l agenda
   - (committees, task forces, persons, etc.)
3. Change in level of top administrative support for an intn’l agenda
4. Number/extent of mid-manager level personnel involvement in supporting internationalization activities and active in networking about them
5. Changes in policies and practices (in common use) to support intn’l agenda
6. Inclusion in strategic or operational plans of work
7. Provisions in in-service or professional development portfolio
8. Inclusion in performance appraisal and promotion/tenure systems
9. Active/supportive linkages within the University, especially with Inst. Intn’l Ag.
10. Change in quality or quantity of relationships with college intn’l programs both at the faculty or personnel level and at the institutional level
11. Formal and informal partnering relationships with commodity groups, and civic, religious or educational organizations with similar goals (number of partnerships or instances of partnering)
12. Evidence of international activity/progress/outputs in reporting systems
13. Evidence of recognition for international involvements in award systems (organizational level, professional association level, other)
14. Funding available for internationalization and international activities, internal or external
15. Change in quality/quantity of resources or websites available to assist staff
16. Structure to provide internal communications about intn’l opportunities/resources
   - How distributed (frequency, breadth, etc.)?
17. Perception of level of institutionalization so as to have continuity/sustainability
• **Human Capacity: Change in quantity or quality of staff preparation/action.**
  Enhanced capability of extension staff to prepare US citizens to succeed and live responsibly in the global society of the 21st century.

1. Depth and breadth of staff involvement in international travel/assignments
   Number of instances of staff participation in international travel or assignments
2. Number of instances of partnering with NGOs and International Projects
3. Degree of professional association support/involvement in creating opportunities
4. Sponsorship of training/inservice opportunities, study tours, etc.
5. # of staff trained, # of trainings or opportunities, regularity of opportunities
6. Change in breadth of extension staff commitment (belief in importance, relevance) to internationalization goals
7. Level of staff involvement in IP network (CSREES)
   Number of staff on CSREES mailing lists/contact with IP office
   Number of staff aware of IP roles
8. Level of staff involvement in professional networks w intn’l agenda
   ESP, AIAEE, Others
9. Change in capacity to respond to clientele education needs related to multi-cultural workforce
10. Other:

• **Change in outreach to citizens—an international dimension in programming (outputs and impacts).** Extension staff responding to the needs of farmers, businesses and communities impacted by cultural diversity and global interdependence.

1. Change in Extension’s openness (confidence, willingness, ability) to talk about intn’l issues with local clientele/officials
2. Ability of Extension staff to use an “public issues framework”
3. Change in depth or breadth of staff involvement in educating American audiences about global and multi-cultural issues
4. Change in number of sessions/instances offered with intn’l dimension in content
5. Inclusion in local media/newsletters—openness to publicize activities
6. Interventions to assist communities dealing with changing demographics or globalization
7. Interventions or proactive outreach to deal with sensitive intn’l issues
8. Change in clientele awareness of and commitment to an internationalization agenda for extension
9. Clientele investments in personal professional development about global issues
10. Clientele change in cross-cultural competence (self-perceptions or measured level)
11. Change in level of volunteer involvement in adult or youth exchanges
12. Degree of community involvement or enthusiasm in hosting intn’l visitors
13. Overt extension support to other community groups with intn’l interests (including globalization issues or changing demographics)
14. Interaction with policy makers/local leaders on intn’l issues
• **National Network (Aggregated from state data).** An integrated system of communications and exchange to support internationalization in the land grant system.

1. Number of state extension systems with an official designated IP contact person
2. Number of extension campus and field staff on interests lists (ESP or other) or serving on committees/strategic planning efforts to support state or national initiatives
3. Degree of partnering across states/regions/institutions/program areas
4. Change in number of states involved with NGOs and other partners
5. Degree of Extension participation in International Science and Education Competitive Grants (proposals or funded projects)
6. National Initiative Website serving national networking and resource sharing needs
7. Number of instances of state postings on the national initiative website
8. Degree of state-to-state/state-to-national web linkages to provide resource availability across state lines
9. Other: