

**Program Leader's Network  
Middle Manager's Meeting  
MISSISSIPPI REPORT**

- 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.**