

**Program Leader's Conference
Middle Manager's Meeting
North Carolina State Report
August 30, 2004**

1. Describe the process that your state utilizes in marketing to State Legislators and requesting support and/or changes in the state appropriated budget.

North Carolina Cooperative Extension markets organizational needs through the State Advisory Council, District Advisory Councils, and Local Advisory Councils utilizing an advocacy network that represents all 100 counties and the Cherokee Reservation within North Carolina. The advocacy network is an efficient model that allows issues of major concern to be communicated throughout the state immediately and allows the advocates within the state to contact their appropriate representatives to communicate how certain legislation will benefit or harm Cooperative Extension. In addition, change budget requests are submitted through a formal position. The person in this position interacts with the state legislature for the total College of Agriculture and Life Sciences.

2. What is the status of the Cooperative Extension Service in North Carolina?

North Carolina Cooperative Extension has begun to experience a slight increase in state budget support for the 2004 budgetary year. In addition, Cooperative Extension has received additional funding from the increase of tuition within the university system. Proactive adjustments to staffing models and programming over the last four years has allowed the system to become more efficient and has provided flexibility in re-directing funds organizationally. There is a challenge in Mecklenburg County, one of our major urban areas, and the programming model is being reviewed at this time.

3. What are the degree requirements for?

- a. **County positions**---Bachelors required, Masters preferred
- b. **County Extension Directors**---Masters required and four years experience with Cooperative Extension.
- c. **District Extension Directors**—Doctorate required or working toward a Doctorate with the expectation of completion.

4. What are the starting salaries for the following?

- a. New Agent, no experience, Bachelor's---\$30,000
- b. New Agent, no experience, Masters-----\$35,000
- c. New Agent, no experience, Doctorate-----\$38,000

5. Have you made any recent changes in new agent training or County Extension Director training:

North Carolina Cooperative Extension professional training is led by POD (Personal Organizational Development) team in North Carolina. Under their leadership, new agents will receive competency training in the first year of employment. In addition, new County Extension Directors will go through yearlong competency training during their first year as CED's.

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

North Carolina Cooperative Extension recruits employees from all surrounding land grant universities, both 1890 and 1862. In addition, vacant positions are advertised throughout the state and also locally when appropriate to attract a diverse pool of candidates.

7. Are there and additional major changes affecting North Carolina Cooperative Extension?

Under the leadership of County Operations, a major effort to partner with County Government in developing a new Memorandum of Understanding is being conducted. A team of County Managers, County Extension Professionals, and State Level Administration is working diligently to develop a process that will improve the quality and efficiency of North Carolina Cooperative Extension in partnering with County Government and provide better services for the citizens of North Carolina.