

ECOP Survey of Promotion and Tenure

DRAFT

The Extension Committee on Organization and Policy (ECOP) asked its Personnel Subcommittee to develop an inventory of the promotion and tenure (P&T) practices of Cooperative Extension at the various land-grant institutions. In early 2007, an online survey was conducted of the 75 institutions that have Cooperative Extension. The tables in this report represent a detailed summary of the responses to the survey.

The purpose of this survey was to provide a resource where university leadership will be able to compare their promotion and tenure practices with other similar institutions. Such comparisons will assist universities in identifying peer organizations and peer reviewers for professional educators undergoing review for promotion and tenure.

The responses are categorized in three groups according to employment type. In the great majority of cases individuals identified in the three employment types are at least jointly employed by the land-grant institution.

- 1. State Cooperative Extension Specialists.** These individuals most often serve as faculty members in academic departments in land-grant universities and carry a majority appointment under Cooperative Extension. They usually (but not always) carry a professorial title as well as an extension specialist title.
- 2. Regional or District Extension Educators or Specialists.** Some institutions also have professional educators that are located at regional extension centers. These individuals usually do not have appointment (although some may be jointly appointed) in university academic departments. They may be classed as a “specialist”, as an “agent” or as an “extension educator”.
- 3. County Extension Educators.** Almost all institutions have county-based extension educators that are usually designated as “agents” or “educators”.

The tables that follow are in three sets according to these three employment groups. The data is also sorted by region and alphabetically by institution. If an institution does not appear in the list, there was no response from that institution.

*James C. Wade, Director, Extension and Outreach, NASULGC
October 9, 2007*

CES State Specialists - Tenure Status Survey Responses

Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
Alabama A&M University	1890	Doctoral Degree	Tenure eligible if hired in a tenure track position	Yes	Some, depending on the nature of the position.		Some are.	
Florida A & M University	1890	Masters Degree	Tenure Eligible	Yes		Yes		
Fort Valley State University	1890	Doctoral Degree	Tenure Eligible	Yes		Yes		Currently all are tenured.
Kentucky State University	1890	Extension specialists do NOT have faculty status	Extension specialists do NOT have faculty status		Extension specialists can/do have joint extension and research appointments.		N/A	Your questions make the broad assumption that all programmatic Extension positions are faculty-oriented. We have Extension specialists who do not have any faculty status at all.
Lincoln University	1890	Masters Degree	Tenure Eligible	Yes		No		
North Carolina A & T State University	1890	Masters Degree	Tenure Eligible	Yes	To a limited extent, but more will occur in the future.	No	By in large, they are not. Some of our recent hires have been departmental based.	Tenure process is new for Extension. New hires are being encouraged to seek tenure, while older non-tenured are grandfathered and do not have to persue it at this time. Only a limited number of positions will be tenured, while most will remain non-tenured.
Southern University System	1890	Masters Degree	Other than Faculty Status	Yes		No		
University of Arkansas at Pine Bluff	1890	Masters Degree	Not tenure eligible	Yes	More frequently with research, but some have with teaching.	No		While a few state faculty only hold the master's degree, the vast majority have the Ph.D degree.

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Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
Iowa State University	North Central	Doctoral Degree	Tenure Eligible	Yes		Yes		State Extension Faculty are full fledged members of their academic departments and report to their respective department head and dean of the college.
Kansas State University	North Central	Doctoral Degree	Tenure Eligible	Yes	nearly all our new hires are brought on with some type of joint appointment, limited to either E/R or E/T, and not 3-way.	Yes	All state extension faculty are appointed and tenured in academic departments.	

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Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
Michigan State University	North Central	Doctoral Degree	Tenure Eligible	Yes		Yes		<p>In Michigan State University Extension (MSUE), MSUE academic staff are generally not considered ?university faculty?. MSUE academic staff in field appointments are typically Extension Educators, District Extension Educators, County Extension Directors or Regional Directors. Campus-based Extension academic staff are Program Leaders, Associate Program Leaders, or Extension Specialists. MSUE Academic staff are either in the MSUE specific continuing employment system or are fixed-term appointments not subject to the continuing employment system.</p> <p>University faculty who have Extension appointments are generally in the faculty tenure system and may also be referred to as Extension Specialists, however, their primary appointment is within an academic department as tenure stream faculty. The MSUE Director, State Extension Leaders, Associate Directors and (potentially the Regional Director positions) may have a university academic department appointment and be considered ?university faculty? and subject to the faculty tenure system or</p>
North Dakota State University	North Central	Doctoral Degree	Tenure Eligible	Yes	Some, but not all.	Yes		
Purdue University	North Central	Doctoral Degree	Tenure Eligible	Yes		Yes		

