



National Extension Association of Family & Consumer Sciences

NEAFCS Tenure/Promotion and Non-NEAFCS Journal Publications Reviewers

Last Updated: 5/1/2025

Name: Patricia Marie Brinkman

Title: Associate Professor Emeritus

Contact Information:

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Description of Your University's Promotion / Tenure or Permanent Status Process:

Educators usually enter the system in a track for Extension and can get promoted in rank to Educator V. If they transfer to the Faculty Track at Educator III or V, they have to follow the OSU Faculty promotion system. This system requires a dossier which shows teaching, evaluations, research, and leadership/service. Under these headings are various requirements including showing progression in each area. If approved by the Extension committee, the college committee, dean, and University Trustees, the person can receive promotion to Associate Professor with Tenure. This must be achieved within seven years, or they are terminated. They can go on and work to achieve the title of Professor.

Rank: Associate Professor

Areas of Expertise: Nutrition, Food Safety, Family Life. I was committee chair of the OSU Extension Faculty Promotion Committee before retiring.

Name: Judy Corbus



Title: Family and Consumer Sciences Extension Agent

Contact Information:

UF/IFAS Extension Washington County

1424 Jackson Ave. Ste A

Chipley, FL 32428-1602

wk 850-638-6265

jcorbus@ufl.edu

Description of Tenure/Permanent Status Process: University of Florida/IFAS county Extension faculty follow the same promotion and permanent status process as campus and research center faculty. Agents submit a progress assessment packet after completing three years of employment; the packet is reviewed by county faculty with permanent status in the agent's District and the IFAS Promotion,

Tenure, and Permanent Status Committee comprised of county and state faculty. The review notes strengths and suggestions for improvement as the agent moves toward permanent status and promotion. In the fifth or sixth year of employment, the agent submits a PS and/or promotion packet outlining their program objectives, activities, outcomes, and impacts for their entire employment period to date. County faculty in the candidate's District with permanent status and at least one rank above the candidate assess the packet either in support of or not in support of promotion and permanent status. The packet is forwarded to the IFAS Promotion, Tenure, and Permanent Status Committee for their assessment. Successful packets then are forwarded to the University of Florida Academic Personnel Board for their assessment; successful packets then are forwarded to the University Provost's office, with final approval granted by the University President/Board of Trustees. Thereafter, agents may submit for promotion every five to seven years until they reach the rank of Extension Agent IV, the equivalent of Full Professor for campus faculty. I served on the IFAS Promotion, Tenure, and Permanent Status Committee for the period 2011-2013.

Rank: Extension Agent IV (equivalent to a Professor)

Areas of Expertise: Clothing/Textiles, Financial Management, Housing, Nutrition, Consumer education, youth financial literacy

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes, in Housing, Financial Management, Consumer Education, Nutrition

Name: B. Susie Craig

Title: Tenured Professor - Area Specialist Food Safety and Health

Contact Information:

Washington State University Extension

4726 - 227th Place SE

Sammamish, WA 98075

cell 206-910-0528

scraig@wsu.edu

<http://king.wsu.edu>

Description of Tenure/Permanent Status Process: Extension Tenure and Promotion track is the same throughout the system, including T&P of teaching faculty in CAHNRS.

Rank: Professor

Areas of Expertise: Food Safety, Health, Nutrition

Will Peer Review (Non-NEAFCS) Ext. Publications?: No

Name: Karen M. Dickrell, CFCS

Title: Life Span Educator

Contact Information:

University of Wisconsin Madison Extension - Outagamie County

3365 W. Brewster St.

Appleton, WI 54914-1602

wk 920-832-5126

karen.dickrell@wisc.edu

Description of Tenure/Permanent Status Process: I am on tenure track with the University of Wisconsin Madison Extension Faculty Department. I was tenured when we were UW Extension. We are now under

UW Madison so have been in the process of working on the documents to be in sync with UW Madison.

