

(Attachment B.)

Criss, Jeremy

From: Criss, Jeremy
Sent: Wednesday, March 14, 2012 3:01 PM
To: Criss, Jeremy; 'Charles Schuster'; 'Douglas W. Tregoning'; 'cferguson@fredco-md.net'; 'Terry E. Poole'; 'Stanley W. Fultz'; 'kzimmerman@hceda.org'; 'Ensor, Robert R'
Subject: RE: Memo from Dean Cheng-i Wei and Dr. Nick Place

Hello everyone,

I wanted to follow up with everyone on the response we received from the Dean on February 23, 2012.

I am sorry that I have not addressed this matter sooner but I have been distracted on many bills in the 2012 MD General Assembly.

Chuck Schuster, Doug Tregoning and I huddled up on this matter and we concluded the following:

We should first focus on all funding sources for the three counties and the University.

We should respond back to the University and specifically ask if state funds will be available and if so how much is the University willing to contribute.

We should acknowledge that if the University wants private funding that this will be initiated by the University to secure private funding.

It will not be the responsibility of the counties to identify or secure private funding.

Montgomery County believes we need to confirm the funding sources from all parties before we question the merits of the position.

After we have confirmed that all three counties and the University are committed on the funding then we should discuss the merits of the position.

This would include the question of a tenure track position verses the FEA position the University is proposing.

Montgomery County is committed to providing our share of funding for the Agronomy Educator starting FY2013 or July 1, 2012.

Frederick County needs to provide a commitment for its share of the funding.

Howard County needs to provide a commitment for its share of the funding.

Once we have all three of these county commitments we can respond back to the Dean to question the funding from the UME.

Please reply to all when you respond to this message so that everyone understands your view.

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 Agricultural Services Division
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-----Original Message-----

From: Criss, Jeremy
Sent: Monday, February 27, 2012 7:01 PM
To: Charles Schuster; Douglas W. Tregoning; cferguson@fredco-md.net; Terry E. Poole; Stanley W. Fultz; kzimmerman@hceda.org; Ensor, Robert R
Subject: RE: Memo from Dean Cheng-i Wei and Dr. Nick Place

Hello everyone,

I wanted to follow up with you on the response we received from Dean Wei and Nick Place on the

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Agronomy Educator that may be discussed on Wednesday during the Winter Agronomy Meeting in Urbana.

First let me say that I am disappointed but more importantly I am concerned regarding some of the comments in the letter.

The discussions between the UME and the agricultural community on September 20, 2011 and November 1, 2011 surrounded the UME Area Director specifically.

The Dean offered many suggestions to fund the business of UME in partnership with the County and private organizations as a way to do more with less resources.

The AEDs present explained how successful they have been in securing grant funds for the counties they are assigned to.

The meeting on November 17, 2011 with the County Executive surrounded the plight of the UME in the current budget environment and how the agricultural community was reluctantly supporting the UME Area Director.

During the meeting the County Executive asked why the agricultural community was backing down from their opposition and I explained the agricultural community is most interested in filling the Agronomy Educator Position because this position will directly support the agricultural community.

When the Dean and Nick talked with me outside the elevator following the meeting with the County Executive the Dean again suggested that other funding resources from private organizations need to be explored.

I responded that the Montgomery County Farm Bureau-MCFB is already providing \$21,000 towards the salary of one County employee assigned to UME and that I would not be able to ask them for additional funds at this time. I further explained that MCFB only agreed to provide this funding for two years.

I also explained how the MSCD is providing \$20,000 to the county for a portion of the salary of two County employees assigned to the MSCD.

The Dean's final comment was that he wanted another meeting with the agricultural community. The Dean did not mention what is outlined in the third paragraph on page 2 otherwise I would have mentioned this during our meeting of January 12, 2012.

In the last paragraph on page 4 the proposal to leverage resources from Montgomery County farmers being matched with College resources is suggested again.

The paragraph goes on to say the multi-county funding proposal can also be considered, however; there will need to be evidence of a long-term funding commitment from each of the counties.

I am moving forward to secure the long term commitment of funds from Montgomery County for the Agronomy Educator position.

From where I sit I think the counties would be able to provide a long term commitment of funds to expand the partnership with the UME easier than county farmers or other private organizations.

I have been asked to draft a letter to the Dean from the Agricultural Advisory Committee and the MCFB to advocate for the Tenured Track Agronomy Educator.

