

Section B – Curriculum Vitae

Lauren Ledbetter Griffeth

Public Service Assistant

Date of Appointment: January 15, 2015

University of Georgia, CAES
Department of Agricultural Leadership, Education and Communication
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Proposed Rank: **Public Service Associate**

Web

Organization: www.alec.uga.edu/people/LaurenGriffethALECAGLUGA.html

Blog: blog.extension.uga.edu/trainingstaffdev/category/leadership

FORMAL EDUCATION

Doctor of Philosophy Adult and Continuing Education and Teaching University of Georgia Dissertation: <i>Growing into Leadership: A Study of the Informal and Incidental Learning of Women Agricultural Deans and Vice Presidents</i>	2013
Interdisciplinary Qualitative Studies Graduate Certificate Certificate of Human Resources and Organizational Development	
Master of Education Educational Leadership & Administration University of Georgia	2008
Bachelor of Science In Agriculture Agricultural Communication/Journalism University of Georgia Interdisciplinary Certificate of Leadership and Service	2005

PROFESSIONAL EXPERIENCE

Academic Appointments

Member, Graduate Faculty, University of Georgia	Present – 2016
Public Service Assistant , Department of Agricultural Leadership Education and Communication, University of Georgia	Present – 2015

The candidate's primary responsibilities are to serve as an Extension Leadership Specialist in the Office of Learning and Organizational Development providing direction for Advancing Georgia's Leaders in Agriculture and Forestry, Extend Advanced Leadership Development Training Program and the Extension Academy Leadership Development Program. She serves as a graduate faculty advisor and her scholarship and training focuses on women's leadership development in the context of agricultural work, generational differences in the workplace, and the impact of leadership programs.

Non-Academic Employment

<i>Director of Major and Planned Gifts, Athens Regional Foundation</i> Athens Regional Health System	2013 – 2015
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The candidate's primary responsibilities included raising major gifts to benefit Athens Regional Medical Center namely the Loran Smith Center for Cancer Support and the Neonatal Intensive Care Unit. The candidate managed a portfolio of 100 prospects and donors raising over \$350,000 in this role, securing support from The Georgia Healthcare Foundation, the Harrison Family Foundation, initiating 5 new members into the Cornerstone Society, and welcoming 10 new planned giving donors into the Heritage Society.

<i>Development Director, Office of the Vice President for Instruction</i> University of Georgia	2012 – 2013
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The candidate's primary responsibilities included raising major gifts of \$25,000 or more to support initiatives of the Office of the Vice President for Instruction. The candidate managed a portfolio of 125 major giving prospects and donors, along with an advisory board of 15 individuals. The candidate assisted in securing over \$1 million dollars in major or planned gifts during this tenure launching the Gateway to Georgia Scholarship fundraising initiative to include revenue generated from a license plate, endowment naming opportunities, and planned gifts.

<i>Regional Development Director, Leadership and Major Gifts</i> University of Georgia Foundation	2011 – 2012
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The candidate's primary responsibilities included raising major gifts of \$25,000 or more to support the initiatives of the President in the regional territory of Washington D.C. and south Georgia. The candidate maintained a portfolio of 100 donors and prospects. She was able to secure nearly \$1million in this role to support need-based scholarships and the D.C. Washington house. The candidate researched women's giving programs at comparable universities and assisted in laying the foundation for the UGA Women's Giving Circle.

Assistant Director, Corporate and Foundation Relations
University of Georgia Foundation

2010

The candidate served the UGA Foundation through grant writing and relationship building with the University of Georgia's portfolio of major corporate and foundation partners. During her tenure, she successfully worked with the Coca Cola Foundation to renew the First Generation Scholars Program for 4 years and \$1 million, she worked with the Annexstad Foundation, and stewarded donors.

Grants Program Coordinator, Georgia 4-H
Cooperative Extension, University of Georgia

2005 – 2010

The candidate began her work in UGA Cooperative Extension as a Grant Coordinator with the primary responsibility of raising support for the Georgia 4-H program. In this position, the candidate assisted 4-H and Cooperative Extension faculty in receiving over \$1.5M in grant dollars to fund programs, staff salaries, and student scholarships. The candidate served as a member of the State 4-H Staff and participated in staff retreats and 4-H events, 4-H professional organizations including GAE4-HA and NAE4-HA. The candidate won several state and national awards for her work in developing grant writing training materials for Extension professionals.

CERTIFICATIONS

Gallup, CliftonStrengthsfinder2.0	Current – 2017
Discovery Learning International, Change Style Indicator	Current – 2017
The Myers & Briggs Foundation, Certified Practitioner of the MBTI Step I and Step	Current – 2015
CPP, Thomas-Kilmann Conflict Mode Instrument	Current – 2015
CPP, Strong Interest Inventory	Current – 2015
CPP, CPI 260	Current – 2015

PROFESSIONAL & ACADEMIC SERVICE

SUMMARY

8 Memberships in Professional Organizations/Associations

- 5 National
- 3 State
- 4 Board Seats

28 Service Opportunities/Special Assignments

4 National Opportunities; 1 International

- 3 roles included leadership, chair, or co-chair responsibilities
- *Collaborating with Clemson University to inform their Extension Leadership and State-based Agricultural Leadership Program,*
- *Collaborated with JW Fanning Institute for Leadership Development and USDA to plan, host, and report on the Southern Region Women in Agricultural Leadership Summit.*

10 State Opportunities with Professional Associations or Outside Organizations

- 4 roles included leadership, chair, or co-chair responsibilities
- *Collaborated with the Georgia Forestry Association to co-create curriculum for the Emerging Leaders Program.*

14 UGA and/or College of Agricultural and Environmental Science Opportunities

- 11 roles included leadership, chair, or co-chair responsibilities
- *Collaborated with the Georgia Center for Urban Agriculture and Environmental Sciences as co-author of study to determine strategic direction.*

Teaching Activity & Graduate Student Supervision

3 Graduate Student Committees

- 1 chair responsibility
- 1 Graduate Assistant Co-Supervised
- 2 Courses Taught

Memberships in Professional Associations & Organizations

Southern States Llama Association	2018
International Association of Programs for Agricultural Leadership	2015 - Present
Georgia Forestry Association	2015 - Present
University Woman's Club	2011 – Present
Academy of Human Resources and Organizational Development	2009 – Present
Epsilon Sigma Phi	2017
Mercy Healthcare Foundation	2017
Fellowship of Christian Athletes Cheerleading	2010 – 2016
National Board of Directors	

Board Service in Professional Associations & Organizations

Learning, Leadership and Organizational Development Advisory Council for the Department of LLOD, UGA College of Education	Current – 2017
Mercy Health Clinic Advisory Board of Directors	Current – 2017
Journal of Higher Education Outreach and Engagement Editorial Board	Current – 2016
University Woman's Club Treasurer	2014 – 2016

Leadership, Special Assignments, & Service

National

Includes Regional Opportunities within 13 State Southern Region

Clemson University Extension Service, Leadership Program Consultant – <i>the candidate works with Dionne Leggett, District Director, on ideas for succession planning; Kirby Player and Associate Dean Jean Bertrand on ideas for a state-based leadership program referencing Advancing Georgia's Leaders in Agriculture and Forestry, and UGA Extend and Extension Academy leadership programs along with the latest peer reviewed research.</i>	Current – 2018
Nuffield International Leadership Scholars Program, Liaison – <i>serves as the primary recruiter of alumni of Georgia Agri-Leaders and Advancing Georgia's Leaders in Agriculture and Forestry to apply for Nuffield International Scholars which is a year-long program based out of Australia which allows participants to study abroad for 8-10 weeks funded by the Kellogg Foundation and corporate sponsors.</i>	Current – 2017
Human Resource Development Review, Peer Reviewer – <i>serves as a journal peer reviewer for HRDR making recommendations to the editor for revisions and publication.</i>	Current – 2017
Journal of Higher Education Outreach and Engagement, Editorial Board Member – <i>serves as an editorial board member and peer reviewer for JHEOE reviewing articles for publication and making recommendations to the editor for revisions and publication.</i>	Current – 2017
Southern Region Women in Agricultural Leadership Summit, Co-Chair – <i>The candidate authored a white paper on behalf of CAES to propose the idea to former USDA Under Secretary Krysta Harden. The candidate was PI on the research proposal and was first-author on the conference research brief in collaboration with colleagues from the J.W. Fanning Institute for Leadership Development. The summit included participants from 13 states in the Southern Region, keynote speaker Krysta Harden, a panel of women leaders, and University leadership.</i>	2016 – 2015

