

# **2007 OSU Extension Salary Study**

**Prepared by:  
Garee W. Earnest  
Leader, OSU Extension HR**

**and**

**Marge Hall  
OSU Extension HR**

## 2007 OSU Extension Salary Study

The following data is an analysis of the following program professionals:

- program assistants (does not include county PAs)
- program coordinators
- program managers
- program specialists
- program directors
- educators 1-4
- assistant professors
- associate professors
- professors

It excludes:

1. all extension specialists
2. all administrators

How salary offers are made:

1. A formula is used to determine starting salaries for all educators and these offers are non-negotiable.
2. The formula includes years of comparable experience and number of years with a master's degree.
3. Starting salary with no years of experience = \$33,000.00
4. A maximum of 20 years of credit is given for comparable experience.

To assist in the interpretation of the data, the following must be taken into consideration:

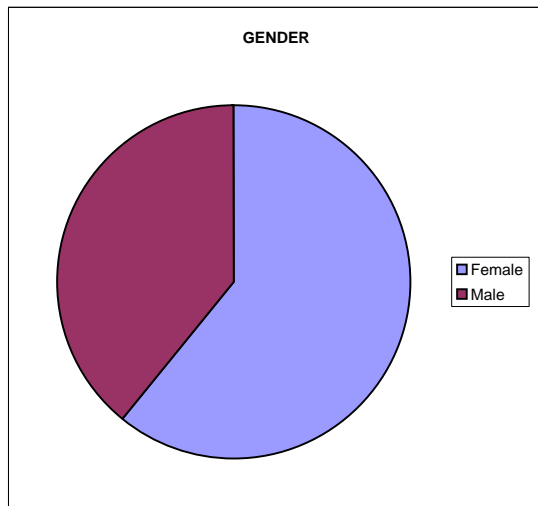
1. Years of service included in this analysis is only time employed at OSU and does not include credit for comparable experience in other positions or states. (i.e., some individuals come into the system with 20 years of comparable experience but only had two years of OSU experience; this will skew the mean salaries).
2. Performance and merit increases affect the individual's salary long term. If a low merit increase is received one year that will have a multiplicative affect on the individual's salary over his/her career. (i.e., if an individual receives a low merit increase one year during her/his career, it affects the individual's salary for the remainder of their career).
3. Choosing not to go for promotion within the Educator A&P ranks or the Faculty ranks affects an individual's final salary in comparison to their peers with similar OSU years of experience.
4. Program coordinators, program managers, program specialists and program directors' salaries are driven by the budget available within the unit.
5. \*\* indicates that data cannot be shared since individuals may be identified.

## Table of Contents

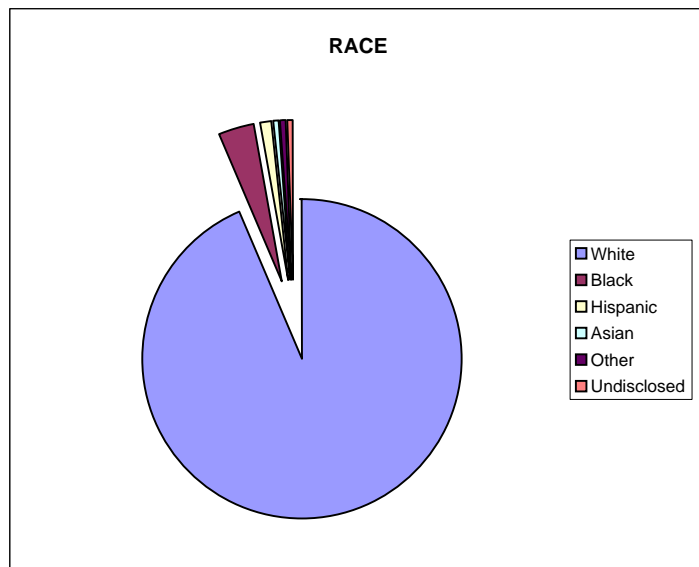
Frequencies of Gender, Race & Titles .....	4
Frequencies of Combined Program Areas .....	5
Mean Salaries of Faculty by Combined Program Areas.....	6
Mean Salaries of Educators by combined Program Areas.....	7
Mean Salaries of Administrative & Professional Positions by Combined Program Areas .....	8
Frequencies & Means of Combined Program Areas .....	9
Mean Salaries – Gender by Combined Program Areas .....	10
Mean Salaries – Gender by Title .....	11
Frequencies of OSU Years of Service .....	12
Mean Salaries – Gender by OSU Years of Service .....	13
Mean Salaries – OSU Years of Service by Title	
0-5 YOS, 6-10 YOS, 11-15 YOS, 16-20 YOS, 21-25 YOS, & 26-30 YOS .....	14
31-35 YOS, 36-40 YOS, & All YOS.....	15
Mean Salaries – OSU Years of Service by Combined Program Area	
0-5 YOS, 6-10 YOS, 11-15 YOS.....	16
16-20 YOS, 21-25 YOS, 26-30 YOS .....	17
31-35 YOS, 36-40 YOS, All YOS.....	18

FREQUENCIES OF GENDER, RACE AND TITLES

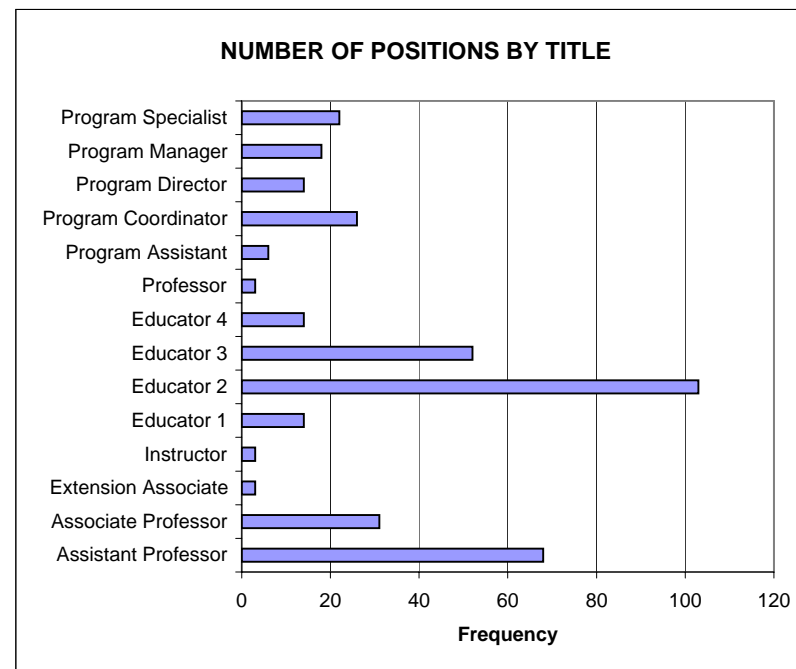
GENDER			
	Frequency	Percent	Cumulative Percent
Female	229	60.74	60.74
Male	148	39.26	100.00
Total	377	100.00	



RACE			
	Frequency	Percent	Cumulative Percent
White	353	93.63	93.63
Black	14	3.71	97.35
Hispanic	4	1.06	98.41
Asian	2	0.53	98.94
Other	2	0.53	99.47
Undisclosed	2	0.53	100.00
Total	377	100.00	



