



NAEPSDP

National Association of Extension
Program & Staff Development Professionals

**Extension Excellence:
Breaking Down Barriers**

Annual Conference

December 10 - 13, 2018

Old Town Alexandria, VA



Mike Lambur

2018 NAEPSPD President

Welcome! We're so glad you're joining us for this year's conference! We hope you have an opportunity to learn something new and interesting, network with colleagues, forge new partnerships, and explore beautiful Alexandria Old Town and Washington, D.C.

During the conference, download the SCHED app to follow along with all the events and announcements. After you return home, be sure to visit our website and like us, subscribe, and link up via social media.

#naepspd2018

<https://2018naepspdconference.sched.com>



naepspd.org



AGENDA AT A GLANCE

Monday, December 10

		Location
3-6PM	Registration Silent Auction Setup Exhibit Booths Setup Poster Session Setup	Marble Foyer Grand Ballroom AB Grand Ballroom Foyer Mezzanine Foyer
4-5PM	NAEPSPD Board Meeting	Potomac A

Tuesday, December 11

7AM-4PM	Registration	Marble Foyer
7-8AM	Breakfast Poster Session Setup	Grand Ballroom Foyer Mezzanine Foyer
8AM-4PM	Silent Auction Open Exhibit Booths Open Poster Session Open (viewing only)	Grand Ballroom AB Grand Ballroom Foyer Mezzanine Foyer
8-9:30AM	General Session Mike Lambur, NAEPSPD President Ed Jones, Associate Dean & Director, Virginia Cooperative Extension Keynote: Aida Balsano, Research & Evaluation, NIFA Division for FCS	Grand Ballroom AB
9:30-9:45AM	Morning Break	
9:45-11AM	NAEPSPD Regional Breakout Sessions <ul style="list-style-type: none"> • Northeast • North Central • Southern & 1890s • Western 	Grand Ballroom C Potomac A Madison Jefferson
11:15AM-12PM	Concurrent Session 1	
12-1:45PM	Lunch Keynote: Shayla Rivera, Funny Rocket Scientist	Grand Ballroom AB
2-2:45PM	Concurrent Session 2	
3-3:45PM	Concurrent Session 3	
4-5PM	President's & Newcomer's Reception* Poster Session	Mezzanine Foyer