State

Service to Professional Associations & Outside Organizations

- Mercy Health Center, Par3 for Patients **Planning Committee** – served on the committee to plan and implement the Mercy Health Center Golf Tournament Fundraiser. 2018
- Georgia Forestry Association Emerging Leaders, **Program Consultant** – *serves as a consultant with members of the association to plan leadership development programming four times a year for young foresters.* Present – 2015
- Mercy Health Center, **Gala Planning Committee** – served on the committee to plan and implement yearly gala for 300+ guests at Athens Church raising \$150,000 in pledges and gifts for the Mercy Health patients. 2017
- Georgia Farm Bureau State Young Farmer Award, **Judge** – *traveled with two judges and the Georgia Young Farmer Coordinator to three finalists' farms and judged applications to select the Georgia Young Farmer of the Year.* 2017
- Georgia 4-H Foundation Gala After Party Committee, **Chair** – *participated in monthly conference calls and planning for the After Party experience at the Georgia 4-H Gala for approximately 275 guests.* 2017
- Georgia FFA, **Interview Consultant** – *served as a mock interviewer to prepare Georgia's candidate for successful National FFA Officer Selection.* 2017
- Georgia FFA, **Judge** – *served as a judge for Senior and Junior Parliamentary Procedure Career Development Events at the State FFA Convention.* 2017 – 2015
- Fellowship of Christian Athletes, **Speaker** – *served as a speaker for Malcolm Bridge Middle School and emcee for the FCA Cheerleading Spring Banquet for two years.* 2016 – 2015
- University Woman's Club, **Treasurer** – *served as the financial manager of the UWC with nearly 125 members. Duties included collecting dues, making donations to the scholarship fund, paying bills, and managing quick books.* 2016 – 2014
- Georgia 4-H Foundation Gala After Party Committee, **Co-Chair** – *participated in monthly conference calls and planning for the After Party experience at the Georgia 4-H Gala for approximately 275 guests.* 2015

University

Service to UGA and/or College of Agricultural & Environmental Sciences

- Extension Program Planning Week, **Team Member** – *serve as a member of the Office of Learning and Organizational Development planning team, provide support as needed to faculty lead coordinators, and update Extension leadership.* Present – 2015
- Georgia 4-H Leadership in Action, **Judge** – *serve as a judge for portfolios and interviews at State 4-H Congress.* Present – 2016
- UGA Women in Agricultural Leadership Lunch and Learn Series, **Co-organizer** – *the candidate serves as a CAES team member who assisted in organizing the concept of the Women in Agriculture luncheon series as a product of the Southern Region Women in Agricultural Leadership Summit.* Present – 2016
- Extension Conference Hospitality Committee, **Chair** – *coordinated monthly conference calls, organized and packaged 500 welcome bags, speaker gifts, stage decorations, and welcome letter for Extension Conference held biennially for three days and two nights at Rock Eagle 4-H Center and attended by all Extension professionals and State Specialists.* 2018 – 2017
- Assistant Professor of Agricultural Leadership Selection Committee, **Chair** – *led efforts in collaboration with our ALEC Interim Department Head to recruit and select a highly qualified candidate for the position of Assistant Professor of Agricultural Leadership in the Department of Agricultural Leadership, Education and Communication including two onsite seminars for finalists.* 2017
- Scholarship in Extension Initiative – Guest Lecture and Writing Workshop, **Liaison and Organizer** – *worked with Dr. Lorilee Sandmann to understand the needs of our Extension audience at the charge of the Associate Dean of Extension to employees to produce more publications. The candidate worked to organize a virtual guest lecture for UGA Extension, attended by 100 participants, and a subsequent writing workshop with a writing coach that produced 4 published journal articles from 8 writing teams.* 2017
- ALEC Ph.D. Proposal, **Curriculum Committee Member** – *served in the development of the Ph.D. proposal to be offered by the University of Georgia College of Agricultural and Environmental Sciences and approved by the Board of Regents.* 2017 – 2016
- Office of Learning and Organizational Development Spring Planning Retreat, **Co-Facilitator** – *assisted with facilitation of team goals and participated as a member contributing to a shared vision of learning for UGA Extension.* 2016

<p>Extension Conference Opening and General Session Committee, Co-Chair – <i>coordinated monthly conference calls with the committee and facilitated the plan for the opening session focused on scholarship in Extension with an expert panel. Extension Conference held biennially for three days and two nights at Rock Eagle 4-H Center and attended by 500 Extension professionals and State Specialists.</i></p>	<p>2016 – 2015</p>
<p>CAES Academic Affairs, Workshop Co-host – <i>planned and co-hosted a workshop for 30 graduating CAES Seniors about transitioning to the workforce called, “Survival Guide for 20 Somethings,” with Amanda Stephens and Assistant Dean Dr. Jean Bertrand.</i></p>	<p>2016</p>
<p>The Georgia Center for Urban Agriculture and Environmental Sciences Study, Lead Researcher – <i>worked with colleague Rochelle Sapp to conduct a study to determine the direction of the Center for Urban Agriculture including two listening sessions, interviews with staff, and a college wide survey. Analyzed data and co-authored a research report that was reviewed by college administration to determine the strategic direction of the center.</i></p>	<p>2016</p>
<p>Extension Leadership Team Planning Retreat, Co-Facilitator – <i>held a two-day retreat at Rock Eagle 4-H Center with selected faculty to create the curriculum for extension leadership programs.</i></p>	<p>2015</p>
<p>Provost Whitten Women of UGA Luncheon, Co-Chair – <i>worked with the UGA Alumni Association to plan and host a women’s luncheon at Athens Country Club with guest speaker Pam Whitten.</i></p>	<p>2015</p>
<p>Georgia 4-H Public Speaking, Judge – <i>serve as a judge for participant presentations at State 4-H Congress.</i></p>	<p>2015</p>
<p>Program Staff Development Planning Retreat – <i>served as a member of the planning team for UGA Extension Faculty and Staff Training retreat.</i></p>	<p>2015</p>

Distinctions

<p><u>40 Under 40 UGA Alumni Class of 2017</u>, <i>This award is presented to 40 outstanding UGA graduates who uphold the three pillars of the arch: wisdom, justice, and moderation, University of Georgia, Athens</i></p>	<p>2017</p>
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Teaching Activity

Courses taught

<p>Master's Thesis: ALDR 7300</p>	<p>2016</p>
<p>Directed Study in Agricultural Leadership: ALDR 7100</p>	<p>2016</p>

Guest teaching

LLOD 8610: Leadership in the Professions. Dr. Laura L. Bierema 2017
The Importance of Women's Leadership in our Food System

ALDR 4540/6540: Leadership, Ethics, and Culture. Dr. Dennis Duncan 2016
Women's Leadership in Agriculture: From Farm to Firm

Master's Thesis Committees

DeWitt, J. (In Progress). The Impact of Leadership Programs on Undergraduate Agricultural Degree Seekers. Agricultural Leadership, Education and Communication. **Master's thesis committee member** – Present – 2017
This project plans to measure the impact of a summer corporate hosted leadership program on its participants to determine the return on investment of the funding organizations.

Strickland, A. (2017). *Perceptions of Millennials in the Agri-Workplace.* 2016 – 2017
Agricultural Leadership, Education and Communication.
Master's thesis committee chair – This project focused on gaining a greater understanding of the perceptions of Millennials in the agri-workplace by other generations in order to help Millennials understand how to modify their behavior.

