

*Promotion Task Force Update

And a Little Bit More

- *Specialists and Program Specialists
- *Asked to review updated career ladder guidelines for Extension Program Specialists
- *Committee gave feedback on guideline document and sample template for CFAR
- *Admin rolling out to Assoc. Dept. Heads this year

*Task Force

- *Annual Performance Evaluation by Dept.
 - *Ag 478
- *Promotion Process
 - *Documentation
 - *CV - CFAR
 - *Sample of work
- *Texas Data
- *Grants, committees, boards, etc.

*Challenges and Balances

*Items you are asked to report

- *Program Development & Implementation
 - *Presentations, newsletters, press articles, publications
- *Outcome of Programs
 - *Relevance, response, results - what is the impact
 - *Learning, behavior, economic, types of change
- *Faculty/Staff Training and Assistance
 - *County support, agent training, or support for programming
- *Support of Extension Activities
 - *Funding, networking, development of deliverables
- *Coordinator and Cooperation
 - *Local, County, regional, state, national, etc.
- *Professionalism and Service
 - *Personal and professional groups, how do you enhance you

*Career Achievements

- *Individual Presentations
 - *Extension Presentations
 - *Industry Presentations
 - *Organization Presentations
 - *Other Presentation Requests
 - *Posters and Presentations at Professional Meetings
- *Publications & Educational Support Materials Developed
- *Evidence of Plans, Designs and/or Implementation of Field or Other Projects that Demonstrate, Evaluate, and/or Validate New Technology to Clientele
- *Result demonstration/case studies

*Program Development and Implementation

- * Problem Description - relevance
- * Program/scientific response
- * Target audience identified
- * Educational response
- * Activity to document impact - results
- * Attempt to document learning
- * Attempt to document behavior change - adoption
- * Attempt to document change in condition

* Outcomes of Programs

- * Faculty and Staff Training/Assistance
 - * Webinars, publications, emails, in-person
 - * Mentoring
- * Support of Extension Activities
 - * Grants/Contracts Funded
 - * Grants/Contracts Proposals Submitted but not Funded
 - * Gifts/In-kind contributions
 - * Fee Based Program
- * Coordination and Cooperation
 - * Participation with industry groups/other governmental agencies
 - * Collaboration and coordination with colleagues

* Agency Support

- * Membership in Professional and Honor Societies
- * TAMUS Service
- * Public Service
- * Self-Improvement Activities:
 - * Participation in state and national conferences
 - * Membership in professional organizations
 - * Leadership roles in professional organizations

* Professionalism and Service

- * Supervisory duties
 - * Part-time, students (interns), volunteers
- * Teaching
 - * Guest lecturer, Adjunct, community college,
- * Research Activities
 - * Industry based, joint agency projects, in-depth surveys
- * Continuing Education/International Programs
- * Awards and Recognition

* Other Important Areas to Remember