

STRATEGIC ISSUES UPDATE - APRIL 2007

Strategic Issue 1a. How can the Department better communicate faculty rights, responsibilities, mission and department purpose to external stakeholders?

WHAT WERE THE KEY DISCUSSION POINTS?

- *Communication among department members and administration is vital. This is a sensitive issue, but it is important to discuss.*
- *Department members need to be able to articulate what they bring to their roles.*
- *Political correctness can be a deterrent to open communication.*
- *There is a concern about administrative support for department members from the program leader, the Dean and Director and some District Directors.*
- *Does it matter if someone is faculty? Does being a faculty member give protection?*
- *Can we value faculty without devaluing academic staff? There is increasing knowledge and impact by the Academic Staff Council.*
- *There is a different level of professionalism among field staff with faculty status. This also impacts academic staff. This is recognized by national colleagues.*
- *Faculty implies a standard of excellence.*

WHAT HAS BEEN DONE?

- In December of 2006, the Department of Youth Development approved the following mission:
 - *The mission of the Department of Youth Development is to practice and advance the academic discipline of youth development. To fulfill this mission, the Department of Youth Development:*
 - *Develops, maintains and reviews standards for membership in the Department of Youth Development.*
 - *Evaluates and provides feedback to faculty on their scholarly development throughout their career.*
 - *Engages with administration in staffing and compensation decisions.*
 - *Contributes to the research base of the discipline of youth development*
- This mission, along with faculty rights and responsibilities, will serve as the basis for communicating with external stakeholders.

WHAT NEEDS TO BE DONE?

- **Building from the mission, a work group is needed to develop a concise message for external stakeholders** (*Needed materials - faculty rights and responsibilities*)

Strategic Issue 1b. How can the Department contribute to the success of probationary faculty?

WHAT WERE THE KEY DISCUSSION POINTS?

- *On-line tenure training requires mentor and department members to be involved. Can the department encourage participation by more people?*
- *The current mentor program is informal in some cases. Explore the team approach used in other departments.*
- *How effective are on-line trainings for probationary faculty and mentors?*
- *How do probationary faculty balance programming and “do this for tenure”?*
- *Are there guidelines for “doing a portfolio right?”*
- *The quality of some of the submissions to the Standards, Rank and Promotions Committee is questionable. A better system needs to be devised to provide guidance and assistance to candidates earlier in the process.*

WHAT HAS BEEN DONE?

- Mentors are being assigned and 1, 2 and 3 year reviews provide feedback.
- Faculty Tenure Advisory Committee (FTAC) has provided, and reports that they will continue to provide, tip sheets.
- Standards, Rank and Promotions (SRP) committee is continuing their D2L course.
- SRP has help a face-to-face work day
- The Department chair will now encourage the creation of mentoring teams in welcome letters to new colleagues.

WHAT NEEDS TO BE DONE?

- **Develop a strategy to help newer colleagues understand the difference between program and scholarship and help newer colleagues understand how to incorporate scholarship into programming.**
- **Develop a consistent message about the probationary process in terms of professionalism, seriousness, value of reflection, time commitment, etc.**

Strategic Issue 3. How does the Department communicate the value of and increase the acceptance of the youth development profession?

WHAT WERE THE KEY DISCUSSION POINTS?

- *Department members can express the value of having UWEX staff for youth development work to county administration, Extension Committees, CPAG members, etc.*
- *Department members can communicate the benefits of the tenure process and how this impacts work.*

WHAT HAS BEEN DONE?

- A proposal to support the youth development profession by providing research updates to our department members was forwarded at last year's department meeting. Nothing has been done on this.

WHAT NEEDS TO BE DONE?

- **Develop a strategy to address this issue.**

Strategic Issue 4. How can the Department fulfill its requirements with limited resources?

WHAT WERE THE KEY DISCUSSION POINTS?