TITLE			
	Frequency	Percent	Cumulative Percent
Assistant Professor	68	18.04	18.04
Associate Professor	31	8.22	26.26
Extension Associate	3	0.80	27.06
Instructor	3	0.80	27.85
Educator 1	14	3.71	31.56
Educator 2	103	27.32	58.89
Educator 3	52	13.79	72.68
Educator 4	14	3.71	76.39
Professor	3	0.80	77.19
Program Assistant	6	1.59	78.78
Program Coordinator	26	6.90	85.68
Program Director	14	3.71	89.39
Program Manager	18	4.77	94.16
Program Specialist	22	5.84	100.00
Total	377	100.00	



## FREQUENCIES OF COMBINED PROGRAM AREAS

COMBINED PROGRAM AREAS			
	Frequency	Percent	Cumulative Percent
4-H Youth Dev	106	28.12	28.12
Agr & Nat Res	76	20.16	48.28
Animal Sciences	8	2.12	50.40
Comm Dev	22	5.84	56.23
Communications & Technology	5	1.33	57.56
Entomology	4	1.06	58.62
Fam & Cons Sci	67	17.77	76.39
Food, Agr & Biol Eng	4	1.06	77.45
Fundraising	3	0.80	78.25
Health & Safety	1	0.27	78.51
Hort & Crop Science	1	0.27	78.78
Human Nutrition	3	0.80	79.58
Human Resources	4	1.06	80.64
Leadership	3	0.80	81.43
Legislative Programs	1	0.27	81.70
Marketing	1	0.27	81.96
Outreach & Continuing Ed	1	0.27	82.23
Plant Pathology	2	0.53	82.76
Prog Dev & Eval	3	0.80	83.55
Resource Development	1	0.27	83.82
Sea Grant	1	0.27	84.08
4-H Youth Dev / Comm Dev	5	1.33	85.41
4-H Youth Dev / Agr & Nat Res	4	1.06	86.47
4-H Youth Dev / Fam & Cons Sci	4	1.06	87.53
Agr & Nat Res / Comm Dev	27	7.16	94.69
Agr & Nat Res / Plant Pathology	2	0.53	95.23
Comm Dev / Fam & Cons Sci	16	4.24	99.47
Comm Econ Dev	2	0.53	100.00
<b>Total</b>	<b>377</b>	<b>100.00</b>	

**MEAN SALARIES OF FACULTY BY COMBINED PROGRAM AREAS**

Combined Program Areas	FACULTY TITLES											
	Instructor		Assistant Professor				Associate Professor				Professor	
	Count	Mean	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Mean
4-H Youth Dev	3	\$58,216.00	15	\$66,317.60	\$55,260.00	\$76,152.00	3	\$79,556.00	**	**	.	.
Agr & Nat Res	.	.	21	\$63,215.43	\$52,404.00	\$72,792.00	6	\$77,636.00	\$62,964.00	\$99,660.00	1	**
Animal Sciences	.	.	.	.	.	.	.	.	.	.	.	.
Comm Dev	.	.	4	\$71,265.00	\$63,024.00	\$80,868.00	.	.	.	.	.	.
Communications & Technology	.	.	.	.	.	.	.	.	.	.	.	.
Entomology	.	.	.	.	.	.	1	**	**	**	1	**
Fam & Cons Sci	.	.	11	\$63,926.18	\$56,184.00	\$74,844.00	8	\$73,569.00	\$68,388.00	\$84,528.00	.	.
Food, Agr & Biol Eng	.	.	1	**	**	**	.	.	.	.	.	.
Fundraising	.	.	.	.	.	.	.	.	.	.	.	.
Health & Safety	.	.	.	.	.	.	.	.	.	.	.	.
Hort & Crop Science	.	.	.	.	.	.	.	.	.	.	.	.
Human Nutrition	.	.	.	.	.	.	.	.	.	.	.	.
Human Resources	.	.	1	**	**	**	.	.	.	.	1	**
Leadership	.	.	.	.	.	.	1	**	**	**	.	.
Legislative Programs	.	.	1	**	**	**	.	.	.	.	.	.
Marketing	.	.	.	.	.	.	.	.	.	.	.	.
Outreach & Continuing Ed	.	.	.	.	.	.	.	.	.	.	.	.
Plant Pathology	.	.	1	**	**	**	.	.	.	.	.	.
Prog Dev & Eval	.	.	.	.	.	.	1	**	**	**	.	.
Resource Development	.	.	.	.	.	.	1	**	**	**	.	.
Sea Grant	.	.	.	.	.	.	.	.	.	.	.	.
4-H Youth Dev / Comm Dev	.	.	2	**	**	**	1	**	**	**	.	.
4-H Youth Dev / Agr & Nat Res	.	.	.	.	.	.	1	**	**	**	.	.
4-H Youth Dev / Fam & Cons Sci	.	.	.	.	.	.	.	.	.	.	.	.
Agr & Nat Res / Comm Dev	.	.	7	\$68,353.71	\$57,024.00	\$87,804.00	4	\$75,600.00	\$68,556.00	\$81,444.00	.	.
Agr & Nat Res / Plant Pathology	.	.	.	.	.	.	.	.	.	.	.	.
Comm Dev / Fam & Cons Sci	.	.	4	\$67,710.00	\$61,836.00	\$73,248.00	4	\$76,545.00	\$64,524.00	\$87,552.00	.	.
Comm Econ Dev	.	.	.	.	.	.	.	.	.	.	.	.
<b>Group Total</b>	<b>3</b>	<b>\$58,216.00</b>	<b>68</b>	<b>\$65,794.24</b>	<b>\$52,404.00</b>	<b>\$87,804.00</b>	<b>31</b>	<b>\$77,877.68</b>	<b>\$60,348.00</b>	<b>\$108,468.00</b>	<b>3</b>	<b>\$108,176.00</b>

