Background

The Internal Coalition Effectiveness (ICE®) instrument was administered to members (n=19) and leaders (n=13) of the CS-CASH Center in 2012 to obtain baseline data on the center’s organizational effectiveness. The ICE® instrument is part of the Evaluation Core’s overall design (Aim 3) whose purpose is to provide formative data to CS-CASH leaders on how to strengthen various aspects of the coalition toward goal achievement.

The ICE® instrument evaluates the six conceptual levels of coalition effectiveness in two ways: (1) from the perspective of members’ collaborative interactions, and (2) from the perspective of leadership influence.

Members are defined as those who participate in the essential work on a regular or intermittent basis (e.g., community participants, committee/project/team members, advisory/consultant/participating personnel, or other deemed as essential to the work of the project. There were 14 individuals identified as CS-CASH members.

Leaders are essential in facilitating the work to be accomplished. Leaders are defined as those in positions of accountability and include principal and co-investigators; chairs/co-chairs of committees, teams, project, boards; participating agency directors, etc. There were 25 individuals identified as CS-CASH leaders.

Constructs of this valid and reliable instrument include:

1. **Social Vision**: The degree of shared vision and mission that exists.
2. **Practices**: The extent to which skills/practices relative to agricultural health and safety are shared and contribute to sustained collaborative interaction and goal achievement.
3. **Knowledge and Training**: The degree to which knowledge in various aspects of agricultural health and safety are shared and contribute to sustained collaboration and goal achievement.
4. **Relationships**: The quality and quantity of interactions and relations that contribute to and sustain collaboration and goal achievement.
5. **Participation**: The extent of participation among members and leaders to ensure that goals are achieved, as well as the effectiveness of outreach work beyond the internal activities of the grant/project.
6. **Activities**: The degree to which aims/goals/workplan is implemented in its entirety and on a timely basis.

The ICE® instrument consists of 30 items. Survey respondents rate each item according to a 5-point Likert scale where 1 = strongly disagree and 5 = strongly agree.

Baseline Findings

In June 2012, the ICE® instrument was emailed using a link to Survey Monkey (N =32) with a response of n=15. A reminder email was sent (n=17) approximately one week later and the response rate was n = 1.
In September 2012, a second email link to the survey was sent to non-respondents (n=16) and the final response rate was n = 7. The combined total response was N = 22 (n = 10 leaders and n = 12 members).

**Overall Strengths:** Overall perceptions of members and leaders combined are depicted in Figure 1. Respondents believe the most important strength is the strong sense of shared *Social Vision* among members and leaders to improve agricultural health and safety in the region. Respondents also evaluated *Relations* as strength. This may reflect many long-term relationships that exist between members and leaders at UNMC and with partnering agencies of CS-CASH.

**Overall Growth Opportunities:** Respondents saw *Knowledge* as somewhat lower in ranking, which may reflect the highly specialized and perhaps insulated structure of the grant’s organization into “cores” where research core activities—very specialized—are distinct from outreach work, for example. Venues that provide the opportunity to learn about each core’s major activities and knowledge set can help build those bridges. The second lower ranking was in regard to *Activities*; where in respondents seem less clear about the CS-CASH advancement on goals/aims achievement as relates to the total project. Evaluation Core can address this by providing more formative feedback/reports.
Members versus Leaders Perceptions: A comparison between the two groups is depicted in Figure 2. Leaders rated Social Vision, Relations, Activities, and Overall Effectiveness as somewhat higher than did members. Members rated Practices, Participation and Knowledge slightly higher than did Leaders.

The purpose of attending to differences between Member and Leader perceptions is to inform Leaders on some measure of validity in how they view the coalition’s internal effectiveness in order to attend to areas for improvement. In this instance, the degree of proximity to mutual perceptions shows that Leaders’ estimates of how well they are doing is likely accurate.
Appendix B

Evaluation Report on CS-CASH Site Visits

September 2012

PURPOSE

In August 2012 the evaluation team conducted site visits to five pilot projects of the Central States Center for Agricultural Safety and Health (CS-CASH). The purpose was to gather baseline data from site project investigators regarding the effectiveness of the CS-CASH administrative structure. The specific aims were to determine from project investigators: a) familiarity with organizational structures, mission and goals; b) satisfaction with partnering; c) suggestions to strengthen the Center; d) satisfaction with scientific collaboration. In addition, the site visit was used as an opportunity to reacquaint investigators with the Access database entry system and CS-CASH website.

