Questions for the Cabinet  
UMEA Board Meeting  
June 17, 2015

1. Who evaluates the Regional Directors?  
Bev does in April/May time of year. You can give any input at any time to Bev.

2. In their response to a question submitted through UMEA in April, the administration stated that 86% of MU extension’s budget is used to pay faculty and staff. Please explain this 86% and what part of extension’s funding it comes from. If you go to the MU extension website, it shows a total budget of almost $81 million. Based on this figure, 86% would equal almost $70 million that would be used for salaries.  
Tom explained that you have to take out the portion of the county council funds of about $5 million, so that leaves you with under $76 million. Of that $75 million it is true that 86% of the operations goes to salaries and benefits. $18 million dollars of that is all of our benefits…it’s about 36% that makes up all of our benefits (medical: health benefits package, social security tax match). $47 million is actual salary dollars and $18 million is benefits which gets us to the $65 million.

3. There seem to be inequities in regards to faculty salaries, regardless of faculty performance rating, number of years of experience in Extension, and NTT ranking. Are there any plans to review salary inequities among faculty with similar years of experience, high performance rating, and similar levels of NTT ranking? There are cases where faculty with a ranking of Associate Extension Professional are earning lower or equal salaries as faculty with no ranking, or those ranked as Assistant Extension Professional, despite high performance ratings. There are a lot of variables in this question. On campus when someone receives tenure the pay raise is added on top, they don’t look at what the person is currently making. It seems like there should be a minimum starting pay for each level of the NTT rank to eliminate pay inequities.  
   This is not what the organization has done. When new people come in their starting salary is based on education and experience. NTT rank is then added if approved.

4. Faculty morale is being affected by pay compression where newer and less experienced faculty are earning as much as, or more than, longer-term employees due to rising starting salaries. Are there plans to review salary compression issues?  
They are having a meeting next week. As a whole when we look at our salary structures compared to other states (especially those with tax bases) our whole organization looks a little compressed. When any study is done, please realize that any adjustments that might be made in starting salaries and/or compressed salary lines will have to be accomplished through reallocation of the existing budget. There are no additional resources associated available to deal with any actions that would follow a study of this type.

5. What is the timeline and process for filling the director’s role? How will this change in administration affect Bev and Joy? Is there anything on hold during the vacancy, or anything going away? What are Tom’s priorities?
As of June 15 the Chancellor said he was moving ahead with a set of individuals to serve on the hiring committee. He is going to advertise the position as a Vice-Chancellor position which will be more on par to positions on campus. Tom wasn’t asked, but he went ahead and gave the chancellor a list of those that might want to be included at the table in that search, such as a UMEA member, regional directors, program director, staff, etc. The chancellor didn’t make it clear whether he would be using a consultant organization (national search firm) to help in that search, regardless it will be a national search. Overall this is the Chancellor’s search.

Right now, they are marching ahead on a lot of fronts. Nothing is on hold at this time other than the sustainability issues in the budget. Tom has spent a lot of time looking at the budget and thinking about options that might help with that sustainability.

It was asked whether program integration teams will be re-evaluated and Tom said that he is evaluating everything and that everything is all on the table at this time.

Tom’s top priority right now is telling the Extension story of how we are impacting the people in the state so that he can best align us with the priorities of the University. He is trying to position Extension as a whole with the University. The money is all in one pot now and we need to make sure that we are telling how we are affecting the population in Missouri.

6. How will field faculty and UMEA will be represented in the hiring process to fill Dr. Ouart’s position?
   It is the chancellor’s search so Tom can’t assure us. He has made recommendations to the chancellor though.

7. The Chancellor from one of the UM campuses came to my county to speak. Unfortunately, I was not informed of it until the day before and could not be at the event. Also, a state specialist recently came to my county to do a program and I was not aware of it until afterward. In situations such as these, can the CPD be notified in advance?
   We will work on that over time, but often times we don’t have any control over it. It’s not something we can make happen, but over time as we build relationships with chancellors.

   It’s good the state specialist came to your county, but it’s unfortunate you didn’t know about it until afterward. Tom Henderson said he thinks it’s a matter of professional courtesy that we hope people will communicate to let the local county specialists know when they will be in the county.

   Mary Leuci spoke about the previous question from a previous meeting about state specialists coming to counties and whether they charge the county mileage or not. All of the program directors agree that it might vary whether you might have the time covered (normally that won’t be charged to the county) unless there is a grant that covers salary or there is a fee being charged for the program. When you fill out your fee generation worksheet for a program you need to include the mileage of the state specialist and the teaching time of the state specialist. Looking at the general average mileage that they use is 300 miles, so the Program Directors think that $150 average fee charge for mileage no matter where they are going in the state for mileage (to make it more equitable). They think that will average out per time. This is what would be charged if there was not another means for
that travel to be covered. 4-H has funds that cover the state specialists travel. Jo Britt-Rankin in HES said generally there is no travel charged to counties because there is enough money in the budget to cover the travel. But when you get into Community Development and CAFNR they don’t have as much for travel of state specialists.

Tamra Robbins: At Chancellor’s Loftin’s staff forum in April one of the topic discussed was the Leave Donation Program. While is hasn’t been approved yet, the first hurdle has been achieved. The human resource council composed of HR representatives from all campuses (system-wide) has come to an agreement on policy. This will not be announced until the program is approved. The next step is to determine a program – how report and track. Ideally, it will be the same for everyone but could vary campus to campus. Once this step is accomplished it will go forward for review, and hopefully approval, to the Board of Curators.