



2004 - Southern Program Leader's Network
Middle Manager's Meeting
State Report

1. In light of declining state budgets, what strategies has your organization undertaken to increase funding from non-traditional sources?

Formed a committee to investigate different possibilities.

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

Growing back to previous status. Because one state legislator was upset that his local 4-H agent position was frozen because of lack of funds provided by the state last year, he spear-headed an effort to get other legislators to support a \$995,000 initiative to fund 26 frozen county agent positions. This initiative originally was accepted by the UF president and the UF Board of Trustees, but was not included as one of our priorities submitted to the legislators by our final screening body (The State University System Board of Governors). The legislators approved this funding initiative and it even was not affected by the governor's veto pen which he used quite extensively this year. Many of our other Research and Extension priorities going into the session did not survive as well. Positions are typically funded on a 60% state 40% county average; we are in the process of posting these using a phased approach so our process is manageable.

3. What are the degree requirements for:

County positions: BS with MS within 5 years, MS required for CED

Area/District positions: Area Specialized Agent is a new position for us; MS degree

Middle manager positions: PhD

4. What are the starting salaries for the following:

As a guide we use a computerized salary model that automatically assigns \$ amounts for academic degrees, years of related experience, rank, cost of living differential for South Florida, County Director stipend and Program Leader stipend.

Bachelor's: \$31,000

Master's: \$35,000

Doctoral: \$39,000

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

a. Hiring of all new county agents who have 20% or more of their responsibilities working with youth is contingent on acceptable results of background checks.

b. The new faculty orientation program site is

http://pdec.ifas.ufl.edu/New_Faculty_Orientation/index.htm

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

- a. The dean has encouraged us to seek qualified minority applicants to fill our vacant positions that are being unfrozen. Releasing positions to hire minority faculty will be a top priority.
- b. Respective counties advertise their systems.
- c. UF posts announcements online.
- d. Many positions are also posted on the JOE website through CSREES.
- e. Printed copies are sent to Extension directors of all land grants.
- f. Many announcements are also sent out through the various Extension association listservs.

Are there any additional major changes affecting the Extension System in your state (example: changes in administrations, restructuring, budget reductions, increase in budgets)?

- a. Invested \$250,000 in interactive video may cause some changes in program delivery in the future map of locations and info at <http://notebook.ifas.ufl.edu/video.htm>.
- b. A successful internationalizing Extension program with agents and county commissioners, http://international_extension.ifas.ufl.edu/Internationalizing_Extension.htm.
- c. A national Conference on Internationalizing Extension is scheduled for January 18 – 20, 2005 in Orlando FL. More details @ <http://www.msue.msu.edu/intext/conference/>. Anyone is welcome to contact Pete Vergot: Pete Vergot @ vergot@ifas.ufl.edu.
- d. Conducted a search for a new Director of Extension. We should know the results by this meeting.
- e. New president of UF began.
- f. Conducting a search for a new VP of our college, Institute of Food and Agricultural Sciences, IFAS.
- g. Conducting a search for a new IFAS personnel director.
- h. Converted to a new university-wide accounting system, PeopleSoft which has caused many nightmares.
- i. Change in mileage and per diem reimbursement to be consistent with the feds.
- j. Question on FNP funding continuing.
- k. New planning and reporting system was developed last year and is still non-functional.
- l. As a result of our long-range planning effort, http://pdec.ifas.ufl.edu/longrange/Ext_LRP_2004.htm, we have developed 7 Goals and focus teams (sub-categories of Goals) to better coordinate our programming.
- m. Reinstated professional development (in-service training) funding. Proposals for fiscal year 2004-05 were submitted through focus teams and reviewed by state program leaders and district extension directors.

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