**MEANS SALARIES OF EDUCATORS BY COMBINED PROGRAM AREAS**

<b>EDUCATOR TITLES</b>																		
<b>Combined Program Areas</b>	<b>Extension Associate</b>		<b>Educator 1</b>				<b>Educator 2</b>				<b>Educator 3</b>				<b>Educator 4</b>			
	<b>Count</b>	<b>Mean</b>	<b>Count</b>	<b>Mean</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Count</b>	<b>Mean</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Count</b>	<b>Mean</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Count</b>	<b>Mean</b>	<b>Minimum</b>	<b>Maximum</b>
4-H Youth Dev	1	**	7	\$39,685.71	\$33,000.00	\$52,632.00	47	\$47,826.38	\$37,860.00	\$61,416.00	15	\$54,698.40	\$44,796.00	\$72,660.00	3	\$58,064.00	**	**
Agr & Nat Res	1	**	1	**	**	**	15	\$47,720.00	\$38,124.00	\$57,444.00	12	\$63,253.00	\$50,592.00	\$73,392.00	2	**	**	**
Animal Sciences	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Comm Dev	1	**	.	**	**	**	5	\$53,582.40	\$41,484.00	\$69,852.00	5	\$52,171.20	\$48,264.00	\$55,656.00	2	**	**	**
Communications & Technology	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Entomology	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Fam & Cons Sci	.	.	4	\$50,832.00	\$46,224.00	\$57,840.00	20	\$52,704.60	\$39,132.00	\$70,272.00	9	\$53,369.33	\$45,540.00	\$64,560.00	4	\$61,719.00	\$57,552.00	\$66,000.00
Food, Agr & Biol Eng	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Fundraising	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Health & Safety	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Hort & Crop Science	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Human Nutrition	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Human Resources	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Leadership	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Legislative Programs	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Marketing	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Outreach & Continuing Ed	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Plant Pathology	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Prog Dev & Eval	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Resource Development	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Sea Grant	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
4-H Youth Dev / Comm Dev	.	.	.	.	.	.	2	**	**	**	.	.	.	.	.	.	.	.
4-H Youth Dev / Agr & Nat Res	.	.	.	.	.	.	1	**	**	**	2	**	**	**	.	.	.	.
4-H Youth Dev / Fam & Cons Sci	.	.	.	.	.	.	3	\$45,148.00	**	**	.	.	.	.	.	.	.	.
Agr & Nat Res / Comm Dev	.	.	2	**	**	**	8	\$46,501.50	\$36,528.00	\$58,092.00	5	\$55,051.20	\$48,360.00	\$63,432.00	1	**	**	**
Agr & Nat Res / Plant Pathology	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Comm Dev / Fam & Cons Sci	.	.	.	.	.	.	2	**	**	**	4	\$58,131.00	\$52,344.00	\$62,964.00	2	**	**	**
Comm Econ Dev	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
<b>Group Total</b>	<b>3</b>	<b>\$50,064.00</b>	<b>14</b>	<b>\$42,439.71</b>	<b>\$33,000.00</b>	<b>\$57,840.00</b>	<b>103</b>	<b>\$49,048.78</b>	<b>\$36,528.00</b>	<b>\$70,272.00</b>	<b>52</b>	<b>\$56,378.08</b>	<b>\$44,796.00</b>	<b>\$73,392.00</b>	<b>14</b>	<b>\$61,031.14</b>	<b>\$53,076.00</b>	<b>\$69,684.00</b>

**MEAN SALARIES OF ADMINISTRATIVE PROFESSIONAL POSITIONS BY COMBINED PROGRAM AREAS**

ADMINISTRATIVE & PROFESSIONAL TITLES																				
Combined Program Areas	Program Assistant				Program Coordinator				Program Manager				Program Specialist				Program Director			
	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum
4-H Youth Dev	2	**	**	**	8	\$36,955.00	\$31,488.00	\$45,216.00	2	**	**	**	.	.	.	.	.	.	.	.
Agr & Nat Res	1	**	**	**	5	\$36,984.00	\$31,584.00	\$45,432.00	3	\$49,896.00	**	**	5	\$47,702.40	\$39,684.00	\$57,012.00	3	\$75,104.00	**	**
Animal Sciences	.	.	.	.	.	.	.	.	.	.	.	.	8	\$47,689.50	\$39,744.00	\$57,216.00	.	.	.	.
Comm Dev	.	.	.	.	.	.	.	.	2	**	**	**	1	**	**	**	2	**	**	**
Communications & Technology	1	**	**	**	.	.	.	.	4	\$47,649.00	\$45,168.00	\$51,264.00	.	.	.	.	.	.	.	.
Entomology	.	.	.	.	1	**	**	**	.	.	.	.	.	.	.	.	1	**	**	**
Fam & Cons Sci	.	.	.	.	2	**	**	**	3	\$47,698.67	**	**	3	\$39,856.00	**	**	3	\$57,976.00	**	**
Food, Agr & Biol Eng	.	.	.	.	2	**	**	**	.	.	.	.	.	.	.	.	1	**	**	**
Fundraising	.	.	.	.	2	**	**	**	1	**	**	**	.	.	.	.	.	.	.	.
Health & Safety	.	.	.	.	1	**	**	**	.	.	.	.	.	.	.	.	.	.	.	.
Hort & Crop Science	.	.	.	.	1	**	**	**	.	.	.	.	.	.	.	.	.	.	.	.
Human Nutrition	1	**	**	**	.	.	.	.	.	.	.	.	1	**	**	**	1	**	**	**
Human Resources	.	.	.	.	1	**	**	**	.	.	.	.	.	.	.	.	1	**	**	**
Leadership	.	.	.	.	.	.	.	.	.	.	.	.	1	**	**	**	1	**	**	**
Legislative Programs	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Marketing	1	**	**	**	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Outreach & Continuing Ed	.	.	.	.	1	**	**	**	.	.	.	.	.	.	.	.	.	.	.	.
Plant Pathology	.	.	.	.	.	.	.	.	.	.	.	.	1	**	**	**	.	.	.	.
Prog Dev & Eval	.	.	.	.	.	.	.	.	2	**	**	**	.	.	.	.	.	.	.	.
Resource Development	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Sea Grant	.	.	.	.	1	**	**	**	.	.	.	.	.	.	.	.	.	.	.	.
4-H Youth Dev / Comm Dev	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
4-H Youth Dev / Agr & Nat Res	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
4-H Youth Dev / Fam & Cons Sci	.	.	.	.	1	**	**	**	.	.	.	.	.	.	.	.	.	.	.	.
Agr & Nat Res / Comm Dev	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Agr & Nat Res / Plant Pathology	.	.	.	.	.	.	.	.	.	.	.	.	1	**	**	**	1	**	**	**
Comm Dev / Fam & Cons Sci	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Comm Econ Dev	.	.	.	.	.	.	.	.	1	**	**	**	1	**	**	**	.	.	.	.
<b>Group Total</b>	<b>6</b>	<b>\$29,043.73</b>	<b>\$26,270.40</b>	<b>\$31,262.40</b>	<b>26</b>	<b>\$37,866.32</b>	<b>\$31,260.00</b>	<b>\$51,408.00</b>	<b>18</b>	<b>\$47,031.11</b>	<b>\$38,064.00</b>	<b>\$58,152.00</b>	<b>22</b>	<b>\$47,466.00</b>	<b>\$37,440.00</b>	<b>\$70,548.00</b>	<b>14</b>	<b>\$65,647.71</b>	<b>\$53,616.00</b>	<b>\$89,640.00</b>