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Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
The Ohio State University	North Central	Masters Degree	Tenure Eligible	Yes		Yes		We also have Extension faculty in the Department of Extension who do not have joint appointments with Academic Departments
University of Illinois Urbana-Champaign	North Central	Doctoral Degree	Tenure Eligible	Yes	With rare exception the joint appointment is with research.	Yes		
University of Minnesota	North Central	Doctoral Degree	Tenure Eligible	Yes	All state tenured and tenure track faculty have joint appointments. The most common is an extension/research appointment.	Yes		
University of Missouri Extension	North Central	Primarily Doctoral Degrees - 58%, Masters - 42%	Most non-tenure faculty about 10% tenure eligible	Yes	Approximately 60% have joint appointments, the remainder are completely Extension assignments.	Yes	All are in academic departments except for our 4-H Youth State Faculty who report through the Academic Center - "University of Missouri Extension 4-H Youth Development Center"	
University of Nebraska (System)	North Central	Doctoral Degree	Tenure Eligible	Yes		Yes		

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Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
Cornell University	Northeast	Doctoral Degree	Tenure Eligible	Yes		Yes		
Rutgers, The State Univ. of New Jersey	Northeast	Doctoral Degree	Tenure Eligible	Yes		No		
Rutgers, The State Univ. of New Jersey	Northeast	Doctoral Degree	Tenure Eligible	Yes	Yes, some even have a three-way split; highly undesirable, of course	No	Our specialsts are currently physically located in academic departments but report administratively to an Extension department. By 2008 we probably will be reporting to academic department chairs.	We are highly successful in getting Extension Specialsits through the system.
The Pennsylvania State University	Northeast	Doctoral Degree	Tenure Eligible	Yes	We have some with three way splits between research, extension, and resident education.	Yes	Most are in academics departments, but a few are at experiment/education stations. These individuals still have an academic department affiliation	In addition to faculty we do have a few Extension Associates that do not have faculty status but reside in academic departments. They are staff and are promoted using the staff promotion system
University of Connecticut	Northeast	Doctoral Degree	Tenure Eligible	Yes	Everyone has a joint appointment on the main campus	Yes		
University of Delaware	Northeast	Doctoral Degree	Tenure Eligible	Yes		Yes		
University of Maine	Northeast	Doctoral Degree	Tenure Eligible	Yes	yes, but not 100% of them	Yes	some state specialists with split appointments	AT UMaine Extension our faculty are tenure track and the term we use is "continuing contract", comparable to academic tenure track faculty
University of Maryland, College Park	Northeast	Doctoral Degree	Tenure Eligible	Yes	Most do, some don't	Yes		Not sure what additional information you might be interetsed in receiving

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Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
University of Massachusetts Amherst	Northeast	Masters Degree		No		Yes		Extension is located in university Outreach. Staff do not have faculty status. Some tenure track faculty within academic colleges have Extension as a part of their assignment. These faculty have no reporting line to Extension Director.
University of New Hampshire	Northeast	Masters Degree	Extension Educator Ranking System - no tenure	Yes		Yes		
University of Rhode Island	Northeast	Doctoral Degree	Tenure Eligible	Yes		Yes	But they are also located at District Research and Extension Centers. All of our Extension specialists have state wide responsibility.	
University of Rhode Island	Northeast	Doctoral Degree	Other, please specify	Yes		Yes	Most. The extension personnel that we have the greatest deal of difficulty working with are those not associated with academic departments.	
University of Vermont	Northeast	Doctoral Degree	Term contracts that are renewed after a review	Yes	Campus based faculty have these arrangements, but not field based faculty	Yes	As well as in offices around the state.	Not tenure eligible
University of Vermont	Northeast	Doctoral Degree	Separate Tenure Status	Yes		Yes		

