

# TEXAS COOPERATIVE EXTENSION

## Program Leader's Network Middle Manager's Meeting State Report Form (3)

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 minutes 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. **Share efforts by your organization to implement program recovery fees (user fees) and how does this fit into the context of Smith Lever legislation?**

Texas Cooperative Extension is currently in the process of finalizing guidelines for the management and oversight of fee based programs. Fee based program funds will be used as program support funds and not a replacement for offsetting Smith Lever funding.

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

Texas Cooperative Extension underwent a downsizing of approximately 110 positions as a result of funding cuts (fiscal years 2004 & 2005) during the last legislative session.

3. **What are the degree requirements for:**
  - a. **County positions:** MS degree – BS degree conditional on the employee agreeing to complete MS degree requirements within 7 years of employment
  - b. **Area/District positions:** Extension specialists positions require PhD
  - c. **Middle manager positions:** MS degree required/PhD preferred

4. **What are the starting salaries for the following:**
  - a. **Bachelor's:** \$28,600
  - b. **Master's:** \$30,600
  - c. **Doctoral:** Commensurate to professional experience

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

On-line application and employment procedures have been implemented.

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

A Recruitment/Hiring Task Force has helped develop a new recruiting video, recruiting brochure and exhibits to be used during job fairs, career days and other related events on and off college/university campuses.

All middle managers have been challenged by the Director for 20% of all new hires to be from diverse backgrounds. One of the County Extension Directors has been actively involved in serving on the National Diversity Task Force which has been extremely helpful in bringing new ideas and approaches to Texas Extension.

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

Both the Director, Dr. Chester P. Fehlis and the Associate Director for Human Sciences, Dr. Kathy Volanty are retiring August 31, 2004.

Texas has completed the first year of the Organizational Excellence Plan in which renewed emphasis has been placed on the quality and relevance of educational programming through the addition of 12 Regional Program Directors (4 Regional Program Directors for Ag & Natural Resources, 4 Regional Program Directors for Family and Consumer Sciences and 4 Regional Program Directors for 4-H & Youth Development). In addition, single line supervision for all county Extension faculty has been another major change in the administrative structure for Texas Extension.