**FREQUENCIES AND MEANS OF SALARIES BY COMBINED PROGRAM AREAS**

<b>GROUP TOTAL FOR ALL TITLES</b>						
<b>Combined Program Areas</b>	<b>Count</b>	<b>Col %</b>	<b>Mean</b>	<b>Minimum</b>	<b>Maximum</b>	
4-H Youth Dev	106	28.12	\$51,149.86	\$29,993.60	\$82,908.00	
Agr & Nat Res	76	20.16	\$57,912.33	\$27,060.80	\$99,660.00	
Animal Sciences	8	2.12	\$47,689.50	\$39,744.00	\$57,216.00	
Comm Dev	22	5.84	\$56,878.36	\$38,064.00	\$80,868.00	
Communications & Technology	5	1.33	\$44,371.68	\$31,262.40	\$51,264.00	
Entomology	4	1.06	\$81,603.00	\$43,428.00	\$126,000.00	
Fam & Cons Sci	67	17.77	\$56,495.95	\$34,320.00	\$84,528.00	
Food, Agr & Biol Eng	4	1.06	\$48,735.00	\$31,932.00	\$75,000.00	
Fundraising	3	0.80	\$42,336.00	**	**	
Health & Safety	1	0.27	**	**	**	
Hort & Crop Science	1	0.27	**	**	**	
Human Nutrition	3	0.80	\$50,281.07	**	**	
Human Resources	4	1.06	\$76,263.00	\$51,408.00	\$116,520.00	
Leadership	3	0.80	\$76,076.00	**	**	
Legislative Programs	1	0.27	**	**	**	
Marketing	1	0.27	**	**	**	
Outreach & Continuing Ed	1	0.27	**	**	**	
Plant Pathology	2	0.53	**	**	**	
Prog Dev & Eval	3	0.80	\$62,272.00	**	**	
Resource Development	1	0.27	**	**	**	
Sea Grant	1	0.27	**	**	**	
4-H Youth Dev / Comm Dev	5	1.33	\$60,979.20	\$45,780.00	\$73,536.00	
4-H Youth Dev / Agr & Nat Res	4	1.06	\$54,675.00	\$45,552.00	\$60,348.00	
4-H Youth Dev / Fam & Cons Sci	4	1.06	\$42,342.00	\$33,924.00	\$50,712.00	
Agr & Nat Res / Comm Dev	27	7.16	\$57,430.22	\$34,008.00	\$87,804.00	
Agr & Nat Res / Plant Pathology	2	0.53	**	**	**	
Comm Dev / Fam & Cons Sci	16	4.24	\$64,887.00	\$44,280.00	\$87,552.00	
Comm Econ Dev	2	0.53	**	**	**	
<b>Group Total</b>	<b>377</b>	<b>100.00</b>	<b>\$55,539.86</b>	<b>\$26,270.40</b>	<b>\$126,000.00</b>	

**MEAN SALARIES -- GENDER BY COMBINED PROGRAM AREAS**

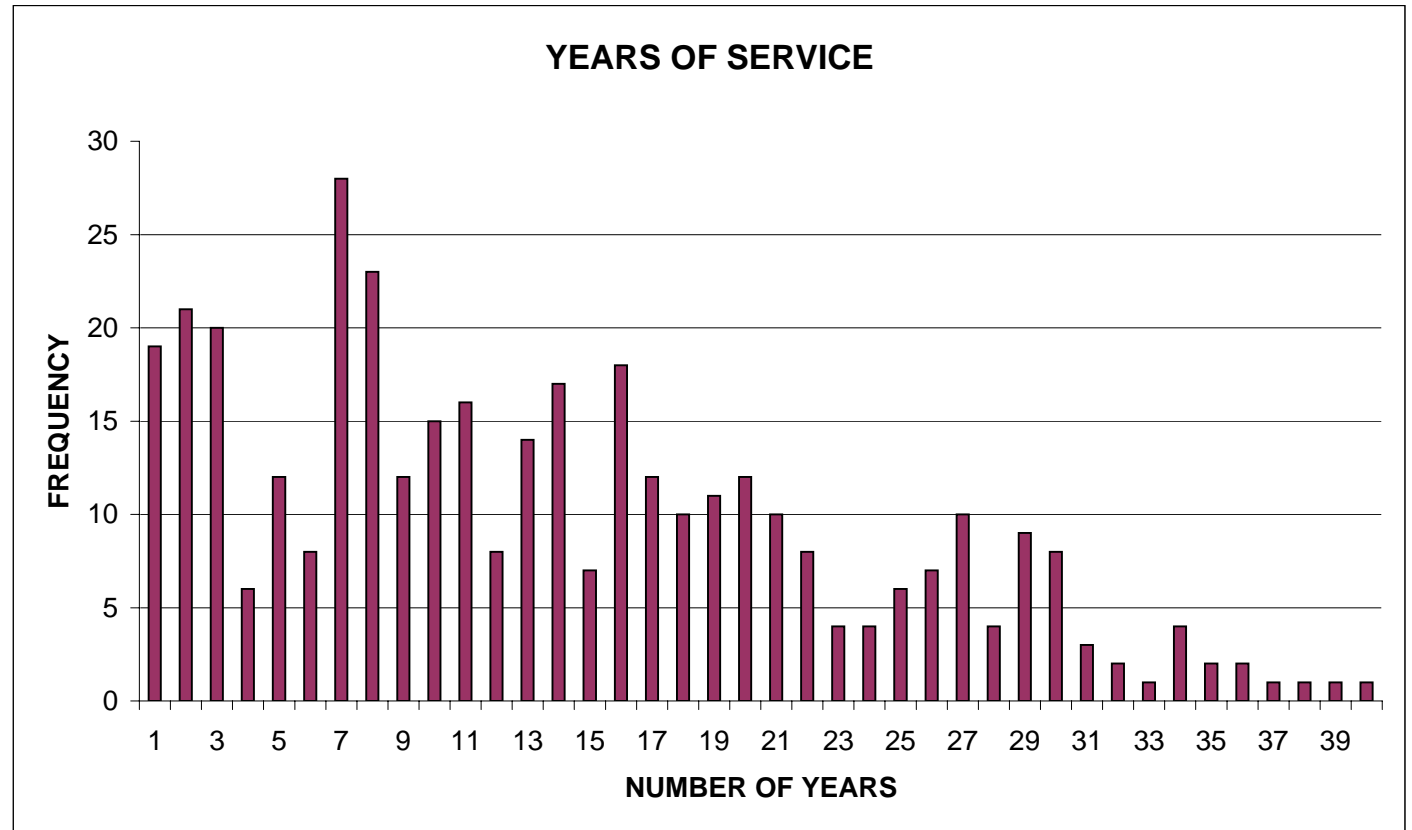
Combined Program Areas	GENDER														
	Female					Male					Group Total				
	Count	Row %	Mean	Minimum	Maximum	Count	Row %	Mean	Minimum	Maximum	Count	Col %	Mean	Minimum	Maximum
4-H Youth Dev	81	76.42	\$51,100.32	\$29,993.60	\$82,440.00	25	23.58	\$51,310.40	\$34,992.00	\$82,908.00	106	28.12	\$51,149.86	\$29,993.60	\$82,908.00
Agr & Nat Res	18	23.68	\$48,854.71	\$27,060.80	\$89,640.00	58	76.32	\$60,723.31	\$40,332.00	\$99,660.00	76	20.16	\$57,912.33	\$27,060.80	\$99,660.00
Animal Sciences	5	62.50	\$48,105.60	\$41,904.00	\$57,216.00	3	37.50	\$46,996.00	**	**	8	2.12	\$47,689.50	\$39,744.00	\$57,216.00
Comm Dev	8	36.36	\$57,556.50	\$38,064.00	\$74,376.00	14	63.64	\$56,490.86	\$41,484.00	\$80,868.00	22	5.84	\$56,878.36	\$38,064.00	\$80,868.00
Communications & Technology	3	60.00	\$41,712.80	**	**	2	40.00	**	**	**	5	1.33	\$44,371.68	\$31,262.40	\$51,264.00
Entomology	2	50.00	**	**	**	2	50.00	**	**	**	4	1.06	\$81,603.00	\$43,428.00	\$126,000.00
Fam & Cons Sci	65	97.01	\$56,533.05	\$34,320.00	\$84,528.00	2	2.99	**	**	**	67	17.77	\$56,495.95	\$34,320.00	\$84,528.00
Food, Agr & Biol Eng	3	75.00	\$46,632.00	**	**	1	25.00	**	**	**	4	1.06	\$48,735.00	\$31,932.00	\$75,000.00
Fundraising	3	100.00	\$42,336.00	**	**						3	0.80	\$42,336.00	**	**
Health & Safety						1	100.00	**	**	**	1	0.27	**	**	**
Hort & Crop Science						1	100.00	**	**	**	1	0.27	**	**	**
Human Nutrition	3	100.00	\$50,281.07	**	**						3	0.80	\$50,281.07	**	**
Human Resources	2	50.00	**	**	**	2	50.00	**	**	**	4	1.06	\$76,263.00	\$51,408.00	\$116,520.00
Leadership	2	66.67	**	**	**	1	33.33	**	**	**	3	0.80	\$76,076.00	**	**
Legislative Programs	1	100.00	**	**	**						1	0.27	**	**	**
Marketing	1	100.00	**	**	**						1	0.27	**	**	**
Outreach & Continuing Ed	1	100.00	**	**	**						1	0.27	**	**	**
Plant Pathology						2	100.00	**	**	**	2	0.53	**	**	**
Prog Dev & Eval	2	66.67	**	**	**	1	33.33	**	**	**	3	0.80	\$62,272.00	**	**
Resource Development	1	100.00	**	**	**						1	0.27	**	**	**
Sea Grant						1	100.00	**	**	**	1	0.27	**	**	**
4-H Youth Dev / Comm Dev	3	60.00	\$58,280.00	**	**	2	40.00	**	**	**	5	1.33	\$60,979.20	\$45,780.00	\$73,536.00
4-H Youth Dev / Agr & Nat Res	1	25.00	**	**	**	3	75.00	\$53,688.00	**	**	4	1.06	\$54,675.00	\$45,552.00	\$60,348.00
4-H Youth Dev / Fam & Cons Sci	4	100.00	\$42,342.00	\$33,924.00	\$50,712.00						4	1.06	\$42,342.00	\$33,924.00	\$50,712.00
Agr & Nat Res / Comm Dev	4	14.81	\$41,973.00	\$34,008.00	\$52,872.00	23	85.19	\$60,118.43	\$36,528.00	\$87,804.00	27	7.16	\$57,430.22	\$34,008.00	\$87,804.00
Agr & Nat Res / Plant Pathology	1	50.00	**	**	**	1	50.00	**	**	**	2	0.53	**	**	**
Comm Dev / Fam & Cons Sci	15	93.75	\$65,392.00	\$44,280.00	\$87,552.00	1	6.25	**	**	**	16	4.24	\$64,887.00	\$44,280.00	\$87,552.00
Comm Econ Dev						2	100.00	**	**	**	2	0.53	**	**	**
Group Total	229	60.74	\$53,213.64	\$26,270.40	\$89,640.00	148	39.26	\$59,139.22	\$34,992.00	\$126,000.00	377	100.00	\$55,539.86	\$26,270.40	\$126,000.00

