



The Prairie Professional

A Newsletter for KAE4-HA Members

May 2005

Professionalism

After our spring meeting and words of wisdom from our State Leader, I've been thinking about Pat's comments on professionalism. Professionalism is defined by Webster's Dictionary as:

pro-fes-sion-al-ism: n 1: the conduct, aims, or qualities that characterize or mark a profession or a professional person; 2: the following of a profession (as athletics) for gain or livelihood

Yes, we are professionals in the youth development field, but what is our professionalism? With the whirlwind of events and activities, sometimes we may get caught up in the action and forget what our real purpose is - youth development. What aims or qualities do our programs have to ensure we are reaching our educational objectives? How is our conduct as a professional influencing the youth programming in our counties?

Professionalism is taking a more personal responsibility for our actions and programs. Doing your best and doing what is right (even though that may not be the easiest thing to do) is the key to being a professional. This reminds me of the story printed in The Shepherd Magazine called "Something to Think About" (author not printed) where Tommy (a young person learning about showing lambs) learns "It's OK kid, everybody does it."

The story goes on to say how Tommy learns to change birthdates on registration papers, changing ownership deadlines, using illegal substances and equipment to better animals, paying off judges, etc. because "It's OK kid - everybody does it." Then, when Tommy is 20 years old, he is arrested for



Message From The President

Amy Gerdes



Forever 4-H

NAE4-HA National Conference



Seattle Washington

October 30 to
November 3,
2005

using cocaine. His family, 4-H leader, FFA advisor, etc. are all shocked wondering how he could have done such a shameful thing.... (It's OK - everybody does it....)

“It's NOT OK just because others are doing it!” That is where our professionalism dictates our youth development programming. It is our job to ensure that the right things are being taught and done in all of our 4-H work.

Best of luck with your summer youth programming!

Welcome to the 2005 NAE4-HA National Conference

The Washington State 4-H Association invites you to participate in the 2005 NAE4-HA Conference, held in the scenic Pacific Northwest, October 30 — November 4, 2005 in Seattle, Washington. Come to the Pacific Northwest in 2005 and explore 4-H as we honor our 4-H Traditions, chart the latest Trends in youth development, and embrace innovative Technology. You will experience dynamic, motivating speakers, research round tables, hands-on service learning, and experiential learning experiences. We have some fun planned along the way with a Halloween costume party and a talent contest featuring skilled performances by your colleagues!

Come taste the best of the Northwest in 2005 Washington — the Evergreen state!

<http://nae4ha.wsu.edu/> NAE4-HA Conference home page

<http://nae4ha.wsu.edu/registration/index.htm> Registration home page

<http://nae4ha.wsu.edu/agenda.html> Tentative Agenda

<http://nae4ha.wsu.edu/hotel.html> Hotel and Travel Information

Vitamins For the Mind



Appreciate Diversity

A Message From the
KAE4-HA Diversity
Committee



Sometimes you need to stay in touch but be out of reach.

Time is our most valuable asset, yet we tend to waste it, kill it,
and spend it rather than invest it.

We can no more afford to spend major time on minor things than we can
to spend minor time on major things.

Time is more valuable than money. You can get more money, but you
cannot get more time.

Never begin the day until it is finished on paper.

Learn how to say no. Don't let your mouth overload your back.

Time is the best-kept secret of the rich.

–From “Time Management” by Jim Rohn
Submitted by Phyllis Kreisel

Changing Demographics

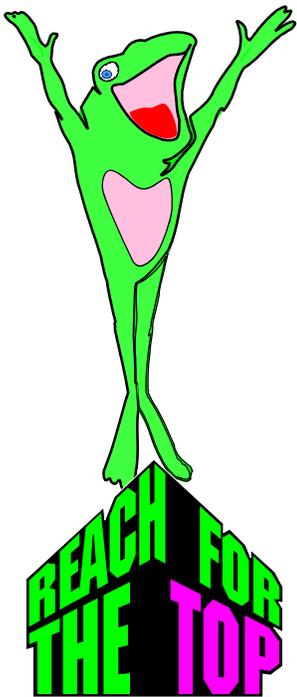
The composition of the United States is rapidly changing. Many neighborhoods and communities now contain a complex mix of races, cultures, and languages. It is becoming more important that we as adults can understand, accept, and value diverse backgrounds. Listed below are a few perspectives on equity for you to consider.

- * No one is born prejudiced. All forms of bias, from extreme bigotry to unaware cultural biases, are acquired and are dysfunctional.
- * All humans are very much alike. We are one species.
- * In many societies the assumptions, values and practices of people and institutions from the dominant culture serve to the disadvantage of those from the non-dominant culture.
- * Racism is more than the sum of individual prejudices. It is a complex social and economic phenomena that affects all aspects of U.S. society - in particular education.

It will be necessary to improve alliances between white educators and educators of color, between males and females, and between people of different class backgrounds, in order to make progress on this very complex problem.

Reference: Office For Institutional Equity
Submitted by Aliesa Woods, Diversity Committee Chair

Leadership and Change



Leadership @ Large

“For everything you gain, you lose something”. This applies to many areas of life and personal development is no exception. What you leave behind when you grow is just as integral to the process as what you gain.

“You will never change your life until you change something you do daily.” Contrary to popular belief, there’s nothing mystical; about changing your life. The best way to grow is make changes in your daily behavior.