METHODOLOGY

The Evaluation Team developed a focused interview guide (Appendix A). Interviews were conducted at site locations in Iowa, Nebraska, and North Dakota by Mary Wendi, RN, MA and Colleen Buescher, MS. Raw data were analyzed for themes, and follow up telephone calls were made to validate and/or clarify the meaning of statements recorded.

FINDINGS

Theme One – Familiarity with Organizational Structure, Mission, Goals

All respondents said they had a fair level of understanding regarding the organizational structure of leadership and governance (e.g., “I think so”, “80% familiar”, “pretty decent”, “moderately”), but no one expressed absolute certainty. One respondent assumed the structure was similar to other Centers (i.e., “I’ve worked with several centers and assume all am the same”). Another referred to changes in the “org chart” but wasn’t sure what those were. Information was generally obtained from personal contacts (e.g., Risto or Ellen) versus other potential sources (e.g., website, flyer).

Most respondents believed they had a general understanding of the CS-CASH mission and goals (e.g., “Cannot recite but we are in a parallel line”, “Cannot recite but view them”, “I know the goals and they are consistent but not a driver for me.”). One respondent requested a copy of the CS-CASH goals and mid-year report (i.e., “I only have pages from my portion of the grant….I do not have information about the Center or other projects”). Another respondent saw the CS-CASH goals as “emerging” and focused on “…looking more funding for novel projects so the work of serving the public can be sustained.”

Theme Two – Satisfaction with Partnership

All respondents felt very positive about their experience with CS-CASH thus far (e.g., “Yes a positive experience”, “Yes absolutely”) and see the Center as a good partner (“Glad to see UNMC is receptive to partner outside the University”, “...is a new center and figuring out its role...kind of exciting”). The valued resources mentioned included leadership personnel (e.g., “Risto and Ellen are wonderful”, “excellent people all the way”), assistance with proposal writing, and funding support. All of the respondents were satisfied with the level of communication from CS-CASH (e.g., [they] are always community with me – inclusiveness is fabulous”, “Communication and support are timely”, “…have gotten when I should and in timely
manner”, “[I] may not keep up with info on weekly basis but [I] get what is needed”, “[there are] plenty of phone calls, minutes quickly dispersed, meeting noted on calendar months in advance”).

Many of the respondents had worked with other Ag Centers besides Nebraska and believed that CS-CASH was equal to or better in specific ways (e.g., “CS-CASH is doing well for a new kid on the block. What has been done in less than one year is impressive”, “[CS-CASH has] less administration and is a tad better than MN, WI due to structure issue”).

Three respondents saw opportunities for future collaborations with CS-CASH through external funding mechanisms (i.e., NIH, National Children’s Center, state-funded agricultural grants). Two respondents were unsure of what capacity might exist for future collaborations (e.g., “…not sure yet as to details”).

**Theme Three – Strengthening the Center**

The only barrier identified by respondents was distance, which all recognized was difficult to master (e.g., “Distance is the toughest. Distance and we deal well but it is still a barrier – can’t go into someone’s office for a bit of advice”). One respondent said the biggest barrier was working with “multiple levels, moves slower, and multiple layers due to large organization.”

Suggestions made included the following:

- **Communication**
  - “Consider using Adobe Connect for monthly meeting?”
  - “Distance conference calls with Skype, video DVR is primitive – other tools?”
  - “CO Center is looking at multimedia evaluations. So we feed into CO evaluation… ACE database?”

- **Outreach**
  - “We need to work with rural farmers better and develop satellite locations.”
  - “Would like to see more social marketing – NY has a wonderful thing – Social marketing for each segment of the project.”
  - “Blogging has not worked. [Need] new method to get to people.”
  - “Need to focus on children and Native American populations.”

- **Professional Goal Attainment**
  - “Adoption joint projects addressing childhood farm injury prevention.”
  - “Incorporate annual support for peer clipping surveillance into Center budget rather than as annual project.”
Theme Four — Scientific Collaboration

CS-CASH is seen as a good scientific partner. Valued assets included the following:
- Preparation of UNMC researchers
- Scientific expertise of advisory board
- “Good” interactions with research group and advisory groups
- Willingness to share about requests for proposals, info on training and conferences
- Willingness to do much of the “legwork”

Both pilot project PIs said that their piloted study will lead to external funding and both foresaw future collaborations with the Center. One felt that the effort invested in their pilot had been worth the amount of funding received, and the other responded “not yet—pilots build relationships and trust but not too thin financially.”