**MEAN SALARIES -- GENDER BY TITLE**

GENDER															
Title	Female					Male					Group Total				
	Count	Row %	Mean	Minimum	Maximum	Count	Row %	Mean	Minimum	Maximum	Count	Col %	Mean	Minimum	Maximum
Assistant Professor	31	45.59	\$66,699.10	\$55,260.00	\$76,152.00	37	54.41	\$65,036.11	\$52,404.00	\$87,804.00	68	18.04	\$65,794.24	\$52,404.00	\$87,804.00
Associate Professor	16	51.61	\$75,056.25	\$64,524.00	\$87,552.00	15	48.39	\$80,887.20	\$60,348.00	\$108,468.00	31	8.22	\$77,877.68	\$60,348.00	\$108,468.00
Extension Associate	1	33.33	**	**	**	2	66.67	**	**	**	3	0.80	\$50,064.00	**	**
Instructor	2	66.67	**	**	**	1	33.33	**	**	**	3	0.80	\$58,216.00	**	**
Educator 1	12	85.71	\$42,961.00	\$33,000.00	\$57,840.00	2	14.29	**	**	**	14	3.71	\$42,439.71	\$33,000.00	\$57,840.00
Educator 2	71	68.93	\$49,212.34	\$37,860.00	\$70,272.00	32	31.07	\$48,685.88	\$36,528.00	\$69,852.00	103	27.32	\$49,048.78	\$36,528.00	\$70,272.00
Educator 3	29	55.77	\$55,216.55	\$44,796.00	\$72,660.00	23	44.23	\$57,842.61	\$45,552.00	\$73,392.00	52	13.79	\$56,378.08	\$44,796.00	\$73,392.00
Educator 4	8	57.14	\$63,196.50	\$57,552.00	\$69,684.00	6	42.86	\$58,144.00	\$53,076.00	\$63,528.00	14	3.71	\$61,031.14	\$53,076.00	\$69,684.00
Professor			.	.	.	3	100.00	\$108,176.00	**	**	3	0.80	\$108,176.00	**	**
Program Assistant	6	100.00	\$29,043.73	\$26,270.40	\$31,262.40			.	.	.	6	1.59	\$29,043.73	\$26,270.40	\$31,262.40
Program Coordinator	19	73.08	\$36,193.92	\$31,260.00	\$51,408.00	7	26.92	\$42,405.71	\$36,240.00	\$45,216.00	26	6.90	\$37,866.32	\$31,260.00	\$51,408.00
Program Director	10	71.43	\$66,633.60	\$53,616.00	\$89,640.00	4	28.57	\$63,183.00	\$54,828.00	\$80,844.00	14	3.71	\$65,647.71	\$53,616.00	\$89,640.00
Program Manager	12	66.67	\$46,123.67	\$38,064.00	\$58,152.00	6	33.33	\$48,846.00	\$42,420.00	\$51,696.00	18	4.77	\$47,031.11	\$38,064.00	\$58,152.00
Program Specialist	12	54.55	\$45,037.00	\$37,440.00	\$57,216.00	10	45.45	\$50,380.80	\$39,600.00	\$70,548.00	22	5.84	\$47,466.00	\$37,440.00	\$70,548.00
Group Total	229	60.74	\$53,213.64	\$26,270.40	\$89,640.00	148	39.26	\$59,139.22	\$34,992.00	\$126,000.00	377	100.00	\$55,539.86	\$26,270.40	\$126,000.00

