

Program Leader's Network
Middle Manager's Meeting

Oklahoma

1. What is your organization doing to enhance leadership succession as organizations go through significant retirement cycles?
The Oklahoma Cooperative Extension Service doesn't have a plan in place at this time. Oklahoma State University has a leadership program that we encourage our Educators to participate in.

2. What is the status of the Cooperative Extension Service in your state? Growing, challenged, maintaining status quo?
The Cooperative Extension Service in Oklahoma remains challenged at this time with multiple vacancies remaining unfilled at the state level. We were successful in obtaining additional funds during the last legislative session to return to a base level of 2 Educators + 1 Secretary in each county. We are in the process of filling county vacancies at this time. We are hopeful that a special initiative to restore state specialists is successful during the next legislative session. Currently, both the Dean and Director and the Associate Director for Extension positions are vacant at Oklahoma State University.

3. What are the degree requirements for:
 - a. County positions: *BS required, MS preferred*
 - b. Area/District positions: *MS*
 - c. Middle manager positions: *MS*

4. What are the starting salaries for the following:
 - a. Bachelor's: *\$28,350*
 - b. Master's: *\$30,450*
 - c. Doctoral: *NA*

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

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

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

Oklahoma was successful in obtaining additional state revenues through an initiative to restore field staff during the recent legislative session. This restoration allowed for the minimum staffing of 2 educators/county beginning July 1, 2004. A process is underway at this time to fill vacant positions in many counties that were unable to fund above the base of 1 1/2 educators per county last year. Shared educators will resume full time responsibilities in their base county upon completion of this process. We are also involved in a search for Dean & Director at Oklahoma State University. An Interim Dean & Director and an Interim Associate Director for the Oklahoma Cooperative Extension Service are presently providing leadership until the selection process is complete.