

## Abbreviated Curriculum Vitae –

Updated: May 2023



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,  
AND ENVIRONMENTAL SCIENCES

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The Ohio State University

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### Biographical Narrative:

I serve Ohio State University as a Professor in the Department of Extension (100%) and hold a courtesy appointment in Agricultural Communication, Education, and Leadership (ACEL), where I teach graduate level courses. Both departments are housed in OSU's College of Food, Agricultural, and Environmental Sciences. As a field specialist, I do teaching, research, and service focused on Community & Organizational Leadership Development.

The majority of my teaching is not end-user content. Instead, I most often teach, coach, or consult with educators, faculty members, nonprofit leaders, local government directors, and other managers and administrators to equip them with *process skills*. Examples include mentoring, coaching, facilitation, strategic thinking, formal and non-formal instructional strategies, online engagement, and other critical leadership skill sets. ***My goal is to build capacity in these leaders so they can better reach, teach, and lead an exponential number of end-users, clients, and students.***

Perhaps most importantly, I strive to weave concepts of diversity, equity, inclusion (DEI) into all aspects of my work. This provides a critical example for my audiences as I aim to encourage them to consider DEI in their work. Research confirms DEI increases innovation, learning, service, impact, and economic measures.

**Areas of Specialization:** *Leadership Development (mentoring); Instructional Strategies; Capacity Building*

### Career Positions:

1996-2000, 2001-now – Educator I, II, III, IV, Asst. Professor, Assoc. Professor, Professor OSU Extension

2000-2001 – Manager, College of Science, Engineering, & Mathematics, Wright State University

1989 - 1995 – Manager, Communications & Government Affairs, Mead Paper Corporation. Chillicothe, Ohio and Kingsport, Tennessee

1988 - 1989 – Director, Economic Development Department, City of Chillicothe, Ohio

1986 - 1988 – Grants and Research Associate, Ohio Valley Regional Development Commission

### Degrees:

PhD, The Ohio State University, Agricultural and Extension (non-formal) Education

MA, Ohio University, Rural Sociology

BS, The Ohio State University, College of Business (Marketing)

### Teaching:

#### Current Courses:

- ACEL8420 Leadership & Administration in Agricultural & Extension Education (3.00)
- ACEL8420-D (online) Leadership & Administration in Agricultural & Extension Education (3.00)
- ACEL7230 Strategic & Program Planning (3.0)
- Second Year Transformational Experience Program (undergraduate) – Leadership

**Graduate Students:**

Doctoral Students (Dissertation; Committee Member) – 3 current; 5 graduated

Master's Students (Advisor; Thesis; Committee Member) – 4 current; 18 graduated

**Extension and Continuing Education Instruction:**

My teaching includes both group and individual instruction. Participants include Extension professionals, elected officials, community members, local government officials, and university colleagues in Ohio and around the nation. Over the past 5 years, my teaching averaged 1,400 persons per year in groups, plus over 500 individuals per year.

**Curriculum Development:** (recent examples)

My curriculum pieces focus on the application of tools and techniques to help students, citizens, local officials, and community organizations understand current situations and plan for improving conditions.

(2023) **The Encouraging Mentor** - a series of ~40 one-page conversation-starting tools anyone can use to engage in *nonformal* coaching and mentoring.

(2020-2022) **Online Teaching: Strategies for Engagement** - video and print materials that describe and demonstrate critical components of online engagement.

(2019-2023) **Strategic and Program Planning for Visionary Change** [ACEL7230- graduate course] – examines models in educational and community settings, teaches processes, and considers change and innovation in organizational settings.

(2016-2022) **Leadership & Administration in Agricultural & Extension Education** [AEE8420 graduate course] - concepts, theories, and principles for leadership, administration, and management within Extension, educational, and community development organizations.

(2016-2022) **Instructional Strategies to Improve Your Teaching** - critical teaching strategies on engaging audiences (formal and non-formal andragogy), education theories/frameworks, and skill development.

**Research:**

My research and published works exemplify my focus on leadership development, instructional strategies, and capacity building. These are often played out in higher education systems, community non-profit and local government entities, local food system organizations, and in my DEI (diversity, equity, and inclusion) work both locally and nationwide.