Morris, L. (2016). *A Critical Examination of Engagement Practices Within the Expanded Food and Nutrition Education Program.* 2015 – 2016
Agricultural Leadership, Education and Communication. **Master's thesis committee member** – This project critically examined university engagement specifically through the Extension organization using the Expanded Food and Nutrition Education Program (EFNEP) as an entry point. Focusing on the applied understanding of engagement practices used by both EFNEP administrators and program assistants, research questions were developed to critically assess what engagement and communication methods are utilized in EFNEP programs.

Graduate Student Supervision

Randall, N. Adult Education, Ph.D. in progress. Co-supervision of this graduate assistant with three faculty members. Graduate assistant supports research and publications related to Extension leadership programs and women in agricultural leadership. Present – 2017

EDUCATIONAL PROGRAMS DEVELOPED

SUMMARY

The candidate works to implement three leadership development programs for internal and external audiences that include: **Advancing Georgia’s Leaders in Agriculture and Forestry (AGL)**, **Extension Academy for Professional Excellence (EAPE)**, and **Extend Advanced Leadership Training Program**.

As a part of this work from January 2015 – May 2018 the candidate has organized:

- **337** Expert Speakers/Presenters
- **78** Days of Leadership Development Programming
- **21** Leadership Institutes including
 - **2** International experiences to Costa Rica and Ecuador

Collaborations for educational instructional opportunities include over 66 different entities throughout the university, state, nation and globe.

Main collaborators on design of the AGL curriculum include the AGL Advisory Board and Dean of the UGA Warnell School of Forestry and Natural Resources.

Extend, EAPE, and AGL have each completed one class and graduated 57 Alumni with a 100% participant completion rate under the candidate’s leadership. Currently, AGL is in session with the class set to graduate in March 2019.

Extension Academy for Professional Excellence – the candidate consulted Extension leadership/administration and worked with a leadership development consultant, Mitch Owen, to design, facilitate and lead the curriculum for Extension Academy. EAPE met for three Institutes and was designed to give participants an inside look into their personal leadership.	Present – 2015
Extension Academy Participant Leadership Projects – Each participant developed a personal growth plan as a result of their involvement in the program that ranged from working on a personal strength or weakness, to achieving a new role. Their peer coaching team and mentor coached participants through achieving their personal plan.	2017
Institute III – Discovering Self as a Brand – The participants completed a personal branding session, team building, reported on their personal growth plan and leadership book, as well as their interview project. We hosted a ceremony for graduation with Jeff Manley, General Manager of The Rock Ranch, as they keynote speaker. In-person. 16 participants at the Institute/30 participants at Graduation. 3 days. Eatonton, GA.	2017
Institute II – Discovering Self with Others – The participants completed the FIRO assessment, Thomas-Kilmann Conflict Style Indicator, a personal development plan, met with their mentor, and	2016

were assigned a leadership book reading. In-person. 16 participants.
3 days. Athens, GA

Institute I – Discovering Self – The participants completed a values audit, Myers-Briggs Step 2, Situational Leadership module, CPI 260, were assigned a mentor and coaching group. In-person. 16 participants. 3 days. Athens, GA. 2016

Extend: Advanced Leadership Training Program – Is the second level of leadership development for Extension faculty and staff who have graduated the Extension Academy for Professional Excellence Program. This program was planned for six in-state Institutes and an international Institute in Ecuador over a 24-month time period. The last class of Extend graduated in May of 2017. Each participant also completed a group project for organizational impact and met with their assigned mentor. Present – 2015

After graduation, the candidate conducted an IRB approved exit survey and interview to learn more about the participant's program experience and plan the curriculum for the next cohort. The candidate planned this cohort curriculum after the first Institute was conducted, as their start date was January 2015. The candidate instructionally designed around six leadership competencies and integral information to UGA Employees in Extension and the land-grant system.

Extend Participant Leadership Projects – Participants worked together in groups to complete a leadership project that was beneficial to the organization as a whole. Projects ranged from organizing more accurate key words for Georgia Counts to polling legislators about their perceptions of UGA Extension. 2016

Institute VIII: Graduation 2016
The participants attended a graduation ceremony where they presented about their experiences at all the Institutes including the International trip. The keynote speaker was Jeff Dorfman, Professor of Agricultural Economics who discussed the importance of leadership in decision-making. UGA Extension administrators and participant mentors were invited to attend. Participant leadership projects were featured in the program booklet. In-person. 45 attendees. Athens, GA.

Institute VII: Ecuador International Institute 2016
The candidate worked with the CAES Office of International programs and contacts at the Ministry of Agriculture and U.S. Embassy representative Henry Vega to set up a ten day program of educational tours, presentations at Universidad Central Del Ecuador, a school visit, and a home stay in Yunguilla. 10 days. Quito, Ecuador.

Institute VI: Focus on Funding and Public Policy 2015
The Institute programming focused on politics, power, relationship building with funding partners, and marketing Extension. Carl Vinson

Institute for Government, CAES Office of Development and Alumni Relations, and the UGA Office of Government Relations hosted educational sessions. In-person. 4 days. Atlanta, GA.

Institute V: Focus on the Power of Project Management 2015

The Institute programming focused on delegation, project management, and applying the Leadership Practices Inventory. In-person. 3 days. Tifton, GA.

Institute IV: Focus on Interpersonal Relationships 2015

The Institute programming focused on coaching skills, dealing with difficult people, conflict, listening and the art of negotiation. 3 days. In-person. Brasstown Valley, GA.

Institute III: Focus on Leading and Managing Change and Crisis Communication 2015

The Institute programming focused on competency areas of change management and communication during crisis. In-person. 3 days. Griffin, GA.

Institute II: Focus on Individual/Team Development 2015

The Institute programming focused on competency areas of understanding team dynamics and building communication. In-person. 3 days. Savannah, GA.

Advancing Georgia's Leaders in Agriculture and Forestry – is an 18-month leadership development program for 25 professionals serving in agriculture, forestry and allied sectors to enhance their leadership skills. The program has six in-state Institutes and an international experience in Costa Rica. The curriculum centers on understanding yourself and others as well as getting first hand exposure across the state to multiple facets of the industry. The candidate also works with an 18 member advisory board comprised of industry leaders that meets twice a year and gives direction to the program. The candidate also works with an alumni board and supports marketing and fundraising efforts. Present – 2015

Institute V: It's All About the Journey – Production, Transportation, and Coastal Explorations 2018

The Institute program focused on vegetable farming, green energy, and forestry manufacturing among other topics. The participants toured the Port of Savannah as well as the Marine Extension Station at Skid-a-way Island. 3 days. Lyons/Statesboro/Savannah, GA.

Institute IV: From Local Pastures to our Federal Political Process – Legislative Advocacy within our Nation's Capitol 2018

The candidate organized a five-day tour of Washington, D.C. with 35 expert speakers from USDA Secretary, Sonny Perdue to Intergovernmental Affairs Advisor to the White House, Billy Kirkland. The class made connections with lobbyist from all facets of the agriculture and forestry sector and participated in a moderated

debate hosted by the National Alliance of Forest Owners. The participants met with the Agricultural Attache' from the Chilean Embassy to discuss foreign trade and attended visits with their Congressmen.

AGL Advisory Board Spring Meeting 2018

The candidate met with the AGL Advisory Board to discuss the business of AGL (e.g., budget, participant evaluations, alumni relations) and bring forth nominations for new board members. 4 hours. Atlanta, GA.

Institute III: Effective Communication – State Government, Economic Development, and Innovation 2018

The Institute programming focused on understanding the role of a state legislator from the perspective of a policy maker, completing an economic development exercise, and learning about innovations in agricultural technology at the Georgia Tech Agri-Research Institute. The participants also practiced interviewing on camera with the Georgia Farm Monitor. In-person. 3 days. Atlanta/Macon, GA.

Curriculum Prep Day 2017

The candidate hosted a 9-member committee of the AGL Advisory Board at the J.W. Fanning Institute for Leadership Development to discuss the curriculum for the upcoming class based on participant evaluations and industry needs. In-person. 1 day. Athens, GA.

