

## Evaluation Summary – 5<sup>th</sup> Natural Resource Extension Professionals Conference Park City, Utah, 2006

**240 Registrants; 236 Attendees; 80 evaluations returned.**

**Numbers after “=” are frequencies; means are included below each line of data.**

Please circle the appropriate number or write comments. Leave this form at the registration desk or on a table. Thank you.

1. Circle your evaluation of...	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>No Opinion</u>
Pre-conference materials (web site, mailings):	1=50	2=23	3=4	4=0	NA=3
			<i>Mean = 1.4</i>		
General session presentations (M & W a.m.):	1=29	2=35	3=9	4=1	NA=6
			<i>Mean = 1.8</i>		
Concurrent session presentations:	1=41	2=33	3=5	4=0	NA=1
			<i>Mean = 1.5</i>		
Concurrent session workshop(s):	1=19	2=12	3=7	4=0	NA=42
			<i>Mean = 1.7</i>		
Concurrent session roundtable(s):	1=12	2=12	3=4	4=0	NA=52
			<i>Mean = 1.7</i>		
Poster presentations:	1=32	2=38	3=4	4=0	NA=6
			<i>Mean = 1.6</i>		
Field trips:	1=28	2=20	3=6	4=1	NA=25
			<i>Mean = 1.6</i>		
Conference facility (meeting rooms, food, etc.):	1=54	2=20	3=6	4=0	NA=0
			<i>Mean = 1.4</i>		
Conference timing (time of year):	1=37	2=31	3=8	4=3	NA=1
			<i>Mean = 1.7</i>		
Conference location:	1=58	2=15	3=2	4=1	NA=4
			<i>Mean = 1.3</i>		

### Comments:

- Food was the best I've ever had at a conference! Love the vegetables & fruit. Thanks.
- This is a very busy time of year, however, it would be hard to find a non-busy time. Stay away from May-Sept. as much as possible.
- Food was outstanding—thanks for all the vegetarian choices; coffee/tea, service excellent and plentiful concurrent presenters are fantastic.
- Food was tasty; lunch was amazing. During receptions, it would be nice to have vegetarian hot appetizer. Something akin to “dinner”.
- Conference timing—except do before or after Mother's day.
- This facility is absolutely great! The setting, facilities, hospitality, and especially the food have been amazing. I have never attended a conference at a facility that does this good of a job in all these areas.
- Fabulous food! Great place (oh, those gorgeous Mountains!). The Little Cottonwood Canyon field trip was outstanding! I really appreciated the knowledge & enthusiasm of the Utah State Extension folks.
- Well organized...all sessions were kept on time.
- My busiest time of year. Earlier would be better! March-early April. For me this was the best conference I have ever been to because the context was excellent especially w/the theme of sustainability. It broadened the scope of thinking.
- Little Cottonwood field trip—the women from Salt Lake City Public Utilities did not teach anything of value about source water protection—did not mention it. They could have at least let us see the Kiosk at the stop at the bottom of the canyon. We would have learned much more.
- Long way from airport = \$\$ Few places to eat nearby, however Park City was at least accessible by bus for those w/o their own vehicles.
- I attended the “Following the Money Trail” (or some similar title).
- Mother's Day?
- Generally very good especially planning quality of presentations mixed but all delivered with gusto.
- Well done!
- Strawberry Valley tour went badly. As a naturalist type visitor, locked indoors at a conference for 3 days I was really looking forward to getting outside and “touching” Utah. Did not happen. PowerPoint's of visitor center was a cruelty.
- Excellent location, food and field trips!
- I appreciate the large quantity of bottled water that was available to all. It really helped many of us to acclimate to the dry—high elevation climate.
- Posters were a bit crowded and it was difficult to squeeze through the maze (probably par for the course for a conference).
- Poster session—need more space between the poster aisles. It was too crowded. Given the theme of the conference (sustainability) it was ironic how “unsustainable” the resort and surrounding development appears. Could we work on finding a site that better exemplifies sustainability next time?
- End of May is difficult with end of school programs, family obligations w/kids. Maybe a week earlier? I know it is difficult trying to arrange.
- Would have been nice if the lifts were in operation.
- Presentations were great—it's tough to time them to make everybody happy but there seemed to be lots of water talks spread out among tracks at the same time.
- Poster sessions needed more room between boards. Don't do this meeting on Mothers Day.
- Would be very nice for the host state to have info @ hand on specific ecoregions, ecosystems & local flora & fauna, as well as cultural & environmental history of the locale of the conference site. Do this through a welcome session presentation, handouts, guided early a.m. & evening hikes!
- Beautiful site, great room, lovely pool, excellent food.
- Great location, nice to have shuttle service. Ran very smoothly. Mike did a great job—seemed seamless. Put the monthly plenary PowerPoint's on ANREP web site. I'd like to use especially those of Ruth McWilliams. Slides in local programming Plenary sessions at start of conference.
- Strawberry Reservoir field trip—too much time indoors. Provide a handout with details and take us outdoors.
- Utah is pretty.

