

**Program Leader's Network
Middle Managers Meeting
State Report Form (2)
Alcorn State University – Extension Program
Alcorn State, MS**

There are certain topics that continue to be of general interest to all middle managers and you will be given an opportunity to share the present status of you institution during our annul PLN meeting in Biloxi, Mississippi. In an effort to organize this process, please tae a few minutes to fill out the questionnaire, and provide 30 copies to distribute to you r colleagues at the upcoming meeting. Someone from you sate should be prepared to make a short presentation related to this questionnaire

1. What is your organization doing to enhance leadership succession as organizations go through significant retirement cycles?

At present, there is no formal process being developed. However, careful consideration is underway and a formal process will be developed in the near future.

2. What is the status of the Cooperative Extension Service in your state?
Growing, challenged, maintaining status quo?

The status is challenged.

3. What are the degree requirements for?
- a. County position: **Bachelors**
 - b. Area / District position: **Bachelors/Masters Preferred**
 - c. Middle Manager position: **Master/PhD Preferred**

4. What are the starting salaries for the following?
- a. Bachelor's **\$ 24,000**
 - b. Master's **\$ 26,000**
 - c. Doctorial:

5. Have you made any recent changes in employment procedures or new agent Training? Share copies of any new policies.

The employment procedures and our Agent Training System are currently being revised. Upon completion, we will make these documents available to the system.

What efforts have been made to recruit employees and increase diversity of workforce?

We have initiated efforts to employ certain key Administrative positions and Support Staff vacancies. In these instances, we have aggressively followed the equal employment guidelines and the university's diversity plan.

Are there any additional major changes affecting the Extension System in your state (example: changes in administrations. Restructuring, budget reductions, increases in budget)?

In the early part of 2004, we begin the process of restructuring at the state level; we are currently in the process of filling the Assistant Administrator's position; Administrative Assistant; Personnel and Fiscal Offices; and the Media and Communications position. Additionally, we have witnessed an 11% budget reduction in our Agricultural programs. This budget reduction has impacted programs, staff and day to day operations.

Training Schedule for 2005:

Training Year 1 - "Fundamental Training Year"

Quarter	Section	Time Allotment by Quarter
January, February and March	Aquaculture and Fisheries	1 day
	Natural Resources	1 day
	Bio and Agricultural Engineering	1 day
May	Animal Science	2 days (1 classroom and 1 field day)
	Poultry	¼ day
	Agricultural Economics and Community Development	¾ day
July, August and September,	Horticulture	1 day
	Pest Management	1 day (field day)
	Crops	1 day (field day)
December	Soils	1 day (classroom)
	Crops	1 day (classroom)
	Pest Management	1 day (classroom)

Teaching schedule for Year 2 material for the following sections:

Section	Time Allotment
Pest Management	2 days (1 classroom and 1 field)
Crops	2 days (1 classroom and 1 field)
Soils	1 day (½ classroom and ½ field)
Animal Science	2 days (1 classroom and 1 field)
Horticulture	1 day
Total days of training =	8 days (two three-day blocks and one two-day block)