FREQUENCIES OF OSU YEARS OF SERVICE

Years of Service			
Years	Frequency	Percent	Cumulative Percent
0	19	5.04	5.04
1	21	5.57	10.61
2	20	5.31	15.92
3	6	1.59	17.51
4	12	3.18	20.69
5	8	2.12	22.81
6	28	7.43	30.24
7	23	6.10	36.34
8	12	3.18	39.52
9	15	3.98	43.50
10	16	4.24	47.75
11	8	2.12	49.87
12	14	3.71	53.58
13	17	4.51	58.09
14	7	1.86	59.95
15	18	4.77	64.72
16	12	3.18	67.90
17	10	2.65	70.56
18	11	2.92	73.47
19	12	3.18	76.66
20	10	2.65	79.31
21	8	2.12	81.43
22	4	1.06	82.49
23	4	1.06	83.55
24	6	1.59	85.15
25	7	1.86	87.00
26	10	2.65	89.66
27	4	1.06	90.72
28	9	2.39	93.10
29	8	2.12	95.23
30	3	0.80	96.02
31	2	0.53	96.55
32	1	0.27	96.82
33	4	1.06	97.88
34	2	0.53	98.41
35	2	0.53	98.94
37	1	0.27	99.20
38	1	0.27	99.47
39	1	0.27	99.73
40	1	0.27	100.00
Total	377	100.00	



**MEANS SALARIES -- GENDER BY OSU YEARS OF SERVICE**

GENDER															
Years of Service	Female					Male					Group Total				
	Count	Row %	Mean	Minimum	Maximum	Count	Row %	Mean	Minimum	Maximum	Count	Col %	Mean	Minimum	Maximum
0-5 Years	64	74.42	\$43,154.66	\$26,270.40	\$72,660.00	22	25.58	\$44,967.64	\$34,992.00	\$70,188.00	86	22.81	\$43,618.44	\$26,270.40	\$72,660.00
6-10 Years	52	55.32	\$52,254.09	\$27,060.80	\$89,640.00	42	44.68	\$57,693.43	\$36,240.00	\$116,520.00	94	24.93	\$54,684.43	\$27,060.80	\$116,520.00
11-15 Years	34	53.13	\$51,671.29	\$34,464.00	\$75,000.00	30	46.88	\$56,547.60	\$39,600.00	\$80,868.00	64	16.98	\$53,957.06	\$34,464.00	\$80,868.00
16-20 Years	29	52.73	\$54,433.66	\$33,924.00	\$68,808.00	26	47.27	\$59,974.15	\$43,632.00	\$126,000.00	55	14.59	\$57,052.80	\$33,924.00	\$126,000.00
21-25 years	19	65.52	\$62,283.79	\$37,740.00	\$78,372.00	10	34.48	\$68,882.40	\$45,216.00	\$108,468.00	29	7.69	\$64,559.17	\$37,740.00	\$108,468.00
26-30 Years	23	67.65	\$68,169.91	\$51,408.00	\$82,440.00	11	32.35	\$74,006.18	\$53,748.00	\$87,552.00	34	9.02	\$70,058.12	\$51,408.00	\$87,552.00
31-35 Years	7	63.64	\$77,605.71	\$64,152.00	\$87,552.00	4	36.36	\$77,850.00	\$64,152.00	\$101,736.00	11	2.92	\$77,694.55	\$64,152.00	\$101,736.00
36-40 Years	1	25.00	**	**	**	3	75.00	\$90,048.00	**	**	4	1.06	\$86,754.00	\$76,872.00	\$99,660.00
Group Total	229	60.74	\$53,213.64	\$26,270.40	\$89,640.00	148	39.26	\$59,139.22	\$34,992.00	\$126,000.00	377	100.00	\$55,539.86	\$26,270.40	\$126,000.00

**MEANS SALARIES -- OSU YEARS OF SERVICE (0-30 YEARS) BY TITLE**

YEARS OF SERVICE: 0 THRU 15												
Title	0-5 Years				6-10 Years				11-15 Years			
	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum
Assistant Professor	1	**	**	**	4	\$65,931.00	\$62,436.00	\$69,432.00	13	\$63,441.23	\$52,404.00	\$80,868.00
Associate Professor	.	.	.	.	2	**	**	**	1	**	**	**
Extension Associate	.	.	.	.	1	**	**	**	1	**	**	**
Instructor	.	.	.	.	.	.	.	.	.	.	.	.
Educator 1	5	\$34,492.80	\$33,000.00	\$35,388.00	1	**	**	**	1	**	**	**
Educator 2	37	\$45,537.73	\$36,528.00	\$65,208.00	32	\$50,947.50	\$41,484.00	\$70,272.00	20	\$48,357.00	\$38,952.00	\$60,672.00
Educator 3	4	\$60,291.00	\$44,796.00	\$72,660.00	20	\$58,269.00	\$45,552.00	\$73,392.00	16	\$53,340.00	\$45,540.00	\$68,604.00
Educator 4	.	.	.	.	7	\$60,636.00	\$53,784.00	\$69,684.00	4	\$60,537.00	\$53,076.00	\$68,688.00
Professor	.	.	.	.	1	**	**	**	.	.	.	.
Program Assistant	4	\$29,130.40	\$26,270.40	\$31,262.40	2	**	**	**	.	.	.	.
Program Coordinator	14	\$35,905.46	\$31,488.00	\$44,340.00	7	\$38,304.00	\$31,260.00	\$43,584.00	1	**	**	**
Program Director	2	**	**	**	8	\$65,634.00	\$54,828.00	\$89,640.00	1	**	**	**
Program Manager	9	\$44,682.67	\$38,064.00	\$51,696.00	4	\$47,420.00	\$42,176.00	\$51,444.00	1	**	**	**
Program Specialist	10	\$44,017.20	\$37,440.00	\$57,216.00	5	\$46,730.40	\$39,684.00	\$58,224.00	5	\$53,392.80	\$39,600.00	\$70,548.00
Group Total	86	\$43,618.44	\$26,270.40	\$72,660.00	94	\$54,684.43	\$27,060.80	\$116,520.00	64	\$53,957.06	\$34,464.00	\$80,868.00

YEARS OF SERVICE: 16 THRU 30												
Title	16-20 Years				21-25 years				26-30 Years			
	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum
Assistant Professor	13	\$59,622.46	\$53,532.00	\$65,124.00	15	\$65,656.80	\$59,136.00	\$73,404.00	15	\$69,036.00	\$57,912.00	\$76,152.00
Associate Professor	4	\$65,559.00	\$60,348.00	\$68,808.00	5	\$81,835.20	\$73,320.00	\$108,468.00	11	\$75,761.45	\$66,624.00	\$87,552.00
Extension Associate	1	**	**	**	.	.	.	.	.	.	.	.
Instructor	.	.	.	.	.	.	.	.	3	\$58,216.00	**	**
Educator 1	5	\$47,990.40	\$43,632.00	\$52,632.00	2	**	**	**	.	.	.	.
Educator 2	12	\$54,797.00	\$43,680.00	\$69,852.00	2	**	**	**	.	.	.	.
Educator 3	11	\$55,821.82	\$49,704.00	\$64,560.00	1	**	**	**	.	.	.	.
Educator 4	1	**	**	**	1	**	**	**	1	**	**	**
Professor	1	**	**	**	.	.	.	.	1	**	**	**
Program Assistant	.	.	.	.	.	.	.	.	.	.	.	.
Program Coordinator	1	**	**	**	2	**	**	**	1	**	**	**
Program Director	1	**	**	**	1	**	**	**	1	**	**	**
Program Manager	3	\$50,064.00	**	**	.	.	.	.	1	**	**	**
Program Specialist	2	**	**	**	.	.	.	.	.	.	.	.
Group Total	55	\$57,052.80	\$33,924.00	\$126,000.00	29	\$64,559.17	\$37,740.00	\$108,468.00	34	\$70,058.12	\$51,408.00	\$87,552.00