- Great speakers at opening. During opening, start off with “local” information. Have the local agent and “agencies” speak for about ½ hr about local stuff. Examples: History of Park City, Olympic Park, how to get to town-bus, what are the local attractions.
- Field trip—more outside-type info—PWRPTS @ strawberry should or could have been easily done walking around areas. Would have liked to have more general session info on Utah cultural, socio-economic & traditional uses. Also eco region info, environmental concerns—really helpful for non-westerners.
- Roundtable format worked well. Needed more room for posters, the aisles were too narrow.
- The strawberry field trip had too much time inside watching (more!) PowerPoint’s.
- Top-quality presentations this year. Appropriate theme. Informative field trips.
- May is a difficult month for those with agricultural responsibilities.
- It would be good if ANREP had a mechanism to as a group take positions on topics.
- Programs were inspirational, refreshing, thought-provoking-fantastic!
- Unfortunately, not a lot going on in park City. Not a lot of down time.
- Setting is very sad—rampant, destructive development. Hotel is between seasons so supporting bars, stores, shops all closed. Very minimal options for large group.
- Should have worked around Mother’s Day.
- Would be nice to have conference agenda & session info available as PDF or printable ahead of time. Poster pres. Were a little short on space—use 2 areas.
- Excellent conference as always.
- Posters needed wider aisles.
- It’s a great time but always overlaps with a summer class I teach-how about the 1st week in May for next meeting.
- Great location!
- Speaker from Cornell about marketing was excellent—great to have a useful to all interactive presentation! Too many repeat speakers—Why not use others who applied for oral talks rather than give some people two oral talks?
- The food was very good. Recommend having a choice for lunch on field trip (& others) for vegetarian meals. Everyone could select the type of meal they want & 10% over would probably give you plenty of each.
- As always, the conference was excellent—I’ve been to all of them and this one met, exceeded, my expectations.
- More time in the field would be appreciated (went to Strawberry).

## 2. What do you consider to be the best feature(s) of this conference?

- Networking w/ others, materials, ideas to take home.
- I loved the round table idea; I loved the opportunity to network with other agents and specialists.
- Interacting and networking with others.
- Food/networking—very nice, well planned.
- Meeting other ext. agents/specialists.
- The opening plenary sessions (3) on sustainability were terrific, as was the pre-conference meeting on sustainable living education.
- The chance to meet other people in our field and learn about their programs.
- The blend of specialties within natural resources. So many well-versed people sharing successes & failures, as well as new ideas, all in the effort to educate citizens about our natural resources.
- Meeting new people from all over the country. Getting new ideas of extension programs. Tour was great.
- Theme—location & timing—field trips.
- The field trips.
- Location and venue were great. Excellent opportunity to network at the conference.
- Programs who brought handouts, very helpful.
- Networking—ability to discuss programs with other extension N.R. professionals.
- Well organized, good content.
- The opportunity to network with diverse array of extension specialists.
- The ability to present talks & posters—important for creative/scholarly work.
- Networking opportunities.
- Long breaks. Clear session details to facilitate choices.
- The people.
- The people who run ANREP & conferences, and so the people you attract to this conference. You create real opportunities to connect and network with colleagues w/ related work. Thanks!
- The sessions and networking opportunities.
- The concurrent sessions and the networking. The USU conference staff was excellent! I like the idea of the searchable data base for sustainability.
- All presentations/people were EXCELLENT, networking opportunities about (and room 300 festivities of course).
- Great networking opportunity. Concurrent sessions format-topics categorized and ability to move from one good location/environment.
- New ideas! Effective presentation of a wide variety of projects, research and methods.
- Utah’s use of sustainability.
- Networking and the quality and relevance of the presentations.
- Sharing of programs.
- Networking, professional development, opportunity to hear new ideas and potential new programming areas.
- Opportunities to interact with other professionals in Natural Resources Extension.
- Networking opportunities, great presentations.
- Networking and new program ideas.
- The attendees/participants & presenters who are passionate about NR extension work!!
- As a newcomer & presenter of non-NR topic, people were very receptive & asked good questions.
- Networking, renewing relationships.
- Can current sessions and poster sessions and opportunities to network. Location and hotel amenities great.
- Concurrent sessions.
- Concurrent sessions.
- Location and networking.
- Location, location, location—everything together made it good. Good networking.
- Concurrent sessions! Posters fantastic! Break time good length to visit w/others, of course, facilities excellent.
- Concurrent sessions & networking were great.
- Friendly, supportive conference coordinators. Food provided in registration cost. Opportunity to network with others.
- Networking. Great planning & conference services stuff.
- Outstanding organization and context.
- Limited to extension & N.R. topics—everything is applicable to what I do.

