

## Abbreviated Curriculum Vitae –

Updated: July 1, 2020 (*significant items of past 3-5 years*)

### Brian Raison, PhD

The Ohio State University

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### Biographical Narrative:

I serve Ohio State University as an Associate Professor in the Departments of Extension (80%) and Agricultural Communication, Education, and Leadership (ACEL) (20%), both housed in the College of Food, Agricultural, and Environmental Sciences. Here, I work as a field specialist doing teaching, research, and service in 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 all aspects of their work.

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

### Career Positions:

1996-2000, 2001-now – Educator I, II, III, IV, Assistant Professor, Associate 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 (undergrad) – Leadership development
- COMLDR3530/2100-D Foundations of Personal & Professional Leadership (in development)

**Graduate Students:**

Doctoral Students (Dissertation; Committee Member) – 3 current; 1 graduated  
Master's Students (Advisor; Thesis; Committee Member) – 7 current; 5 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.

(2020-2021) **Online Teaching: Strategies for Engagement** - video and print materials that describe and demonstrate critical components of online engagement.

(2019-2021) **Strategic and Program Planning for Visionary Change** [ACEL7230-resident instruction] – examines models in educational and community settings, teaches processes, and considers change and innovation in organizational settings.

(2016-2020) **Leadership & Administration in Agricultural & Extension Education** [AEE8420 resident instruction] - concepts, theories, and principles for leadership, administration, and management within Extension, educational, and community development organizations.

(2016-2020) **Instructional Strategies to Improve Your Teaching** - critical teaching strategies on engaging audiences (formal and non-formal andragogy), education theories/frameworks, and skill development.

**Awards and Formal Recognition for Teaching:**

- 2020 - Teaching Spotlight Distinction: Sustaining Student Engagement, OSU Michael V. Drake Institute for Teaching and Learning
- 2020 - Educational Materials Award (Individual) - The PhD Decision in 7 Minutes - 1st Place (Ohio), National Association of Community Development Extension Professionals (NACDEP)
- 2017 - Educational Materials (Individual) - Top 10 Ways to Improve Online Teaching & Learning – 1st Place (National), National Association of Community Development Extension Professionals
- 2017 - Excellence in Community Development Programming (Individual) - Establishing an Impactful Local Food Council – 1st Place (North Central Region) & 2nd Place (National), NACDEP
- 2016 - "Teaching Tips" - Third Place, Epsilon Sigma Phi, Alpha Eta Chapter & Ohio JCEP
- 2015 - Best Presentation of Content - Theoretical Models Considering Local Food Use in Hospitals (2nd runner-up, national), CDS, Community Development Society International
- 2015 - Educational Materials (Individual) - "TEDx Talk: Be a Local Food Superhero" – 1st Place (Ohio) and 2nd Place (National), NACDEP

**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] (recent)

1. 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*. *In Press*.
2. Raison, B.; Jones, J. (2020). Virtual Farmers Markets: A Reflective Essay on a Rural Ohio Project. *Journal of Agriculture, Food Systems, and Community Development*. *In Press*.
3. 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>
4. 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>
5. 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>.
6. 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>.
7. 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>.
8. 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>.
9. Remley, D., Raison, B., Griffith, M., (2013) The Farm to School Movement and Childhood Obesity: Opportunities and Questions. *Journal of the National Extension Association of Family & Consumer Sciences*. Vol. 8, 56-64. [http://www.neafcs.org/assets/documents/journal/2014-jneafcs/jneafcs%20volume%208\\_2013\\_4.pdf](http://www.neafcs.org/assets/documents/journal/2014-jneafcs/jneafcs%20volume%208_2013_4.pdf).
10. Raison, B., (2012) Great Teaching: 8 Strategies to Immediately Engage Your Audience". *Journal of Youth Development*. Vol. 7, no. 2: Article 120702PA002, pp. 48-54. [http://nae4a.memberclicks.net/assets/documents/jyd\\_0702final.pdf](http://nae4a.memberclicks.net/assets/documents/jyd_0702final.pdf).
11. Raison, B., Gordon, B., (2012) Using Discussion Methods to Prompt Diversity: Harnessing Social & Cultural Capital. *Journal of Extension*. Vol. 50, no. 5:5TOT7. <http://www.joe.org/joe/2012october/tt7.php>.

### Reviews [peer reviewed]

1. 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.
2. 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.