- *There needs to be a balance between effectiveness and cost savings*
- *More people should be involved in the decisions.*
- *Sufficient people need to be on staff to fulfill department roles.*
- *Is technology used effectively and efficiently?*
- *Budgets and department issues could be discussed at district meetings.*
- *The new promotion mandates and potential budget implications may impact some staff decisions regarding applications for promotions.*
- *There are expanded requirements from the program area and the institution that impact time for programming and Department duties.*

WHAT HAS BEEN DONE?

- Nothing to this point

WHAT NEEDS TO BE DONE?

- Vice Chairs need to review the budget allocations and expenditures.

Strategic Issue 5. 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?

WHAT WERE THE KEY DISCUSSION POINTS?

- *Including the Department Chair in CEAC meetings is a positive move.*
- *There are opportunities for faculty representation in various places. We should be engaged in the governance process.*
- *Some counties have pressure to fill positions with academic staff or to develop multi-county positions.*
- *4-H Youth Development needs to be visible in the UWEX strategic planning process. It was suggested that each district nominate a 4-H YD person for the 9 member committee.*
- *There are expanded requirements from the program area and the institution that impact time for programming and Department duties.*

WHAT HAS BEEN DONE?

- Denise Retzleff will be representing the Department and youth development as a member of the strategic planning committee.

WHAT NEEDS TO BE DONE?

- **A workgroup needs to develop a strategy around this issue.**

Strategic Issue 6a. How can the Department encourage youth development professionals to continue to grow and develop as professionals?

WHAT WERE THE KEY DISCUSSION POINTS?

- *“Doing the best quality work we can-always.”*
- *Keep discussion open on scholarly work especially for newer staff.*
- *Encourage mentors to discuss quality work with mentees.*
- *What does “improve” mean? When is great become good enough? When is the bar reached?*
- *Consider how to build on Rutledge’s wisline. How can we encourage staff to continue to grow and develop as professionals?*
- *Provide high quality professional development opportunities.*

WHAT HAS BEEN DONE?

- We have streamlined department meetings to allow for breakout sessions and to allow for learning activities.
- Our department representative on the Professional Development Advisory Committee (PDAC) is sharing the concern with PDAC and PDAC continues to provide high quality youth emphasis Wislines.
- Staff have been encouraged are continued to be encouraged to post professional development opportunities in Youth line.
- PDAC is coordinating with the District Representatives to post the professional development offerings on the web so colleagues can attend other district meetings if something is offered there that is not in their district.
- A sub-committee of PDAC is working on creating a tip sheet to help newer colleagues carve out professional development time.

WHAT NEEDS TO BE DONE?

- **A program related network sharing system needs to be developed so we can easily access who is working on what programs, pool resources and share ideas.**

Strategic Issue 6b. How does the Department facilitate and support equal opportunities in employment and programming including Title IX and ADA?

WHAT WERE THE KEY DISCUSSION POINTS?

- *Change this focus to ‘inclusivity of all populations.’*
- *Provide additional support to minority staff.*

WHAT HAS BEEN DONE?

- The Department encourages members to develop relationships within communities of color to make our programming and hiring more inclusive.
- The Department is supportive of multi-cultural awareness efforts and is looking to incorporate these in future meetings.
- The Department encourages members to embrace opportunities like Crash and Multi-cultural awareness training.
- The Department Chair has added a section to his updates entitled “Facilitating and Supporting Equal Opportunities in Employment and Programming”.
- The Tenured Faculty Review committee has advanced language to include a section on efforts to reach diverse audiences in the TFR.
- Research and Publications will be encouraging members to submit idea sheets and other papers on reaching diverse audiences.

WHAT NEEDS TO BE DONE?

- SRP will be asked to consider adding a section on to the portfolio that specifically addresses outreach work to diverse audiences.
- **Other strategies to address this issue could be developed.**

Strategic Issue 8a. How will the Department take an active role in staffing, hiring and compensation decisions?

WHAT WERE THE KEY DISCUSSION POINTS?

- *What is the status of Extension Associate positions? They do switch to the faculty track if this is written into the job description.*
- *The Chair of the Department is involved in hiring decisions late in the process. The district director and county partner has the most impact.*
- *Reductions happen by opportunity.*
- *The market/merit increases have been non-existent and are simply processes we must go through.*
- *There have been additions/increases in time for the State 4-H Staff seemingly without notice to others. Some tenured faculty without county affiliations are providing new programming opportunities.*

WHAT HAS BEEN DONE?