- The networking, the friendliness, the excellent behind-the-scenes support.
- Our host (Utah State) did an excellent job both prior & during the conference.
- Of course, networking opportunities & workshops. Joe O. from Cornell “Marketing” session!
- Location was great. Lots of chances to interact with people.
- Meet and greet the people—networking.
- Networking, sharing, away from the office.
- Groupings of concurrent sessions—nice job organizing—fit together well. Schedule was excellent—so was location!
- I really appreciated learning from Ext. colleagues from across the country, both during concurrent sessions & poster sessions. So much quality programming!
- Seeing what other people are doing—seeing what our program could be doing, what we are lacking, how we can strengthen adapt our programs.
- As always, the opportunity to interact with colleagues and learn about their programs.
- The presenters were good. As educators, they were very good at presenting their materials.
- Networking opportunities—hearing new, good ideas.
- The 2.5 day format works well for me, and the locations are always well located. I also like the multi-disciplinary nature of conference.
- Networking. Exposure to other program ideas.
- Concurrent sessions/networking.
- The concurrent session presentations on youth audiences. It was great to hear about others who are doing similar programs that I’m doing.
- The variety of presentations, interacting w/others/networking.
- Networking, learning of programs in other states, seeing old friends.
- Plenary session Mon a.m. Networking.
- Networking.
- Information from other programs that I/we might be able to use/adapt.
- Concurrent sessions-new ideas!
- Variety of formats, selection of programs (speakers, posters, etc.) locations are always excellent.
- Potential of NEMO and learning modules.
- Great geographical location—Excellent presenters.
- I really enjoyed the concurrent sessions.
- GPS field trip was excellent. Food was way above average.
- Good opp. for networking w/colleagues and learning about their work.
- The opportunity to network with peers; the excellent examples of extension work being done all over the U.S. & the few international examples presented; the field trips; the opportunity to discuss future directions for ANREP with board members & other participants.
- The variety of programs presented and networking opportunities.
- The variety of topics means there is something for all members.