**MEANS SALARIES - OSU YEARS OF SERVICE (31-40 YEARS) BY TITLE  
WITH TOTAL GROUP MEANS**

YEARS OF SERVICE: 31 THRU 40 PLUS GROUP TOTAL													
Title	31-35 Years				36-40 Years				Group Total For All Years				
	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Col %	Mean	Minimum	Maximum
Assistant Professor	5	\$69,878.40	\$64,152.00	\$75,576.00	2	**	**	**	68	18.04	\$65,794.24	\$52,404.00	\$87,804.00
Associate Professor	6	\$84,208.00	\$72,324.00	\$101,736.00	2	**	**	**	31	8.22	\$77,877.68	\$60,348.00	\$108,468.00
Extension Associate	.	.	.	.	.	.	.	.	3	0.80	\$50,064.00	**	**
Instructor	.	.	.	.	.	.	.	.	3	0.80	\$58,216.00	**	**
Educator 1	.	.	.	.	.	.	.	.	14	3.71	\$42,439.71	\$33,000.00	\$57,840.00
Educator 2	.	.	.	.	.	.	.	.	103	27.32	\$49,048.78	\$36,528.00	\$70,272.00
Educator 3	.	.	.	.	.	.	.	.	52	13.79	\$56,378.08	\$44,796.00	\$73,392.00
Educator 4	.	.	.	.	.	.	.	.	14	3.71	\$61,031.14	\$53,076.00	\$69,684.00
Professor	.	.	.	.	.	.	.	.	3	0.80	\$108,176.00	**	**
Program Assistant	.	.	.	.	.	.	.	.	6	1.59	\$29,043.73	\$26,270.40	\$31,262.40
Program Coordinator	.	.	.	.	.	.	.	.	26	6.90	\$37,866.32	\$31,260.00	\$51,408.00
Program Director	.	.	.	.	.	.	.	.	14	3.71	\$65,647.71	\$53,616.00	\$89,640.00
Program Manager	.	.	.	.	.	.	.	.	18	4.77	\$47,031.11	\$38,064.00	\$58,152.00
Program Specialist	.	.	.	.	.	.	.	.	22	5.84	\$47,466.00	\$37,440.00	\$70,548.00
Group Total	11	\$77,694.55	\$64,152.00	\$101,736.00	4	\$86,754.00	\$76,872.00	\$99,660.00	377	100.00	\$55,539.86	\$26,270.40	\$126,000.00

**MEAN SALARIES -- OSU YEARS OF SERVICE (0-15 YEARS) BY COMBINED PROGRAM AREA**

YEARS OF SERVICE BY COMBINED PROGRAM AREA: 0 THROUGH 15												
	0-5 Years				6-10 Years				11-15 Years			
	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum
Combined Program Area												
4-H Youth Dev	30	\$43,821.25	\$29,993.60	\$72,660.00	28	\$48,774.71	\$30,680.00	\$61,416.00	17	\$49,513.41	\$34,464.00	\$61,236.00
Agr & Nat Res	10	\$41,144.40	\$31,584.00	\$57,444.00	26	\$56,204.34	\$27,060.80	\$89,640.00	13	\$57,546.46	\$45,432.00	\$68,604.00
Animal Sciences	6	\$46,712.00	\$39,744.00	\$57,216.00	.	.	.	.	1	**	**	**
Comm Dev	3	\$52,368.00	**	**	9	\$54,416.00	\$41,484.00	\$69,684.00	5	\$58,152.00	\$48,264.00	\$80,868.00
Communications & Technology	4	\$42,648.60	\$31,262.40	\$48,708.00	.	.	.	.	.	.	.	.
Entomology	.	.	.	.	2	**	**	**	.	.	.	.
Fam & Cons Sci	13	\$45,361.88	\$34,320.00	\$65,208.00	11	\$57,058.55	\$42,176.00	\$70,272.00	10	\$51,034.80	\$45,372.00	\$65,964.00
Food, Agr & Biol Eng	2	**	**	**	1	**	**	**	1	**	**	**
Fundraising	1	**	**	**	1	**	**	**	.	.	.	.
Health & Safety	1	**	**	**	.	.	.	.	.	.	.	.
Hort & Crop Science	1	**	**	**	.	.	.	.	.	.	.	.
Human Nutrition	1	**	**	**	2	**	**	**	.	.	.	.
Human Resources	.	.	.	.	2	**	**	**	1	**	**	**
Leadership	.	.	.	.	.	.	.	.	2	**	**	**
Legislative Programs	.	.	.	.	.	.	.	.	.	.	.	.
Marketing	1	**	**	**	.	.	.	.	.	.	.	.
Outreach & Continuing Ed	.	.	.	.	1	**	**	**	.	.	.	.
Plant Pathology	1	**	**	**	1	**	**	**	.	.	.	.
Prog Dev & Eval	1	**	**	**	.	.	.	.	1	**	**	**
Resource Development	.	.	.	.	.	.	.	.	.	.	.	.
Sea Grant	.	.	.	.	1	**	**	**	.	.	.	.
4-H Youth Dev / Comm Dev	.	.	.	.	1	**	**	**	1	**	**	**
4-H Youth Dev / Agr & Nat Res	1	**	**	**	1	**	**	**	.	.	.	.
4-H Youth Dev / Fam & Cons Sci	1	**	**	**	1	**	**	**	1	**	**	**
Agr & Nat Res / Comm Dev	6	\$37,734.00	\$34,008.00	\$45,624.00	3	\$60,096.00	**	**	6	\$54,462.00	\$48,360.00	\$63,432.00
Agr & Nat Res / Plant Pathology	.	.	.	.	.	.	.	.	1	**	**	**
Comm Dev / Fam & Cons Sci	2	**	**	**	3	\$61,228.00	**	**	3	\$58,632.00	**	**
Comm Econ Dev	1	**	**	**	.	.	.	.	1	**	**	**
Group Total	86	\$43,618.44	\$26,270.40	\$72,660.00	94	\$54,684.43	\$27,060.80	\$116,520.00	64	\$53,957.06	\$34,464.00	\$80,868.00