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Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
West Virginia University	Northeast	Doctorate Preferred	Separate Tenure Status	Yes	All State Extension Faculty have research teaching and service requirements whether or not they have joint appointments. Definitions are distinct from Academic Faculty	No	Some have joint appointments, many do not. None are entirely in academic departments	State faculty not in "core" disciplines or soft money are hired as "clinical" or non tenure track. State faculty are titled Extension Professor etc. which is a small titling difference from academic faculty. Tenure is still available with this title

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Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
Auburn University	Southern	Masters Degree	Tenure Eligible	Yes		Yes		A few are hired in non-tenure positions outside of departments.
Clemson University	Southern	Doctoral Degree	Tenure Eligible	Yes	In most cases, 100% extension still possible depending upon the position	Yes		
Clemson University	Southern	Doctoral Degree	Tenure Eligible	Yes	Most do, new hires do, a few 100% extension grandfathered from years	Yes		
LA State University and A&M College	Southern	Doctoral Degree	Tenure Eligible	Yes	Where appropriate to state programming priorities but not in all cases	Yes	Some are also located on field Research and Extension Centers and Regional Offices off campus	We have a Promotion and Tenure policy that delineates scholarship in research, extension and public service that guides our tenure process
North Carolina State University	Southern	Masters Degree	Separate Tenure Status	Yes		Yes		
Oklahoma State University	Southern	Doctoral Degree	Tenure Eligible	Yes	Most are joint with research and some with teaching. A few have 100% Extension appointments	Yes		Tenure rate seems to be comparable to research faculty.
Texas Cooperative Extension	Southern	Doctoral Degree	Faculty equivalent	Yes	Joint appointments are determined on a position by position basis.	Yes	College Station based faculty are located in academic departments when appropriate departments exist.	TCE state faculty are not eligible for tenure but do participate in an agency career ladder(s).
University of Arkansas System	Southern	Doctoral Degree	Faculty but none tenure	Yes		Yes		We have faculty status by board policy but not eligible for tenure.
University of Florida	Southern	Doctoral Degree	Tenure Eligible	Yes	All new hires are split. Typically no less than 30% on one area.	Yes		Same as research and teaching faculty. Must demonstrate scholarship in extension

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Institution	Region	Entry Level Degree	Tenure Status	Joint appointments w/ research and/or teaching?	Additional Comment	Located in academic departments ?	Additional Comment	Please provide any additional comments regarding State Extension Faculty Tenure status that will be helpful.
University of Georgia	Southern	Masters Degree	Tenure Eligible	Yes	some have joint appointments with either research or extension; rare to have a three way split	Yes		We do have some faculty in the public service promotion system and tenure is not available to these individuals
University of Kentucky	Southern	Doctoral Degree	Tenure Eligible	Yes	Some do and some don't	Yes		We have a separate tenure committee for Extension faculty.
University of Tennessee	Southern	Masters Degree	Specialist, non-tenure track; Faculty, tenure-trac	Yes	Joint appointments tend to require the PhD and are most often Tenure-track faculty positions. Extension Specialist positions most often require an MS degree, sometimes require a doctorate and are generally non-tenure track positions.	Yes	Yes, if tenure-track. No if specialist, non-tenure track.	Tenure-track faculty positions carry the titles Assistant Professor, Associate Professor, and Professor. Specialist positions progress from Extension Assistant I, Extension Assistant II, Extension Specialist I, Extension Specialist II, Extension Specialist III
Virginia PI and State University	Southern	Doctoral Degree	Tenure Eligible	Yes	the majority of joint appts. are with research rather teaching.	Yes	Most have tenure homes within departments. Some are physically located at off campus research/extension centers.	We also have a parallel track to a traditional tenure system which referred to as continued appointment. This track applies to university librarians, outreach faculty and some extension specialists who are not assigned to academic departments (4-H, Community Viability, etc). We also have a few state specialists at the MS level.