### 3. What do you consider to be the weakest feature(s) of this conference?

- Not enough time for poster presentation. We worked hard & paid big \$ for these & they were only up 2 hours of the four days!
- Should have worked around Mother’s Day.
- I can’t think of one!
- Could have used more room between the rows of posters. It was a tight squeeze when several people wanted to talk to presenter.
- Field trip could have been longer. 10 am break through 5:30 pm.
- Need more outdoor time—pre-conference free ID walk, tour of Park City; too much bus time on field trip.
- Lack of space to socialize.
- Poor attendance at the breakouts (?)
- So much sitting—lots of great sessions but again we spend too much time indoors.
- Pretty high cost.
- Nothing weak!
- Perhaps try to increase the amount of time posters are up, encourage them to have handouts, etc.
- Some presenters focused on results in terms of numbers. Meaningless, really more on content. If the results were poor the presentation would probably not happen. Also too many acronyms (say what it is).
- Talk about New Orleans, Oke’s talk the first morning.
- Awards and business meeting at the end of the conference.
- Could use more focus on professional development/capacity building of agents.
- Very long time for concurrent session presentations. 15 minutes for presentations with 5 minutes for questions would work better in my opinion.
- Field trip description weak.
- The inability to attend 2 sessions at one (e.g. geospatial and ?? ed).
- No weakness.
- Monday plenary session was weak. I am disappointed that the ANREP business meeting was held at the end—poor attendance. Put the business meeting in the middle and the awards at the end.
- Poster sessions.
- Lack of business/restaurants open this time of year & prices of restaurants.
- The need for alternate transportation to get anywhere. This may have been a plus too!
- Long days/tight schedule—like to have a little more time to do small groups + networking and sightseeing.
- This time it was the Mother’s Day weekend.
- With the conference theme of sustainability, why not more focus on conducting the logistics of the conference more sustainable? Non-disposable coffee cups, locally produced, in-season foods (supporting local AG.), “green” conference give-aways, less paper, etc!!
- Too many concurrent—would like to see these—maybe make available after conference? Use “Breeze Presenter” to hear the comments?
- Lack of depth to presentations. Would like to learn new techniques, hear latest research. Length of programs only allows a shallow overview.
- Field trip. Went to Utah house, emigration canyon. Lovely drive and Utah house fine. We did get out of the bus and a little walking. Like more “field” experience in these trips.
- Plenary session.
- Make the gift exchange more exciting! Holler out names and then “come on down”. Might get more involvement with gift giving.
- More outside activities. Perhaps early a.m. opportunities.
- Food/coffee ran out. Not a huge deal, but could be improved a bit.
- No student component. Offer partial scholarships and mentoring ANREP members for undergraduate and graduate students.
- The “home front”—weak support from University administration.
- A disconnect between the conference theme and the facility and the surrounding building boom—starter castles & McMansions.

- 1. The conference facilities are beautiful and not sustainable. Let's try to support businesses w/sustainable practices & talk our talk. 2. the continuing dilemma of how to keep people around for the business meeting.
- Transportation—but you always find ways to adjust.
- Not enough “workshop” type presentations. Maybe we could encourage presenters to be more creative “hands-on”.
- Hotel's computers were slow, but that was not a huge issue for me.
- Lack of presentations of discussions about the “social” aspect of sustainability's, esp. people in poverty & people of color.
- The bashing of anything traditional—at least 5 people walked out of Viviane Simon Browne's presentation because of the negative, unprofessional and comment from the audience.
- Breakfast—would have enjoyed oatmeal or egg options each morning, more protein at evening appetizers too. Posters—could have used more space in aisles—too crowded to see.
- Water topics spread out across concurrent sessions often overlapping.
- Not much down time.
- The general session speakers were less interesting than in previous ANREP conferences.
- “So what does this mean to me? Was a little weak in most of the presentations I attended.
- Field trips were so-so. Should have been more outdoors focused.
- Cannot think of any—I am very happy w/ANREP's conferences and have attended all 5 conferences.
- Setting (see #2).
- Some general session presentations were a stretch from the topic.
- Location (amenities) difficult to enjoy w/o vehicle. Food choices difficult @ site.
- The field trip to Strawberry Valley was way too much PowerPoint presentations and not enough actual sight seeing.
- So much in so little time—3 full days would allow time for greater depth and maybe a bit of down time. No dinner.
- Too many extension only presentations. Need more research/quantitative, qualitative.
- Hard to absorb all info—but I wouldn't change concurrents—it's good it's jam-packed.
- Would benefit from more wildlife related sessions.
- Would like to have seen a bit more on sustainable AG.
- Expensive registration.
- A little too many sites specific/project specific sessions and it's up to the observer to find major.
- Fairly small # of people in breakout rooms—not sure how widely we're able to network w/low audience #s.
- I felt like Monday & Tuesday were very crammed w/activities. The poster sessions are great, but if you were presenting, you weren't able to get supper because it ended so late.
- The restaurant prices were often high—keep in mind, I had to really think hard to come up with something I considered weak.
- Schedule too packed – needed some breaks & time to “network”. Too many people bailed out after field trip because there was not time for dinner.