**Journal Articles:** [peer reviewed] (12 most recent)

1. Raison, B., Welborn, R. (2023 forthcoming). Portraits of Peace: Searching for Hope in a Divided America. [Review of Book] *Journal of the Community Development Society*. (In review.)
2. Raison, B. (2023 in preparation) The Work of Extension is Teaching: 12 Considerations for Your Approach & Philosophy. *Journal of Extension*. (In preparation.)
3. Walcott, E.; Raison, B.; Welborn, R.; Pirog, R.; Emery, M.; Stout, M.; Hendrix, L. (2020). Coming Together for Racial Understanding: National project undergirds need for race dialogue in Extension. *Journal of Extension*, 58(5). <https://www.joe.org/joe/2020october/comm1.php>
4. Raison, B.; Jones, J. (2020). Virtual Farmers Markets: A Reflective Essay on a Rural Ohio Project. *Journal of Agriculture, Food Systems, and Community Development*, 9(4), 299–310. <https://doi.org/10.5304/jafscd.2020.094.020>

5. Raison, B. (2020). Growing a Garden Community: A Film Review. [Review of A Garden Experience Film] Journal of Agriculture, Food Systems, and Community Development, 9(3), 1-2.
6. Hamilton, C.; Raison, B. (2019). Understanding Food Labels. Journal of Agriculture, Food Systems, and Community Development, 8 (4), 13-22. <https://doi.org/10.5304/jafscd.2019.084.022>
7. Wolfe, D.; Seger, J.; Raison, B.; Dallin, J.; Doll, A.; Edmunds, B. et al. (2018). Innovate extension events: Creating space for innovation in extension. Journal of Extension, 56 (5). <https://joe.org/joe/2018september/a6.php>
8. Raison, B., (2015) Farm to Hospital Research Findings Point to Opportunities for Extension. Journal of Extension. Vol. 53, no. 5: Feature 5FEA5. <http://www.joe.org/joe/2015october/a5.php>.
9. Raison, B., Scheer, S., (2015) Potential of Local Food Use in the Ohio Health Care Industry: An Exploratory Study. Journal of Agriculture, Food Systems, and Community Dev. Vol. 5, no. 3: 131-147. <http://www.agdevjournal.com/volume-5-issue-3/538-local-food-use-ohio-health-care.html>.
10. Raison, B., (2014) Doing the work of Extension: Three Approaches to Identify, Amplify, and Implement Outreach. Journal of Extension. Vol. 52, no. 2: Feature 2FEA1. <http://www.joe.org/joe/2014april/a1.php>.
11. Raison, B., Fox, J., D'Adamo-Damery, P., (2014) Crowdsourcing eXtension: Communities of Practice Provide Rapid Response. Journal of Extension. Vol. 52, no. 6: 6TOT2. <http://www.joe.org/joe/2014december/tt2.php>.
12. Raison, B., (2014) The Warmth of Other Suns. The Epic Story of America's Great Migration. Review of Book, Journal of the Community Development Society. Vol. 45, no. 1: 121-122.

**Unpublished Scholarly Presentations** (invited; national) [peer reviewed] (15 most recent)

1. Raison, B. (2023). *"Nonformal Mentoring for Impact."* Association of Staff & Faculty Women, Ohio State University. (invited)
2. Raison, B. (2022). *"Storytelling for Community Engagement and Impact."* Community Development Extension Conference, North Carolina State University. (invited keynote)
3. Welborn, R.; Tyler, C.; Eley, M.; Raison, B.; Walcott, E.; Kay, D. (2022). *Racial Understanding: Let's Start Talking.* 2022 National Association of Community Development Extension Professionals Conference. (invited post-conference workshop)
4. Raison, B. (2022). *Equipping Leaders through Strategic Planning: A Coaching Opportunity for Alignment.* National Association of Community Development Extension Professionals Conf.
5. Beaulieu, B.; Raison, B. (2022). *What's Going On? How the Great Resignation and Remote Work are Creating Opportunities for Communities.* International Community Development Society.
6. Raison, B. (2021). *"Inclusive Engagement in a Post-Pandemic World: How Shall We Respond?."* In Digital transformation of language learning and teaching: Post Pandemic Implications. American University in Cairo: The Fourth Biennial International Conference. (invited keynote)
7. Raison, B. (2021). *"Accelerating Online as In-Person Programming Returns: Engage Online, In-Person, and via Hybrid Delivery."* In Creating Connections: Engagement Scholarship Consortium International Conference (hosted by Penn State).
8. Raison, B. (2021). *"What's Your Greatest Worry? A Mental Health Check-in (poster)."* In Creating Connections: Engagement Scholarship Consortium International Conference (hosted by Penn State).
9. Raison, B. (2021). *"Mental Health Checks During Global Challenges (poster)."* In International Community Development Society Annual Conference.
10. Raison, B. (2021). *"Saba Honduras and the Ohio Fire Truck: A Story of the Soul of Community Development."* In International Community Development Society Annual Conference.
11. Raison, B. (2021). *"Our Future Online: Improving Practice for Engaging Audiences."* In National Association of Community Development Extension Professionals (NACDEP).