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College of Micronesia	Western	Associate or equivalent	no tenure in our system	Yes	Not all, but some, especially staff with Ph.D's.	No		
Colorado State University	Western	Doctoral Degree	Tenure Eligible	Yes	Most of our specialists do.	Yes		
Montana State University	Western	Masters: Professional; Doctoral: Tenure Track	Tenure Eligible	Yes	Usually with research.	Yes		Tenured according to the role and scope document of the department.
New Mexico State University	Western	Masters Degree	Tenure Eligible	Yes		Yes	Some are, some are not.	
Oregon State University	Western	Doctoral Degree	Tenure Eligible	Yes		Yes		Faculty are appointed with professorial rank
University of Alaska Fairbanks	Western	Masters Degree	Tenure track eligible for those with hard funding.	Yes	Where it makes sense. Specialists are required to have a Ph.D. and can easily meet the requirements of	Yes	Joint appointments are. Otherwise, field faculty start as assistant professors of	We also have Instructors of Extension, which are not tenure track eligible.
University of Arizona	Western	Doctoral Degree	Other, please specify	Yes	Most have a 70/30% appointment with Research.	Yes	All are based in academic departments.	

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University of California	Western	Doctoral Degree	Eligible for career status, analogous to tenure	Yes	We have a mix of appointments. The majority have 100% CE appointments. Some have appointments in the AES, and some have regular teaching/research appointments.	Yes		We are seeking status for the CE Specialists that grants them "Equivalent Status" with regular academic senate faculty, which will provide formal tenure review, and several other benefits (access to housing allowance for recruitment, subsidized housing loans). The only academic members of the University of California who have tenure are those responsible for the formal curriculum, and those with equivalent status. The career review we provide now for CE specialists advancing from Assistant to Associate level does provide security of employment, and career status.
University of Guam	Western	Masters Degree	Tenure Eligible	Yes		Yes	The University has encourage the appointment of faculty in other academic departments based on the POW .	
University of Hawaii	Western	Doctoral Degree	Tenure Eligible	Yes	most do	Yes		
University of Idaho	Western	Doctoral Degree	Tenure Eligible	Yes	Extension Specialists typically have joint appointments with research. We have a couple who have a joint appointment with teaching	Yes		

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University of Nevada, Reno	Western	Doctoral Degree	Tenure Eligible	Yes	Most do, but there are several that are 100% Cooperative Extension	Yes	The majority are located in academic departments but several are located in county offices and report to the Extension Area Director	
University of Wyoming	Western	Doctoral Degree	Tenure Eligible	Yes		Yes		Faculty extension specialists are rewarded in T&P processes for their extension contributions as per their job descriptions.
Utah State University	Western	Doctoral Degree	Tenure Eligible	Yes		Yes		
Washington State University	Western	Assuming State faculty you mean other than county.	Tenure Eligible	Yes	County faculty have 100% Ext appointments. However, state specialists have potential for integrated or joint appointments with research or teaching. Most department based specialist now hired will have integrated appointments.	Yes	Across many colleges.	
(not listed)		Doctoral Degree	Tenure Eligible	Yes		Yes		

CES Regional/District Staff - Tenure Status Survey Responses

Institution	Region	Entry Level Degree	Tenure Status	Joint appointments with research and/or teaching	Additional Comment	Located in academic departments	Additional Comment	Please provide any additional comments regarding Regional/District Extension Faculty Tenure status that will be helpful.
Alabama A&M University	1890	Bachelors Degree	None Tenure			No		
Florida A & M University	1890	Doctoral Degree	Tenure Eligible	No		Yes		
Fort Valley State University	1890	na	na		na		na	na
Kentucky State University	1890	N/A	N/A		N/A		N/A	N/A
Lincoln University	1890	Bachelors Degree	Other than Faculty Status	No		No		
North Carolina A & T State University	1890	Masters Degree	Non-tenured positions	No		No		Regional/District faculty consist of regional program coordinators (RPC) and some area agents/associate positions. Current RPC's hold the doctoral degree and are in non-tenured positions. Area agents have Masters' degrees and associates have a minimum of a bachelors degree.
Southern University System	1890	Do not have regional/ district	See State	No		No		
University of Arkansas at Pine Bluff	1890	We do not have regional or district level faculty						

