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

Publication Task Force

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

Challenges and Balances

*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
*Organisation 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
* 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