

## Western Region Talent Acquisition Survey

**Due: Wednesday, September 14, 2016**

A great challenge for Extension Directors in the West is recruiting and retaining subject matter specialists and field staff. To assist with our discussion about this at the September 19<sup>th</sup> WEDA meeting please respond to the following questions and return your responses to [lyla.houglum@oregonstate.edu](mailto:lyla.houglum@oregonstate.edu) by Wednesday, September 14<sup>th</sup>. Lyla will summarize the responses and have them available for discussion at the WEDA meeting the following Monday.

### 1. Regarding specialists and field staff in your state:

Title(s) Used	Tenure Track Yes	Tenure Track No	Degree Requirement	Starting Salary	Other Comments
<b>California:</b> Specialists Advisors		X X	PhD MS	\$85K+ \$60K	Salary varies by campus
<b>New Mexico:</b> State Specialists County Extension Agent County Extension Associate	X X	X	PhD MS BS	\$75,000 \$50,000 \$42,000	
<b>Montana:</b> Field Faculty (County Agent)	X		Masters	\$44,831	Positions are traditionally funded through joint county and MSU funding sources. They receive the title of assistant professor at the time of hire, and are eligible for earned promotion to associate professor at the time of tenure and professor as soon as five years after that. FRTEP, EFNEP, grant, or other special or partnership funding sources. They hold the title of non-tenure track assistant professor (Masters) or instructor (Bachelors). Hired through same searches/process as #1. Successful candidates have six years to complete a Masters degree. Upon degree completion, they automatically enter the tenure system. They hold the title of instructor. No promotions are available while they hold a Bachelors degree. Non Tenure Trach Faculty with narrow programmatic focus or programmatic limitation from the funding sources (i.e. SNAP-Ed
Field Faculty (County or Reservation Agent), soft or special funding sources		X	Masters or Bachelors	\$44,831 \$34,753	
Field Faculty (County Agent)	Pending an earned Masters degree	X	Bachelors	\$34,753	
Extension Instructors/Educators (many states might refer to these as program assistants)		X	None Required	\$30,000	

Specialists, Departmentalized	X		Doctorate	\$65,000	and EFNEP, youth development grants, etc). They earn tenure in their host department and college
Specialists, tenured within Extension	X		Doctorate		
Associate Specialist		X	Masters	\$60,000 (n=1 for recent history)	
<b>Alaska:</b> I am eliminating tripartite specialist All others are called faculty	X		MS	Varies depending on location (off-road or on the road system)	They are also unionized
<b>Hawaii:</b> Specialist	X		PhD	\$75,924	Starting at Assistant level
Agent	X		MS + 3 yrs of experience	\$75,924	Starting as Assistant level
<b>Oregon:</b> Assistant Professor	X		Master, PhD	\$59,124	
Associate Professor	X		Preferred	\$65,036	
Professor	X		for all three	\$71,539	
<b>Fixed Term Non-Ranked</b> Faculty Research Assistant		X	Bachelors or	\$41,600	
Coordinator		X	Masters for both	\$43,332	
<b>Fixed Term Ranked</b> Instructor		X	Bachelors	\$48,937	
Senior Instructor I		X	Bachelors	\$53,830	
Senior Instructor II		X	Bachelors	\$59,213	
Assistant Professor of Practice		X	Bachelors,	\$51,228	
Associate Professor of Practice		X	Masters	\$58,228	
Full Professor of Practice		X	Preferred for all three	\$63,228	
<b>Idaho:</b> Extension Specialists	X		PhD	\$70-75,000	
Extension educators/county faculty	X		Masters	\$43-48,000	
Area Extension educators	X		Masters	\$55-60,000	

## 2. List your top 3 most effective recruitment strategies.

- National advertisement
- Word of mouth
- Internal hires (former students)
- Advertising in traditional local, regional, and national outlets
- CES Department Heads visiting with undergraduate classes in the College of Agricultural, Consumer and Environmental Sciences
- Just started a CES internship program for undergraduate and graduate students
- Our own website (<http://extn.msu.montana.edu/jobs/default.cfm>)
- JOE jobs website (<http://jobs.joe.org>)
- Our listserv of interested people
- Finding quality faculty in other Western states
- Keeping Jon Boren from taking my boldest and brightest
- Finding candidates within the UA system
- Faculty emailing colleagues across the country
- Professional Societies – JOE, ASHS, APS, ESA
- Word of mouth
- Networking and personal contacts
- Online job postings at professional association sites, Monster, LinkIn, Craigslist, etc.
- Local and statewide print newspaper postings, especially in rural communities
- Expectations that search committee members personally recruit and send out via social media
- Earned reputation for competitive offers:
  - Benefits packages
  - Startup packages
  - Premium salary offer for PhD
- Personal recruitment of people we know
- Advertising in professional outlets
- Local advertising