### Papers in Proceedings [peer reviewed]

1. Mills-Wasniak, S.; Raison, B.; et al (2020-10-31). Homeless Shelter Food Production: Positive Implications for Clients and Volunteers. National Urban Food Systems Symposium: Forthcoming.
2. Raison, B. (2019-2-7). Operations & Support Staff as Coaches and Mentors: Unlock Potential. Lewis, B. (Eds). OSU Community Engagement Conf. <https://go.osu.edu/engagedscholars>
3. Raison, B. (2018-5-10). Engaged Partnering: Join the New OSU Extension Leadership Network. In Lewis, B. (Eds). OSU Community Engagement Conference. <http://hdl.handle.net/1811/84646>
4. Barrett, E.; Raison, B. (2018-4-2). Assessing Community for Horticulture Education Programming. Lewis, B. (Eds). OSU Community Engagement Conf. <http://hdl.handle.net/1811/84741>

### **Bulletins, Tech Reports, Fact Sheets** [peer reviewed]

1. Civittolo, D.; Bowen-Ellzey, N.; Raison, B.; Osborne, A. (2018). One Wooster Project: Create a one campus concept. [Technical Report] Ohio State University Extension.  
<https://comdev.osu.edu/sites/comdev/files/imce/staff-pages/One%20Wooster%20Project.pdf>
2. Diekmann, L., Dawson, J., Kowalski, J., Raison, B., Ostrom, M., Bennaton, R., and Fisk, C., (2016) Preliminary Results: Survey of Extension's Role in Urban Agriculture. East Lansing: eXtension.  
<http://create.extension.org/node/101892>
3. Raison, B., (2015) Local Food: Does it matter what you eat? A 4-H Idea Starter". Edited by: Wright, J.. Columbus: The Ohio State University.  
[http://www.ohio4h.org/sites/ohio4h/files/d6/files/publications/documents/SelfDetermined/365\\_10\\_Local\\_Foods\\_2015.pdf](http://www.ohio4h.org/sites/ohio4h/files/d6/files/publications/documents/SelfDetermined/365_10_Local_Foods_2015.pdf)
4. Brady, S., Catchpole, K., Goble, C., Miller, L., Raison, B., Siek, G., Williams, J., (2013) Diversity: The Source of Our Strength. Columbus: Ohio State University Extension. (4H 372)  
<http://estore.osu-extension.org/productdetails.cfm?PC=2802>

### **Unpublished Scholarly Presentations** (invited; national) [peer reviewed]

1. 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.
2. 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.
3. Raison, B. (2019). Leadership for Support Staff: Unlock Their Potential as Coaches and Mentors. National Association of Community Development Extension Professionals. Asheville, NC.
4. 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/>.
5. Raison, B. (2019). Inclusion for Operations and Support Staff as Coaches and Mentors: Unlocking Potential. National Land Grant Diversity Conference. Hebron, KY.
6. Raison, B. (2018). Leading Above the Line in Community Development. National Association of Community Development Extension Professionals (NACDEP) Conference. Cleveland, OH.
7. Thilmany, D.; Jablonski, B.; O'Hara, J.; Raison, B. (2018). Farm to School and your Local Economy: How can you Explore the Linkages? 9th National Farm to Cafeteria Conference.
8. Raison, B., (2017) "Are you leading "Above the Line"? - An Ignite Talk." Presented at JCEP (Joint Council of Extension Professionals) Leadership Conference.
9. Raison, B., (2017) "Bold Partnering: Join a National Network on Leadership Programming." Presented at Community Development Society & National Association of Community Development Extension Professionals Joint Conference. Big Sky, Montana, United States.
10. Raison, B., (2017) "National Leadership Network Formation Process: Join the eXtension Conversation." Presented at JCEP (Joint Council of Extension Professionals) Leadership Conf.
11. Raison, B., (2016) "Ignite Leadership in Local Foods: Get Involved Today." Presented at 2016 National Association of Community Development Extension Professionals Conference. Burlington, Vermont.
12. Raison, B., Hilchey, D., (2016) "Professional Development Training and Certification Project." Presented at 2016 National Association of Community Development Extension Professionals Conference. Burlington, Vermont.
13. Raison, B., (2015) "Diffusion of Innovations and Reasoned Action: Framing Local Food Use in Hospitals." Presented at 2015 National Association of Community Development Extension Professionals Conference. Little Rock, Arkansas.