**MEAN SALARIES -- OSU YEARS OF SERVICE (16-30 YEARS) BY COMBINED PROGRAM AREA**

YEARS OF SERVICE BY COMBINED PROGRAM AREA: 16 THROUGH 30												
Combined Program Area	16-20 Years				21-25 years				26-30 Years			
	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum
4-H Youth Dev	12	\$52,451.00	\$43,680.00	\$63,552.00	7	\$61,638.86	\$45,216.00	\$73,320.00	11	\$69,397.09	\$53,748.00	\$82,908.00
Agr & Nat Res	11	\$55,906.91	\$43,632.00	\$65,124.00	7	\$67,856.57	\$59,136.00	\$74,904.00	4	\$79,257.00	\$66,624.00	\$87,552.00
Animal Sciences	1	**	**	**	.	.	.	.	.	.	.	.
Comm Dev	4	\$59,835.00	\$52,536.00	\$69,852.00	.	.	.	.	1	**	**	**
Communications & Technology	1	**	**	**	.	.	.	.	.	.	.	.
Entomology	2	**	**	**	.	.	.	.	.	.	.	.
Fam & Cons Sci	12	\$55,229.00	\$48,900.00	\$64,932.00	7	\$62,208.00	\$46,224.00	\$78,372.00	11	\$66,242.18	\$57,912.00	\$74,844.00
Food, Agr & Biol Eng	.	.	.	.	.	.	.	.	.	.	.	.
Fundraising	.	.	.	.	1	**	**	**	.	.	.	.
Health & Safety	.	.	.	.	.	.	.	.	.	.	.	.
Hort & Crop Science	.	.	.	.	.	.	.	.	.	.	.	.
Human Nutrition	.	.	.	.	.	.	.	.	.	.	.	.
Human Resources	.	.	.	.	.	.	.	.	1	**	**	**
Leadership	.	.	.	.	1	**	**	**	.	.	.	.
Legislative Programs	.	.	.	.	1	**	**	**	.	.	.	.
Marketing	.	.	.	.	.	.	.	.	.	.	.	.
Outreach & Continuing Ed	.	.	.	.	.	.	.	.	.	.	.	.
Plant Pathology	.	.	.	.	.	.	.	.	.	.	.	.
Prog Dev & Eval	.	.	.	.	.	.	.	.	.	.	.	.
Resource Development	.	.	.	.	.	.	.	.	.	.	.	.
Sea Grant	.	.	.	.	.	.	.	.	.	.	.	.
4-H Youth Dev / Comm Dev	1	**	**	**	.	.	.	.	2	**	**	**
4-H Youth Dev / Agr & Nat Res	1	**	**	**	1	**	**	**	.	.	.	.
4-H Youth Dev / Fam & Cons Sci	1	**	**	**	.	.	.	.	.	.	.	.
Agr & Nat Res / Comm Dev	6	\$59,566.00	\$49,668.00	\$68,556.00	1	**	**	**	3	\$76,376.00	**	**
Agr & Nat Res / Plant Pathology	.	.	.	.	1	**	**	**	.	.	.	.
Comm Dev / Fam & Cons Sci	3	\$65,056.00	**	**	2	**	**	**	1	**	**	**
Comm Econ Dev	.	.	.	.	.	.	.	.	.	.	.	.
<b>Group Total</b>	<b>55</b>	<b>\$57,052.80</b>	<b>\$33,924.00</b>	<b>\$126,000.00</b>	<b>29</b>	<b>\$64,559.17</b>	<b>\$37,740.00</b>	<b>\$108,468.00</b>	<b>34</b>	<b>\$70,058.12</b>	<b>\$51,408.00</b>	<b>\$87,552.00</b>

**MEAN SALARIES - OSU YEARS OF SERVICE (31-40 YEARS) BY COMBINED PROGRAM AREA  
WITH GROUP TOTALS**

YEARS OF SERVICE BY COMBINED PROGRAM AREA: 31 THROUGH 40 PLUS GROUP TOTAL													
	31-35 Years				36-40 Years				Group Total For All Years				
	Count	Mean	Minimum	Maximum	Count	Mean	Minimum	Maximum	Count	Col %	Mean	Minimum	Maximum
Combined Program Area													
4-H Youth Dev	1	**	**	**	.	.	.	.	106	28.12	\$51,149.86	\$29,993.60	\$82,908.00
Agr & Nat Res	4	\$68,454.00	\$64,152.00	\$72,792.00	1	**	**	**	76	20.16	\$57,912.33	\$27,060.80	\$99,660.00
Animal Sciences	.	.	.	.	.	.	.	.	8	2.12	\$47,689.50	\$39,744.00	\$57,216.00
Comm Dev	.	.	.	.	.	.	.	.	22	5.84	\$56,878.36	\$38,064.00	\$80,868.00
Communications & Technology	.	.	.	.	.	.	.	.	5	1.33	\$44,371.68	\$31,262.40	\$51,264.00
Entomology	.	.	.	.	.	.	.	.	4	1.06	\$81,603.00	\$43,428.00	\$126,000.00
Fam & Cons Sci	3	\$76,888.00	**	**	.	.	.	.	67	17.77	\$56,495.95	\$34,320.00	\$84,528.00
Food, Agr & Biol Eng	.	.	.	.	.	.	.	.	4	1.06	\$48,735.00	\$31,932.00	\$75,000.00
Fundraising	.	.	.	.	.	.	.	.	3	0.80	\$42,336.00	**	**
Health & Safety	.	.	.	.	.	.	.	.	1	0.27	**	**	**
Hort & Crop Science	.	.	.	.	.	.	.	.	1	0.27	**	**	**
Human Nutrition	.	.	.	.	.	.	.	.	3	0.80	\$50,281.07	**	**
Human Resources	.	.	.	.	.	.	.	.	4	1.06	\$76,263.00	\$51,408.00	\$116,520.00
Leadership	.	.	.	.	.	.	.	.	3	0.80	\$76,076.00	**	**
Legislative Programs	.	.	.	.	.	.	.	.	1	0.27	**	**	**
Marketing	.	.	.	.	.	.	.	.	1	0.27	**	**	**
Outreach & Continuing Ed	.	.	.	.	.	.	.	.	1	0.27	**	**	**
Plant Pathology	.	.	.	.	.	.	.	.	2	0.53	**	**	**
Prog Dev & Eval	1	**	**	**	.	.	.	.	3	0.80	\$62,272.00	**	**
Resource Development	.	.	.	.	1	**	**	**	1	0.27	**	**	**
Sea Grant	.	.	.	.	.	.	.	.	1	0.27	**	**	**
4-H Youth Dev / Comm Dev	.	.	.	.	.	.	.	.	5	1.33	\$60,979.20	\$45,780.00	\$73,536.00
4-H Youth Dev / Agr & Nat Res	.	.	.	.	.	.	.	.	4	1.06	\$54,675.00	\$45,552.00	\$60,348.00
4-H Youth Dev / Fam & Cons Sci	.	.	.	.	.	.	.	.	4	1.06	\$42,342.00	\$33,924.00	\$50,712.00
Agr & Nat Res / Comm Dev	.	.	.	.	2	**	**	**	27	7.16	\$57,430.22	\$34,008.00	\$87,804.00
Agr & Nat Res / Plant Pathology	.	.	.	.	.	.	.	.	2	0.53	**	**	**
Comm Dev / Fam & Cons Sci	2	**	**	**	.	.	.	.	16	4.24	\$64,887.00	\$44,280.00	\$87,552.00
Comm Econ Dev	.	.	.	.	.	.	.	.	2	0.53	\$41,010.00	\$39,600.00	\$42,420.00
Group Total	11	\$77,694.55	\$64,152.00	\$101,736.00	4	\$86,754.00	\$76,872.00	\$99,660.00	377	100.00	\$55,539.86	\$26,270.40	\$126,000.00