- Academic Staff Council has held a Wisline and is having their first face-to-face meeting on April 26, 2007.
- The scheduled presentation by Bonnie Borden in recognition of her title change is an acknowledgement that academic staff do quality work in the effort to advance youth development.
- Mentors and other should encourage academic staff to attend district meetings.
- Academic staff reports are part of the vice chairs and department meeting agendas.

WHAT NEEDS TO BE DONE?

- **Revisit the document on granting faculty status to academic staff. A work team is in place for this.**

Strategic Issue 8b. How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?

WHAT WERE THE KEY DISCUSSION POINTS?

- *A written document highlighting this information is needed.*
- *It has taken two years to assemble a listing of academic staff in the system.*
- *The process for promotions for academic staff should be communicated. This is a choice for the staff member to make—it is not a requirement.*
- *There is a process in place for academic staff to move to faculty status. This process should be communicated to staff.*
- *There are differences for staff who are funded with state dollars versus county dollars.*
- *Mentors are needed for academic staff. Guidelines should be established. A mentor inside and outside the county office is needed.*
- *The Department is complimented for including academic staff in this planning process.*
- *There is a difference in pay for beginning academic staff and faculty. (see Issue #1a)*

WHAT HAS BEEN DONE?

- The department chair has worked with the Human Resources Network (HR-Network) to ensure that posting full-time faculty positions either as a reduced position or as Extension Associate requires conversation with the Department Chair and others.

WHAT NEEDS TO BE DONE?

- Discuss what role the department wants to take with regard to interviewing and selection of possible candidates.
- Work with HR-Network to tighten up the process for assigning rank at time of hire and accepting Extension Associates into the Department.
- **Revisit merit and market study to advocate for a rational consistent process of compensation.**
- **Prepare ideas on developing a sound market request.**

Strategic Issue 10a. How can the Department improve the recognition and promotion of scholarly work?

WHAT WERE THE KEY DISCUSSION POINTS?

- *Scholarly work is ingrained in the Institution.*
- *Quality programming is the heart of our work.*
- *Scholarly presentations could be incorporated into Department meetings.*
- *Templates/examples of quality work could be developed.*
- *Scholarly work could be used to communicate what we do. This should be a part of all communication—not just part of the promotion process*

WHAT HAS BEEN DONE?

- Scholarly presentations from those recently promoted to Associate Professor are being included on the Department meeting agenda.
- The Research and Publications (R&P) committee is planning on taking an active role in recommending to authors to advance share their work through professional journals and programs of distinction when appropriate.
- R&P will take an active role in recommending work to PDAC when appropriate.
- R&P will be posting the abstracts of recently published papers in Youth Line.
- Department members are encouraged to submit programs of distinction.
- The Department co-sponsored the Western District Day of Learning for Professor candidate presentations.

WHAT NEEDS TO BE DONE?

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Strategic Issue 10b. How does the Department articulate and be respectful of the similarities and differences between academic staff and faculty?

WHAT WERE THE KEY DISCUSSION POINTS?

- *See comments under Strategic Issue 8b: How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?*

WHAT HAS BEEN DONE?

- The issue has been combined with 8b.

WHAT NEEDS TO BE DONE?

- Nothing

Strategic Issue 10c. How does the Department help faculty understand rights, privileges, and responsibilities as department members?

WHAT WERE THE KEY DISCUSSION POINTS?

- *There is less face to face time for meetings and discussions.*
- *Staff must go to the website for information.*
- *Faculty have a role to educate colleagues.*

WHAT HAS BEEN DONE?

- The Department Chair has confirmed that links to faculty rights and responsibilities are posted on the Department web site.
- Links to academic staff web sites have been posted on the Department web site.
- Vice chairs are to share Department business, listen to concerns and clarify Department roles at district meetings.

WHAT NEEDS TO BE DONE?

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