### **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 (2018-2020):**

Strategic Planning 7: Real-Life Summary & Practical Model. (19:52). [https://youtu.be/LpaICWF\\_-ak](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/4KzhYAomlijw>  
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>  
Above the Line: E+R=O Leadership Lessons Coach Urban Meyer. (06:26). <https://youtu.be/kbIJ-A1QMZY>

### **Multimedia / Database / Website:**

*Publisher: OSU Fisher College of Business: Lead Read Today*

How to Deal with a Reluctant Audience. <http://fisher.osu.edu/blogs/leadreadtoday/blog/how-to-deal-with-a-reluctant-audience>: 2020-06-02

Did You Know Having a Bucket List Could Increase Your Productivity?

<http://fisher.osu.edu/blogs/leadreadtoday/blog/did-you-know-having-a-bucket-list-could-increase-your-productivity>: 2020-05-13

Helping Students Feel Safe in Your Online Class: Leadership 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

Reach Before You Teach: Leadership Strategies for Online Teaching.

<http://fisher.osu.edu/blogs/leadreadtoday/blog/reach-before-you-teach-leadership-strategies-for-online-teaching>: 2020-04-24

Great Leaders Focus on Things That Matter. <https://fisher.osu.edu/blogs/leadreadtoday/blog/great-leaders-focus-on-things-that-matter/>: 2020-02-25

Permitting Risk-Taking: Coaching Growth. <https://fisher.osu.edu/blogs/leadreadtoday/blog/permitting-risk-taking-coaching-for-growth/>: 2019-10-05

The G.R.O.W. Coaching Model in Leadership: Part 4, The Way Forward.

<https://fisher.osu.edu/blogs/leadreadtoday/blog/the-g-r-o-w-coaching-model-in-leadership-part-four/>: 2019-09-17

The G.R.O.W. Coaching Model in Leadership: Part 3, Obstacles and Options.

<https://fisher.osu.edu/blogs/leadreadtoday/blog/the-g-r-o-w-coaching-model-in-leadership-part-three/>:  
2019-09-10

The G.R.O.W. Coaching Model in Leadership: Part 2, Reality.

<https://fisher.osu.edu/blogs/leadreadtoday/blog/the-g-r-o-w-coaching-model-in-leadership-part-two/>:  
2019-09-03

The G.R.O.W. Coaching Model in Leadership: Part 1, Looking to Coach Others?

<https://fisher.osu.edu/blogs/leadreadtoday/blog/the-g-r-o-w-coaching-model-in-leadership-part-one/>:  
2019-08-27

### **Radio and Television:**

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

(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/jHMskpccp25A>

(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/OfYQHjvbBL8>

(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>

### **Other Creative Works:**

1. Raison, B. (2020). Leadership Academy: Strategic Planning & Alignment [Online certificate training]. OSU Carmen.
2. Raison, B. (2020). Coaching During COVID (25:17) [Online Webinar]. OSU Zoom.
3. Raison, B. (2019). Leadership Academy: Above the Line Leadership [Online training certificate]. OSU Carmen.
4. Raison, B. (2018). Leadership Academy: Coaching & Mentoring for Success [Online certificate training]. OSU Carmen.
5. Bowen-Ellzey, N., Civittolo, D., Raison, B., Osborne, A., (2016). "OSU Mansfield Campus District Development Plan"

### **Research Funding:**

My funding has focused on research that follows the needs of the communities within which I am working. From 2012 – 2017 (during my junior faculty tenure process), I was awarded (as PI / sole author) \$515,126 to support projects. Prior to 2012, I was awarded (as PI / sole author) over \$1.3 million in grant funding for my work and community projects in Extension.

Since 2018, I have focused on cost-recovery only as my teaching and service demands have increased. Many of these included training grants and/or contracts, vs major research projects which have not been my focus, nor is emphasized in my position description.

My Extension career (1996 to present) grant funding totals over \$1.8 million.

**Prizes and Awards for Research, Scholarly or Creative Work:**

- 2020 - 2020. NACDEP Creativity and Innovation Award (Team) – Germinate International Film Festival - (Ohio winner; North Central Region runner up), (NACDEP)
- 2020 - 2020. NACDEP Creativity and Innovation Award (Individual) - Rethinking Strategic Planning: Show Impact - 1st Place (Ohio and North Central Region) (National runner up)
- 2018 - 2018. NACDEP Creativity and Innovation Award (Team) - Raising Awareness and Expanding Reach Using Blog - 1st Place (Ohio and North Central Region) (National runner up)
- 2016, NACDEP Education Technology Award (Individual): “The PhD Decision in 7 Minutes” – 1st Place National (also 1st in Ohio & North Central Region), NACDEP
- 2012 - Honor Society of Agriculture, Gamma Sigma Delta, Gamma Sigma Delta
- 1997 - International Sociology Honor Society, Alpha Kappa Delta, Alpha Kappa Delta