* There will be appetizers and a cash bar at the reception

AGENDA AT A GLANCE

Wednesday, December 12

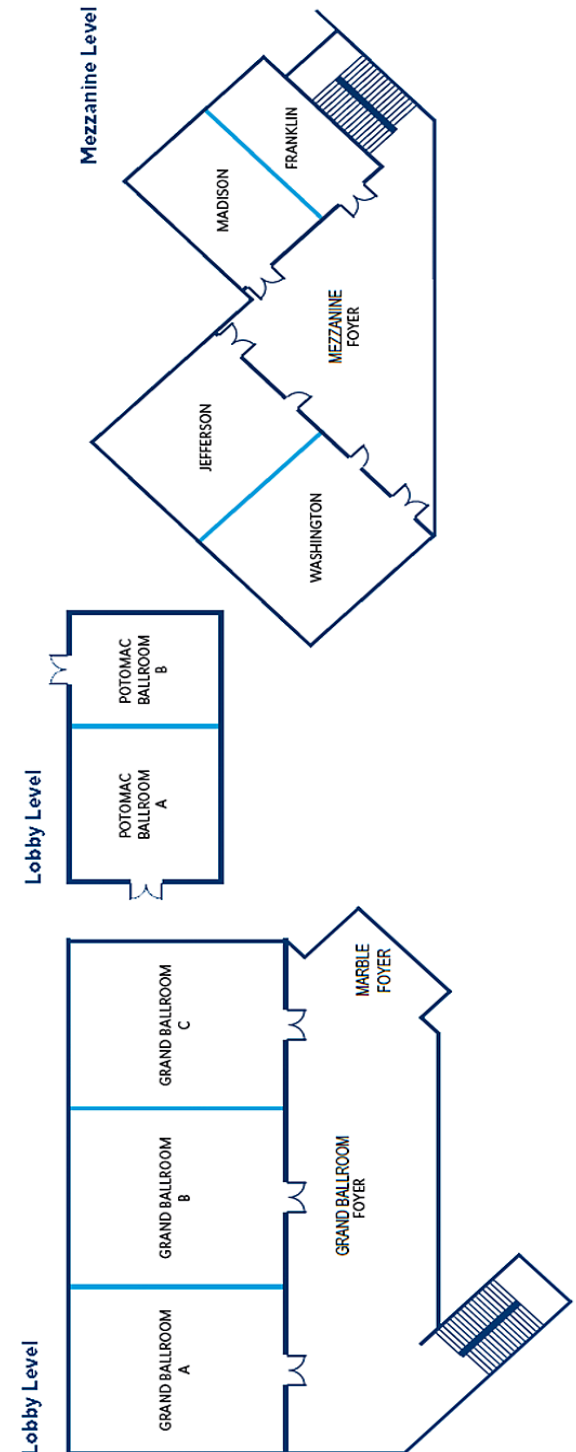
		Location
7AM-3PM	Registration Silent Auction Open Exhibit Booths Open	Marble Foyer Grand Ballroom AB Grand Ballroom Foyer
7-8AM	Breakfast	Grand Ballroom AB
8:15-8:45AM	Ignite Sessions	Grand Ballroom AB
9-10AM	NAEPSDP Committee Meetings <ul style="list-style-type: none"> • Awards & Recognition • Finance • Marketing • Membership • Nominating • Programs* • Resolutions & Policy 	Grand Ballroom AB Franklin Grand Ballroom C Potomac A Madison Jefferson Grand Ballroom AB
10-10:15AM	Morning Break	
10:15-11AM	Concurrent Session 4	
11:15AM-12PM	Concurrent Session 5	
12-1:15PM	Lunch NAEPSDP Business Meeting	Grand Ballroom AB
1:30-3PM	Roundtable Discussions/Share Fair	Grand Ballroom AB
3PM	Silent Auction Ends Networking & Exploration Opportunities (on your own)	

Thursday, December 13

7:30-8:30AM	Breakfast NAEPSDP Board Meeting	Grand Ballroom AB Madison
8-8:30AM	Silent Auction Check-Out	Marble Foyer
8:45-9:45AM	General Session Awards & Recognition Invitation to 2019 Conference	Grand Ballroom AB
9:45-10AM	Morning Break	
10-10:45AM	Concurrent Session 6	
11-11:45AM	Concurrent Session 7	
12PM	Adjourn	

* Will be split into Conference Committee and Programs Committee in 2019

ALEXANDRIA OLD TOWN HILTON



KEYNOTE SPEAKER: AIDA BALSANO



Dr. Aida Balsano serves as the National Program Leader in Research and Evaluation in the Division of Family & Consumer Sciences at the National Institute of Food and Agriculture (NIFA) of the U.S. Department of Agriculture. In this role, she works with administrators, faculty and Extension educators across the Land-Grant University system, as well as with Federal agencies and other partners, to identify existing and

emerging research and evaluation needs, opportunities, and resources in the areas of individual, family and community quality of life and rural prosperity.

Aida leads and manages two competitive grants programs at NIFA: Youth Farm Safety Education and Certification (YFSEC) and Assistive Technology Program for Farmers with Disabilities (a.k.a. AgrAbility). She also serves as a NIFA liaison to: Land Grant Universities in the state of Delaware (University of Delaware and Delaware State University); Experiment Station Committee on Organization and Policy's (ESCOMP) Social Science Sub-Committee; Regional Rural Development Centers' (RRDC) Community Rural Development Indicators Evaluation Team; the national multi-state group on Agricultural Safety and Health Research and Extension; and to Western Region Family & Consumer Sciences Leaders. Prior to joining NIFA, Aida worked as a Vice President for Evaluation and Policy at the Milton S. Eisenhower Foundation in Washington, DC, and as a post-doctoral fellow at the Institute for Applied Research in Youth Development at Tufts University. Aida has a Ph.D. in Child Development from Tufts University, MA, and a B.A. in Psychology from Grinnell College, IA.