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Iowa State University	North Central	Masters Degree	Listed as Professional and Scientific (P&S)	No		No		All have close professional relationships with academic departments with good communication, professional development activities with faculty, but they are not members of the department.
Kansas State University	North Central	Most PhD, or MS with PhD preferred.	Tenure Eligible	Yes	newly hired faculty are commonly in a joint appointment with research, either where it is predominately extension or predominately research, and never 50/50.	No	They are located in the "regional multidisciplinary unit". With new hires, all faculty who are tenure eligible will be tenured in an academic department, but their appointment is in the regional unit.	Annual performance of faculty in regional units is the responsibility of the regional administrator. Through continuous communication, that faculty member will develop a P/T dossier with the appropriate academic department. Both the faculty in the regional center and the academic department are then asked to vote on the eventual tenure and promotion. When tenured in the academic department, that regional faculty member has all the rights for input and voting on all tenure and promotion decisions in that department.
Michigan State University	North Central	Masters Degree	Separate Tenure Status	No		No		
North Dakota State University	North Central	Masters Degree	Other than Faculty Status	Yes	Some, but not many.	No		
Purdue University	North Central	Purdue does not have such staff						

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The Ohio State University	North Central	Masters Degree	Tenure Eligible	Yes		No	they are located in the Department of Extension	
University of Illinois Urbana-Champaign	North Central	Masters Degree	Other than Faculty Status	No		No	They are located in one of five Regional Offices or one of 12 Centers.	We do not use the term "Faculty" for off-campus professionals. Subject-matter Educators and Specialists may have courtesy appointments in Departments.
University of Minnesota	North Central	Masters Degree	Regional Educator have a separate promotion system	No		No	Regional Extension Educators have rank - ie Associate Extension Professor and have a promotion system. They are not eligible for tenure.	
University of Missouri Extension	North Central	Masters Degree	Non-tenure track faculty	No		No		All Regional Faculty are assigned to work in a specific County Office, but they all have programmatic responsibilities to multiple counties in their region. Some faculty have administrative responsibilities within their county office as County Program Director for approximately 15% of their time. 8% of regional faculty have doctoral degrees.
University of Nebraska (System)	North Central	Doctoral Degree	Tenure Eligible	Yes		No	their tenure home is in an academic department, but day to day supervision comes from a district director	

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Cornell University	Northeast	Masters Degree	academic non-professorial	No		Yes	Varies, some are some are not	non-tenure with term of appointments. Do have a reappointment process.
Rutgers, The State Univ. of New Jersey	Northeast	Masters Degree	Tenure Eligible	Yes		No		
Rutgers, The State Univ. of New Jersey	Northeast	Masters Degree	Tenure Eligible	Yes	Minimally some have teaching appointments but not research	No		High success rate of promotion
The Pennsylvania State University	Northeast	regional directors are staff; enter at M.S. level	Other than Faculty Status	No	Regional Directors are responsible for program and operations.	No		Our regional director position is a grade 30 staff position. There is not promotion grades within this position.
University of Connecticut	Northeast	No longer have these positions						
University of Delaware	Northeast	These individuals are called specialists	Other than Faculty Status	Yes		No		
University of Maine	Northeast	Masters Degree	Tenure Eligible	No		No		Our off campus faculty are based in county offices; we have no regional/district offices; however, they cover multiple counties with the bulk of their plan of work in one issue area and at least 30% dedicated to providing statewide leadership in an issue area

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University of Maryland, College Park	Northeast	Doctoral Degree	Tenure Eligible	Yes	More and more this is the case. Regional faculty who have been part of the system for awhile are 100% Extension appointments	Yes	Some have joint appointments ; most at this time are 100% Extension and housed at Research & Education Centers	Let me know what kind of clarification I can provide to Univeristy of Maryland
University of Massachusetts Amherst	Northeast	Masters Degree	Other than Faculty Status	No		Yes		Massachusetts does not have regions or districts. State is small enough to function without
University of New Hampshire	Northeast	don't have regional/ district						
University of Rhode Island	Northeast	Doctoral Degree	Tenure Eligible	Yes		No		
University of Rhode Island	Northeast	Don't have these	Do't have these	No		No		
University of Vermont	Northeast	All faculty, field or campus are State Extension	Same as State Extension Faculty	No	See comment that only campus based Extension faculty have joint appointments	No		
University of Vermont	Northeast	Masters Degree	No tenure	No		No		
West Virginia University	Northeast	NA	NA		NA		NA	We have no regional or district faculty