Theme Five — Administrative

No one was using the Access database for self-entry (e.g., “Ellen has done that”, “maybe once”). One respondent wanted to know how the data would be used. Most were unfamiliar with the procedure for self-entry. The website is viewed on occasion and most see it as a potentially valuable promotion tool.

RECOMMENDATIONS

1. Evaluation Team needs to send regular individual reminders for data entry into Access.
2. Evaluation Team needs to present quarterly reports highlighting updates and how data are used.
3. Overall project PI and coordinator will host individual monthly meetings with project directors to enhance communication.
4. An organizational chart of CS-CASH will be linked on the website and sent to members/leaders with periodic updates.
5. Discuss/distribute other project updates in venues other than the monthly meetings to keep all partners informed.
6. Discuss Outreach suggestions at Advisory Board meeting.
7. Good relationships are being developed by the Center and investigators at a distance are appreciative of the resources and support that the Center brings — this is strength to continue capitalizing on!
Appendix C

Midwestern Farm Operators Respiratory and Hearing Health Survey
Appendix C

FARM OPERATION

1. Which best describes your operation:
   □ Family or individual operation — exclude partnerships and corporations
   □ Partnership operation — include family partnerships
   □ Incorporated under state law
   □ Other (e.g., estate or trust, prison farm, American Indian Reservation)

2. Please describe your production activity (check all that apply)
   □ Grow/ Harvest - corn crops
   □ Grow/ Harvest - soybean crops
   □ Raise hogs/pigs
   □ Raise cattle
   □ Other (please specify ____________________________)

3. Acreage in 2012:
   a. What are the total acres that you own?
   b. What are the total acres that you rent from others?
   c. What are the total acres that you rent to others?
   d. What are the total acres in this operation?

4. Livestock in 2012:
   a. What were the total number of hogs and pigs on hand?
   b. What were the total number of cattle and calves on hand?

5. Which of the following best describes your status:
   □ Principal operator or senior partner
   □ Secondary operator
   □ Other (please specify ____________________________)

6. What is your age? ____________

7. Are you Hispanic or Latino?
   □ Yes
   □ No

8. What is your race?
   □ White
   □ Black or African American
   □ American Indian or Alaska Native
   □ Native Hawaiian or Other Pacific Islander
   □ Asian

Please proceed to the back of this page

Page 1 of 5

0793105780
9. What is your sex?
   □ Male
   □ Female

10. Have you smoked at least 100 cigarettes in your entire life? (Note: 5 packs = 100 cigarettes)
    □ Yes
    □ No
    □ Don't know / Not sure
    □ Refuse

11. Do you now smoke cigarettes every day, some days, or not at all?
    □ Every day
    □ Some days
    □ Not at all
    □ Don't know / Not sure
    □ Refuse

12. If you smoke daily, on average, how many cigarettes do you smoke each day, including factory made cigarettes and roll your own cigarettes? □□ # of cigarettes per day

13. Do you have any of the following conditions? (check all that apply)
    □ Mild hearing loss
    □ Severe hearing loss
    □ Chronic Obstructive Pulmonary Disease (COPD) (ex: Bronchitis, Emphysema)
    □ Asthma
    □ Sinus disease
    □ Nasal symptoms

**DUST EXPOSURE**

14. Are you familiar with wearing a mask as a safety measure for dust exposure?
    □ Yes
    □ No

15. If applicable how did you learn about wearing a mask in dusty conditions? (check all that apply)
    □ Flyers, brochures
    □ Television
    □ Email or Web-based (ex: You-Tube videos)
    □ Posters/displays
    □ Radio
    □ Newspaper articles/advertisements
    □ Agricultural shows/events
    □ Other (please specify: ________________________ )

16. What is the estimated (%) amount of time you wear a mask in dusty conditions? □□ %
17. Which of the following best describes reasons you do NOT wear a mask for protection in dusty conditions? (check all that apply)

- I forget to wear a mask
- I don't think a mask is necessary
- I don't like to wear a mask
- I don't own a mask
- I don't know how to select a mask
- A mask is uncomfortable
- A mask is an additional expense
- Other (please specify: __________________)  