KEYNOTE SPEAKER: SHAYLA RIVERA



Shayla Rivera is an Aerospace Engineer and former Rocket Scientist with NASA turned Corporate Trainer, Int'l Speaker, TEDx Speaker, TV & Radio Host, Emcee/Host, Comedian and Writer. As of 2017, Shayla is also Director of the ENGR[x] program and Professor of Practice for the College of Engineering at Texas A&M University.

With a degree in Aerospace Engineering at Texas A&M University, Shayla spent 5 years working with NASA. From there she moved on to corporate training, stress management training and motivational speaking, where Shayla discovered her comedic talents.

For 26 years she has applied her humor & expertise as a speaker to help non-profits and educational programs. She has spoken to clients around the world, including corporations and schools from middle school to college for students, parents and faculty.

Shayla hosted the 13 episode TV series "You're Not The Man I Married" for the Lifetime Real Women Network. She has appeared on numerous television programs and on Comedy Central. She was named "Funniest Latina Comedian" by the organization "Latin 2015." Shayla is very proud of her tours to entertain U.S. troops in Iraq and around the world. She also serves as host/emcee for events, such as award shows, gala's, fundraisers and festivals.

With numerous awards and accolades throughout her engineering, speaking and comedy careers, Shayla is not easily placed in just one category or class; she defines her own. Shayla says, "My number one goal is to inspire, through laughter and my keynotes."

ORAL PRESENTATIONS—Tuesday, Dec 11th

Color Key

Evaluation & Assessment

Organizational & Staff Development

Program Development & Delivery

Technology & Communications

GRAND BALLROOM C

POTOMAC A

MADISON

JEFFERSON

Concurrent Session 1
11:15AM—12PM

Shifts in funding of public value for higher-education engagement: Extension administrator perspective

Jeremy Elliott-Engel, University of Arizona
Megan Seibel, Virginia Tech
Eric Kaufman, Virginia Tech
Rama Radhakrishna, Penn State
Donna Westfall-Rudd, Virginia Tech

Evaluating new agent program evaluation training and support needs: A three tiered-approach to identify regional priorities

John Diaz, University of Florida
Anil Kumar-Chaudhary, Penn State
Jay Jayaratne, NC State University
Amy Harder, University of Florida

Exploring Extension & our volunteer opportunities: Development of online tools

Celeste Carmichael, Cornell Cooperative Extension
Kimberly Fleming, Cornell Cooperative Extension

Mindful utilization of social media for Extension programs

Hannah Hyde, Texas A&M
Sarah Baughman, Virginia Tech

Concurrent Session 1
11:15AM—12PM

Concurrent Session 2
2PM-2:45PM

Using evaluation to clarify, unify and move forward: The journey of an Extension team

Julie Huetteman, Purdue Extension
Jose Reyes, University of Southern California

Breaking down barriers to reaching underserved audiences

Joe Hunnings, Virginia Tech

The virtual conference as learning arc

Brigitte Scott, Virginia Tech
Jen Chilek, Texas A&M
Jessica Beckendorf, University of Wisconsin Extension
Robert Bertsch, North Dakota State University Extension

How to improve our work with virtual teams

Julie Robinson, University of Arkansas
Sam Boyster, University of Arkansas
Dan Kahl, University of Kentucky
Neal Vines, Virginia Tech
Rachel Welborn, Southern Rural Development Center

Concurrent Session 2
2PM-2:45PM

Concurrent Session 3
3PM-3:45PM

Working around barriers: A practical solution for statewide indicators

Diane Craig, University of Florida

The influence of transformational middle leaders on work-life balance in Extension: Key findings from the 2018 nationwide Extension survey

Tim Tanner, Ohio State University Extension

Adapting existing curriculum to meet the needs of clients on the autism spectrum

Mariah Morgan, Mississippi State University Extension

From the experts' perspective: Issues facing Extension program development & delivery professionals

Carrie Stark, University of Nevada
Teresa McCoy, University of Maryland
Rich Poling, University of Arkansas
This is an open forum discussion