Institute II: Boots on the Ground Eyes on the Horizon – Understanding Georgia's Emerging and Existing Markets 2017

The Institute programming focused on Myers-Briggs Assessment, Strengthsfinder 2.0, agri-tourism, and the poultry industry. In-person. 3 days. Brasstown Valley, GA.

AGL Advisory Board Fall Board Meeting 2017

The candidate met with the AGL Advisory Board to discuss the business of AGL (e.g., budget, participant evaluations, alumni relations). 4 hours. Tifton, GA.

Institute I: Accepting the Challenge – Personal leadership development in the Classic City 2017

The Institute programming focused on establishing a class dynamic, the Emergenetics profile, Strengthsfinder 2.0, feeling comfortable on camera, and the Green Industry. In-person. 3 days. Athens, GA.

AGL Alumni Board Meeting 2017

The candidate worked with Sarah Cook, AGL Alumni, to organize the first AGL Alumni Association meeting. The purpose of the alumni association is to support the AGL program and increase exposure to further professional development.

- Selection Day** 2017
The candidate organized a selection day at Georgia Farm Bureau to include 64 program applicants and a selection committee comprised of 15 AGL Advisory Board Members. The candidate oversaw the selection process of interviews and applications in coordination with the selection chair. In-person. 8 hours. Macon, GA.
- AGL Advisory Board Spring Board Meeting** 2017
The candidate met with the AGL Advisory Board to discuss the business of AGL (e.g., budget, participant evaluations, alumni relations) and bring forth nominations for new board members. 4 hours. Atlanta, GA.
- Graduation** 2017
The candidate planned a graduation ceremony for 25 participants, their families attended by program alumni and the board. The participants spoke about each Institute and shared their final leadership projects. Awards were given to the outstanding leadership project and class leader. In-person. 100 attendees. 8 hours. The Rock Ranch, The Rock, GA.
- Institute VII: The Greenest Country in the World - Costa Rica** 2016
In collaboration with former UGA Costa Rica Director, Quint Newcomer, the candidate organized a international agriculture tour of EARTH University, Monteverde Cloud Forest, THRIVE Coffee, and UGA Costa Rica. In-person. 7 days. Costa Rica.
- Institute VI: Leaving Your Mark – Sustainability, Consumer Trends, and Outdoor Adventures** 2016
The Institute programming focused on leading through sustainability and learning about consumer trends in the marketplace. Participants shared their personal leadership projects with their peers. In-person. 2 days. Chattahoochee Hills, GA.
- AGL Advisory Board Fall Board Meeting** 2016
The candidate met with the AGL Advisory Board to discuss the business of AGL (e.g., budget, participant evaluations, alumni relations) and plan for the next cohort. 4 hours. Perry, GA.
- Institute V: Pathways to Leadership – From Peanuts to the President and Everything in Between** 2016
The Institute programming focused on understanding the participants' Thomas-Kilmann Conflict Mode Instrument. In-person. 3 days. Cordele/Albany/Tifton, GA.
- Institute IV: On the Ground in the Empire State – Production, Transportation, and Coastal Explorations** 2016
The Institute programming focused on row crop agriculture, forestry manufacturing, and coastal issues. In-person. 2 days. Lyons/Savannah, GA.

- AGL Advisory Board Spring Board Meeting** 2016
The candidate met with the AGL Advisory Board to discuss the business of AGL (e.g., budget, participant evaluations, alumni relations) and bring forth nominations for new board members. 4 hours. Atlanta, GA.
- Institute III: Communicating Connections – Political Systems, Economic Development and Innovation** 2016
The Institute programming focused on hearing from state legislators, understanding local advocacy, and practicing communication on the set of Georgia Farm Bureau. In-person. 3 days. Atlanta/Macon, GA.
- Institute II: Locally Grown, Nationally Known: Understanding Georgia’s Emerging and Existing Markets** 2015
The Institute programming focused on stress management, Myers-Briggs Assessment, agri-tourism, and the poultry industry. In-person. 2 days. Brasstown Valley, GA.
- AGL Advisory Board Fall Board Meeting** 2015
The candidate met with the AGL Advisory Board and reviewed participant evaluations, presented the reworked by-laws, discussed the budget, and upcoming Institutes. 4 hours. Perry, GA.
- Institute I: Accepting the Challenge – Personal Leadership Development Between the Hedges** 2015
The Institute programming focused on establishing a class dynamic, the Emergenetics profile, generational differences in the workplace, feeling comfortable on camera, and executive coaching. In-person. 3 days. Athens, GA.
- Selection Day** 2015
The candidate organized a selection day at Georgia Farm Bureau to include 50 program applicants and a selection committee comprised of 15 AGL Advisory Board Members. The candidate oversaw the selection process of interviews and applications in coordination with the selection chair. In-person. 8 hours. Macon, GA.
- AGL Advisory Board Spring Board Meeting** 2015
The candidate met with the AGL Advisory Board and set the agenda for the first meeting to include a review of the budget, overview of the program curriculum, and goals for recruitment and selection. In-person. 4 hours. Atlanta, GA.

EDUCATIONAL/OUTREACH PRESENTATIONS

SUMMARY

The candidate was an invited speaker or coordinator, providing 62.5 educational contact hours (ECH) totaling 42 presentations reaching 1,509 individuals, broken down into the following areas:

- 1 - National
- 2 - Regional
- 16 - State
- 5 - Local
- 18 – University

The candidate was the invited keynote speaker on 9 occasions with programs ranging from research on women's leadership in agriculture to inspirational leadership messages for professional groups.

- (University)** Women's Staff Leadership Council – Mentoring and Sponsorship the Difference for Women's Career Advancement. *In-person, Presenter, 1 session, 1 hour, 20 contacts.* 2018
- (University)** Women in Agricultural Leadership – UGA Women in Agricultural Leadership CAES Spring lunch and learn. *In-person/Online, Keynote Presenter, 1 session, 1 hour, 30 contacts.* 2018
- (Regional)** Staying Relevant in a Changing Marketplace – Southern States Llama Association Annual Meeting. Flat Rock, North Carolina. *In-person, Keynote Presenter, 1 session, 2 hours, 45 contacts.* 2018
- (Local)** Servant Leadership – LEAD Gainesville, Chamber of Commerce. Gainesville, Georgia. *In-person, Invited. Keynote Presenter, 1 session, 1 hour, 50 contacts.* 2018
- (National)** NAE4-HA Meeting Facilitation – National Association of Extension 4-H Agents vision/goal setting retreat. Eatonton, Georgia. *In-person, Invited. Co-Facilitator, 1 session, 2.5 hours, 30 contacts.* 2018
- (University)** Adapting to Change: Understanding Your Personal Preference – UGA Extension Conference professional development session. Eatonton, GA. *In-person, Co-Presenter, 1 session, 1.5 hours, 18 contacts.* 2018
- (Regional)** Learning from the Southern Region Women in Agricultural Leadership Summit – South Carolina Agricultural Expo. South Carolina. *Online, Co-Presenter, 1 session, 2 hours, 20 contacts.* 2018