12. Raison, B.; Welborn, R.; Walcott, E.; Pirog, R.; Emery, M.; Stout, M.; Hendrix, L. (2020). Coming Together to Promote Racial Understanding: Findings undergird need for race dialogue in Extension - Invited Post-Conference 4-hour Workshop. National Association of Community Development Extension Professionals (NACDEP). Portsmouth, NH.
13. Raison, B.; Walcott, E.; Welborn, R.; Emery, M.; Pirog, R.; Stout, M.; Hendrix, L. (2020). Expanding NACDEP's 2019 Table Talks: Racial Dialogue Work - Invited REAL Talk. National Association of Community Development Extension Professionals (NACDEP). Portsmouth, NH.
14. Raison, B. (2019). Leadership for Support Staff: Unlock Their Potential as Coaches and Mentors. National Association of Community Development Extension Professionals. Asheville, NC.
15. Raison, B.; Mills-Wasniak, S.; Andrews, R. (2019). The Shelter Farm: Urban Growing Partnerships. 2019 National Urban Extension Conference. Seattle, WA. <https://www.nuelaction.org/>.

### **Scholarly and Creative Works:**

Most of my creative works are not delivered to end-users, but are "train the teacher / facilitator / trainer / leader" and focused on equipping them to improve their work (which then can multiply the effort). Below are recent examples.

### **Moving Image (2018-2023):**

Storytelling to Connect with Diverse Urban Audiences. (19:12). <https://youtu.be/BC4tOJQGNn4>  
 Strategic Planning 7: Real-Life Summary & Practical Model. (19:52). <https://youtu.be/LpaICWF-ak>  
 Strategic Planning 6: Leadership Considerations. (14:50). <https://youtu.be/TFUhB8SEGcc>  
 Strategic Planning 5: Organizational Capacity. (20:29). [https://youtu.be/Ogoz\\_5Y2TaM](https://youtu.be/Ogoz_5Y2TaM)  
 Strategic Planning 4: Business Model Analysis. (9:15). <https://youtu.be/wGXUkqtJoVg>  
 Strategic Planning 3: Analysis, Enviro Scan, Theory of Change. (21:08). <https://youtu.be/Xz9LdMKDLSc>  
 Strategic Planning 2: Stakeholder Engagement. Available from: <https://youtu.be/NkKHPnDifLw>  
 Strategic Planning 1: Intro to Strategic Alignment and Planning (25:40). <https://youtu.be/Y-80tU63E14>  
 Program Planning 10: Details & Revisiting the Interactive Model. (17:12). <https://youtu.be/XjJTjK1yZcs>  
 Program Planning 9: Budgets and Marketing. (15:03). <https://youtu.be/usEFUgDRCSO>  
 Program Planning 8: Formulating Evaluation Plans. (18:44). <https://youtu.be/7pYfMgMqF98>  
 Program Planning 7: Devising Transfer of Learning Plans. (8:09). [https://youtu.be/i8\\_5DSQDAuQ](https://youtu.be/i8_5DSQDAuQ)  
 Program Planning 6: Designing Instruction. (16:12). [https://youtu.be/yxW\\_Sk9wVtI](https://youtu.be/yxW_Sk9wVtI)  
 Program Planning 5: Developing Program Goals and Objectives. (14:08). <https://youtu.be/fabnyjPNuAc>  
 Program Planning 4: Identifying and Prioritizing Ideas and Needs. (18:07). <https://youtu.be/5oq8x--G2g4>  
 Program Planning 3: Building a Solid Base of Support. (17:16). <https://youtu.be/UaTJ7jBmw2U>  
 Program Planning 2b: Contextual Issues. (11:44). <https://youtu.be/4KzhYAomljw>  
 Program Planning 2a: Foundational knowledge. (15:13). <https://youtu.be/8bX7a2Xo2Go>  
 Program Planning 1: Issues and Models for Adult Learning. (10:39). <https://youtu.be/GBR2GR4v0To>  
 Strategies for Instruction: Top 10 Ways to Improve Your Lectures. (08:28). <https://youtu.be/jLi0Ygg4XeQ>

