1. Share efforts by your organization to implement program recovery fees (user fees) and how does this fit into the context of Smith Lever legislation?
This topic is under discussion. We are engaging in print on demand system in counties to reduce inventories and to provide most up-to-date publications and information sheets.

2. What is the status of the Cooperative Extension Service in your state? Growing, challenged, maintaining status quo?
Challenged. Our budget was significantly reduced (21% since 2000). Although we would like to restore the cuts the next fiscal year, it is unlikely due to the economy. Our goal may be to sustain current funding.

3. What are the degree requirements for:
   a. County positions: bachelors with a masters preferred
   b. Area/District positions: masters
   c. Middle manager positions: masters with a Ph.D. preferred

4. What are the starting salaries for the following:
   a. Bachelor’s: 26,000
   b. Master’s: 29,000
   c. Doctoral: depends on experience

5. Have you made any recent changes in employment procedures or new agent training? Share copies of any new policies.
Our agent mentor program has changed. New hires are assigned a mentor for one year. Organizational Development conducts quarterly evaluations by obtaining input from the new hire, the mentor and the District Director to assure the mentor match is positive.

6. What efforts have been made to recruit employees and increase diversity of workforce?
Position announcements and the application process is web based. Announcements are also sent to numerous institutions.

7. Are there any additional major changes affecting the Extension System in your state (example: changes in administrations, restructuring, budget reductions, increase in budgets)?
Our budget has been reduced 21% since 2000. As budgets decrease positions are re-evaluated for priority.