- (State)** Public Speaking and Peer Coaching – Georgia NR Educational Symposium. Brasstown Valley, GA. *In-person, Keynote Presenter, 1 session, 2 hours, 60 contacts.* 2017
- (State)** Generational Differences in the Workplace – Advancing Georgia’s Leaders in Agriculture and Forestry Institute II. Brasstown Valley, GA. *In-person, Invited. Keynote Presenter, 1 session, 1.5 hours, 25 contacts.* 2017
- (Local)** Georgia Agriculture 101 – Youth Leadership Oconee Spring Class – Institute on local agriculture. Watkinsville, GA. *In-person, Presenter, 1 session, 1 hour, 40 contacts.* 2017
- (State)** Developing a Shared Vision for the GA State 4-H Officer Team – Georgia 4-H State Officer Training. Athens, Georgia. *In-person, Facilitator, 1 session, 1.5 hours, 10 contacts.* 2017
- (State)** Advancing Georgia's Leaders in Agriculture and Forestry – speaker on a lunch panel at Forestry Day at the Capitol for the Georgia Forestry Association discussing AGL and leadership in forestry Atlanta, GA. *In-person, Presenter, 1 session, 1 hour, 45 contacts.* 2017
- (University)** Leadership in Communication – speaker on how to use communication to enhance your leadership. Foundations of Communication for new Extension employees. Athens, GA. *In-person, Presenter, 1 session, 1 hour, 18 contacts.* 2017
- (State)** Women in Agricultural Leadership – Northwest Georgia Agricultural Consortium speaker on research related to women’s leadership in agricultural work. Carrolton, GA. *In-person, Invited, Keynote, 1 session, 1 hour, 75 contacts.* 2017
- (Local)** Georgia Agriculture 101– Youth Leadership Oconee Fall Class – Institute on local agriculture. Watkinsville, GA. *In-person, Presenter, 1 session, 1 hour, 40 contacts.* 2017
- (University)** Generational Differences in the Workplace – 4-H Environmental Education Center Directors workshop. Jekyll Island, GA. *In-person, Presenter, 1 session, 2 hours, 20 contacts.* 2017
- (State)** Thomas-Kilmann Conflict Assessment Strategies for Inter-office Conflict – Advancing Georgia's Leaders in Agriculture and Forestry Institute VI. Chattahoochee Hills, GA. *In-person, Presenter, 1 session, 1 hour, 25 contacts.* 2017
- (University)** Team Dynamics and Crucial Conversations – Northeast District Secretary Training. Athens, GA. *In-person, Presenter, 1 session, 1 hour, 40 contacts.* 2016

- (State)** Generational Differences in the Workplace – Georgia NR Educational Symposium. Brasstown Valley, GA. *In-person, Invited. Keynote Presenter, 1 session, 2 hours, 60 contacts.* 2016
- (State)** Generational Difference in the Workplace: AGL Board Edition – Presented research on generational differences in the workplace. Perry, GA. *In-person, Presenter, 1 session, 1 hour, 18 contacts.* 2016
- (State)** Discovering the Leadership Within: Multiply your Productivity – Georgia Family Consumer Sciences Extension State Association Meeting. Cordele, GA. *In-person, Invited. Keynote Speaker, 1 session, 1 hour, 100 contacts.* 2016
- (State)** Thomas-Killmann Conflict Mode Assessment – Advancing Georgia’s Leaders in Agriculture and Forestry session to understand assessed conflict style and apply it to work place situations. Cordele, GA. *In-person. Presenter, 1 session, 2 hours, 25 contacts.* 2016
- (University)** Tribal Leadership – ALEC Faculty Meeting working to enhance community culture based on the book “Tribal Leadership.” Athens, GA. *In-person, Presenter, 1 session, 1.5 hours, 15 contacts.* 2016
- (University)** Generational Differences in the Workplace: Strengthening Teams and Management – County Extension Coordinator workshop for the lower portion of Northwest district. Griffin, GA. *In-person. Presenter, 1 session, 2 hours, 30 contacts.* 2016
- (University)** Generational Differences in the Workplace: Strengthening Teams and Management – County Extension Coordinator workshop for the upper portion of Northwest district. Gordon County, GA. *In-person. Presenter, 1 session, 2 hours, 30 contacts.* 2016
- (University)** Life Hacks for 20 Somethings – session for CAES graduating Seniors and Juniors to discuss transitioning into the workplace upon graduation. Athens, GA. *In-person. Presenter, 1 session, 2 hours, 20 contacts.* 2016
- (University)** Generational Differences Strengthening Teams and Management – workshop for UGA Extension audience targeting faculty and staff from across the state. Athens, GA. *In-person. Presenter, 1 session, 4 hours, 8 contacts.* 2016
- (Local)** Your Personality Your Leadership – Oconee Chamber of Commerce Women in Business. Watkinsville, GA. *In-person, Presenter, 1 session, 1 hour, 50 contacts.* 2016
- (Local)** Agriculture 101 – Youth Leadership Oconee Fall Class – Institute on local agriculture. Watkinsville, GA. *In-person, Presenter, 1 session, 1 hour, 40 contacts.* 2016

- (University)** Foundations of Communication – Leadership in Communication for new Extension employees. Athens, GA. *In-person, Presenter, 1 session, 1 hour, 25 contacts.* 2016
- (State)** Georgia Cooperative Council – All About Advancing Georgia's Leaders in Agriculture and Forestry. Macon, GA. *In-person, Presenter, 1 session, 1 hour, 60 contacts.* 2016
- (State)** Stress Management for Leaders – Advancing Georgia's Leaders in Agriculture and Forestry Institute II. Brasstown Valley, GA. *In-person, Presenter, 1 session, 1 hour. 25 contacts.* 2015
- (State)** Myers-Briggs for Leaders – Advancing Georgia's Leaders in Agriculture and Forestry Institute II. Gainesville, GA. *In-person, Presenter, 1 session, 1.5 hours, 25 contacts.* 2015
- (University)** Generational Differences in the Workplace: Quick Tips – Northeast District Update. Watkinsville, GA. *In-person. Presenter, 1 session, 1 hour, 50 contacts.* 2015
- (University)** UGA Extension SW District Program Assistants – Being Busy vs. Being Productive. Tifton, GA. *In-person. Presenter, 1 session, 1.5 hours, 30 contacts.* 2015
- (State)** Generational Differences in the Workplace: Advancing Georgia's Leaders Institute I. Athens, GA. *In-person. Presenter, 1 hour, 27 contacts.* 2015
- (University)** UGA Extension Outstanding Programs Panel – Public Service and Outreach Leadership Academy. Eatonton, GA. *In-person. Co-Presenter. 1 session, 1 hour, 25 contacts.* 2015
- (University)** County Extension Coordinator Myers-Briggs for Leadership Development – County Extension Coordinator Training. Eatonton, GA. *In-person. Presenter. 1 session, 3 hours, 15 contacts.* 2015
- (University)** Northeast District County Extension Coordinators: Opportunities for Leadership Development – NE District Update. Athens, GA. *In-person. Presenter. 1 session, 1 hour, 40 contacts.* 2015
- (University)** Office of Communications New Employee Training. Discover Communication with Colleagues – Foundations of Communications. Athens, GA. *In-person. Presenter, 1 session, 1 hour, 20 contacts.* 2015
- (State)** Leadership Development for Georgia 4-H State Board of Directors setting the vision of mission – State 4-H Officer Training. Athens, GA. *In-person. Presenter, 1 session, 2 hours, 10 contacts.* 2015

(State) Working Together Achieving More – Georgia Healthcare Network Annual Meeting – the candidate spoke on the importance of teamwork in leadership. Athens, GA. *Invited. Keynote speaker, 1 session, 1 hour, 150 contacts.*

2015

PUBLIC RELATIONS, FUNDRAISING PROFESSIONAL DEVELOPMENT

SUMMARY

The candidate participated or facilitated over 30 days of exhibiting on behalf of the Advancing Georgia's Leaders in Agriculture and Forestry Program reaching more than 2550 contacts.

The candidate has led efforts in fund development for the AGL program raising more than \$125,000 in gifts from over 66 private donors, companies and foundations.

The candidate has participated in 136 hours of professional learning time in class sessions and professional conferences.

The candidate collaborated with:

- **Project Learning Tree** to help set strategic direction for their five-year program plan.
- **Southern States Llama Association** to develop their "Why" statement for marketing the association to potential new members.

The candidate has worked with the Office of Communications to publish 11 press releases, had leadership programs and special projects featured in the *Market Bulletin*, *EMC Georgia Magazine*, *Growing America*, and *Southscapes Magazine* with an estimated combined contact of 602,300;

The candidate has written articles for the Pink Tractor Magazine, been featured on the GA Farm Monitor TV, and been interviewed for the UGA Magazine with an estimate contact of 12.1 million.

