Kevan W. Lamm

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EDUCATION

Ph.D., Agricultural Education and Communication   December 2015
University of Florida, Gainesville, FL
Dissertation Title: Development and validation of a comprehensive leadership
competency scale for use with adult leadership development programs

Master of Science, Agricultural Education and Communication   December 2013
University of Florida, Gainesville, FL
Thesis Title: The relationship between agreeableness and transformational
leadership in undergraduate students

Bachelor of Science, Mechanical Engineering   December 2000
Colorado State University, Fort Collins, CO

PROFESSIONAL EXPERIENCE

Assistant Professor and Extension Leadership Specialist, University of   2018 - Present
Georgia, Athens, GA
-   Develop and implement evaluation protocols for statewide youth
    leadership programs.
-   Design and deliver a statewide leadership professional development
    program
-   Identify and obtain private contracts and grant projects
-   Serve as chair and/or committee member on master's and doctoral
    students' committees
-   Mentor undergraduate research projects
-   Lead instructor for leadership course within the agricultural
    leadership certificate

President, LR Brand, Inc., Gainesville, FL   2012 - Present
Consult with organizations to provide expertise in the areas of program
development, research and evaluation consulting, leadership training and
development, strategic planning and management consulting.
Example projects and engagements include:
-   World Bank: Served as the external program evaluator responsible
    for completing operational review and revision including formative
    and summative reports, annual surveys, data collection, key
    informant interviews, and focus groups.

- Colorado State University 4-H Cowboy Ethics program: Served as the external program evaluator; including formative and summative reports, annual survey, data collection, focus groups.
- Global Forum for Rural Advisory Services: Completed global capacity assessment in knowledge management, informational communication technology use, organisational and institutional functioning, professionalisation, and advocacy.
- LEAD21: External program evaluator, including session level analysis, annual summary, annual alumni survey, mentor interviews, and participant focus groups.
- International Organization: Developed consistent standards and methodologies for monitoring and evaluating organizational compliance.

Graduate Teaching Assistant, Department of Agricultural Education and Communication, University of Florida, Gainesville, FL   2012 - 2015
- Lead instructor and teaching assistant for courses in the Department of Agricultural Education and the Department of Food and Resource Economics
- Developed and provided lectures, created team oriented learning environments and supported student work both in and outside the classroom
- Developed syllabi, group projects, quizzes, and course exams
- Graded materials and provided student performance feedback

Program Coordinator, Wedgworth Leadership Institute,   2012– 2015
University of Florida, Gainesville, FL
- Assisted director in the coordination and ongoing evaluation of a two-year Extension leadership development program for agricultural and natural resource leaders in Florida
- Conducted program evaluation of 28 leadership development programs in the U.S. and Canada, directly responsible for coordinating invitations to 8,435 participants, processing 4,185 responses, analyzing results, and generating 28 programmatic reports for individual program directors
- Planned and delivered content on critical thinking, goal setting, project planning, policy communication, emotional intelligence and social network analysis in a non-formal environment
- Developed, collected and analyzed evaluation data throughout the entire program to provide real time feedback utilized to fine tune the program and report on accomplishments
- Created and distributed a bi-monthly newsletter to keep participants up to date on current issues and programmatic changes

Program Consultant, LEAD21, Gainesville, FL   2013– 2015
- Assisted director in the coordination of leadership development training for land grant university faculty
- Provided insight into curriculum updates and changes with facilitation team members
- Worked with evaluation data to provide timely performance enhancement recommendations to the facilitation team
- Led research efforts resulting in three peer reviewed publications

Supplier Manager, Accenture, Gainesville, FL   2011–2012
- Responsible for annual operational budget of $7M based on 40 vendors delivering services in 60 countries (7,000 sessions annually)
- Negotiated Master Service Agreements with strategic vendors worth up to $10M in annual spend, preferential contract rates resulting in up to $3M in annual savings
- Interfaced with Solution Management and Learning Inside sales teams to customize cost models during project estimating, direct support of over $200M of sales solutions

Operations Manager, Accenture, Gainesville, FL   2010–2011
- Created business processes from scratch including key deliverables, responsible parties, required inputs, and expected outcome, directly responsible for implementing project staffing model across 20K person organization to improve managerial ratios and improve margins by an average of 5%
- Created and distributed monthly metric and status report for five operating unit leads, included quantitative analysis and recommendations; improved reporting visibility directly responsible for 5% annual productivity improvement across operating units, with collective annual revenue of over $200M ($10M in direct business productivity improvement)
- Supported an annual budget build up process, business case development, and monthly account financial reviews ($55M annual budget)

