Preparing P & T dossiers that include research, teaching, and extension scholarship

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Introduction

- My background
- Audience: Assistants seeking tenure

“CLOSE THE LOOP”
Friendly Advice
Let Extension Lead You

- The structure of Tennessee Extension is a very powerful tool – USE IT
- Visit Regional/County Extension Offices
- County agents are conduits to producers
- Listen to county agent/producer needs:
  - Outreach and education
  - Applied research
- Therein lies the focus of your work/dossier
Research and Education Centers

- Visit every REC, know the directors
- Directors & producers → common needs
  - Outreach and Education
  - Applied Research
- Bring research & support
  - Dairy (Lewisburg) - Highland RIM
  - East TN (Blount and Little River Units) - AMES Plantation
  - Forest Resources (Cumberland unit) - West Tennessee
  - Middle Tennessee – Greeneville
  - Plateau (PREC and Grasslands units) – Milan
- Dossier – list examples of identified needs, describe how your REC research addresses needs, list scholarship & teaching effectiveness
Farm Visits

• This was absolutely critical for me, because it helped me understand what I should be focusing on.

• List them in the service section of your dossier – I listed 107 between March 1, 2007 and the end of 2011.

• Integrate them with your scholarship and Extension education
On-Farm Research
Field Days

- Mark your calendar, learn, participate
  - Milan No-Till
  - Beef and Dairy
  - Tobacco Beef and More
  - Steak and Potatoes
  - Tobacco & Forage Production

- This is the primary educational outlet
  - Provide outreach and education materials
  - Report the results of your applied research
  - Conduct evaluations of your teaching performance
County Meetings

- When you get a call from an agent, get to know them, work to address their questions because therein lies the potential focus of your work.
- Volunteer to participate in county meetings – it’s a good way to meet producers willing to help you understand needs and participate in applied research.
- Conduct teaching evaluations.
Government Groups

- TN Dept Agriculture (5)
- TN Dept Environment and Conservation (4)
- US Environmental Protection Agency (2)
- USDA (4), USDA NRCS (2), USDA FSA
- Utilities (2)
- Petition and relay the message:
  - Outreach and education
  - Applied research
Ag & Livestock Associations

• Get involved, serve
  – Tennessee Poultry Association
  – Tennessee Farm Bureau
  – Tennessee Cattleman’s Association
  – County Cattleman’s Associations
  – Farmer Cooperatives

• Listen for needs:
  – Outreach and education
  – Applied research
Example of How is All Works
What are the Regulatory Requirements for On-Farm Fuel Storage Tanks?
Your Dossier is a Means to Document Success with a Joint Appointment
C. Research, Scholarship, and Creative Achievement

“I have placed great emphasis on identifying Extension education needs and writing applied research proposals which address those needs – “closing the loop” so to speak on my joint Extension/AgResearch appointment.”

I followed this statement with two pages that describe two focus areas:
- how I identified the education/research need
- the grants that were funded to address them
- description of on-farm and REC research conducted
- resulting Extension outreach and scholarship, student thesis, etc.
3. Oil Pollution Prevention Regulations for Farms – 2011 producer meetings in Lincoln, Gibson, and Cannon Counties. Combined blind surveys from all the meetings are summarized below.

   a. My effectiveness as an Extension educator was evaluated, on a 1 to 6 scale, for being well prepared and presenting the subject matter clearly: 5.8/6 and 5.9/6 with over 80% of producer responses in the highest category “Strongly Agree.” My effectiveness was also evaluated by the participant’s self-judged ability to better understand the topic (5.8/6), the usefulness of the information (5.6/6), and their intention to act on their learning (5.6/6).

   b. The participants rated themselves, on a 1-5 scale, for their intention to comply with three specific practices required by the Oil Pollution Prevention Regulation. Before the training the intention to comply with the requirements was 2/5, after the training the producer willingness to comply was 4.7/5.
In Summary
The Dossier Should Close the Loop

By design the Dossier is segmented. However, your goal should be to recount a seamless story, that segues smoothly from recognizing the land grant mission, working within the county Extension system to identify education and applied research needs, work with state and federal agencies to justify and fund applied research, use the REC’s/coop farms to perform research, publish in both Extension fact sheets and journals (while mentoring students), and document your effectiveness during Extension education events.