18. Please indicate whether or not you agree with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Don't Know/No opinion</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>It is important to always wear a mask in dusty conditions.</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Masks should be N95 approved to reduce health risks from dust.</td>
<td></td>
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</tr>
<tr>
<td>Masks need to be correctly fitted to each person.</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Dust exposure from animals (hogs, livestock) can result in serious respiratory conditions.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Only farmers exposed to grain dust are at risk for developing respiratory health problems.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Harmful toxins produced by molds and bacteria are only present in grain dust and not dust from animals (hogs, livestock).</td>
<td></td>
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<tr>
<td>Smoking, asthma, and allergies increase the risk for complications associated with inhaled grain dust.</td>
<td></td>
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</tr>
<tr>
<td>Continual exposure to dust can result in chronic obstructive pulmonary disease.</td>
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</tbody>
</table>

HEARING PROTECTION

19. Are you familiar with hearing protection [ex: ear muffs, ear plugs] as a safety measure for farmers?
   - Yes
   - No

20. If applicable, how did you learn about the importance of wearing hearing protection in noisy environments? (check all that apply)

- Flyers, brochures
- Television
- Email or Web-based (ex: You-Tube videos)
- Posters/displays
- Radio
- Newspaper articles/ads
- Agricultural shows/events
- Other (please specify: __________________)
21. Do any of the following apply to you? (check all that apply)
☐ I visited a health provider last year for a hearing related problem
☐ I have hearing problems but do not wear hearing aids
☐ I have a hearing problem and wear hearing aids

22. If you wear hearing protection, what kind do you use?
☐ Ear muffs
☐ Ear plugs
☐ Other (please specify: ______________________)

23. What is the estimated (%) amount of time you wear hearing protection in noisy environments?  [ ] %

24. Which of the following best describes the reasons you do NOT wear hearing protection (check all that apply)
☐ I forget to wear ear muffs or ear plugs
☐ I don't think ear muffs or ear plugs are necessary
☐ I don't like to wear ear muffs or ear plugs
☐ I don't own ear muffs or ear plugs
☐ I don't know how to select ear muffs or ear plugs
☐ Ear muffs or ear plugs are uncomfortable
☐ Ear muffs or ear plugs are an additional expense
☐ Other (please specify: ______________________)

25. Please indicate whether or not you agree with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
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</thead>
<tbody>
<tr>
<td>It is important to always wear hearing protection in noisy conditions.</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>It is important that hearing protection be fitted correctly.</td>
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</tr>
<tr>
<td>Continual noise exposure from animals (hogs, livestock) can result in serious hearing loss.</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Only farmers exposed to machinery noise are at risk for hearing loss.</td>
<td>☐</td>
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</tr>
<tr>
<td>Continual, unprotected exposure to noise can result in serious hearing loss.</td>
<td>☐</td>
<td>☐</td>
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<td>☐</td>
</tr>
<tr>
<td>Exposure to solvents, pesticides, antibiotics increase the risk of hearing loss when there is also constant exposure to loud noise.</td>
<td>☐</td>
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<td>☐</td>
</tr>
</tbody>
</table>

26. Have you heard of the Central States Center for Agricultural Safety and Health (CS-CASH) that is affiliated with the University of Nebraska Medical Center?
☐ Yes → PROCEED TO QUESTION #27
☐ No → PROCEED TO QUESTION #28
27. Which of the following CS-CASH programs/services have you accessed? (check all that apply)
- CS-CASH Website
- CS-CASH booth at regional Ag Fairs/events
- CS-CASH Emails containing agricultural safety and health messages
- Personal contacts with CS-CASH staff through my local elevator operator
- Other (please specify:__________________________)

28. What is your primary source of information about agricultural health and safety? (check all that apply)
- Web-based resources/sites (please specify:__________________________)
- Newspapers/journals (please specify:__________________________)
- Magazines (please specify:__________________________)
- Ag Fairs (please specify:__________________________)
- Local resources (ex: elevator operators, vendors, retail stores) (please specify:__________________________)

29. In your opinion, how important are each of the following? Please rate each area on a scale of 1-5 with “1” being very important and “5” being not at all important.
- a. Clinical research on Ag-related health conditions (ex: grain dust exposure)
- b. Education to prevent Ag-related conditions or diseases (ex: hearing protection)
- c. Education to prevent Ag-related injuries
- d. Local community outreach programs to understand/identify concerns of Ag-operators/farmers

30. What suggestions do you have to improve the health and safety of persons employed in the agricultural industry?

Thank you for your participation!