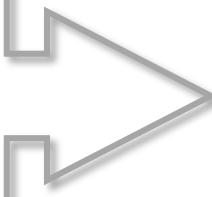
Concurrent Session 3
3PM-3:45PM

IGNITE PRESENTATIONS

Wednesday, Dec 12th

8:15—8:45AM

Grand Ballroom AB



Using mixed methodology in assessing community needs

Suzanna Windon, Penn State
Amy Elhadi, Ohio State University Extension
Deborah Lewis, Ohio State University Extension

Thriving in a multi-generational workplace

Amy Parrott,
University of Arizona

Using the community readiness model to restructure local food systems programming

Alva Muhammad,
Purdue Extension
Julie Huetteman,
Purdue Extension

ORAL PRESENTATIONS—Wednesday, Dec 12th

GRAND BALLROOM C

POTOMAC A

MADISON

JEFFERSON

Concurrent Session 4
10:15AM—11AM

Evaluation of a youth environmental education program using mixed methods design

Vikram Koundinya, University of California - Davis
Wei-ting Chen, University of California Cooperative Extension
Emily Kearney, University of California - Berkeley

Identifying core program evaluation competencies for Extension educators: Evaluation specialists' consensus for a national professional development checklist

John Diaz, University of Florida
Anil Kumar-Chaudhary, Penn State
Jay Jayaratne, North Carolina State University
Amy Harder, University of Florida

An Extension culture check-up

Amanda Taylor,
University of Illinois

Streamlining podcasting for professional development

Alicia Cassels, Auburn University
Brigitte Scott, Virginia Tech

Concurrent Session 4
10:15AM—11AM

Concurrent Session 5
11:15AM—12PM

Evaluating core competency areas of Florida county Extension agents

Amanda Ali, University of Florida
Matthew Benge, University of Florida
Amy Harder, University of Florida
Glenn Israel, University of Florida

Educator professional development: Exploring lesson study in multiple 4-H contexts

Martin Smith, University of California - Davis
Debbie McDonald,
National 4-H Council
Lynn Schmitt-McQuitty, University of California Cooperative Extension
Steven M. Worker, University of California Cooperative Extension

Extension directors' and state 4-H program leaders' perspectives on 4-H LGBTQ+ inclusivity

Jeremy Elliott-Engel,
University of Arizona
Donna Westfall-Rudd, Virginia Tech

Online video conferencing: More than just a webinar

Mary Poling,
University of Arkansas
Julie Robinson,
University of Arkansas

Concurrent Session 5
11:15AM—12PM

ROUND TABLE SESSIONS—Wednesday, Dec 12th

1:30PM—3PM, Grand Ballroom AB

Evaluation & Assessment

Organizational & Staff Development

Program Development & Delivery

Technology & Communications

Can you believe it? Credible and actionable evidence in Extension
Benjamin Silliman, NC State University
Scott Cummings, Texas A&M

Increasing employee engagement
Amy Parrott,
University of Arizona

Professional development for Extension staff: Is online the answer?
Gwyn Shelle, Michigan State
University Extension

Leading virtual teams
Sarah Baughman,
Virginia Tech

A critical analysis of the evaluation capacity building in the Cooperative Extension system: Needs, issues, and practical solutions

(authors listed below)



Nav Ghimire,
University of Idaho Extension
Vikram Koundinya,
UC Cooperative Extension
Jay Jayaratne,
NC State University
Matthew Benge,
University of Florida
Miriah Russo Kelly,
University of Connecticut Extension
Michael P. O'Neill,
University of Connecticut Extension
Dave Varner,
University of Nebraska Extension

Using a blended technique to train new Extension educators
Stacey Dewald, Texas A&M
Scott Cummings, Texas A&M
Darrell Dromgoole, Texas A&M
Katy Gottwald, Texas A&M
Michelle Payne, Texas A&M

Adopting a traditional marketing mix strategy (the 4Ps Model) for Extension
Suzanna Windon, Penn State
Danae Wolfe, OSU Extension

