

Department of Youth Development Action Plans

Who is responsible	Issue	Priority	What to do	When to do it	Planners
	How can the Department better communicate faculty rights, responsibilities, mission and department purpose to external stakeholders?	1			
Dept. Chair, Liasons, Webmaster	How can the Department contribute to the success of probationary faculty?	1	Create online link specifically for probationary faculty (documents, resources, etc.)	Constantly/ongoing	Jessica Jens, John deMontmollin, Jill Tingey, Chuck Prissel, Karen Sipple, Dawn Kuelz, Jill Jorgensen, Annette Bjorklund, Sharon McDowell
FTAC & SRP	How can the Department contribute to the success of probationary faculty?	1	Continue to share tip sheets, words of advice	As appropriate	Jessica Jens, John deMontmollin, Jill Tingey, Chuck Prissel, Karen Sipple, Dawn Kuelz, Jill Jorgensen, Annette Bjorklund, Sharon McDowell
Mentors, Dept. members, everyone	How can the Department contribute to the success of probationary faculty?	1	Present consistent message about the process (professionalism, seriousness, value of reflection, time commitment, etc.)	Ongoing	Jessica Jens, John deMontmollin, Jill Tingey, Chuck Prissel, Karen Sipple, Dawn Kuelz, Jill Jorgensen, Annette Bjorklund, Sharon McDowell

Mentors, Dept. members, everyone	How can the Department contribute to the success of probationary faculty?	1	Help department members understand the difference between program and scholarship and how to incorporate scholarship into program.	Ongoing	Jessica Jens, John deMontmollin, Jill Tingey, Chuck Prissel, Karen Sipple, Dawn Kuelz, Jill Jorgensen, Annette Bjorklund, Sharon McDowell
Probationary faculty	How can the Department contribute to the success of probationary faculty?	1	Encourage creation of mentoring teams	Ongoing	Jessica Jens, John deMontmollin, Jill Tingey, Chuck Prissel, Karen Sipple, Dawn Kuelz, Jill Jorgensen, Annette Bjorklund, Sharon McDowell
SRP	How can the Department contribute to the success of probationary faculty?	1	D2L Online Tenure Orientation	Continue annually	Jessica Jens, John deMontmollin, Jill Tingey, Chuck Prissel, Karen Sipple, Dawn Kuelz, Jill Jorgensen, Annette Bjorklund, Sharon McDowell
SRP	How can the Department contribute to the success of probationary faculty?	1	Face to Face Orientation "work day" (meet to discuss questions, sharing documents, informal critique)	Annually or twice per year	Jessica Jens, John deMontmollin, Jill Tingey, Chuck Prissel, Karen Sipple, Dawn Kuelz, Jill Jorgensen, Annette Bjorklund, Sharon McDowell
Research and publications	How does the Department communicate the value of and increase the acceptance of the youth development profession?	3	Support youth development profession by providing research updates to our dept. members from across the country and the world.	Annually	Karen Nelson, Merry Klemme, LouAnn Ujazdowski, Carrie Coates, Chuck Cropp, Jean Berger, Paula Huff, Tim Talen
	How can the Department fulfill its requirements with limited resources?	4			

All departments	How does the Department stay connected in a changing Extension climate to be proactive and remain vital to our clientele and our mission without losing the importance of faculty?	5	Inner-dept. cooperation and co-op ventures	Include in plan of work	Doug Liphart, Wally Hitt, Jim Winkler
Dept. Chair, Vice Chairs	How can the Department encourage youth development professionals to continue to grow and develop as professionals?	6	Continue to streamline department meetings to allow today's type of breakout for other learning opportunities or sharing	Ongoing	Dawn Schneider, Denise Retzleff, Kay Schroeder, Ian Meeker
PDAC	How can the Department encourage youth development professionals to continue to grow and develop as professionals?	6	Continue to have high quality youth emphasis WISlines with handouts that can be accessed.	Annually	Dawn Schneider, Denise Retzleff, Kay Schroeder, Ian Meeker
PDAC	How can the Department encourage youth development professionals to continue to grow and develop as professionals?	6	Create tip sheet for newer colleagues for how to carve out time for professional development		Dawn Schneider, Denise Retzleff, Kay Schroeder, Ian Meeker
Research and publications, SRP, WAE 4-H YDP Awards Committee	How can the Department encourage youth development professionals to continue to grow and develop as professionals?	6	Find a way to share research & publications, SRP documents, awards applications in away that it puts it out there. (Discuss at the committee level and make recommendations to the dept.)	Fall of 2006	Dawn Schneider, Denise Retzleff, Kay Schroeder, Ian Meeker