Please return completed surveys to:
Mary Wendl, RN, M.S.A.
UNMC College of Nursing
984350 Nebraska Medical Center
Omaha, NE 68198-5330

http://unmc.edu/publichealth/cscash/
Midwestern Farmers Respiratory Health Survey

1. What is the estimated (%) amount of time you are exposed to dust from livestock or grain?
   
2. When you are exposed to dust from livestock or grain how often do you wear a mask to protect yourself?
   - Every time
   - Some of the time
   - Most of the time
   - Hardly ever
   - Never

3. If applicable, which of the following best describes the reasons you do NOT wear a mask for protection against dust exposure (Select all that apply)
   - I forget to wear a mask
   - I don't know how to select a mask
   - It is not important to wear a mask
   - Masks are uncomfortable
   - I don't like to wear a mask
   - Masks are an additional expense
   - I don't own a mask
   - Other (please specify)
### Midwestern Farmers Respiratory Health Survey

#### 4. Please indicate whether you agree or disagree with the following statements

<table>
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<tr>
<th>Statement</th>
<th>Strongly Agree</th>
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<td>○</td>
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</table>

#### 5. Have you received email from Farm Market iD about respiratory health, masks, and dust exposure?

- ○ Yes
- ○ No
- ○ Not sure/don’t know

#### 6. Did you open the Farm Market iD email and attached flyer?

- ○ Yes
- ○ No
- ○ Don’t recall/not sure
7. Did the Farm Market ID flyer on mask protection increase your information about the health risks of dust exposure?
   - Yes
   - No
   - Don’t know/not sure

8. Did the Farm Market ID flyer on mask protection make you more inclined to wear a mask in dusty conditions?
   - Yes
   - No
   - Don’t know/not sure

9. Did the Farm Market ID flyer on mask protection change the frequency with which you wear a mask in dust exposure?
   - Yes
   - No
   - Don’t know/not sure

10. Have you heard of the Central States Center for Agricultural Safety and Health (CS-CASH) project that is affiliated with the University of Nebraska Medical Center?
    - Yes
    - No
    - Don’t know/not sure

11. Which, if any, of the following CS-CASH programs/services have you accessed? (check all that apply)
    - CS-CASH website
    - CS-CASH booth at Ag Fairs/events
    - CS-CASH emails
    - Other (please specify)  
    - Personal contacts with CS-CASH staff through my local elevator operator
    - None that I recall
12. Have you received emails from Central States Center for Agricultural Safety and Health (CS-CASH) (https://www.unmc.edu/publichealth/cscash/) about respiratory health, masks, and dust exposure?

- Yes
- No
- Don't know/not sure

13. Did you open the CS-CASH email and attached flyer?

- Yes
- No
- Don't recall/not sure

14. Did the CS-CASH flyer on mask protection increase your information about the health risks of dust exposure?

- Yes
- No
- Don't know/not sure

15. Did the CS-CASH flyer on mask protection make you more inclined to wear a mask in dusty conditions?

- Yes
- No
- Don't know/not sure

16. Did the CS-CASH flyer on mask protection change the frequency with which you wear a mask in dust exposure?

- Yes
- No
**Midwestern Farmers Respiratory Health Survey**

17. If you received an email from the University of Nebraska Medical Center (UNMC) with health-related information specifically for farm operators would you be likely to open and read it?

- [ ] Yes
- [ ] No
- [ ] Don't know/not sure

18. In your opinion, how important are each of the following?

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Don't know/not sure</th>
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<tr>
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<tr>
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</tbody>
</table>

19. How do you prefer to receive health-related information specifically for farming and farm operators? (check only ONE)

- [ ] Mail
- [ ] Email
- [ ] Radio
- [ ] Television
- [ ] Ag-Fairs
- [ ] Local resources (e.g., grain elevators, farm-related stores, my physician/health provider)
- [ ] Other (please specify)

20. What is your primary source of information about agricultural health and safety?

- Web-based resources/sites (Please specify)
- Newspapers/journals (Please specify)
- Magazines (Please specify)
- Ag Fairs (Please specify)
- Local resources (ex: elevator operators, vendors, retail stores, health provider): (Please specify)

21. What suggestions do you have to improve the health and safety of farm operators?