

## **Texas A&M AgriLife Extension Service**

### **CEA Career Ladder – Distinguished Agent**

With the current CEA Career Ladder System, it is feasible that an Agent could achieve Level IV at 15 years of service, and still have many years left in his/her career with Texas A&M AgriLife Extension. The Career Ladder Committee proposed a 5<sup>th</sup> level for CEAs to achieve during the recent overhaul of the Career Ladder system. The 5<sup>th</sup> level was approved and will become available for nomination on October 1, 2016. The following guidelines will apply to the process:

#### **Eligibility**

- An Agent must be current Level IV, and have held that rank for a minimum of 5 years from September 1, 2016.
- Eligible Agents will have a minimum of 20 years tenure with Extension.

#### **Selection**

- Distinguished Agents will be nominated by the Regional Leadership Team (DEA, RPL and CED) from each region. Each region will be limited to one (1) nominee for consideration by Administration.
- Nominees should have met the following criteria:
  - Continued excellence in educational programming at the county, district and regional level.
  - Recognized as a leader in the district/region by peers and co-workers.
  - Serves regularly on committees and task forces in support of the agency.
  - Mentors (formally AND informally) early and mid-career Agents.
  - Is collegial and positive in representing Extension.
  - Has excellent relationships with County Commissioners, State Elected Officials and other key stakeholders.
- A nomination letter, outlining the above mentioned criteria should be submitted to the Associate Director for County Operations between October 1 and October 31 for consideration by Administration. The letter must be signed by the entire Regional Leadership Team and must not exceed three pages in length.

#### **Recognition**

- Selected Agents will receive a salary increase of \$4,800 added to their base salary.
- Distinguished Agents will be announced and recognized at the January AgriLife Conference each year, or in the event there is no conference, at an event to be chosen by the Regional Team.