Rank: Professor

Areas of Expertise: Aging, Community Development, Financial Management, Food Safety, Human Development, Life Span Education, Other

Will Peer Review (Non-NEAFCS) Ext. Publications?: yes



Name: Karen M. Ensle EdD, RD, FADA, CFCS

Title: FCHS Extension Educator/Professor/RDN

Contact Information:

Rutgers Cooperative Extension of Union County
Colleen Fraser Building, 2nd Floor, 300 North Ave. East
Westfield, NJ 07090

wk 908-654-9854

kensle@njaes.rutgers.edu

Description of Tenure/Permanent Status Process: Same tenure and promotion process as anyone in our school and Rutgers University. We are expected to demonstrate excellence in Teaching, Extension Practice which includes grants and applied research, and Service to the profession, county, state and national organizations. Development of projects, curriculum, etc. expected for promotion and tenure. Packets are judged alongside of any teaching/research faculty in our School of Environmental and Biological Sciences. Faculty have to hold a minimum of Master's degree. They would be at the Assistant level and move up to the Associate level when they achieve tenure. Additional promotion brings you up to the full professor level which Rutgers call "Professor" and there is P1 and P2 after that. I am a Full professor.

Rank: Professor

Areas of Expertise: Food Safety, Health, Nutrition, Family & Consumer Sciences, Dietetics and Nutrition--RDN, Public Health

Will Peer Review (Non-NEAFCS) Ext. Publications?: No



Name: Cindy Fitch, PhD, RD

Title: Extension Professor and Associate Dean for Research

Contact Information:

West Virginia University Extension Service
812 Knapp Hall
PO Box 6031
Morgantown, WV 26506

wk 304-296-3486

cfitch@mail.wvu.edu

Description of Tenure/Permanent Status Process: Faculty are reviewed annually. Those hired into a tenure-track position have a critical year (usually their 6th year at rank) during which they must apply for promotion to the next rank and tenure. Agents are hired at the rank of Extension Instructor and promoted to Extension Assistant Professor and Extension Associate Professor. If they have a terminal degree they may apply for promotion to Extension Professor. Specialists are hired at the rank of Extension Assistant Professor and are promoted to Extension Associate Professor and Extension Professor if they have a terminal degree. Promotion and tenure are granted based on merit, not

longevity alone. The review is at 3 levels - department, college, and university

Rank: Extension Instructor, Extension Assistant Professor, Extension Associate Professor, and Extension Professor (only for those with a terminal degree).

Areas of Expertise: Food Safety, Health, Nutrition

Will Peer Review (Non-NEAFCS) Ext. Publications?: No

Name: Karen Franck

Title: Extension Assistant Professor

Contact Information:

University of Tennessee

2621 Morgan Circle, 119 Morgan Hall

Knoxville, TN 37920

865-654-1089

kfranck@utk.edu

Description of Tenure/Permanent Status Process: We have internal and external committees that review our materials for promotion and tenure.

Rank: Assistant Professor

Areas of Expertise: Food Safety, Health, Human Development, Nutrition, Program Evaluation, Other

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes



Name: Samantha Kennedy

Title: Extension Agent III

Contact Information:

UF/IFAS Extension Wakulla County

84 Cedar Avenue

Crawfordville, FL 32327

wk 850-926-3931

skennedy@ufl.edu

Description of Tenure/Permanent Status Process: For faculty with an extension assignment, effective contribution to the planned non-degree educational programs of UF/IFAS for that portion of FTE assigned to extension is necessary for tenure, permanent status, and/or promotion. State Extension faculty members are expected to show evidence of collaboration with county faculty in their programs and involvement in in-service education for professional development of county faculty. Distinction in Extension may be evidenced by effectiveness in obtaining, integrating and organizing educational resources into programs directed to meet the needs of extension clientele (general public, producers, industry groups, families, youth and other relevant audiences); the design and implementation of educational experiences (the scholarship of application) appropriate to priority needs identified; the packaging of research based information into program materials such as bulletins, fact sheets, newsletters, mass media messages, electronic publications, distance education, and public displays; and documentation of educational program impacts. Other indicators include participation in professional development and training opportunities to remain current with scientific and methodological developments, extramural funds received, and recognition by peers and clientele as a leader in the assigned areas of responsibility.

