

Review of the Discussion on Open Positions

Categories of Open Positions

1. County Educator
2. State Specialist
3. Administrative
4. Program Support

Criteria Consideration for Refilling Position

1. County

- 2 or more vacancies per county
- Visioning process needs
- Length of time position has been open
- County partnership factor (\$, relative importance)
- Question: program/district budget boundaries (budget management model)
- Long term stability of funding

2. State Specialist

- Spec - based on priority issues (content)
- Retaining financial support
- Cross program area contributions
- Revenue potential - leveraging
- Consider reconfiguring existing positions
- Consider the critical nature of position to the unit
- Long term stability of funding
- Number of positions open in unit

3. Administrative

- Address strategic plan issues
- Hold on 3 administrative positions pending structure review
- Quality of interim leadership
- Life-work balance in interim positions

4. Program Support

- Admin support positions - move if important to dept

Other Considerations:

- Retain county-campus state balance
- Consider multiple postings (e.g., multiple 4H positions)
- Faculty positions