What were the factors that played into your decision to enter the field of Agriculture and Natural Resources?

- When and where were you born?
- Did your family have a background in agriculture? Were there any early mentors that played an important role in your later career choice?
- Did your educational experiences play a role? How?
- What was your first contact with 4-H?
- Can you tell me about your college experience?: fields of study, coursework, academic mentors, degrees, fields of research

What were your fields of specialty in ANR and what positions have you held (staff, academic, administration)?

- Looking back chronologically, what were some of the jobs you held?
- What areas or specialties do you feel like you “took to the people?” What does that phrase mean to you? How has its meaning changed since you started your work with ANR?
- What was an average day like for you as County Director? With whom did you work most closely? What was the organizational structure like?
- What was your relationship with the university?
- How much of an issue were county and government politics in the course of your work with ANR?
- How do you see the role of 4-H? Has it changed since your first started working with that program? How? What is the most important aspect of the program?
- Could you describe the average participant in 4-H when you started working with that program? How about when you finished your work there? What do you think this change/lack of change reflects?

How would you define the role of ANR

- How do you think it’s been effective and what has been its downsides?
- Could you talk to me about some specific projects or programs you have been involved in?
- How well do you think business, government and university have worked together or countered each other? How do you see the needs of public and private interests interacting?
- How well do you think the university understood the needs of the community?
- What do you think was your greatest challenge in your work in ANR?
- What did you find most rewarding?
- Did you have any interactions with County Directors from other states? What kinds? How were they similar or different from California?