Core competencies for county Extension agents: Bridging competencies across state lines
Kristi Farner, University of Georgia
Amy Harder, University of Florida
Todd Hurt, University of Georgia

aaaand ACTION!
Take action with action learning
Amber Shanahan, University of
Minnesota Extension
Trisha Sheehan, University of
Minnesota Extension

New employees' preferred method of learning Arkansas reporting system: Four years later
Diane Mashburn,
University of Arkansas

ORAL PRESENTATIONS—Thursday, Dec 13th

Evaluation & Assessment

Organizational & Staff Development

Program Development & Delivery

Technology & Communications

GRAND BALLROOM C

POTOMAC A

MADISON

JEFFERSON

Concurrent Session 6
10AM—10:45AM

Evaluating Extension program impact using the value creation framework

Brigitte Scott, Virginia Tech
Alicia Cassels, Auburn University

Looking to the future: New competencies for the 21st century educator

Cynthia Torppa, The Ohio State University
Karen Argabright, OSU Extension
Mariah Stollar, Penn State
Scott Scheer, The Ohio State University
Jeff King, OSU Leadership Center
Greg Davis, OSU Extension

Empowering volunteers as agents of change through adaption and innovation

Curtis Friedel, Virginia Tech
Megan Seibel, Virginia Tech

From the experts' perspective: Issues facing Extension technology & communications professionals

Julie Robinson, University of Arkansas
Todd Hurt, University of Georgia
Mary Poling, University of Arkansas
This is an open forum discussion

Concurrent Session 6
10AM—10:45AM

Concurrent Session 7
11AM—11:45AM

Extension mid-career workshop cultivates growth, inspires action

Lisa Graves, Purdue Extension
Barbara Mayfield, Nutrition Communicator, LLC

Examining workplace learning in the Extension profession

Doug Swanson,
USDA NIFA

Design thinking: An innovative approach to program design

Danae Wolfe,
Ohio State University Extension

From the experts' perspective: Issues facing Extension evaluation professionals

Mike Lambur, Virginia Tech
Sarah Baughman, Virginia Tech
Brigitte Scott, Virginia Tech
This is an open forum discussion

Concurrent Session 7
11AM—11:45AM

Access the conference proceedings online!

[http://naepsdp.org/
2018ConferenceProceedings](http://naepsdp.org/2018ConferenceProceedings)

PLUS...

Tell us how we did this year and how we can improve for 2019!

<http://bit.ly/NAEPSDP2018Eval>

POSTER PRESENTATIONS (Mezzanine Foyer)

NOTES:

TITLE	AUTHOR(S)	CATEGORY
Does the quality of faculty relationship with department heads influence career commitment to MSU Extension?	Steven Siegelin Montana State University Extension	Student
Field experiences with Extension agents in Florida	Amanda Ali Matthew Bengé University of Florida	Student
Lessons learned from female and underrepresented youth members participating in 4-H STEM projects	Dagmar Derickson Katherine Soule University of California Extension	Student
Users' content preferences on the UF/IFAS Extension Program Development and Evaluation Center Facebook Page	Moses Mike Amy Harder University of Florida	Student
Advisory councils in Mississippi State University Extension	Jamie Varner Mississippi State University	Student
4-H engagement of non-4-H faculty	Stacey Ellison Matthew Bengé University of Florida	Faculty/ Other Professional
Finding the diametric solution: Open MOODLE content and accountability	Todd Hurt Richie Braman University of Georgia	Faculty/ Other Professional
Professional development increases educator confidence to teach nutrition	Chelsey Slattery University of California ANR Rachel Scherr Anna Jones UC Davis Center for Nutrition in Schools	Faculty/ Other Professional
Moving beyond silos to reach traditionally underserved audiences: A look at 4-H SNAC clubs integrated 4-H and SNAP-Ed programming	Katherine Soule Shannon Klisch Janelle Hansen Dagmar Derickson University of California	Faculty/ Other Professional

Suggested Outings in Alexandria / Washington D.C.

