

Program Leader's Network
Middle Manager's Meeting
State Report Form (2)



There are certain topics that continue to be of general interest to all middle managers and you will be given an opportunity to share the present status of your institution during our annual PLN meeting in Biloxi, Mississippi. In an effort to organize this process, please take a few minute to fill out the questionnaire, and provide 30 copies to distribute to your colleagues at the upcoming meeting. Someone from your state should be prepared to make a short presentation related to this questionnaire.

- 1) What is your organization doing to enhance leadership succession as organizations go through significant retirement cycles?

Committee assignments to develop leadership skills and abilities.
Place in leadership roles
Mentoring on Regional basis
Email leadership or supervisory notes on monthly basis

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

Tennessee is anything but status quo. State funding remains an issue that must be addressed on an annual basis, although county funding is increasing a small percentage each year (presently 20%)

- 3) What are the degree requirements for:

- a. County positions: Agent - Bachelor of Science
County Director - Master of Science
b. Area/Regional positions: Master of Science
c. Middle manager positions: Master of Science

- 4) What are the starting salaries for the following:

- a. Bachelor's -\$28,000.00
b. Master's - \$ 31,000.00
c. Doctoral - \$ 50,000.00

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

Initial interviews with applicants have been delegates to Regional Directors rather than being conducted at the state office. All job applications are completed and submitted on line, paper applications are not accepted.

- 6) **What efforts have been made to recruit employees and increase diversity of workforce?**

Recruiting at Career Fairs for both 1862 and 1890 schools as well as other area colleges is regularly done.

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

The completion of an early out and/or retirement incentive on June 30, 2004 resulted in 25 agent retirements. One District office has been closed converting four Extension Districts to three Extension Regions. Cost saving from the district closure is being used to fill county based positions.