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Auburn University	Southern	Masters Degree	NTTF	Yes	Some regional specialists do.	Yes	Some regional specialists are in departments. District Directors are not.	
Clemson University	Southern	Masters Degree	Other than Faculty Status	No		No		
Clemson University	Southern	Masters Degree	Other than Faculty Status	No		No		
LA State University and A&M College	Southern	Masters Degree	Faculty with one year contracts	No		No		
North Carolina State University	Southern	Expected to Attain a Doctorate	May or may not have academic rank with tenure	No	They could however, if they hold a tenured academic position	No		
Oklahoma State University	Southern	Masters Degree	No tenure program exists.	No		No	No, but they are jointly appraised by academic departments and District Directors.	
Texas Cooperative Extension	Southern	Entry degree (MS or PhD) depends on the position.	Faculty equivalent	Yes	Joint appointments are determined on a position by position basis.	No	There may be a departmental affiliation but they are not physically located in the academic department.	TCE regional/district faculty are not eligible for tenure but do participate in an agency career ladder(s).
University of Arkansas System	Southern	Masters Degree	Other than Faculty Status	No		No		
University of Florida	Southern	Masters Degree	Tenure Eligible	No		No	They are housed within a district as their academic home. They are tenured in the district.	

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University of Georgia	Southern	Masters Degree	most are in the public service promotion; no tenure	No		No	There are a few exceptions but most district faculty are not in a academic department	Majority of District faculty are in public service promotion system and tenure is not available in this system
University of Kentucky	Southern	District specialists are not faculty.	Does not apply because they are not faculty.		Does not apply.		Does not apply because they are not faculty.	They are specialists, but not faculty.
University of Tennessee	Southern	Masters Degree	Other than Faculty Status	No		Yes	Area Specialists (I, II, III) are responsible programmatically to the applicable academic department for the subject-matter and research-base.	Regional Director and Program Leader positions are announced with Doctorate Preferred.
Virginia PI and State University	Southern	Masters Degree	tenure is not an option	Yes	Recently we have filled some 50/50 (research/extension) positions. Historically these positions used to be 100% extension. None have a teaching appt.	Yes	I checked yes, but we are evenly divided between assigned to academic units and not.	Virginia has had a small commitment to these types of positions in the past. The last 3-4 years has seen a large increase in their number. They are not currently eligible for tenure or promotion. We will be working to address the promotion issue, but not tenure.
College of Micronesia	Western	Associate but some positions require higher degree	no tenure track in our system	Yes	Our Ph.D Extension Specialists are also researchers;	No		

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Colorado State University	Western	Masters Degree	Other than Faculty Status	Yes	We have very few regional program people. Those we have, most have joint appointments in a department, but are 100% Extension.	Yes	See answer to #8.	
Montana State University	Western	No regional faculty	N/A	No	N/A	No	N/A	
New Mexico State University	Western	Masters Degree	Tenure Eligible	Yes		Yes	Some are, some are not.	
Oregon State University	Western	Masters Degree	Tenure Eligible	Yes	Especially in association with experiment stations	Yes		
University of Alaska Fairbanks	Western	Masters Degree	Tenure Eligible	No		No		
University of Arizona	Western	Masters Degree	Continuing Eligible (comparable to Tenure)	Yes		Yes		
University of California	Western	PhD for regional specialists, MS for reg advisors	Fixed term then review for career status	No	Some regional CE Specialists have joint appointments. Regional CE Advisors do not have joint appointments.	No	We have both CE Advisors, who are not in academic departments, and CE Specialists, who are located in academic departments.	We have two different categories of regional faculty. The regional CE Advisor is located in a county office or research and extension center. The regional CE Specialist is part of a department, but may be housed on a research and extension center.
University of Guam	Western							
University of Hawaii	Western	We don't have this category of personnel.	n/a		n/a		n/a	n/a
University of Idaho	Western							

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University of Nevada, Reno	Western	Masters Degree	Tenure Eligible	No		No		
University of Wyoming	Western	Masters Degree	Other than Faculty Status	No		No		Area Extension educators are in an extended term system separate from faculty status. MS required
Utah State University	Western	Masters Degree	Tenure Eligible	No	Scholarship within their Extension assignment is expected.	No	Their tenure home is Cooperative Extension.	
Washington State University	Western	Masters Degree	Tenure Eligible	No		No		
(not listed)		We don't have this category	n/a		n/a		n/a	n/a