Exhibits

Georgia Green Industry Association Trade Show – Advancing Georgia's Leaders in Agriculture and Forestry. Resource Materials. Stone Mountain, GA. <i>3 days, 4 sessions, 200 contacts.</i>	2018 – 2015
Georgia Farm Bureau Young Farmer Convention – Advancing Georgia's Leaders in Agriculture and Forestry, Marketing Booth, Jekyll Island, GA. <i>3 days, 3 sessions, 250 contacts.</i>	2017 – 2015
Georgia Forestry Association Meeting – Advancing Georgia's Leaders in Agriculture and Forestry, Marketing Booth, Jekyll Island, GA. <i>In-person, 3 days, 3 sessions, 300 contacts.</i>	2017 – 2015
Georgia Young Farmer Convention – Advancing Georgia's Leaders in Agriculture and Forestry – Young Farmer Convention, Marketing Booth. Stone Mountain, GA. <i>In person, 2 days, 100 contacts.</i>	2015

Interviews

Candidate was interviewed for a spotlight on women in agricultural leadership, Georgia Farm Monitor TV show, aired on Georgia Public Broadcasting, 12 Million annual viewership. 2017

Georgia Magazine – Candidate was interviewed for a UGA Alumni Spotlight on Extension leadership programs, 150,000 contacts. 2017

Pink Tractor Magazine – Candidate Introduction Article to discuss leadership topics written by the candidate 4,000 contacts. 2016

Event Participation

Harley Langdale Jr. Foundation Classroom Dedication UGA Warnell School of Forestry and Natural Resources. Athens, GA. 2018

Oconee 4-H Pastabilities Dinner – Fundraiser for Oconee County 4-H. the candidate served as a table captain. The event raised \$11,000 to benefit the local club. 2018 – 2016

GAC Harvest Celebration – Support event for the Georgia Agribusiness Council with approximately 1000 individuals working in agriculture and forestry and related fields. Cobb Galleria Centre Atlanta, GA. 2017 – 2015

YanMar Evo Center Grand Opening - AGL Board Member Tim Miller was instrumental in creating the training space for the YanMar Evo Center and invited the candidate to attend the grand opening of their new facility. Canton, GA. 2017

UGA Women in Agricultural Leadership Luncheon Series – attended four luncheons for networking and professional development. Athens, GA. 2017

UGA CAES Alumni Awards Banquet – attended for three years. Athens, GA. 2017 – 2015

UGA Black Faculty and Staff Awards Luncheon Athens, GA. 2015

Sigma Alpha Women in Agriculture Awards Luncheon Athens, GA. 2015

Public Service and Outreach Awards Luncheon Office of the Vice President for Public Service and Outreach Athens, GA. 2018 – 2015

Georgia 4-H Appreciation Breakfast UGA Livestock Arena. Athens, GA. 2017 – 2015

Additional Marketing Efforts

Washington DC: A Pig Farmer’s Perspective – article written by AGL Participant Jon Jackson that discusses the AGL Washington DC Institute published in *Growing America*. Online publication. 2018

Extend International Experience, *UGA College of Agriculture and Environmental Sciences Southscapes Magazine* – Feature Story. 22,300 contacts. 2016

- Southern Women in Agricultural Leadership Summit 2016
Georgia Department of Agriculture Market Bulletin – Feature Story. 42,000 contacts.
- Advancing Georgia's Leaders in Agriculture and Forestry 2016
Georgia Department of Agriculture Market Bulletin – Feature Story. 42,000 contacts.
- Advancing Georgia's Leaders in Agriculture and Forestry story in the 2015
EMC Georgia Magazine. 500,000 contacts.
- NRCS Meeting – All about Advancing Georgia's Leaders in Agriculture 2015
and Forestry – Natural Resources Conservation Service, Presenter. In person, 20 contacts. Athens, GA.
- Warnell Young Alumni Meeting – All about Advancing Georgia's Leaders 2015
in Agriculture and Forestry – Young Alumni Warnell School of Forestry and Natural Resources, Presenter. In-person, 30 contacts. Athens, GA.

Site Visits

Site visits made by the candidate to preview educational tours: Present – 2015

AgGrow Star – Bonaire, GA
AgriSupply – Statesboro, GA
AgSouth Farm Credit – Statesboro, GA
Caterpillar – Bogart, GA
Cromley Family Farms – Statesboro, GA
Cornelius Blueberries – Manor, GA
Georgia Cotton Commission – Perry, GA
Georgia EMC – Tucker, GA
Georgia Farm Bureau – Macon, GA
Georgia Federal State Inspection Service – Albany, GA
Georgia Peanut Commission – Tifton, GA
Georgia Poultry Lab – Gainesville, GA
Global Growers – Stone Mountain, GA
Kubota Tractor – Lawrenceville, GA
Leger & Sons – Cordele, GA
Real Tree Outdoors – Columbus, GA
Rutland Farms – Tifton, GA
Southern States – Statesboro, GA
TOP Farms – Denton, GA
The Langdale Company – Valdosta, GA
The Rock Ranch – The Rock, GA
Vidalia Onion Museum – Lyons, GA
White Oak Pastures – Bluffton, GA
YanMar EvoShield Center – Canton, GA

AGL Alumni Socials

AGL/Warnell School of Forestry and Natural Resources Percentage 2018
Night at Southern Brewing Company. *In-person, 50 contacts. Athens, GA.*

AGL Networking Social – Institute III Alumni Social. *In-person, 35 contacts. Atlanta, GA.* 2018

Sunbelt Ag Expo – Lemonade and Leadership Alumni Social – the candidate markets the program and creates a time for alumni to gather to network. *In-person, 2 hours. 3 sessions. 40 contacts per year. Moultrie, GA.* 2017 – 2015

AGL Networking Social – Institute I Alumni Social 2015
 The candidate worked with the AGL Alumni network to invite alumni in the area to network at the Melting Point. *In-person. 1.5 hours. 30 attendees. Athens, GA.*

Media Distribution

AGL Quarterly eNewsletter – The candidate has worked to create content and distribute the eNewsletter via Mail Chimp for a listserv of 350 people; 12 iterations of AGL eNews have been distributed to date to inform alumni and stakeholders with program information. *4000 contacts.* Present – 2015

Advancing Georgia's Leaders Social Media – The candidate oversees Instagram, Twitter, and Facebook online presences for the AGL program. She manages the public AGL Facebook page, the AGL Alumni Facebook group page, the 2017 AGL Class group page, and the 2019 AGL Class group page. The candidate post weekly or when there is relevant information about the program. *845 contacts.* Present – 2015

Extend Graduation Program – The candidate worked with the Office of Communications and Creative Services to list each graduate with their bio and leadership project. *50 copies.* 2017

Advancing Georgia's Leaders Graduation Program – The candidate worked with the Office of Communications and Creative Services to list each graduate with their bio and leadership project. *250 copies.* 2017

Press Releases for Leadership Programs and Special Projects – the candidate worked with the CAES Office of Communications and Creative Services on a press releases on GA FACES, with an estimated *15,400 contacts* for: 2017 – 2015

- Advancing Georgia's Leaders Class Selection, 2017*
- Extension Academy for Professional Excellence Class Graduation, 2017*
- Extension Academy for Professional Excellence Class Selection, 2016*
- Extend Graduation, 2016*
- Advancing Georgia's Leaders Graduation, 2017*
- Advancing Georgia's Leaders Costa Rica Experience, 2016*
- Extend Ecuador Experience, 2016*
- UGA Women in Agriculture Initiative, 2016*
- Advancing Georgia's Leaders State Capitol Visit, 2016*
- Southern Region Women in Agricultural Leadership Summit, 2016*
- Advancing Georgia's Leaders Class Selection, 2015*

Video Series – Advancing Georgia's Leaders in Agriculture and Forestry 2015
– worked with the Office of Communications and Creative Services to create a series of 4 videos to promote AGL. Shared those videos on social media via Facebook and twitter (845 followers; estimated 2000 contacts).