Rank: Associate Professor

Areas of Expertise: Financial Management, Food Safety, Health, Nutrition

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes

Name: Dhruvi Patel

Title: Tenured Extension Educator-FCS

Contact Information:

28647 Old Quantico Rd.

Salisbury, MD 21804

wk 410-749-6141 ext 104

dhrutip@umd.edu

Description of Tenure/Permanent Status Process: 5-year tenure process that reviews candidates in three main categories: Teaching, Scholarships, and Service.

Rank: Senior Agent/ Associate Professor

Areas of Expertise: Aging, Health, Nutrition, Technology and Social Media, stress, mental wellbeing, evaluation methods, Other

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes



Name: Evelyn B. Whitmer, BS, MEd

Title: Area Full Extension Agent

Contact Information:

Cochise County Cooperative Extension

1140 North Colombo Ave

Sierra Vista, AZ 85635

wk 520-458-8278 ext 2178

fax 520-458-5823

emarkee@arizona.edu

Description of Tenure/Permanent Status Process: The University of Arizona Extension has a first level review at 3 years. At 6 years our University Agents go through the promotion and tenure process where they are reviewed by their peers, outside evaluators, a college committee, to the provost and on to the President of the University. Going to a Full Agent, has the same review process.

Rank: Full Area Agent-equivalent to Full professor with a specialty

Areas of Expertise: Child Development, Community Development, Financial Management, Food Safety, Health, Nutrition, Parenting Education, Collective Impact

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes

Name: LaWanda (Pegi) Wright

Title: Extension Agent

Contact Information:

Virginia Cooperative Extension

10087 Kings Highway

King George, VA 22485

wk 540-775-3062

lvwright@vt.edu

Description of Tenure/Permanent Status Process: Associate Agent to Extension Agent

Rank: Extension Agent

Areas of Expertise: human development

Will Peer Review (Non-NEAFCS) Ext. Publications?: No

Name: Lori C. Wiggins

Title: County Extension Director/ Agent IV

Contact Information:

UF/IFAS Extension Taylor County

203 Forest Park Drive

Perry, FL 32348

wk 850-838-3508

lwiggins@ufl.edu

Description of Tenure/Permanent Status Process: Qualifications for Rank, County Extension Agent I.

New appointees must hold at least a Bachelor's degree. The appointees must possess all necessary qualifications for the Extension position.

2. Qualifications for Promotion to Rank, County Extension Agent II (equivalent to Assistant Professor). Major considerations for promotion are determined by the items listed under criteria for promotion of all county extension faculty. In addition, the candidate shall hold a

Master's degree, or be admitted by an institution for graduate study toward a Master's degree, and have completed at least 50% of the coursework for the degree.

3. Qualifications for Promotion to Rank, County Extension Agent III (equivalent to Associate Professor). Major considerations for promotion are determined by the items listed under criteria for promotion of all county extension faculty. In addition,

the candidate shall:

- a. Hold a Master's degree.
- b. Have established a recognizable area of expertise within their Extension District (department) and show promise of a statewide reputation as a leader in his or her field.
- c. Have produced creative works, professional writing, or carried out Extension studies or applied research and has presented that work at state, regional and national meetings.
- d. Has shown excellence in the scholarship of integration and/or application through strong reporting of impacts.

4. Qualifications for Promotion to Rank, County Extension Agent IV (equivalent to Professor). Major considerations for promotion are determined by the items listed under criteria for promotion for all county extension faculty. In addition, the candidate shall:

- a. Hold a Master's degree.
- b. Have established a recognized reputation as being outstanding in his or her field of specialization. Faculty considered for promotion to Extension Agent IV must have at least an area or statewide recognition for their educational programs within one or more assigned program areas.
- c. Have produced creative work, professional writing, or carried out Extension studies or applied research of high quality and has presented that work at national meetings.
- d. Has shown excellence in the scholarship of integration and/or application through strong reporting of impacts.
- e. Consistent commendable or exemplary evaluations. Faculty considered for Extension Agent IV would usually be rated consistently above satisfactory.