(Recent) **Multimedia / Website:** *Published by: OSU Fisher College of Business: Lead Read Today*

1. Stay Interview: Maintain Motivation. <https://fisher.osu.edu/blogs/leadreadtoday/stay-interview-reduce-volunteer-turnover-and-maintain-motivation>: 2022-03-02
2. Stay Interview: Gain Insight, Reduce Turnover. <https://fisher.osu.edu/blogs/leadreadtoday/stay-interview-gain-insight-reduce-turnover>: 2022-02-23
3. A Mental Health Check-in for Your Team or Class. <https://fisher.osu.edu/blogs/leadreadtoday/a-mental-health-check-your-team-or-classroom>: 2021-01-13
4. Forget the New Year's Resolution. <https://fisher.osu.edu/blogs/leadreadtoday/forget-new-years-resolution-start-2021-a-mission>: 2021-01-04

5. How to Deal with a Reluctant Audience. <http://fisher.osu.edu/blogs/leadreadtoday/blog/how-to-deal-with-a-reluctant-audience>: 2020-06-02
6. Could a Bucket List Increase Productivity? <http://fisher.osu.edu/blogs/leadreadtoday/blog/did-you-know-having-a-bucket-list-could-increase-your-productivity>: 2020-05-13
7. Helping Students Feel Safe in Your Online Class: Strategies for Online Teaching. <http://fisher.osu.edu/blogs/leadreadtoday/blog/helping-students-feel-safe-in-your-online-class-leadership-strategies-for-online-teaching>: 2020-05-06
8. Reach Before You Teach. <http://fisher.osu.edu/blogs/leadreadtoday/blog/reach-before-you-teach-leadership-strategies-for-online-teaching>: 2020-04-24
9. Great Leaders Focus on Things That Matter. <https://fisher.osu.edu/blogs/leadreadtoday/blog/great-leaders-focus-on-things-that-matter/>: 2020-02-25
10. Permitting Risk-Taking. <https://fisher.osu.edu/blogs/leadreadtoday/blog/permitting-risk-taking-coaching-for-growth/>: 2019-10-05

#### **Radio and Television: (recent)**

*Publisher: OSU Online Teaching Engagement Series; Coaching Series - YouTube Channel*

- (2022). E+R=O at Ohio Stadium Coach Raison (5:39) <https://youtu.be/oyrFFWdhl7c>
- (2022). Deliberate Diversity (14:26) <https://youtu.be/APlxOWXjbl8>
- (2022). Writing Philosophy Statements: Mission & Teaching (17:32) <https://youtu.be/0yknfGnDGXI>
- (2020). Online Teaching - Caring for Students & Self (07:58) [https://youtu.be/dkOTIjD5d\\_k](https://youtu.be/dkOTIjD5d_k)
- (2020). Online Teaching - Ask Good Questions (13:37) <https://youtu.be/ckG5bl9shOM>
- (2020). Online Teaching - Include Everyone (12:36) [https://youtu.be/\\_I\\_SHZ2HF2c](https://youtu.be/_I_SHZ2HF2c)
- (2020). Online Teaching - 8 Opening Approaches (12:15) <https://youtu.be/jHMskpcc25A>
- (2020). Online Teaching - Critical Strategies for Engagement (22:48) [https://youtu.be/-xWknO\\_vaWA](https://youtu.be/-xWknO_vaWA)
- (2020). Planning for Strategic Planning (30:07) <https://youtu.be/oBxPUw6dKMg>
- (2018). The GROW Coaching Model (08:59) <https://youtu.be/KSqV1mVT8fw>
- (2018). Motivation Theory & Practice (13:11) <https://youtu.be/0fyQHjvbBL8>
- (2018). Coaching for Impact (08:38) <https://youtu.be/1Qgl7gGzZWM>
- (2018). Mentoring in Leadership (12:09) <https://youtu.be/Zx52JjCC5KM>
- (2018). Authentic Leadership (9:48) <https://youtu.be/KEazYZcCDKA>
- (2018). Emotional Intelligence (13:46) <https://youtu.be/HYcNCRTs-88>

#### **Research Funding:**

My funding has focused on research that follows the needs of the communities within which I am working. Total career grant funding awards (as PI or Co-PI) total over \$3.4 million.

