

Department of Youth Development Strategic Plan – Where Are We At?

In March 2006 the Department of Youth Development developed a strategic plan
http://www.uwex.edu/ces/4h/department/documents/Plan2_000.pdf

In April 2007 it was updated

<http://www.uwex.edu/ces/4h/department/documents/StrategicIssuesUpdateApril07.pdf>

In 2009 the Vice Chairs were reviewing the plan and updates. We discussed

- how to proceed with the parts of the plan that have not been addressed
- whether all issues remain relevant
- what has been accomplished since the last update 2½ years ago

To provide focus to future Vice Chair discussions, department members are asked ...

1. To add to the lists of “what has been done”. Think about any efforts you are aware of or have been involved with through the department and its committees.
2. Prioritize each issue as high, medium or low

If you are not able to attend the December 2009 Department meeting, but wish to add to the lists of “what has been done” for any issue(s), please send your responses to Jill Jorgensen by December 14.

How can the Department better communicate faculty rights, responsibilities, mission, and department purpose to external stakeholders?

WHAT HAS BEEN DONE?

- In December 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.

- In May 2009 the Department of Youth Development approved the document “Communicating a concise message for external stakeholders” which is posted on the department web site.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How can the Department contribute to the success of probationary faculty?

WHAT HAS BEEN DONE?

- Mentors are being assigned and 1, 2 and 3 year reviews provide feedback.
- Standards, Rank and Promotions (SRP) committee is continuing their D2L course.
- SRP has held a face-to-face work day
- The Department chair encourages the creation of mentoring teams in welcome letters to new colleagues.

YOUR TURN... **Add to the list of “what has been done”.** Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How does the Department communicate the value of and increase the acceptance of the youth development profession?

WHAT HAS BEEN DONE?

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YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How can the Department fulfill its requirements with limited resources?

WHAT HAS BEEN DONE?

Vice Chairs review the budget allocations and expenditures.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

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 HAS BEEN DONE?

Numerous department members were involved in the CES Strategic Planning process.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How can the Department encourage youth development professionals to continue to grow and develop as professionals?

WHAT HAS BEEN DONE?

- We have streamlined department meetings 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 and 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 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.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How does the Department facilitate and support equal opportunities in employment and programming including Title IX and ADA?

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 Multi-cultural awareness training.
- The Tenured Faculty Review includes a section on efforts to reach diverse audiences.
- Research and Publications will be encouraging members to submit idea sheets and other papers on reaching diverse audiences.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How will the Department take an active role in staffing, hiring and compensation decisions?

WHAT HAS BEEN DONE?

- Academic Staff Council has held meetings since 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 others encourage academic staff to attend district meetings.
- Academic staff reports are part of the vice chairs and department meeting agendas.
- The document “Process for Granting Faculty Status to Academic Staff Through the Department of Youth Development” is found on the department website.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How can the Department insure an appropriate balance of academic staff and faculty to uphold academic quality and growth?

WHAT HAS BEEN DONE?

- Posting full time faculty positions either as a reduced position or as Extension Associate requires conversation among the Department Chair and others.
- Department Chair assigns rank at time of hire and determines if Extension Associates may be accepted into the Department when their degree is completed.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How can the Department improve the recognition and promotion of scholarly work?

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.
- Recently published papers are highlighted at department meetings.
- Department members are encouraged to submit programs of distinction.
- The Department has organized Day of Learning for Professor candidate presentations.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.

How does the Department help faculty understand rights, privileges, and responsibilities as department members?

WHAT HAS BEEN DONE?

- 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 share Department business, listen to concerns and clarify Department roles at district meetings.

YOUR TURN... Add to the list of “what has been done”. Think about any efforts related to this issue that you are aware of or have been involved with through the department and its committees. Describe them below.