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Rank: Professor

Areas of Expertise: Food Safety, Health, Nutrition

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes



Name: Kendra Zamojski

Title: Regional Specialized Agent Family and Consumer Sciences

Contact Information:

UF/IFAS Extension

155 Research Rd

Quincy, FL 32351

wk 850-875-7135

hughson@ufl.edu

Description of Tenure/Permanent Status Process: The UF promotion process is quite extensive. Individuals must demonstrate "distinction" at each level, Agent I-IV. Applicants submit a promotion packet. The packet is distributed to external reviewers. It is reviewed and voted on by colleagues in the department or extension district. If successful, it goes on for review by district extension directors, then by the department head, program leader, or associate dean. If successful the packet goes on to be reviewed by the Tenure and Promotion committee. Finally, the packet is reviewed by the Provost.

Rank: Currently Agent 3 equivalent of Associate Professor

Areas of Expertise: Administration, Community Development, Food Safety, Health, Nutrition

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes

Name: Karrie Jaye Carte

Title: Extension Agent

Contact Information:

900 Virginia Street East, 3rd Floor

Charleston, WV 25301

304-720-9573

kerri.carte@mail.wvu.edu

Description of Tenure/Permanent Status Process: Promotion and Tenure with full faculty status

Rank: Associate Professor

Areas of Expertise: Child Development, Community Development, Food Safety, Health, Parenting Education

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes



Name: Andrea Hoover

Title: Extension Agent

Contact Information:

PO Box 586

WVU Extension

Lewisburg, WV 24901

304-647-7408

andrea.hoover@mail.wvu.edu

Description of Tenure/Permanent Status Process: Faculty files are turned in and reviewed/scored internally every year. After 5 years, you will request Promotion and Tenure turning in a faculty file with

5 years of impact. The Service Section will be sent out for External Review, while the Teaching, Research and Service will be reviewed internally. After 5 additional years, faculty has the option to request promotion again following the same format. With a PhD or Ed faculty can be fully promoted after 15 years of files reviews.

Rank: Associate Professor

Areas of Expertise: Child Development, Financial Management, Food Safety, Health, Human Development, Nutrition

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes

Name: Beatrice Harris

Title: Associate Professor - Extension

Contact Information:

PO Box 123

Hendersonville, TN 37077

615-330-7014

bharri46@tnstate.edu

Description of Tenure/Permanent Status Process: Promotion and Tenure reviews Teaching, Research and Service. Tenure/Promotion starts at the department and goes to the university tenure and promotion committee.

Rank: Associate Professor

Areas of Expertise: Child Development and Family Studies

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes. I am willing to serve as a peer reviewer in the area of Human Development. My area of expertise deals with child development, Child care centers, teacher/caregiver trainings, family development, etc.

Name: Kristin Miller

Title: Assistant Extension Professor

Contact Information:

1110 S. College Ave

Columbia, MO 65211

(573) 884-0836

millerkris@missouri.edu

Description of Tenure/Permanent Status Process: NTT process

Rank: Assistant Extension Professor

Areas of Expertise: Exercise physiology, nutrition, aging, health/wellness

Will Peer Review (Non-NEAFCS) Ext. Publications?: yes, in nutrition and exercise physiology

Name: Lauren Weatherford

Title: Extension Agent Family & Community Development - Fayette & Nicholas Counties

Contact Information:

104 E. Wiseman Ave.

Fayetteville, WV 25840

304-574-4253

lauren.weatherford@mail.wvu.edu

Description of Tenure/Permanent Status Process: WVU has promotion and Tenure. They offer promotion from instructor to assistant professor after 6 years, and at the same time you may receive tenure, then you have assistant professor after another 6 year review and if you have a terminal degree full professor