Professional Activity

Consulting

Worked to provide information and feedback as needed to **Clemson University** as they work to establish an agricultural leadership program. Present – 2017
Clemson University, United States.

Worked with the board and membership of the **Southern States Llama Association** to develop their “why” statement for association marketing. 2018
Flat Rock, NC. *In-person. 2 hours. 40 contacts.*

Worked with the staff and volunteers of **Project Learning Tree** to 2017
organize new strategic program goals. Project Learning Tree. Department of Education. Georgia Forestry Association. Georgia Forestry Foundation. Georgia Forestry Commission. Forsyth, GA. *In-person, 4 hours. 10 contacts.*

Worked with **Environmental Health Services** Northeast District staff on 2017 – 2016
two topics (2017) 1) public speaking and 2) peer coaching at the Annual State Meeting for two years;(2016) generational differences in the workplace. Young Harris, GA. *In-person, 2 hours, 60 contacts.*

Worked with the employees of the **Georgia Federal State Inspection Service** to develop their organizational values for self-leadership at their 2015
Pre-Harvest Annual Meeting. Savannah, GA. *In-person, 2 hours. 100 contacts.*

Worked with local Extension agent to provide supporting materials for 2015
Madison County Leadership Program in conjunction with the **Madison County Chamber of Commerce.**

Fundraising

The candidate has assisted in fund development for the AGL program raising over \$125,000 in gifts from 66 private donors, companies and foundations. The candidate worked with the External Relations Committee of the AGL Advisory Board to launch the 25x25 campaign via online giving, to encourage people to give \$25 each month to support the AGL program.

Significant Gifts Include:

- Harley Langdale Jr. Foundation, \$45,000
- Georgia EMC, \$15,000
- Georgia Federal-State Inspection Service, \$10,000

- Georgia Agribusiness Council Foundation, \$5,000
- Kubota Tractor, \$5,000
- Leger & Son, \$4,500
- Georgia Forestry Foundation, \$4,500

The candidate leads efforts in donor stewardship and has created a thank you note-writing program for participants after every Institute. Donors are recognized on the participant agenda as well as on the web site, on social media, and in the graduation program. The CAES Development Office works to honor donors with significant gifts to the AGL program and includes the candidate in their stewardship efforts.

Professional Development

Time Management: Boost Results, Reduce Stress, and Conquer Your Day – Public Service and Outreach Annual Meeting, 1 session. 1.5 hours. Athens, GA.	2018
Collaborate to Innovate: Serving GA Together Extension Conference, 1 session. 1.5 hours. Eatonton, GA.	2018
Publishing Program Evaluation Findings in the Journal of Extension Extension Conference, 1 session. 1.5 hours. Eatonton, GA.	2018
Video Production for Extension Faculty Extension Conference, 1 session. 1.5 hours. Eatonton, GA.	2018
Community Development Round Table Extension Conference, 1 session. 1.5 hours. Eatonton, GA.	2018
Southern States Llama Association Annual Meeting – presenter and attendee, 3 days. In-person. Flat Rock, NC.	2018
Harley Langdale Jr. Foundation Board Development Workshop 1 day. 6 hours. In-person. Valdosta, GA.	2017
Epsilon Sigma Phi State Convention 1 day. 8 hours. In-person. Athens, GA	2017
UGA Extension Specialist Training UGA Extension, 2 days. In-person. Athens, GA.	2017
Georgia Forestry Association State Meeting 3 days. In-person. Jekyll Island, GA.	2017 – 2015
DW Brooks Lecture, “GMO Wars: What do we do when scientist and citizens deeply disagree?” – Nina Fedoroff, 1 session. 1.5 hours. In-person. Athens, GA.	2017

Icebreakers and Get to Know Your Games, Public Service and Outreach Facilitators Academy Session. 2 hours. In-person. Athens, GA.	2017
People Skills Assessment Training 3 days. In-person. Athens, GA.	2017
AgAware Workshop 1 day. 6 hours. 1 day. In-person. Perry, GA.	2017
DW Brooks Lecture, “First 1000 Days” – Roger Thurow 1 session. 1.5 hours. In-person. Athens, GA.	2016
P3 Training Athens, GA. 6 hours. In-person.	2016
The Zika Virus: An Emergency Management Panel – Everbridge, 1 session. 1.5 hours. Online.	2016
CAES Ag Forecast & Economic Outlook In-person. 1.5 hours. Lyons, GA.	2015
Academy of Human Resource Development Annual Meeting – presenter and attendee, 3 days. In-person. St. Louis, MO.	2015

RESEARCH, PUBLICATIONS, & MATERIALS DEVELOPED

SUMMARY

The candidate's research interests focus on women in leadership, generational differences in the workplace, and organizational development. She co-authored an article on the difference between mentoring and sponsorship that was published in the Harvard Business Review among her 30 publications including:

- 6 Peer Reviewed Publications
- 6 Magazine Articles
- 15 Blog Post
- 2 Research Reports

The candidate is the PI on 5 IRB approved research studies, and serves on the editorial board and is a peer reviewer for two journals.

Projects (e.g., applied research/instructional initiatives IRB approved)

Measuring the Impact of Extension Academy for Professional Excellence on Participant's Leadership Development - IRB approved study	2018
Measuring the Impact of Extend on Participant Leadership Development - IRB approved study	2016
Extend Advanced Leadership Development Research Project Caitlyn Dye - IRB approved study	2016
Women's Leadership Development in Agriculture - IRB approved study	2016
Measuring the Impact of Advancing Georgia's Leaders in Agriculture and Forestry on Participant Leadership Development - IRB approved study	2016 – 2017
Development of PhD in Agricultural Leadership, Education, and Communication – departmental committee	2016 – 2017

Reviewing/Refereeing: Curricula

Step Up and Lead: Georgia 4-H	2015
Extension Academy for Professional Excellence	2016
Extend Advanced Leadership Training Program	2015 – 2016
Advancing Georgia's Leaders in Agriculture and Forestry	2015

Reviewing/Refereeing: Journals

Anonymous peer reviewer for Human Resource Development Review	Present – 2017
Anonymous peer reviewer for Journal of Higher Education Outreach and Engagement	Present – 2016

Publications

- Griffeth, L. L. (2018). *Leadership Lessons from Mimi's Garden*. Pink Tractor. In press.
- Griffeth, L. L., Randall, N., & Daniel, J. (2018). Surfing Waves of Change: Building Organizational Capacity in Extension Through Leadership Programs. *Journal of Extension*. In press. Peer reviewed.

- Griffeth, L. L., Tiller, L., Jordan, J., L Rochelle, S., & Randall, N. (2018). Women Leaders in Agriculture: Data-Driven Recommendations for Action and Perspectives on Furthering the Conversation. *Journal of Extension*. In press. Peer reviewed.
- Griffeth, L. L. (2018). *Multitasking: How Doing More than One Thing Can Actually Make You Less Productive*. Pink Tractor.
- Griffeth, L. L. (2018). *10 Attributes of Being a Servant Leader*. Pink Tractor.
- Griffeth, L. L. (2017). *The Dark Side of Winning*. Office of Learning and Organizational Development, CAES UGA. Retrieved from <https://blog.extension.uga.edu/>
- Griffeth, L. L. (2017). *Don't Choke*. Office of Learning and Organizational Development, CAES UGA. Retrieved from <https://blog.extension.uga.edu/trainingstaffdev/2017/07/dont-choke/?cat=9>
- Griffeth, L. L. (2017). *Is Winning like Drinking from the Fountain of Youth?*. Office of Learning and Organizational Development, CAES UGA. Retrieved from <https://blog.extension.uga.edu/>
- Griffeth, L. L. (2017). *The Winning Mind*. Office of Learning and Organizational Development, CAES UGA. Retrieved from <https://blog.extension.uga.edu/trainingstaffdev/2017/06/the-winning-mind/?cat=9>
- Griffeth, L. L. (2017). *Women Leaders in the Agri-Workplace: Communication from Farm to Firm Part II*. Pink Tractor.
- Griffeth, L. L. (2017). *Life hacks for wanna-be-well-adjusted 20 somethings: Life hacks for wanna-be-well-adjusted 20 somethings* (C 1115). Peer reviewed.
- Griffeth, L. L. (2017). *Women Leaders in the Agri-Workplace: Communication from Farm to Firm Part I*. Pink Tractor.
- Griffeth, L. L. (2017). *Women Leaders in the Agri-Workplace: Too Soft, Too Tough, Never Just Right*. Pink Tractor.
- Griffeth, L. L. (2016). *Group Think: When Really Intelligent People Make Really Awful Choices... Together*. Office of Learning and Organizational Development, CAES UGA Retrieved from <https://site.extension.uga.edu/trainingstaffdev/2016/09/group-think-when-really-intelligent-people-make-really-awful-choices-together/?cat=9>.
- Griffeth, L. L., & Sapp, R. (2016). *The Georgia Center for Urban Agriculture and Environmental Sciences: The Georgia Center for Urban Agriculture and Environmental Sciences*.
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- Griffeth, L. L. (2016). *The Mind of a Multiplier*. Office of Learning and Organizational Development. Retrieved from <https://site.extension.uga.edu/trainingstaffdev/2016/08/the-mind-of-a-multiplier/?cat=9>.
- Griffeth, L. L. (2016). *Addition by Subtraction: Removing "Diminishers" to Increase Group Productivity*. Office of Learning and Organizational Development. Retrieved from <https://site.extension.uga.edu/trainingstaffdev/2016/08/addition-by-subtraction->