CES County Staff - Tenure Status Survey Response

Institution	Region	Entry Level Degree	Tenure Status	Joint appointments with research and/or teaching	Additional Comment	Located in academic departments	Additional Comment	Please provide any additional comments regarding County Extension Faculty Tenure status that will be helpful.
Alabama A&M University	1890	Bachelors Degree	None Tenure	No		No		
Florida A & M University	1890	Bachelors Degree	Separate Tenure Status	No		No		
Fort Valley State University	1890	na	na		na		na	na
Kentucky State University	1890	N/A	N/A		N/A		N/A	N/A
Lincoln University	1890	Bachelors Degree	Other than Faculty Status	No		No		
North Carolina A & T State University	1890	B.S. for agents, Diploma for paraprof.	Non-tenured	No		No		County positions have never been tenured.
Southern University System	1890	Bachelors Degree	Non tenure	No		No		
University of Arkansas at Pine Bluff	1890	Bachelors Degree	Not tenure eligible	No		No		

CES County Staff - Tenure Status Survey Response

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Iowa State University	North Central	Masters Degree	Professional and Scientific staff (P&S)	No		No		
Kansas State University	North Central	Bachelors Degree	faculty status, but not rank or tenure eligible	No		No		there is no tenure system for county faculty.
Michigan State University	North Central	Masters Degree	Separate Tenure Status	No		No		
North Dakota State University	North Central	Bachelors Degree	Other than Faculty Status	No		No		
Purdue University	North Central	Masters Degree	Educators do not have tenure	No		No		
The Ohio State University	North Central	Masters Degree	Tenure Eligible	Yes		No	They are in the Department of Extension	
University of Illinois Urbana-Champaign	North Central	Masters Degree	Other than Faculty Status	No		No	They are located in County offices.	Subject-matter Educators may have courtesy appointments in Departments.
University of Minnesota	North Central	Bachelors Degree	Other than Faculty Status	No		No		
University of Missouri Extension	North Central							We don't have County Level Faculty.
University of Nebraska (System)	North Central	Masters Degree	they are faculty, but are not tenure eligible	No		No	We do have a few extension educators (agents) on very focused assignments that are in academic departments - most are not in departments	

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Cornell University	Northeast	1 level BA. Rest of classifications MA	employed by county not university	No		No		no tenure status. Employment at will.
Rutgers, The State Univ. of New Jersey	Northeast	Masters Degree	Tenure Eligible	Yes		No		
Rutgers, The State Univ. of New Jersey	Northeast	Masters Degree	Tenure Eligible	Yes	some teaching	No		Highly successful
The Pennsylvania State University	Northeast	County Educators; enter at B.S. level	Other than Faculty Status	No	There is no formal appointment, but many conduct some application research to support their educational programs.	No		The county educators do not have faculty status. We have a separate promotion system of Assistant Educator, Associate Educator, Educator, and Senior Educator ranks. This system is designed parallel to the faculty promotion system.
University of Connecticut	Northeast	Masters Degree	Tenure Eligible	Yes	only two do at this time	No	In the Department of Extension	To be an Extension Educator- by definition-means a master's degree
University of Delaware	Northeast	Most have masters degrees or are working on degree	We have no tenure system for co agents/educators	No	And yet many are involved in research as they are closely connected with faculty in the college.	No		
University of Maine	Northeast	Masters Degree	Tenure Eligible	No		No		
University of Maryland, College Park	Northeast	Masters Degree	Tenure Eligible	No	Typically not; some of our field faculty are getting more involved with teaching as guest lecturers for on-campus classes	No	More and more are seeking and being granted affiliate status with appropriate departments	Let me know what other information you may find helpful~
University of Massachusetts Amherst	Northeast	Bachelors Degree	Other than Faculty Status	No		Yes		

