

#1



**COMPLETE**

**Collector:** Web Link (Web Link)

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

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**IP Address:** 132.177.209.142

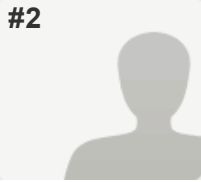
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| <b>Q1: For county based agents/educators, what is the typical starting salary?</b>                               | \$45,000 - \$55,000, depending on experience                         |
| <b>Q2: Does the county agent/educator typically hold a Bachelor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

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

#2



**COMPLETE**

**Collector:** Web Link (Web Link)

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

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**IP Address:** 131.118.99.18

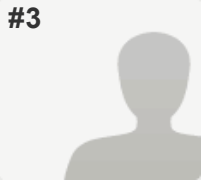
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| <b>Q1: For county based agents/educators, what is the typical starting salary?</b>                               | \$42,500           |
| <b>Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?</b>             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

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

#3



**COMPLETE**

**Collector:** Web Link (Web Link)

**Started:** Wednesday, March 05, 2014 8:31:46 AM

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**IP Address:** 128.119.133.237

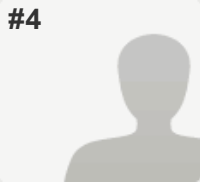
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| <b>Q1: For county based agents/educators, what is the typical starting salary?</b>                               | 40,000   |
| <b>Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?</b>                   | Bachelor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

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| <b>Q11: Other questions or comments?</b> | 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. |
| <b>Q12: Your name and email please</b>   | Bob Schrader, schrader@cns.umass.edu  |

#4



**COMPLETE**

**Collector:** Web Link (Web Link)

**Started:** Wednesday, March 05, 2014 3:47:16 PM

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**IP Address:** 74.69.221.14

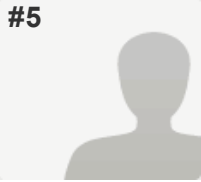
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| <b>Q1: For county based agents/educators, what is the typical starting salary?</b>                               | 57,000 for faculty, 39,000 for non-faculty professionals  |
| <b>Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?</b>                   | masters if faculty, bachelors for non faculty professionals   |
| <b>Q3: Is the academic degree a variable in determining salary?</b>  | yes, faculty with graduate degrees receive much more  |
| <b>Q4: Are there county dollars which support county based positions?</b>  | 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.  |
| <b>Q5: Are county based agents/educators university employees (on the university payroll?)</b>                   | Everyone within UMaine Extension is a University employee - no exceptions.  |
| <b>Q6: Are county based agents/educators part of a collective bargaining system?</b>                             | Yes, we work within three collective bargaining agreements. Salaries are set by the University's office of Human Resources. Not much flexibility available.   |
| <b>Q7: For county based agent/educators, are they considered to be university faculty members?</b>               | 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. |
| <b>Q8: If they are university faculty members, are they part of the university promotion and tenure system?</b>  | Yes, see previous answer.   |
| <b>Q9: Does Extension have its own criteria for promotion and tenure, separate from the university criteria?</b> | Yes. We have the most detailed and specific promotion and tenure criteria within the University of Maine.   |
| <b>Q10: Does Extension have a documented performance review process?</b>   | 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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| <b>Q11: Other questions or comments?</b> | Happy to share anything we have if it can help. |
| <b>Q12: Your name and email please</b>   | 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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**IP Address:** 192.12.88.154

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

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

#6



**COMPLETE**

**Collector:** Web Link (Web Link)

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

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**IP Address:** 129.71.208.135

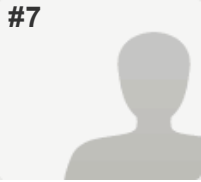
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| <b>Q1: For county based agents/educators, what is the typical starting salary?</b>                               | 36K   |
| <b>Q2: Does the county agent/educator typically hold a Bachelor degree? Masters? or Ph.D.?</b>                   | BS-MS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

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

#7



**COMPLETE**

**Collector:** Web Link (Web Link)

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

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**IP Address:** 128.8.90.86

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

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