

UNIVERSITY OF NEW HAMPSHIRE EXTENSION EDUCATOR RANKING CHART

This Extension Educator ranking system is designed for all professional staff members whose primary role is that of educator.
Excluded from this ranking system are Extension staff who hold academic appointment with faculty rank.

Rank ¹	Minimum Education & Experience Required for Initial Appointment	Program Accomplishments		Subject Matter Competency Level	Professional Development	Other Leadership Responsibilities & Achievements	Minimum Time in Rank ²
		Program Planning	Program Implementation				
Extension Instructor	Master's degree with no experience, or Bachelor's degree in appropriate subject matter area with at least 3 years relevant experience ³	Evidence of <u>understanding</u> the process of determining clientele needs & establishing program priorities	Evidence of <u>understanding</u> The Extension educational process	Formal educational preparation in subjects related to job assignment	Develop and begin implementation of an approved professional development plan	Evidence of leadership potential; willingness to accept leadership roles in organization	2 years as Instructor
Assistant Extension Educator	Master's; Minimum 2 years in Extension education or related work	Evidence of <u>ability</u> to apply the process of determining clientele needs & establishing program priorities	Evidence of ability to design, implement, evaluate & market Extension disciplinary & interdisciplinary educational programs	Demonstrated competence in appropriate subject matter areas	Continuing evidence of efforts to improve professional competence & implement a professional development plan approved by supervisor with annual documentation	Evidence of leadership <u>ability</u> ; assumes leadership roles	5 years as Assistant
Associate Extension Educator	Master's; Minimum 7 years in Extension education or related work	Evidence of a consistently <u>high level</u> of ability to apply the process of determining clientele needs & establishing program priorities	Evidence of consistent <u>high level</u> performance in designing, implementing, evaluating & marketing Extension disciplinary & interdisciplinary educational programs	Recognized evidence of <u>high level</u> of competence in appropriate subject matter areas	Continuing evidence of efforts to improve professional competence & implement a professional development plan approved by supervisor with annual documentation	Evidence of <u>high level</u> leadership responsibility and achievement that benefits Extension	6 years as Associate
Extension Educator	Master's; Minimum 13 years in Extension education or related work	Evidence of consistently <u>outstanding ability</u> to apply the process of determining clientele needs & establishing program priorities	Evidence of consistent <u>outstanding ability</u> & competence in all phases of design, implementation, evaluation and marketing of Extension disciplinary & interdisciplinary educational programs	Recognized evidence of <u>outstanding leadership</u> in appropriate subject matter areas	Continuing evidence of efforts to improve professional competence & implement a professional development plan approved by supervisor with annual documentation	Evidence of <u>outstanding leadership</u> responsibility & achievement which benefits Extension and beyond one's discipline	

¹ Ranks for Extension Faculty include: Extension Instructor, Extension Assistant Professor, Extension Associate Professor and Extension Professor.

² Before nomination to next rank. The only exceptions to time in rank are those documented at time of hire.

³ Continued employment is contingent on obtaining a Master's degree within 7 years. The employee will have probationary status as an Extension Educator until Master's degree is earned.