removing-diminishers-to-increase-group-productivity/?cat=9.

- Griffeth, L. L. (2016). *Generations Unite!*. Office of Learning and Organizational Development. Retrieved from <https://site.extension.uga.edu/trainingstaffdev/2016/05/generationsunite/?cat=9>.
- Griffeth, L. L. (2016). *Millennials...There is No Place like Home*. Office of Learning and Organizational Development. Retrieved from <https://site.extension.uga.edu/trainingstaffdev/2016/05/millennials-there-is-no-place-like-home/?cat=9>.
- Griffeth, L. L. (2016). *Gen X... The Witch is Dead!* Office of Learning and Organizational Development. Retrieved from <https://site.extension.uga.edu/trainingstaffdev/2016/05/gen-x-thewitchisdead/?cat=9>.
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- Griffeth, L. L. (2016). *Boomers...Follow the Yellow Brick Road.* Office of Learning and Organizational Development. Retrieved from <https://site.extension.uga.edu/trainingstaffdev/2016/05/boomers-follow-the-yellow-brick-road/?cat=9>.
- Griffeth, L. L. (2016). *Boomers, X-ers, and Millennials... OH MY!*. Office of Learning and Organizational Development. Retrieved from <https://site.extension.uga.edu/trainingstaffdev/2016/05/boomers-x-ers-and-millennials-oh-my/?cat=9>.
- Sheffield, M., Miller, M., Simpson, M., Healy, L., Tyson, T., & Jordan, J. (2016). Creating Multi-Generational Extension Alliances Through Mentoring and Leadership Training. In *Joint Council of Extension Professionals*. Las Vegas, NV. Peer reviewed.
- Griffeth, L. L., Malik, R., & Charas, S. (2015). *Why Men Have More Help Getting to the C-Suite*. Harvard Business Review. Retrieved from <https://hbr.org/>. Peer reviewed.
- Hurt, R., Griffeth, L., Sapp, R., & Farner, K. (2015). *OLOD Blog: Program Development, Learning, Leadership, and Staff Development*. Retrieved from <http://blog.extension.uga.edu/trainingstaffdev/>
- Griffeth, L. L. (2015). Servant Leadership: Lean on Me. In *11th Annual Conference: Celebrating Strength and Service*. UGA Hotel and Conference Center: Georgia Charitable Care Network. Retrieved from <http://charitablecarenetwork.com/>.
- Griffeth, L. (2015). Growing into leadership: A study of the informal and incidental learning of women agricultural deans and vice presidents. In *Academy of Human Resource Development*. Academy of Human Resource Development. Peer reviewed.

Curricula/Special Materials/Media

- | | |
|---|----------------|
| Advancing Georgia's Leaders in Agriculture and Forestry Website – developed content for website to include about the program, how to support the program, and alumni and board information. | Present – 2015 |
| Extension Academy for Professional Excellence Intranet Website – developed and maintains content for this page on the CAES Intranet. | Present – 2015 |
| Extend Advanced Leadership Training Program Intranet Website – developed and maintains content for this page on the CAES Intranet. | Present – 2015 |

Advancing Georgia’s Leaders Institute V Recap Video (one minute)	2018
Advancing Georgia’s Leaders Institute IV Recap Video (one minute)	2018
Advancing Georgia’s Leaders Institute III Recap Video (one minute)	2018
Advancing Georgia’s Leaders Institute II Recap Video (one minute)	2017
Extension Academy Impact Statement – Published in the CAES Impact Database.	2017 – 2015
Advancing Georgia’s Leaders in Agriculture and Forestry Impact Statement – Published in the CAES Impact Database.	2017 – 2015
Making Meetings Work session curriculum	2017
Public Speaking 101 session curriculum	2017
Advancing Georgia’s Leaders in Agriculture and Forestry – rack card with updated information about the new cohort	2017
Strengths-based Leadership session curriculum – Using the Clifton Strengthsfinder2.0 this curriculum walks participants through understanding their top 5 strengths and strategies for growth.	2017
Start with Why session curriculum	2016
Peer Coaching in Leadership Programs session curriculum	2016
Thomas-Kilmann Conflict Mode Primer – the candidate developed this primer to more fully explain the modes of conflict in the TKI and relate those to Myers-Briggs type. The workbook also includes practical exercises to strengthen conflict management.	2016
Extension Academy for Professional Excellence Curriculum Roadmap – one page version outlining the learning objectives and highlights of the curriculum throughout the course.	2016
Extension Academy for Professional Excellence Program Directory - listing information about the program and each participant bio.	2016
Extension Academy for Professional Excellence Master Curriculum Map – detailed session-by-session overview of the curriculum for the course.	2016
Tribal Leadership in Groups and Teams session curriculum – the candidate created from the book “Tribal Leadership;” this curriculum helps individuals understand their current tribal culture at work.	2016
Generational Differences in the Workplace – the candidate developed a 4-hour curriculum as well as a 45-minute curriculum to help participants understand how generational signposts and life stages play out within inter-office relationships.	2015
Stress Management for Leaders – the candidate developed session curriculum around the neuroscience research dealing with stress and suggested strategies for coping mechanisms.	2016
Leadership in Communication session curriculum	2015
Myers-Briggs for Leaders – the candidate developed session curriculum modified from CPP to deliver to County Extension Coordinators that discusses office dynamics and Myers-Briggs Type.	2015
Extend Advanced Leadership Training Program Directory – listing information about the program and each participant bio.	2015
Extend Advanced Leadership Training Program Master Curriculum Map – This map planned all eight leadership Institutes with each session to	2015

include learning objectives that all meet the six core leadership competencies identified by research and chosen by the Extension Leadership Program Development Task Force.

Advancing Georgia’s Leaders Program Directory – listing information about the program and each participant bio. 2015

Advancing Georgia’s Leaders in Agriculture and Forestry Handbook – This handbook discusses the outline and protocol for behavior in the AGL program. 2015

Advancing Georgia’s Leaders in Agriculture and Forestry Master Curriculum Map – This map planned all seven leadership Institutes in the state of Georgia and internationally with over 100 sessions to include learning objectives that all meet the six core leadership competencies identified by research and chosen by the AGL Board to be pillars of learning for the class. 2015

Advancing Georgia’s Leaders in Agriculture and Forestry – Fundraising brochure 2015

Advancing Georgia’s Leaders in Agriculture and Forestry – rack card with general information about the cohort 2015

Advancing Georgia’s Leaders in Agriculture and Forestry – pop up banner display with an updated look for the new cohort 2015