

#1



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, March 05, 2014 7:39:46 AM

Last Modified: Wednesday, March 05, 2014 7:42:11 AM

Time Spent: 00:02:25

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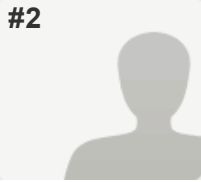
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Q1: For county based agents/educators, what is the typical starting salary?	\$45,000 - \$55,000, depending on experience
Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?	Masters Degree
Q3: Is the academic degree a variable in determining salary?	yes
Q4: Are there county dollars which support county based positions?	yes
Q5: Are county based agents/educators university employees (on the university payroll?)	yes
Q6: Are county based agents/educators part of a collective bargaining system?	no
Q7: For county based agent/educators, are they considered to be university faculty members?	no
Q8: If they are university faculty members, are they part of the university promotion and tenure system?	no - but we have a parallel promotion system for Extension Educators
Q9: Does Extension have its own criteria for promotion and tenure, separate from the university criteria?	yes - peer review ed and aproved by president and Board of Trustees
Q10: Does Extension have a documented performance review process?	yes

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Q11: Other questions or comments?	no
Q12: Your name and email please	Lisa Tow nson, lisa.tow nson@unh.edu

#2



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, March 05, 2014 7:55:26 AM

Last Modified: Wednesday, March 05, 2014 8:06:33 AM

Time Spent: 00:11:07

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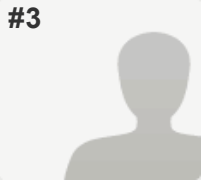
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Q1: For county based agents/educators, what is the typical starting salary?	\$42,500
Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?	Masters
Q3: Is the academic degree a variable in determining salary?	yes
Q4: Are there county dollars which support county based positions?	some
Q5: Are county based agents/educators university employees (on the university payroll?)	yes
Q6: Are county based agents/educators part of a collective bargaining system?	no
Q7: For county based agent/educators, are they considered to be university faculty members?	If on tenure track
Q8: If they are university faculty members, are they part of the university promotion and tenure system?	yes
Q9: Does Extension have its own criteria for promotion and tenure, separate from the university criteria?	no
Q10: Does Extension have a documented performance review process?	yes

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Q11: Other questions or comments?	The 1890-1862 operate as one unit
Q12: Your name and email please	Henry Brooks, hmbrooks@umes.edu

#3



COMPLETE

Collector: Web Link (Web Link)

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Last Modified: Wednesday, March 05, 2014 8:46:23 AM

Time Spent: 00:14:37

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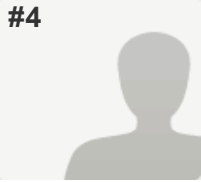
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Q1: For county based agents/educators, what is the typical starting salary?	40,000
Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?	Bachelor
Q3: Is the academic degree a variable in determining salary?	yes
Q4: Are there county dollars which support county based positions?	only for tw o of 13 counties
Q5: Are county based agents/educators university employees (on the university payroll?)	tw o of 13 counties have staff on county payroll
Q6: Are county based agents/educators part of a collective bargaining system?	for 11 counties - yes
Q7: For county based agent/educators, are they considered to be university faculty members?	no
Q8: If they are university faculty members, are they part of the university promotion and tenure system?	na
Q9: Does Extension have its own criteria for promotion and tenure, separate from the university criteria?	no
Q10: Does Extension have a documented performance review process?	no. apart of university system

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Q11: Other questions or comments?	note Maasachusetts only has tw o counties that support Extension. Our staff are located in the other 11 counties based on program needs and funding - primarily 4-H and SNAP/EFNEP. Location is no driven by county but rather by region.
Q12: Your name and email please	Bob Schrader, schrader@cns.umass.edu

#4



COMPLETE

Collector: Web Link (Web Link)

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Last Modified: Wednesday, March 05, 2014 3:55:10 PM