With these growth statements fresh in your mind, let me leave you with four questions to help you evaluate *how* you’re doing when it comes to personal development:

1. **When is the last time you did something for the first time?** If you can’t remember, make a concerted effort to try something new this week
2. **What have you learned and applied this month?** In other words, how are you growing? It might be something as simple as memorizing a poem that inspires you or as complicated as learning a new computer program that increases your efficiency at work.
3. **What do you do daily to facilitate your growth?** You may wish to find a Traveling Companion to help you with this, or you may have another system that works just as well. Whatever the case, the goal is continual improvement.
4. **Are you teaching others what you are learning?** Leaders often mistakenly think that they have to learn something perfectly before they pass it on to others. The fact of the matter is that, whether they realize it or not, all leaders transfer what they are learning to other people.

The final challenge: grow with your people. Don’t present yourself as Mr. Know-it-All or Ms Answer Woman. Go to your team and say “Here’s a great book I’m reading; let’s read it together.” Or, “Here’s a concept I’m trying to understand, let’s explore it together.” As rewarding as it is to grow personally, it’s even better when you take the journey with others.

- From Leadership Wired, April 2005
<http://www.injoy.com/leadershipwired>
Submitted by Phyllis Kreisel

Kansas 4-H State Specialist Position Announce- ment

**POSITION:**

Extension Staff Development Specialist, 4-H Youth Development
Assistant Professor - Tenure Track

POSITION SUMMARY:

The Extension 4-H Specialist for Staff Development will provide innovative leadership and direction for developing, implementing and evaluating a statewide staff development plan for paid and volunteer staff.

The successful candidate will have demonstrated ability to communicate effectively with constituencies at the university, county, district, state and national levels; a familiarity with multi-cultural and a variety of socioeconomic audiences, an interest in working with people from diverse backgrounds and a commitment to the principles of diversity; an appreciation for economically and ethnically diverse rural and urban populations, and an understanding of the land grant university mission.

LOCATION: Department of 4-H Youth Development
201 Umberger Hall, Kansas State University
Manhattan, KS 66506
www.kansas4h.org

DATE AVAILABLE: October 1, 2005

RESPONSIBILITIES:

- * Provide statewide leadership for a comprehensive staff development plan for both paid and volunteer 4-H Youth Development staff as outlined in the Kansas 4-H Strategic Plan.
- * Develop, strengthen and support youth development competencies of Extension professionals and adult volunteers as identified in the 4-H Professional Research and Knowledge Base and Related Competencies model and the 4-H Youth Development Volunteer Core Competencies model.
- * Provide leadership for paid and volunteer staff in designing, delivering and training of positive 4-H youth development scholarship and practice. Work closely with area 4-H specialists, the administrative group, and state staff and faculty in other departments to achieve this objective.
- * Model excellence in program delivery through learning strategies and instruction.



* Provide leadership, implementation and oversight to the volunteer development process for the Kansas 4-H Youth Development Program including the maintenance, implementation and evaluation of the Kansas 4-H Volunteer Information Profile (VIP).

* Work in collaboration with the Kansas Association of 4-H Volunteers to design, implement and evaluate shared volunteer staff development efforts.

* Provide strategies for developing volunteerism in underserved audiences through all 4-H delivery models.

* Serve as a team member of the 4-H Youth Development state and area staff in its efforts to create a comprehensive, dynamic 4-H Youth Development program

QUALIFICATIONS

Required:

- * An earned doctorate from an accredited university in adult education, youth development, social sciences, leadership, human resources development, community development, or a closely related field.
- * A minimum three years of experience in youth development, staff development, volunteer development, leadership development or a closely related field.
- * Ability to communicate effectively with individuals and groups, including oral, written and appropriate utilization of technology.
- * Ability to work with diverse and multi-cultural audiences.

Preferred:

- * A minimum of three years of experience in the 4-H youth development movement.
- * Ability to design and develop, implement and evaluate programs.
- * Ability to identify and articulate relationships between program activities and outcomes.
- * Ability to build teams, problem solve, and manage conflict.
- * Ability to adapt to situations and programmatic needs.
- * Ability to model and practice experiential learning.
- * Ability to organize and manage.
- * Ability to successfully write grant proposals and manage grants.

RESPONSIBLE TO:

Program Leader and Department Head, 4-H Youth Development



SALARY:

Commensurate with qualifications and experience

BENEFITS:

This position is a twelve month tenure-track, assistant professor faculty position with K-State Research and Extension. The Kansas State University benefit package includes a retirement plan, group health and life insurance plans, worker's compensation, vacation, sick leave and other benefits. For additional information, see www.ksu.edu/hr/benefits.

APPLICATIONS:

Submit: 1) a letter of application that addresses each qualification listed above and states how their experiences and qualifications have prepared the applicant for this position; 2) a current vitae; 3) official transcripts of all university coursework and 4) arrange for three letters of recommendation to be submitted via postal mail to: Search Committee, c/o Dr. Elaine Johannes, 4-H Youth Development, 201 Umberger Hall, Manhattan, KS 66506 by June 15, 2005.

Nominations are encouraged. Women and minorities are encouraged to apply.

CLOSING DATE:

Review of applications will begin June 15, 2005, and will continue until the position is filled.

For further information, please contact:

Search Committee Chair
Dr. Elaine Johannes
4-H Youth Developments
201 Umberger Hall
Manhattan, KS 66506
785-532-7720 (direct line)
ejohanne@ksu.edu

or

Dr. Pat McNally
State 4-H Leader
785-532-5800
pmcnally@oznet.ksu.edu

EQUAL EMPLOYMENT OPPORTUNITY: Kansas State University is an Affirmative Action/Equal Opportunity employer committed to nondiscrimination on the basis of race, sex, national origin, disability, religion, age, sexual orientation, or other non-merit reasons (including employment of disabled veterans and veterans of the Vietnam era.) EEO Coordinator: Stacey M. Warner, 121 Umberger Hall, Manhattan, KS 66506. EEO Counselor: Daryl D. Buchholz, 123 Umberger Hall, Manhattan, KS 66506.