#### 4. How do you feel about what you learned at the conference and about the conference overall (circle one)?

No change in knowledge	1=0	2=1	3=8	4=23	5=41	6=6	Knowledge greatly enhanced
			<i>Mean = 4.5</i>				
No change in ability to work effectively	1=1	2=4	3=10	4=28	5=30	6=5	Great change in ability to work effectively
			<i>Mean = 4.2</i>				
Conference was not very valuable	1=0	2=1	3=5	4=19	5=33	6=21	One of the best conferences I've been to
			<i>Mean = 4.9</i>				
I am very unlikely to attend again	1=1	2=3	3=3	4=6	5=17	6=50	I am very likely to attend again
			<i>Mean = 5.3</i>				

#### Comments:

- Could ANREP provide scholarships to assist in attending conference in 2008?
- Limited travel budget is my biggest obstacle to participating at this conference. I hope I can come next time.
- I loved hearing about other programs—and filled with ideas for mine, ??? and websites I learned about.
- Actually too many new ideas, don't know how I'll do it all!
- The hardest part with any conference is to incorporate new knowledge after getting back to stressful, busy situations in home office.
- Thanks for all the work that went into this.
- Not as valuable for areas of horticulture as for water Q and forestry. Would be nice to bring more interest in the plant side to provide more opportunities to network.
- I am pleased to have been introduced to ANREP.
- Like the structure of the conference and length.
- I will bring more sustainable management into my programming and into my daily activities.
- Looking forward to next one.
- This is my 1st year as an ANREP member and 1st year in extension. Coming to this conference has given me tools to quickly advance my programs.
- A great conference. Thank you!
- Overall great conference, looking forward to the next one.
- Need better facilitation skills for workshop leaders. Not sure where facilitators were “going” in the 2 I attended.
- Would directly use some of Ruth McWilliam's PowerPoint slides if I could access them.
- This is most relevant and useful conference I attended.
- Great ideas to take back—these conventions always inspire me to regroup and hopefully do better.
- Bravo! Wish we did this every year!!! It's the only conference that brings us all together—we all have the same issues & have the opportunity to share problem-solving techniques.
- I would like to attend even if I am no longer with extension. Is this OK?
- The chance to team up w/people from around the country in person.
- Great conference—Great hosts.
- Morgan deserves much credit for his “tech expertise”.
- You might want to have people from other sectors and federal departments come and speak. Examples would be Cattleman's Beef Assoc., National Park Service, NRCS, CIPM, DOT etc.
- I am undecided about my affiliation w/ ANREP. If you want to increase the membership, it needs to be more of an accepting, inclusive atmosphere, not so judgmentally oriented.
- The best conference (and most relevant) that I attend—will remain a priority.

- First time—enjoyed doing other facets of extension.
- I couldn't be here for the whole thing, so can't really evaluate as well as I'd like.
- I get good ideas for practical programs and make good national connections.
- It's exciting to see the quality and quantity of great NR programs throughout the country.
- Next location suggestions: Florida, Chicago area, Vermont.
- May take a bit to sink in and it is my intention to follow up w/individuals & programming efforts.
- Need to encourage presenters (oral and poster) to highlight what they think are the key things people can use in different areas—Lessons learned.
- It would be nice to get feedback from poster judges for how your poster fared in the judging. (Maybe a listing of scores? Description of what did not work? Etc.
- The best conferences I've attended have been ANREP meetings.
- Time for "working groups" or more emphasis on roundtables would enhance networking & planning & collaboration.

##### 5. About how many Extension clientele (individuals) does your educational programming reach per year?

*Mean = 3,702; Mean = 3,193 if missing treated as zero*

*Total = 255,431 if only those answering included; Total = 873,648 if extrapolated to all attendees*