I hope this is helpful in case you decide to discuss this at the Winter Agronomy Meeting.

I wanted to attend but I must go the County Council on our Agricultural Preservation CIP project. Please let me know if you have any questions.

Thanks J

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(B.)

-----Original Message-----

From: Loretta P. Carstens [mailto:lcarsten@umd.edu]

Sent: Thursday, February 23, 2012 3:16 PM

To: Criss, Jeremy; Charles Schuster; Douglas W. Tregoning; cferguson@fredco-md.net; Terry E. Poole; Stanley W. Fultz; kzimmerman@hceda.org; Ensor, Robert R

Cc: Cheng-I Wei; Nick T. Place; Andrew M. Lazur; Thomas H. Miller; Constance Boone

Subject: Memo from Dean Cheng-i Wei and Dr. Nick Place

Good afternoon,

Please find attached a memo from Dean Wei and Dr. Place in response to your letter of February 14, 2012.

Best regards,

~Loretta Carstens

Loretta Carstens, Assistant to Dean Cheng-i Wei

College of Agriculture and Natural Resources

301-405-1573

3/15/2012

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UNIVERSITY OF MARYLAND

COLLEGE OF AGRICULTURE AND NATURAL RESOURCES

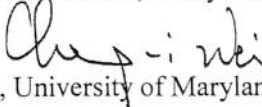
Office of the Dean and Director
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University of Maryland Extension


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MEMORANDUM

via E-mail

TO: Montgomery County: Jeremy Criss, Chuck Schuster, Doug Tregoning
Frederick County: Colby Ferguson, Terry Poole, Stan Fultz
Howard County: Robert Ensor, Kathy Zimmerman

FROM: Dr. Cheng-i Wei 
Dean and Director, University of Maryland Extension

Dr. Nick Place 
Associate Dean and Associate Director, University of Maryland Extension

DATE: February 23, 2012

RE: Response letter regarding Agronomy Educator for the Central MD Cluster

We are writing in response to your letter dated February 14, 2012. In this letter you address a number of issues and concerns that you have regarding Agriculture & Natural Resources position(s) for the Central Maryland Cluster. In your letter you state that you want to keep Doug Tregoning and Terry Poole on their current UME contracts; you propose a new Agronomy Educator with particular technical expertise; you suggest that the location for this Educator should be in Howard County; you recommend a salary split for this position ($\frac{1}{2}$ from UME and the remaining $\frac{1}{2}$ split among the three counties); and you are concerned that this should be a tenure-track position. We will address and provide critical background information related to these points.

In regards to background information and discussion related to these issues, Jeremy and others have been involved in a number of discussions. The idea of leveraging funds was discussed a number of times in the meetings that were held with the Montgomery County Agricultural Advisory Committee. This was first mentioned at the September 20 meeting. Then there was subsequent discussion about this at the follow-up meeting with this committee on November 1, which included Dean Wei, Nick Place, Tom Miller and three of the AEDs (Jennifer Bentlejewski, Karen Reddersen and Christine Lothen-Kline). At these meetings Dean Wei challenged the group to work with him to find resources that could be leveraged with AGNR funds for hiring Educators. He suggested working with Farm Bureau, commodity associations, other agriculture organizations, and local governments. The discussion focused on hiring non-tenure-track faculty who could be focused on providing "boots-on-the-ground" programming in critical topical areas.

Subsequent to this initial discussion, there was further dialogue about this on November 17, 2011 when we (Dean Wei, Nick Place and Jeremy Criss) met with Montgomery County Executive Isaiah Leggett. In this meeting with Mr. Leggett we discussed the current budget situation with University of Maryland Extension, organizational staffing, programming in Montgomery County, and opportunities to broaden and expand our reach through the County. During the staffing discussion, we discussed the need for expanding UME staffing resources with the use of various revenue sources and the importance of leveraging resources.

Following the meeting with Mr. Leggett, Dean Wei, Nick Place and Jeremy Criss talked further outside of the County Executive's office near the elevator about the need to pool and leverage resources for non-tenure-track rather than tenure-track Educator positions. The beauty of this arrangement would be the opportunity to leverage available resources for hiring Educators that can provide specific educational programming that is of the greatest concern to a particular area and/or specific commodities.

In these discussions, Dean Wei mentioned that he would utilize salary savings money from the College to cover half of the cost with the remaining amount be derived through the effort of the Montgomery County Agricultural Advisory Committee from other sources; i.e. local government, organizations, associations, commodity groups, grants, contracts, etc.

