

## Expectation Rubric for Department-Based Tenure Track Extension Faculty in Family and Consumer Sciences at UGA

Standard	Expectations
<b>Program Planning</b>	<ul style="list-style-type: none"> <li>• Effectively leads team program planning processes utilizing the Logic Model resulting in measurable outcomes.</li> <li>• Provides visionary leadership in his/her field of expertise and communicates this through Outlook Statements and Program Planning leadership in the Plan of Work Process</li> <li>• Effectively reaches diverse audiences including use of culturally appropriate educational materials and /or program delivery</li> <li>• Statewide needs assessments are utilized in the program planning process. Works closely with the program development coordinators, county agents, and research faculty to identify issues and needs and to develop and deliver appropriate programming that result in desired outcomes that are measureable.</li> <li>• Significant effort is expended to assure that program delivery and materials are appropriate for and sensitive to the needs of diverse audience.</li> <li>• Programs are planned to address appropriate issues, needs and opportunities.</li> </ul>
<b>Team Building and Collaboration</b>	<ul style="list-style-type: none"> <li>• Effectively creates and leads teams of multi- disciplinary faculty and staff including program development coordinators, county agents, research faculty, and other extension specialists that deliver high-quality programming resulting in desired outcomes.</li> <li>• Provides leadership for appropriate multi-state programs and teams in area of specialization.</li> <li>• Teams include county-based and research faculty.</li> </ul>
<b>Program Delivery</b>	<ul style="list-style-type: none"> <li>• Programs are issue-driven, highly innovative and regionally or nationally recognized for delivery methodology with outcomes and impacts that are measured. Information and educational programming are based on the latest research/knowledge bases; designed appropriately for target audience(s); and delivered in appropriate ways for different target audiences..</li> <li>• Program delivery is conducted in a fiscally responsible and highly professional manner.</li> <li>• Conducts appropriate and unbiased research that strengthens extension programming through strong evaluation methodology of innovative delivery methods.</li> <li>• Provides comprehensive subject matter training for county-based faculty for effective delivery to target audiences.</li> <li>• Methodologies are highly innovative and lead to national recognition for contributions to extension scholarship.</li> <li>• Outreach programs use multiple appropriate delivery media and methodologies.</li> </ul>
<b>Programming Outcomes</b>	<ul style="list-style-type: none"> <li>• Programming results in documented and measured improvement of economic status, environmental condition, health status, or quality of life of target audience.</li> <li>• Programs are recognized regionally (multi-state), nationally, and or internationally.</li> <li>• Follow-up evaluations are done to document application of learned techniques that result in a change in Socio-Economic Status, Health Status, or quality of life of program participants.</li> <li>• Programs are well-known and valued by clientele statewide and by legislators, decision-makers, and peers.</li> </ul>

Standard	Expectations
<b>Applied Research</b>	<ul style="list-style-type: none"> <li>• Conducts innovative applied research that strengthens extension programming and has national or international significance.</li> <li>• Regularly publishes in appropriate national and international blind peer-reviewed venues.</li> <li>• Mentors interns and graduate assistants in work</li> <li>• Actively advises graduate students as agreed on with Department Head.</li> <li>• Seeks opportunities for students through internships and assistantships through grant/external funding</li> </ul>
<b>Professional Service</b>	<ul style="list-style-type: none"> <li>• Provides leadership for multi-state, national and international scholarly activities.</li> <li>• Serves on major editorial boards.</li> <li>• Actively participates in statewide, national or international review panels, manuscript review processes, committees or other professional assignments.</li> </ul>
<b>Acquisition of Extramural Support</b>	<ul style="list-style-type: none"> <li>• Seeks/receives funding to support program expansion, hiring of competent support personnel and attainment of significant condition change among target audiences.</li> <li>• Seeks funding support and involvement for graduate assistants as appropriate when developing proposals.</li> <li>• Seeks/obtains adequate extramural funding to support a significant extension program.</li> <li>• Extramural funding expands the scope and effectiveness of program delivery.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Actively pursues and acquires new skills that dramatically transform extension programs.</li> <li>• Actively participates in professional development activities that increase capacity to address critical issues, enhance professional and personal growth, and improve effectiveness of extension programming.</li> <li>• Provides professional development opportunities and support for county-based faculty.</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Accepts guidance from the Associate Dean for Extension and Outreach and College and Department leadership on the direction of Extension programming in Georgia.</li> <li>• Is responsive to the needs of the total Extension Program.</li> <li>• Plan of Work reflects statewide initiatives and direction for the entire Extension program.</li> <li>• Contributes to the overall mission of the Extension program in Georgia.</li> <li>• Is accountable for quality and quantity of program impacts through reporting systems such as Georgia Counts and Faculty Activity Reports.</li> <li>• Responds in a timely manner for requests for program impacts and evaluation results.</li> </ul>