##### 6. Other comments and suggestions (use back if needed):

- I am glad to see gender diversity as well as some cultural diversity compared to some agriculture groups. Good work. It makes me feel I belong here.
- Workshop time for people in same business (i.e. landowner education) in different states to meet and collaborate with their programs.
- This was my first ANREP conf.—it was excellent. Thank you.
- Great job to conference planners & local committees!
- Excellent conference—well done.
- A good conference.
- Present awards at the luncheon on the first day.
- When talking about diversity we need to remember that a large part of the ANREP audience is women. I heard many gender inappropriate "johns" at the meeting which do not honor our presence.
- I find it in poor taste to have to pay the internet access. Congratulations to the ANREP team for developing this conference. Kudos to the USU team as well. I hope that ANREP can get more WL, Fisheries and others involved. I also wish to thank the team that put the field trip together—I attended the Cottonwood Canyon Trip—Nice Job! A Name/Address/Email list of attendees would be nice so that we can continue networking. Maybe this list could be developed and e-mailed to each participant. I hope to see everyone again in 2008 at the next great ANREP conference!
- I received tools that could have taken me years to develop.
- Would be nice to get poster evaluation comments.
- Great conference!
- Great work!!! Thanks for your time and efforts!
- Awards program is excellent. Thanks to all who gave of their time toward awards.
- Add inexpensive big clocks where speakers & moderators can see them to stay on time. Include one in break area. Possibly set a timer in hall to ring 2 min. prior to start of session.
- Podiums too small for notes & laptop. Put laptop somewhere else & get remotes.
- Many presenters don't like to be tied to podium (microphone) Lavalier mics would be excellent (I understand costs).
- Too bad there were no restaurant options w/in walking distance. Hours for store & pizza posted in book were winter hours & both closed earlier than expected. Only restaurant open on Sunday had \$49.95 charge. I realize we could take shuttle into town—but I would rather not.
- As extension folks we have come to rely too heavily on PowerPoint. The best topic presented used no PPT (Jim Ochterski). It was an interactive workshop. Our PPT's tend to diatribe rather than providing useful tools.
- In program next time: attendee contact list including area of expertise & university (email, phone, fax, address, etc).
- Poster sessions were great but space rows farther apart. Consider inserting ANREP business meeting & general session on Tuesday morning—save Wed. a.m. to hold concurrent sessions. ANREP Business & awards—especially—deserves more participation. Excellent conference facility. Great food. Well organized. A big thank you to Mike Kuhns and the planning committee members.
- Having many good papers rejected while the person over the papers save two is disturbing.
- Let go to Maine!! How about water as a theme.
- Offer a section of marine/water education presentations. Have special ribbons or stickers on name tags at the conference for board members, committee members, and new members.
- Let's provide ANREP water bottles next time & skip all the throw-aways.
- Thank you, you do a great job!
- Issues that you might want to consider include zoonotic wildlife disease APHIS-WS and DHS could provide interesting points of view. Citizen science effort would be interesting too. TNC and Nature serve do some interesting things there.
- We tend to reach the "choir". Let's reach beyond and be a bit more inclusive, more globally. What is ANREP doing as an organization to reach communities of color in their goal of 100 new members?
- Finding out when the conference was to be held, etc., getting in the loop, was difficult, it took me 3 years to get here. Maybe a mass e-mail to all ext personnel.
- Thank you & the planning committee & UT hosts—I appreciate all your hard work.
- In past ANREP conferences, the opening session included presentations about natural resources issues in the state or area where the conference was held. I missed that element in this conference.
- All conferences should have a tour that focuses on the dendrology of the conference region, a wildlife session would be nice too.
- I found the setting very disappointing because of "closed season" atmosphere of town & hotel village and particularly the heavy development with only econ. Profit in mind. We in NR prof. are aware but most TV viewers have images of personal loss property damage.
- Great job. Park City had a bit of a "ghost town" feel out of season. Some place less seasonal may be more interesting.
- Great idea. Next conference each participant must submit a photo of their office space/work environment—the best to be awarded (or at least humiliated at the conference).
- Tues a.m. session went too long. 12:30 just too much time absorbing.
- Ruth McWilliams PPT—I think she used some misleading statistics to attempt to prove her point—for instance the % ↑ of ADHD diagnosis → just because it's being diagnosed more does not necessarily mean there are more people with it, it simply means it's being diagnosed more. It could be that more doctors are aware of it and diagnosing it than in the past. Also, 5% World's population using 24% of the world's resources. I agree we use more than others, but I think we need to qualify the % based on areas that may not need to heat their homes (though I suppose they could cool them...). Anyhow, that's my 'rant' about how she's chosen to prove her point. I do agree with her statement that we need to be sustainable here in the U.S. (and not tell anyone else how to live unless/until we do). I do wonder why we're supporting a company that doesn't seem to be too sustainable (e.g. the construction projects on site and use of plastic disposable cups) itself—seems we, ANREP, would want to support organizations that are themselves promoting sustainability.
- A printed list of attendees' names-states-affiliations would be real handy, even if incomplete registration. Great job, Mike & committee!