It is important to point out that these non-tenure-track positions are supplemental to the established tenure-track positions that are identified in the UME Strategic Staffing Plan which was implemented effective July 1, 2011. The UME Staffing Plan is the result of extensive work in planning and input from faculty and staff for more than a year and a half. Faculty and staff brought forward many recommendations and ideas that are foundational to the Plan and have strived to represent the diversity of the state related to population, geography, trends and program areas. They have also worked to bring forward suggestions from Extension Advisory Committees and various stakeholder groups with whom we work. As a Unit within the University of Maryland, the Plan was reviewed by the University's Legal Office and Faculty Affairs Office, adjusted in accordance to their recommendations, and received official University approval. Moreover, the Plan has met the approval of USDA.

This Strategic Staffing Plan is necessary for dealing with the programming and economic realities that UME is facing at this time and for positioning UME well into the future. The Plan affords a number of key components that primarily include:

- Grouping the state into six geographic clusters based upon several criteria such as population, trends, geography, existing services and programming needs;
- Utilizing the criteria as noted above, allocating a baseline number of tenure-track educators in Agriculture & Natural Resources, Family and Consumer Sciences, 4-H/Youth Development and Sea Grant to each of these six clusters; (These Educators will draw upon their areas of expertise in focusing on the educational programs they will be conducting across these clusters.)
- Utilizing reciprocal programming efforts within and across clusters which are critical for this approach to be most effective; (Sharing of programming expertise will be accomplished through team planning and delivery. Statewide and cluster team approaches are being emphasized for program delivery.)

- Streamlining and downsizing administrative functions of University of Maryland Extension, i.e. moving to Area Extension Directors (AEDs) rather than County Extension Directors (CEDs) and transitioning to one Regional Extension Director; (The AEDs will provide oversight over multiple local units for administrative and leadership functions, rather than one unit as a CED would do. In addition, the AEDs will play a key role toward identifying and enhancing alternative funding streams which is critical for UME's future.)
- Making greater use of technology for program planning and delivery to help UME achieve overall organizational effectiveness and to enable broader reach to clientele across the state;
- Outlining a specific approach for identification and prioritization of future hires based on the input from faculty, staff, County & Area Extension Directors, and Extension Advisory Committees; (This prioritized input will then be aligned with the positions allocated for the clusters as future hiring opportunities become available.)
- Utilizing enhanced local, grant and contractual funding to grow and expand programming efforts to meet the most critical needs of residents we serve. (For example, AEDs are exploring ways to pool local resources to hire Faculty Extension Assistants, Associate Agents, Program Assistants, etc.)

It is important to point out that UME tenure-track educators have the responsibility of leading major programmatic efforts across clusters. Because these faculty are tenure-track with the University of Maryland, they have the added responsibility of conducting and framing their work so that they can attain tenure. Along with strong teaching, this also requires a high level of scholarship work involving applied research, writing and publishing. In addition, they need to show a strong level of service at the local, departmental, college and university level.

In comparison, non-tenure-track educators can focus on local educational and programming needs without the added responsibility of attaining tenure. It also has been mentioned in these discussions that there will be opportunities for highly successful non-tenure-track educators to apply for any available tenure-track positions, and they would be encouraged to apply. Because of their work within the organization, they will be familiar with Extension work and the needs of these types of positions, and this will give them an advantage over other potential candidates who are not familiar with Extension and clientele needs.

In addition to discussions noted above involving Dean Wei, Nick Place also discussed these points on January 13, 2012 with Chuck Schuster and Stan Fultz in Montgomery County prior to the AED interviews. Nick also met with Jeremy Criss at the end of the AED interviews on January 13, 2012 to discuss and clarify the points noted above.

The three-county proposal that is noted in your February 14 letter is different from what Dean Wei was initially proposing; i.e. he was originally suggesting that there be a leveraging of resources from the Montgomery County farmers that could be matched with College resources for a non-tenure-track position. This multi-county funding proposal can also be considered; however, there will need to be evidence of a long-term funding commitment from each of the counties. If this commitment exists, we welcome the discussion to find ways to fund such educator position(s).

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If you would like to discuss further about the position(s), please let us know. We will be happy to meet with you in College Park.

Thank you again for your support of University of Maryland Extension.

cc: Andy Lazur
Tom Miller