Time Spent: 00:07:54

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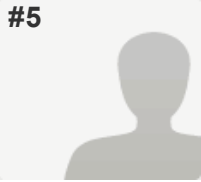
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Q1: For county based agents/educators, what is the typical starting salary?	57,000 for faculty, 39,000 for non-faculty professionals
Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?	masters if faculty, bachelors for non faculty professionals
Q3: Is the academic degree a variable in determining salary?	yes, faculty with graduate degrees receive much more
Q4: Are there county dollars which support county based positions?	Yes, county funds support the wages for clerical support staff but not faculty or professional positions. County funds can also support part-time classified program assistants.
Q5: Are county based agents/educators university employees (on the university payroll?)	Everyone within UMaine Extension is a University employee - no exceptions.
Q6: Are county based agents/educators part of a collective bargaining system?	Yes, we work within three collective bargaining agreements. Salaries are set by the University's office of Human Resources. Not much flexibility available.
Q7: For county based agent/educators, are they considered to be university faculty members?	county faculty must earn continuing contract (tenure) just as campus based faculty do. They conduct applied research, create peer-reviewed scholarship that must be published in appropriate journals and achieve measurable impact through their outreach.
Q8: If they are university faculty members, are they part of the university promotion and tenure system?	Yes, see previous answer.
Q9: Does Extension have its own criteria for promotion and tenure, separate from the university criteria?	Yes. We have the most detailed and specific promotion and tenure criteria within the University of Maine.
Q10: Does Extension have a documented performance review process?	Yes. We must follow our contractual guidelines with faculty performance evaluation including a post-tenure evaluation process. All evaluations begin with a peer review of performance and end with a decision by our campus president.

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Q11: Other questions or comments?	Happy to share anything we have if it can help.
Q12: Your name and email please	John Rebar, john.rebar@maine.edu

#5



COMPLETE

Collector: Web Link (Web Link)
Started: Thursday, March 06, 2014 7:34:33 AM
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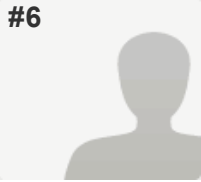
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Q1: For county based agents/educators, what is the typical starting salary?	\$60-65K
Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?	MS
Q3: Is the academic degree a variable in determining salary?	No
Q4: Are there county dollars which support county based positions?	yes
Q5: Are county based agents/educators university employees (on the university payroll?)	Yes
Q6: Are county based agents/educators part of a collective bargaining system?	yes
Q7: For county based agent/educators, are they considered to be university faculty members?	yes
Q8: If they are university faculty members, are they part of the university promotion and tenure system?	yes
Q9: Does Extension have its own criteria for promotion and tenure, separate from the university criteria?	yes
Q10: Does Extension have a documented performance review process?	yes

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Q11: Other questions or comments?	<i>Respondent skipped this question</i>
Q12: Your name and email please	Larry Katz- katz@aesop.rutgers.edu

#6



COMPLETE

Collector: Web Link (Web Link)

Started: Friday, March 07, 2014 5:53:55 AM

Last Modified: Friday, March 07, 2014 5:58:30 AM

Time Spent: 00:04:35

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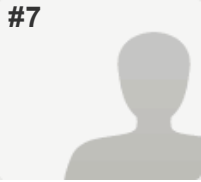
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Q1: For county based agents/educators, what is the typical starting salary?	36K
Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?	BS-MS
Q3: Is the academic degree a variable in determining salary?	Yes
Q4: Are there county dollars which support county based positions?	Yes, partially.
Q5: Are county based agents/educators university employees (on the university payroll?)	Yes
Q6: Are county based agents/educators part of a collective bargaining system?	No
Q7: For county based agent/educators, are they considered to be university faculty members?	A few
Q8: If they are university faculty members, are they part of the university promotion and tenure system?	A few , if eligible
Q9: Does Extension have its own criteria for promotion and tenure, separate from the university criteria?	No, faculty adhere to the P&T system of their associated Department
Q10: Does Extension have a documented performance review process?	Yes

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Q11: Other questions or comments?	N/A
Q12: Your name and email please	Jose U. Toledo / toledoju@wvstateu.edu

#7



COMPLETE

Collector: Web Link (Web Link)

Started: Friday, March 07, 2014 2:31:04 PM

Last Modified: Friday, March 07, 2014 5:05:12 PM

Time Spent: 02:34:08

IP Address: 128.8.90.86

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Q1: For county based agents/educators, what is the typical starting salary?	\$45,000 - \$54,000
Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?	Masters
Q3: Is the academic degree a variable in determining salary?	Yes
Q4: Are there county dollars which support county based positions?	Yes
Q5: Are county based agents/educators university employees (on the university payroll?)	Yes
Q6: Are county based agents/educators part of a collective bargaining system?	No
Q7: For county based agent/educators, are they considered to be university faculty members?	Yes
Q8: If they are university faculty members, are they part of the university promotion and tenure system?	Yes
Q9: Does Extension have its own criteria for promotion and tenure, separate from the university criteria?	No
Q10: Does Extension have a documented performance review process?	Yes

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Q11: Other questions or comments?	<i>Respondent skipped this question</i>
Q12: Your name and email please	sew right@ume.edu