- ◇ Take the metro to see Washington DC decked out for the holidays. The Smithsonian museums are open until 5:30 and the National Christmas Tree (<https://thenationaltree.org/visit-the-tree-2/>) will be on display.
- ◇ See Old Town decked out for the holidays! You can ride the free trolley up and down King Street to see the beautiful holiday lights and decorations. <https://www.visitalexandriava.com/old-town-alexandria/>
- ◇ Visit artisans in their studios at the Torpedo Factory in Old Town. <https://www.visitalexandriava.com/listings/torpedo-factory-art-center/2816/>
- ◇ The water taxi departs Old Town right behind the Torpedo Factory and can take you to the National Harbor (<https://www.nationalharbor.com/>) in Maryland or up river to the Wharf (<https://www.wharfdc.com/>) in Washington DC.
- ◇ Visit George Washington's Mt. Vernon. www.montvernon.org
- ◇ Stroll the shops / restaurants of Georgetown & check out the Exorcist Stairs - <https://washington.org/visit-dc/things-see-do-georgetown-washington-dc>
- ◇ Expand your palette at one of Alexandria's ethnic restaurants – Ethiopian, Greek, Italian, Pakistani – there's a restaurant for almost every possible cuisine!
- ◇ Interested in local agriculture? Consider one of the nearby historic farms, Oxon Hill Farm or Colonial Farm (nps.gov). Other fun options include a day trip to a Virginia winery (virginiawine.org) or to Virginia Horse Country (visitmiddleburgva.com).

Ask the hotel's concierge for recommendations as well, and check out the "Activities Wall" in the hotel lobby to find other conference attendees who might want to explore as a group.



NAEPSDP Committees

Awards & Recognition—Responsible for identifying and recognizing outstanding contributions by NAEPSDP members to the association and the profession. The Committee works closely with the Board, Regional Representatives and members to identify deserving individuals. Award winners are recognized annually at the Annual Meeting of the association.

Finance—Prepares and presents to the Board of Directors an annual budget and monitors the expenditures of the association during the year. The Finance Committee will also coordinate the financial aspects of any fund development activities of the Association, including fundraising activities and donations.

Marketing—Charged with marketing the association and the efforts of the association and responsible for maintenance of the Associations website and social media accounts.

Membership—Charged with managing the membership of the association. Responsible for the annual membership drive, managing the membership list, and keeping the membership communications process up to date.

Nominating—Brings to the membership a slate of officers for the Board of Directors to be voted on annually and to coordinate the election process.

Programs*—Plans and implements the program and activities for the NAEPSDP annual conference. The Committee also plans and conducts professional development activities for Association members, including topical webinars.

Resolutions & Policy—Charged with studying and researching on all major policy decision to the Constitution and Bylaws, as well as the Operation Procedures. Solicits, receives and reviews resolutions from the membership and develops and presents resolutions to the membership for further action. The committee coordinates all changes to the NAEPSDP Bylaws and Governance Policies.

* Starting in 2019, the Programs Committee will split into two committees: Conference Committee and Programs Committee

Special Thanks To:

Mississippi State University Extension for session signage and printing conference program booklets.

University of Georgia Extension for providing session tabletop sign holders.

University of Maryland Extension for sponsoring the President's and Newcomer's Reception and providing Poster Session easels.

Virginia Cooperative Extension for sponsoring the President's and Newcomer's Reception and providing the Concurrent Session AV equipment.



Dear Colleague,

I am both honored and humbled to assume my role as President of NAEPSDP in 2019. I am eager to get to know more of you, along with your interests and priorities, in the coming year.

I hope you enjoyed the conference and our time here in Old Town Alexandria. This annual conference has always been such a great way to wrap up each calendar year with fresh ideas, professional development, and networking with other passionate Extension professionals from across the country.

The Annual Conference continues to evolve as we respond to advice from attendees on how to meet their needs. I look forward to working with you and for you throughout the year, and to seeing you at the 2019 conference in Savannah, Georgia.

Sincerely,
Julie Robinson
2019 NAEPSDP President

SAVE THE DATE!

December 3-5, 2019
NAEPSDP Conference
Savannah, GA
Desoto Hotel

A nighttime photograph of Savannah, Georgia, featuring the Desoto Hotel and the Savannah River. The image is used as a background for the conference announcement.