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University of New Hampshire	Northeast	Masters Degree	Extension Educator Ranking System - no tenure	No		No		
University of Rhode Island	Northeast	Masters Degree	Non-tenure leading w/ equivalent	No		No		
University of Rhode Island	Northeast	Don't have these	Don't have these	No		No		
University of Vermont	Northeast	All are State Extension faculty		No		No		
University of Vermont	Northeast	no county faculty, only regional/statewide	no tenure for field faculty	No		No		
West Virginia University	Northeast	Masters Degree	Separate Tenure Status	No	No joint appointments, but all are required to teach and do research. Definition of teaching is different than academic appointments	No		

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Auburn University	Southern	Bachelors Degree	NTTF	No		No		
Clemson University	Southern	Masters Degree	Other than Faculty Status	No		No		
Clemson University	Southern	Masters Degree	Other than Faculty Status	No		No		
LA State University and A&M College	Southern	Bachelors Degree	one year contracts	No		No		
North Carolina State University	Southern	Bachelor's but are expected to attain a Master's	Field faculty are non tenured	No		No		
Oklahoma State University	Southern	Bachelors Degree	No tenure program exists for them.	No		No		Evaluation is by District Directors or County Education Director
Texas Cooperative Extension	Southern	Masters-with BS only, must earn MS within 8 years	Other than Faculty Status	No		No	Certain specialized county faculty (Hort., IPM, Marine) have dept.affiliation but are not physically located in the department	TCE county faculty are not eligible for tenure but do participate in an agency career ladder.
University of Arkansas System	Southern	Bachelors Degree	Other than Faculty Status	No		No		
University of Florida	Southern	Bachelors Degree	Tenure Eligible	No		No	Tenured in district	They go through the same t and p process as state faculty.
University of Georgia	Southern	Bachelors required; masters preferred	public service promotion system; no tenure	No		No		
University of Kentucky	Southern	BS is the minimum, half have MS, a few have Ph.D.	Other than Faculty Status	No		No		
University of Tennessee	Southern	Bachelors Degree	Other than Faculty Status	No		No		County Extension Agent positions are announced with MS preferred.

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Virginia PI and State University	Southern	Bachelors Degree		No		No	many are programmatically tied to departments by specialization	we currently have a 3 tier promotion system without tenure

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College of Micronesia	Western	Associate or equivalent	We don't have tenure track	No		No		
Colorado State University	Western	Masters Degree	Other than Faculty Status	Yes	a VERY FEW have joint appointments in a department, but are 100% Extension	No		
Montana State University	Western	Bachelors: Non-tenure; Masters: Tenure Track	Depends on the degree when hired.	No		No	Tenured as Extension field faculty	
New Mexico State University	Western	With B.S., they have 7 yrs. to get master's degree.	Separate Tenure Status	No		No		
Oregon State University	Western	Masters Degree	Tenure Eligible	No	With growing frequency we are adding selective joint appointments for off-campus faculty	Yes		Also professorial rank
University of Alaska Fairbanks	Western	n/a	n/a		n/a		n/a	We do not have county-supported regional/district extension faculty at this time.
University of Arizona	Western	Masters Degree	Continuing Eligible (comparable to Tenure)	Yes	Some, not many.	No	Some are connected to departments as secondary title (year to year) "Regional Specialists"	
University of California	Western	Masters Degree	Fixed term then review for career status	No		No		County advisors are appointed to two-year fixed term appointments which can be renewed for up to 6 years. After that time, they may be appointed to a career track position, which has long-term security of employment.
University of Guam	Western	Bachelors Degree		No		No		

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University of Hawaii	Western	Masters Degree	Tenure Eligible		No, they are 100% extension	Yes	As of the year 2000	There are concerns how well they have been accepted into departments.
University of Idaho	Western	Masters Degree	Tenure Eligible	No		No		
University of Nevada, Reno	Western	Masters Degree	Tenure Eligible	No		No		
University of Wyoming	Western	Bachelors Degree	Other than Faculty Status	No		No		County faculty have at will status. With completion of an MS they can move to an extended term track position and gain extended term.
Utah State University	Western	Masters Degree	Tenure Eligible	No	Scholarship within their Extension assignment is expected.	No	Their tenure home is Cooperative Extension.	
Washington State University	Western	Masters Degree	Tenure Eligible	No		No		
(not listed)		Masters Degree	Tenure Eligible	No		Yes	As of year 2000	