**Service:****Editorships or Service as an Editorial Reviewer or Board Member for Journals, etc.**

- 2020 - Present. Invited Manuscript Reviewer, Journal of Youth Development
- 2020 - Present. Invited Manuscript Reviewer, Intl Jrl Environmental Research and Public Health
- 2019 - Present. Invited Journal Reviewer, Sustainability
- 2017 - Present. Invited Manuscript Reviewer, Journal of Agriculture, Food Systems, and Community Development
- 2016 - Present. Online Editor, eXtension: Leadership Development for Organizations & Communities (Learning Network) - National Team Leader
- 2015 - Present. Invited Manuscript Reviewer, British Food Journal

**Offices Held and Other Service to Professional Societies:**

- 2014 - Present. Member. Professional Development Committee, Ohio JCEP
- 2004 - Present. Member. Ohio Alpha Eta Chapter, Epsilon Sigma Phi. Board member: 2012.
- 2017 - 2021. Elected Rep. North Central Regional, NACDEP (State Host Committee 2018)

**Consultation Activity:**

- 2018 - Present. Education. Coming Together for Racial Understanding. Extension Committee on Operations and Policy (ECOP).
- 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.

**College or University Committees:**

- 2012 - Ongoing. Contributor, CFAES Diversity Catalyst Team.
- 2019 - 2020. Coordinator, CFAES Strategic Alignment Team (college strategic plan)
- 2019 - Ongoing. Reviewer, OSU Office of Admissions. Eminence Scholars applications.
- 2018 - Ongoing. Advisor, Buckeye Leadership Fellows.
- 2017 - Ongoing. Advisor, Second Year Transformational Experience Program (STEP).
- 2017 - Ongoing. Reviewer, OSU Office of Admissions. Honors & Scholars applications.

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

OSU Extension embraces human diversity and is committed to ensuring all educational programs conducted by Ohio State University Extension are available to clientele on a non-discriminatory basis without regard to race, color, age, gender identity or expression, disability, religion, sexual orientation, national origin, or veteran status. Programming efforts are consistent with all University diversity policies and affirmative action plans.

- (2020) **Experiment Station Committee on Organization and Policy (ESCOMP)** - Invited to develop question route and plan facilitation for opening plenary at Directors annual meeting (Sept 28-29, 2020) in Baltimore. Topic: "Inclusive Excellence"
- (2018-2020) 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. Drafted strategic process to gather information and share with 50 state Extension Directors
- (2018 – Present). **ACEL Department Diversity Committee** and Minority Outreach. Consultant.
- (2012-present) **CFAES Diversity Catalyst Team**: Helped planning educational events, webinars.
- (2011-2019) **National Land Grant Diversity Conference** planning team (Chair 2015). Assisted with planning, speakers, facilities, and evaluation. Led Marketing Committee (2012-14).
- (2009-2013) UMAT Leader: Served as **OSU Extension Urban/Metro Advisory Team** leader to influence the direction of OSU Extension statewide by encouraging a high level of diversity in outreach and programming. Rolled effort into the new "Extension in the City" team.
- (2017-present) **eXtension Diversity & Inclusion I-Corps Team**: Assisted in the conversion of 4-H diversity project from a print book format to an online delivery to engage more youths.
- (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. Approximately 33% of video segments are proffered by African American, Latino and Asian students. Piloted in 2012 with the OSU Office of Minority Affairs' Young Scholars Program (YSP) in Dayton. Used by West Virginia University in 2014 and University of Illinois in 2015.

**Prizes and awards for service to your profession, the university or your unit:**

- 2019 - 2020. Diversity/Multicultural Recognition Award (Individual) (1st place Ohio, 2019 and North Central, 2020), Epsilon Sigma Phi: Ohio Alpha Eta Chapter and National ESP Board
- 2016, NACDEP Distinguished Career Award - Honorable Mention (North Central Region), NACDEP, National Association of Community Development Extension Professionals
- 2015, Mid-Career Award - Community Development - 1st Place, Epsilon Sigma Phi, Alpha Eta Chapter & Ohio Joint Council of Extension Professionals
- 2015, Raymond A. Schindler Excellence in Community Development Extension Award (\$1,000), OSU Extension Administration

**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.