**WEDA Western Extension Leadership Development Committee (WELD)**

**January 1, 2023-December 31, 2023**

**Annual Plan of Work**

**WELD Committee Members**:

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| Name | Institution |
| Wes Alford (Chair) | Colorado State University |
| Barbie Garnett (Intern Liaison) | Colorado State University |
| Nav Ghimire | Idaho State University |
| Keith Nathaniel | University of California |
| Kim Reaman | University of Wyoming |
| Elizabeth Sparks | University of Arizona |
| Christina Turner | New Mexico State University |
| Teagan Moran | Oregon State University |
| VACANT | Montana State University |
| VACANT | University of Hawai’i |
| VACANT | University of Nevada |
| VACANT | Washington State University |
| VACANT | University of Guam |
| Alda Norris | University of Alaska |
| VACANT | Utah State University |

**Committee Membership & Mission/Purpose:**

The WELD planning committee shall be comprised of one member from each WEDA member institution. The committee plans and implements a multi-year leadership development experience, for WEDA member institution’s Extension professionals who work in program delivery roles and are interested in enhancing their leadership skills. The committee meets virtually and during the on-site workshops for WELD class interns.

**2022 Accomplishments:**

* Facilitated 4 Intern-led webinars between in-person seminars. The webinar topics were generated by the interns and the webinars were opened to a broader audience. The webinar topics included 1) Bridging the Gap – Extension Service and Community Leadership; 2) Learning How to Ask Good Questions; 3) Putting the Fun in High Functioning Teams; 4) Telling Your Story
* Transitioned from book reports to book clubs /discussions to better facilitate peer-to-peer learning among Interns. A total of 6 book clubs were held between the two in-person seminars and many Interns joined multiple clubs. Some clubs continued to meet as a group even after the book was finished. The clubs served as way to stay connected, learn from one another, and build partnerships across counties, regions, and states.
* Seminar II was help in San Diego in September of 2022. Some of the session topics for Seminar II were generated by the Interns at Seminar I. This approach was employed as a way to present content that was relevant to the participants and to help the committee update the content presented in future cohorts. Some of the previous content presented to Interns was no longer relevant or was not supported by empirical research in the field of leadership.
* Transitioned from Interns leading 30-minute presentations on their innovative projects to having them present their projects in poster sessions. Previously, Seminar II was 10-12 hours of Interns presenting projects. The transition to poster presentations allowed for more sessions dedicated to the content areas suggested by the Interns and encouraged the interns to submit their projects and posters to state, regional, and national conferences. Several Interns presented at their state conferences, and a few presented at regional and national conferences. We did not have a process in place to capture the number of Interns who presented their projects at conferences, but it is in our plans for the new cohort. Our hope is that this plan helps Interns add presentations to their CVs and helps to raise the profile of the WELD program.
* Of the participants who responded to the evaluation survey, 100% reported acquiring new knowledge and skills, 100% reported the content of the program was current and the training was well administered
* New members were added to the Planning Committee to better represent the western region. The committee lost members due to personal reasons and retirements. Some Interns from the WELD XI cohort expressed interest in joining the committee and were able to replace some of the exiting members. The committee is actively recruiting members from schools that are not currently represented in the western region.

**Taking into account WEDA’s long-term goals and intended outcomes, what are the committee’s major goals & ongoing strategies/activities?**

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| Strategy/Activity | Metrics | Who | Timeline | Accomplishments |
| Recruit a new cohort of interns and hold 1st of 2 in-person seminars | # of interns recruited  # of western region LGUs represented in cohort | Planning committee and WEDA Extension Directors | Recruit in Dec. ‘22/Jan ‘23  Hold 1st seminar in April/May ‘23 |  |
| Intern Project Poster Session | # of interns submitting and sharing their projects/posters at conferences | Interns | Near the end of full WELD engagement |  |
| Recruit interns and committee members from all participating WEDA states | representation of committee members and # of interns from WEDA states | Existing committee members | Committee members recruited by November 2022; Interns recruited by January 2023 |  |
| Continue to Update WELD content to meet the needs of emerging leaders across WEDA states | # of updated content sessions; Intern feedback on the evaluation of the WELD program | Planning Committee Members | Before both seminars for the new cohort; End of the program |  |

**Additional Priority Strategies/Activities and timeline for 2023:**

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| Strategy/Activity | Metrics | Who | Timeline | Accomplishments |
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