

Developing your Extension Career

	Beginning Career with Cooperative Extension (0-3 years) (see www.uwex.edu/ces for add'l information)	Early Career (4-6 years)	Continuing Career (6+ years)
<p>Orientation</p> <p>Involvement parties:</p> <ul style="list-style-type: none"> • Individual • District Director • County Dept. Head • Unit Head • Mentor/Support Team • Program Area • Academic Department • Personnel Office 	<p>On-the-Job Orientation through:</p> <ul style="list-style-type: none"> ➤ One-on-one meetings with department/unit head, program area representatives, mentor, district director, et. al. ➤ Self-initiated meetings with key "stakeholders", clientele groups, programming partners, volunteer groups, program and office colleagues, et. al. ➤ Self-initiated review of information posted to various Cooperative Extension and UWEX web sites <p>New Colleague Orientation (NCO) scheduled in spring and fall, attended by faculty, acad. and classified staff:</p> <p>Introduces resources of UWEX & CE; begins to strengthen abilities within six competency areas (Programming, Partnership Development, Interpersonal Effectiveness Communications, Organizational Knowledge and Technical/Subject Matter Expertise); serves as foundation for core skills training and program area core knowledge.</p>	Additional orientation opportunities as roles and performance expectations change	Additional orientation opportunities as roles and performance expectations change
<p>Core Skills Training</p> <p>Involvement parties:</p> <ul style="list-style-type: none"> • Individual • Program Development & Evaluation Unit • Program Areas/Teams • CE Technical Services • OEODP • Personnel Office • External Vendors 	<p>Core Skills Training opportunities (partial list of examples):</p> <p>Participation based on learning needs of new employee, with participation by most required in some areas (indicated by *)</p> <ul style="list-style-type: none"> ➤ Respecting Differences* ➤ Nutrition education (for nutrition educators*) ➤ Adult learning* ➤ Evaluation* ➤ Logic Model for program planning & evaluation* ➤ Design for Learning* ➤ Facilitation skills* ➤ Building Productive and Respectful Workplaces* ➤ Computer training (through CE Technical Services) 	Additional core skills training opportunities as roles and performance expectations change	Additional core skills training opportunities as roles and performance expectations change
<p>Program Area Core Knowledge</p> <p>Involvement parties:</p> <ul style="list-style-type: none"> • Individual • Program Area • Program Area Teams • External Vendors • Professional Assn. 	<p>Various opportunities exist to gain knowledge specific to a program area, including but not limited to the following:</p> <ul style="list-style-type: none"> ➤ Agriculture and Natural Resources Extension Annual Conference, usually scheduled in October ➤ Community Resource Development Conferences ➤ Family Living Programs Annual Conference, usually scheduled in November ➤ 4H Youth Development Program Area Annual Conference, usually scheduled in February 	Additional program area core knowledge opportunities as roles and performance expectations change	Additional program area core knowledge opportunities as roles and performance expectations change
<p>Professional Development</p> <p>(may be provided in partnership with related organizations for a fee)</p> <p>Involvement parties:</p> <ul style="list-style-type: none"> • Individual (using Dist., Cty., ind. funds) • Program Area • Professional Assn. • External Vendors • Program Development & Evaluation Unit • District All Staff Mtgs 	<p>Various opportunities exist for professional development, including but not limited to the following internal offerings:</p> <ul style="list-style-type: none"> ➤ Cooperative Extension All Faculty and Staff Conference (scheduled every few years) ➤ Annual Conference (sponsored by professional associations) ➤ Evaluation Data Collection Methods ➤ Focus Groups (scheduled as needed) ➤ Compressed Video for Facilitators (scheduled as needed) ➤ Satellite Video Conference (scheduled as needed) ➤ District Scholarship Conferences ➤ ESP Professional Development Grants ➤ Impact Indicators Workshop ➤ Strategic Planning (scheduled annually) ➤ Outreach Scholarship Conference 	Participation in professional development will be driven by individual interests as one's career progresses	Participation in professional development activities will be driven by an individual's desire to gain in-depth specialization, to "re-tool" skills in a new area of interest and/or to achieve a sense of career renewal

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<p>Career Development Feedback Points</p>	<ul style="list-style-type: none"> ➤ Self-initiated Performance Review, with 360-degree assessment (SIPR) ➤ Mentor/Support Team ➤ Program Area (Assistant Program Leader or Liaison) ➤ Department/Unit Head ➤ District Director 	<ul style="list-style-type: none"> ◆ SIPR ◆ Mentor/Support Team ◆ 3-year Review ◆ Tenure Consideration ◆ Promotion Process for Academic Staff 	<ul style="list-style-type: none"> ◆ SIPR ◆ Tenured Faculty Review ◆ Promotion Process for Academic Staff