#### **Service:**

- 2015 - Ongoing. Serve as an Editorial Reviewer on 5 Journals
- 2012 - Ongoing. CFAES Diversity Catalyst Team.
- 2019 - 2020. Coordinator, CFAES Strategic Alignment Team (college strategic plan)
- 2018 - 2019. Advisor, Buckeye Leadership Fellows. OSU Admissions Honors & Scholars Reviewer.
- 2017 - Ongoing. Advisor, Second Year Transformational Experience Program (STEP).

#### **Consultation Activity:**

- 2016 - 2021. Education. SERA 47 (Southern Extension Research Activity) Strengthening the Southern Region Extension and Research System. Southern Rural Development Center
- 2017 - 2019. Education. USDA NIFA Rural Community Impacts Grant (\$500,000) (Colorado State University). USDA NIFA, United States.

- 2018 - 2018. Facilitator. Engineering Research Center (ERC) Proposal Facilitation. Ohio State University - College of Engineering. \$5 million National Science Foundation proposal.

#### **Initiatives Undertaken to Enhance Diversity in your Unit, College or the University:**

- (2020-present) **Experiment Station Committee on Organization and Policy (ESCOP)** - Invited to develop question route and plan facilitation for opening plenary at Directors annual meeting (Sept 28-29, 2020) in Baltimore. Topic: "Inclusive Excellence". ***Elected Diversity Catalyst Committee national chair in January 2023.***
- (2018-present) Southern Rural Development Center (SRDC): **Coming Together for Racial Understanding** – Assisted with national diversity course development, training, research.
- (2020) **National Urban Extension Leaders (NUEL)** – Developing Systemic Racism Dialogues.
- (2012-present) **CFAES Diversity Catalyst Team**: Help planning educational events, webinars.
- (2011-2019) **National Land Grant Diversity Conference** planning team (Chair 2015).
- (2014-2015) **College Prep for Urban and Underserved High School Students**: Revised previously authored college preparation curriculum to reach students who may not be planning to attend a 4-year residential campus. It targets non-traditional, first-generation, and minority students.

#### **Brief elaboration that provides additional information about service activities:**

Collectively, my service activities demonstrate the application of my specializations both within and outside the university. My service is often requested to help organizations identify emerging trends and develop non-traditional approaches to amplify an issue, bring resources together, and identify opportunities to effect positive change. This work is rooted in my instructional strategies approaches, and frequently results in practical strategic planning activities and leadership lessons that advance organizational goals. Repeat invitations (to work with past clients) provide evidence of effectiveness.

Over the past six years, I have invested significant time with 40+ organizations (within OSU and community-serving non-profits) in developing formal strategic alignment and plans to guide their futures. Along with facilitation, *this work includes a significant amount of teaching with organizational leaders* (Dept. Chairs, Executive Directors, elected officials, etc.) on team alignment, mentoring, and decision-making. The resulting strategic plans are now **guiding the work of hundreds of faculty and staff, thousands of students and workers, and millions of dollars (in organizational budgets)**. Clients include:

*Ohio Ecological Food & Farming Association (OEFFA), OSU Public Safety (Central Campus Security Services), OSU Dept. of Computer Science & Engineering, OSU Ohio Cooperative Development Center (OCDC), OSU Extension Master Gardeners, University of Dayton Hanley Sustainability Institute, 4H Camp Whitewood, Clintonville Farmers Market, OSU CFAES (college wide), OSU Dept. of Horticulture & Crop Science, Extension Women in Ag Team, OSU Dept. of Civil, Environmental, & Geodetic Engineering, OSU Dept. of Animal Science, OSU South Centers, OSU Dept. of Materials Science & Welding Engineering, Gem City Market, Greater Dayton Union of Cooperatives Initiative, Franklinton Farms, University of Dayton Family Collaborative, OSU Dept. of Food Science & Technology, and more.*

#### **2023 update:** New strategic alignment and planning projects include:

- National Geospatial Intelligence Agency & the OSU Glenn College
- OSU Agricultural Technical Institute (ATI) at Wooster
- CFAES College Diversity Council
- Experiment Station Committee on Organization and Policy (ESCOP) Diversity Catalyst Committee
- CFAES Dept. of Horticulture & Crop Sciences
- Soil Water Conservation District of Warren County