Vice Chairs	How can the Department encourage youth development professionals to continue to grow and develop as professionals?	6	Develop a program-related network system-what programs working on. What projects? How can we better pool resources and ideas? Find ways to bring like-minded individuals together in a collegial manner. Vice chairs compile list by district and compile it at a statewide level for web distribution.	Vice chairs obtain info in Fall of 2006	Dawn Schneider, Denise Retzleff, Kay Schroeder, Ian Meeker
Vice Chairs encourage department membership	How can the Department encourage youth development professionals to continue to grow and develop as professionals?	6	Encourage staff to post professional development opportunities in youth line	Ongoing at district meetings & WISlines	Dawn Schneider, Denise Retzleff, Kay Schroeder, Ian Meeker
Vice chairs, Dept. Reps	How can the Department encourage youth development professionals to continue to grow and develop as professionals?	6	Personal contacts and urging people to pursue professional development opportunities that are right for them.	District meetings	Dawn Schneider, Denise Retzleff, Kay Schroeder, Ian Meeker
	How can the Department encourage youth development professionals to continue to grow and develop as professionals?	6	Investigate how we can tap into professional development opportunities that may become available due to the merger with the UW colleges	Next 2 - 5 years	Dawn Schneider, Denise Retzleff, Kay Schroeder, Ian Meeker
All of us	How does the Department facilitate and support equal opportunities in employment and programming including Title IX and ADA?	6	Growing our own/personal commitment to develop relationships with community and campus individuals & groups	Always	Sally Bowers, Deb Jones, Joan Wimpe
Dept. Chair	How does the Department facilitate and support equal opportunities in employment and programming including Title IX and ADA?	6	Promotion-by the department of multi-cultural awareness efforts (included in dept. chairs reports & communications)		Sally Bowers, Deb Jones, Joan Wimpe

Developing Multi-cultural Understanding Team & SRP/ Research & Publications	How does the Department facilitate and support equal opportunities in employment and programming including Title IX and ADA?	6	Department support of DMU Team workshops for outreach to diverse audiences, including the scholarship of outreach work		Sally Bowers, Deb Jones, Joan Wimme
Research and publications	How does the Department facilitate and support equal opportunities in employment and programming including Title IX and ADA?	6	Incentives - i.e. Add category to R/P addressing diversity related programs/ issues.		Sally Bowers, Deb Jones, Joan Wimme
SRP	How does the Department facilitate and support equal opportunities in employment and programming including Title IX and ADA?	6	Review documentation required for portfolios to include outreach work to diverse audiences		Sally Bowers, Deb Jones, Joan Wimme
CASI	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Include Academic staff list with department list - could encourage promotions, etc, if people know who academic staff are (CASI has started to compile a list - would forward to dept.)		Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
CASI	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Annual WISline of youth development academic staff - collegiality - continue CASI rep.		Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
CASI, mentor, faculty & Ac. Staff (ALL)	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Acknowledge that academic staff members do quality work and encourage continued good work	continuous	Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert

CASI, mentor, faculty & Ac. Staff (ALL)	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Be sure academic staff are encouraged to attend district meetings - could do program sharing, etc.	continuous	Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
CASI, mentor, faculty & Ac. Staff (ALL)	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Encourage academic staff to join association (recognition) and state work teams - wherever appropriate	continuous	Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
Dept. Chair, CASI Rep.	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Academic staff reports at department meetings		Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
Dept. Chair, Vice Chairs	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Academic staff reports on monthly district WISlines		Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
sub committee of faculty and Ac. Staff	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Create mentor guidelines to help mentor & mentee when expectations are different & how (support individual i.e. faculty compared to academic Staff)	within next year	Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
subcommittee	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	Written document of similarities & differences between faculty and academic staff including voting at department, promotions, etc.		Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert

	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	When academic staff go for a promotion do a presentation on scholarship		Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
	How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?	8	2 year or 3 year reviews for academic staff - support	continuous	Penny Tank, Kandi O'Neil, Lori Labaree, Connie Abert
Dept. Chair, HR Network, CEAC	How will the Department take an active role in staffing, hiring and compensation decisions?	8	Make a recommendation to be a standing part of initial vacancy	ASAP	Rosanne Schleif, Marie Witzel, Marie Ritscher, Donna Menart, Cindy LaPorte, Sue Pleskac, Connie Creighton
Dept. Chair, HR Network, CEAC	How will the Department take an active role in staffing, hiring and compensation decisions?	8	Develop a standards operating procedure for how the department is involved in the initial vacancy and agree on roles & responsibilities	ASAP	Rosanne Schleif, Marie Witzel, Marie Ritscher, Donna Menart, Cindy LaPorte, Sue Pleskac, Connie Creighton
Dept. Chair, HR Network, District Director, Vice Chair, Program Area	How will the Department take an active role in staffing, hiring and compensation decisions?	8	Establish communication patterns with all partners on position descriptions, expectations, being part of the system & it's responsibilities		Rosanne Schleif, Marie Witzel, Marie Ritscher, Donna Menart, Cindy LaPorte, Sue Pleskac, Connie Creighton
Dept. Chair, sub committee, CEAC	How will the Department take an active role in staffing, hiring and compensation decisions?	8	Revisit merit/ market compensation to advocate for a rational, consistent process		Rosanne Schleif, Marie Witzel, Marie Ritscher, Donna Menart, Cindy LaPorte, Sue Pleskac, Connie Creighton
Sub committee	How will the Department take an active role in staffing, hiring and compensation decisions?	8	Prepare ideas on to develop a sound "market" request		Rosanne Schleif, Marie Witzel, Marie Ritscher, Donna Menart, Cindy LaPorte, Sue Pleskac, Connie Creighton

Sub committee	How will the Department take an active role in staffing, hiring and compensation decisions?	8	Revisit compensation/compression study on dept. members relevant to responsibilities		Rosanne Schleif, Marie Witzel, Marie Ritscher, Donna Menart, Cindy LaPorte, Sue Pleskac, Connie Creighton
Sub committee	How will the Department take an active role in staffing, hiring and compensation decisions?	8	Help department chair, HR Network, Dist. Director, Vice Chair and Program Area develop a consistent message		Rosanne Schleif, Marie Witzel, Marie Ritscher, Donna Menart, Cindy LaPorte, Sue Pleskac, Connie Creighton
Dept. Chair & Vice Chairs	How can the Department improve the recognition and promotion of scholarly work?	10	Reinstate reports from recently promoted faculty at dept. meetings.	Dept. meeting	Barb Barker, Donna Duerst, Kim Reaman
Mentors, district liaisons	How can the Department improve the recognition and promotion of scholarly work?	10	For individuals not going through R&P, encourage submission to online journal and programs of distinctions		Barb Barker, Donna Duerst, Kim Reaman
Research and publications	How can the Department improve the recognition and promotion of scholarly work?	10	Promote and encourage submission to the new online Youth Development Journal		Barb Barker, Donna Duerst, Kim Reaman
Research and publications	How can the Department improve the recognition and promotion of scholarly work?	10	Dept. papers - continue to promote, possibly feature newly published publications (include abstract in youth line and mass email)		Barb Barker, Donna Duerst, Kim Reaman
Research and publications	How can the Department improve the recognition and promotion of scholarly work?	10	Encourage people to submit to programs of distinction		Barb Barker, Donna Duerst, Kim Reaman
Research and publications	How can the Department improve the recognition and promotion of scholarly work?	10	Promote program sharing at district-multi cluster events (Expand the responsibilities of the department research and publications committee to include the above responsibility.)		Barb Barker, Donna Duerst, Kim Reaman

	How does the Department articulate and be respectful of the similarities and differences between academic staff and faculty?	10			
Dept. Chair	How does the Department help faculty understand rights, privileges, and responsibilities as department members?	10	Avoid assumptions that people understand role, meetings & procedures	Dept. meeting & website	Sally Schoenike, Jeanne Baum, Mel Miller, Debbie Moellendorf
Mentor	How does the Department help faculty understand rights, privileges, and responsibilities as department members?	10	Need to help newer faculty understand about the department	As mentor meets with mentee	Sally Schoenike, Jeanne Baum, Mel Miller, Debbie Moellendorf
Professors	How does the Department help faculty understand rights, privileges, and responsibilities as department members?	10	Highlight one aspect of department roles & responsibilities each time we meet	Dept. meeting	Sally Schoenike, Jeanne Baum, Mel Miller, Debbie Moellendorf
Vice Chairs	How does the Department help faculty understand rights, privileges, and responsibilities as department members?	10	Talk about department and roles	Dist. Meeting	Sally Schoenike, Jeanne Baum, Mel Miller, Debbie Moellendorf