Rank: Assistant Professor

Areas of Expertise: family finance, community development, cooking instruction, family life

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes

Name: Susan Mills-Gray

Title: Extension Professor/ State Nutrition Specialist

Contact Information:

1110 South College Ave

Columbia, MO 65201

816-506-3338

mills-grays@missouri.edu

Description of Tenure/Permanent Status Process: University of Missouri Extension faculty are non-tenure appointments (both campus and off-campus positions). Off campus faculty enter employment at the Assistant Extension Professional rank. After a minimum of five years of employment and quality body of work, they may apply for rank of Associate Extension Professional. Then after approximately another 5 to 7 years of service and a significant body of work they may apply for the rank of Extension Professional. Campus extension faculty follow their individual college's guidance for non tenure promotion by moving from Assistant Extension Professor to Associate Extension Professor to Extension Professor as the final ranking.

Rank: Extension Professor

Areas of Expertise: nutrition and health

Will Peer Review (Non-NEAFCS) Ext. Publications?:

Name: Yu Meng

Title: Youth Family and Community Advisor

Contact Information:

1050 E Holton Rd
Holtville, CA 92250

442-265-7709

ucmeng@ucanr.edu

Description of Tenure/Permanent Status Process: Tenure track

Rank: Assistant Advisor IV

Areas of Expertise: Obesity Prevention, Sports Nutrition Education, Positive Youth Development, Community development

Will Peer Review (Non-NEAFCS) Ext. Publications?: Yes

Name: Mindy McCulley

Title: FCS Extension Specialist for Instructional Support

Contact Information:

107 Mac Tavish Lane
Glasgow, Kentucky 42141

859-218-1544

mindy.mcculley@uky.edu

Description of Promotion / Tenure or Permanent Status Process: Our tenure track faculty assigned to academic departments go through assistant, associate, and full faculty promotion processes. We have two tracks, tenure track and non-tenure track for professional staff. All County Extension Agents and State-level professionals not assigned to an academic department are in the non-tenure track.

Rank: Extension Specialist, Non-tenure track

Areas of Expertise: Family Resource Management, Individual and Family Development, Communication and Technology

What would you be interested in reviewing? I am open to reviewing both

Please indicate if you have retired from Extension: No, I have not retired from Extension

Name: Shauna Carol Henley

Title: Extension Senior Agent, Affiliate Agent in the Department of Nutrition & Food Science

Contact Information:

1114 Shawan Rd, Ste 2
Cockeysville Maryland 21030

410-887-8090

shenley@umd.edu

Brief Description of Your University's Promotion / Tenure or Permanent Status Process:

The University of Maryland Extension (UME) offers tenure track commitment to Extension faculty through a ranking system of Agent (parallel to Assistant Professor), Senior Agent (parallel to Associate Professor) and Principal Agent (parallel to Full Professor). These faculty members generally consist of two types, Extension Educators and Extension Specialists. Extension Educators are typically based in UME county/city offices within geographic clusters and teach research-based subject matter from the University for community residents based on local issues and needs. They assume leadership for the development and delivery of educational programs directed to clientele, peers and/or volunteers through train-the-trainer or other venues in order to extend programming efforts throughout the state. Candidates for the rank of Senior Agent shall have established the foundation of a successful UME education program which includes the following categories: 1) Research, Scholarship, Creative and/or Professional Activity, 2) Teaching, Extension, Mentoring and Advising, and 3) Service and Outreach. Each category includes expectations for evaluation. Following each category, examples of activities are presented to illustrate the types that could be included in each area. It is not intended that a candidate have all activities in every area.

Rank (e.g., Professor, Associate Professor, Assistant Professor OR specify the equivalent rank within your university system): Senior agent/Associate Professor

Areas of Expertise (e.g., family life, nutrition, family finance, housing, food safety, etc): Food Safety, food & nutrition

What would you be interested in reviewing?: I am open to reviewing both