Performance Enablement Team Lead, Accenture, Denver, CO   2006–2010
- Implemented and managed a time reporting system for Content Development, Content Delivery, Scheduling, and Fulfillment organizations, directly responsible for managing chargeability and utilization of 800 person workforce
- Developed, evaluated and revised business processes (using the Operational Excellence methodology) to improve accrual accuracy performance resulting in $350K of direct savings for organization
- Developed Business Process Outsourcing (BPO) Solution Scorecard for use in cost modeling and deal review processes, direct responsibility for gathering requirements, ensuring stakeholder support, and successful deployment of solution; approximately $200M in annual solutions supported through scorecard

Content Operations Lead, Accenture, Denver, CO   2005–2006
- Hiring manager for U.S. based contractor workforce, responsible for advertising, recruiting, selecting, hiring, and managing approximately 250 individual contractors
- Coordinated staffing for global network of development centers directly responsible for project allocation of 350 individuals in nine development centers (three United States, two Europe, two India, and two Australia)
- Designed, implemented, and operationalized monthly operating unit status reporting process; directly responsible for generating five reports, scheduling, and executing read out with operating unit leads (top level senior executives) monthly

Instructional Design Lead, Accenture, Denver, CO   2003–2005
- Managed efforts of up to 40 individuals on cross functional teams concurrently
- Created and managed contracts with subsequent project execution based on client needs, consistent project delivery 5% - 10% under budget, direct project cost savings of $250K
- Led globally distributed teams (countries where team members resided included India, the Philippines, Argentina, Australia, the UK, France, Poland, Canada, Brazil, Russia, South Africa, and China) and traveled internationally to Latin America, the Caribbean, Europe, India, and Africa; developed communication best practices and provided training to organization
- Helped bring India based content development center online, directly responsible for conducting in-person training for 55 Indian developers over a six week period

Instructional Designer & Developer, Accenture, Denver, CO   2001–2003
-   Delivered courses to over 4,000 students through web and in-person sessions
-   Created over 12 web-based and instructor led courses, responsible for converting 20 instructor led courses into virtual instructor led format
-   Identified possible issues and recommended solutions that would ensure on time deployment of multiple projects, directly responsible for the development of approximately 30 technical, sales, and leadership courses annually
-   Created organizational product definitions, directly responsible for maintaining accurate descriptions for over 30 unique product types across web, virtual, and instructor led platforms

Business Analyst/Consultant, Accenture, Denver, CO   2000–2001
-   Responsible for managing conversion to Siebel customer relationship management system for 2,500 sales representatives in large telecommunications firm in the western United States
-   Provided RFP support for large technical consulting engagements within the telecommunications space
-   Developed business process and standard operating procedures for help desk work ticket tracking and resolution in large telecommunications firm

PUBLICATIONS & SCHOLARLY WORKS

Refereed Journal Manuscripts

29. Lamm, A. J., & **Lamm, K. W.** (In Review). *Considering an appreciative approach to international extension evaluation*. Journal of International Agricultural and Extension Education.

28. **Lamm, K. W.**, Borron, A., Holt, J. & Lamm, A. J. (In Review). Communication channel preferences: A descriptive audience segmentation evaluation. *Journal of Applied Communication*.

27. **Lamm, K. W.**, Sheikh, E., & Edgar, D. W. (In Review). Evaluating personality traits as a predictor of undergraduate goal setting. *Journal of Agricultural Education*.

26. **Lamm, K. W.**, & Priest, K. L. (In Review). Evaluating the role of leader member exchange in leadership development program satisfaction. *Journal of Agricultural Education*.

25. **Lamm, K. W.**, & Carter, H. S. (In Review). Leadership development program evaluation: A social network analysis approach. *Journal of Agricultural Education*.

24. Davis, K., Dolly, D., Lamm, A. J., & **Lamm, K. W.** (In Review). The future of extension: A network emergence perspective from the case of the global forum for rural advisory services. *Journal of International Agricultural and Extension Education*.

23. **Lamm, K. W.**, & Lamm, A. J. (In Review). A multi-level evaluation of the relationship between leadership program satisfaction, opinion leadership, and intent to participate in alumni programs. *Journal of Leadership Education.*

22. **Lamm, K. W.**, Lamm, A. J., Davis, K., & Swaroop, B. J. (In Press). Effective advocacy for extension networks: an evaluation of critical capacities. *Journal of International Agricultural and Extension Education*.

21. **Lamm, K. W.**, Sapp, L. R., & Lamm, A. J. (2018). A longitudinal evaluation of change leadership within a leadership development program context. *Journal of Leadership Education.*

20. **Lamm, K. W.**, Sapp, L. R., & Lamm, A. J. (2018). Organizational change in the land-grant system: A qualitative evaluation. *Journal of Agricultural Education.*

19. Lamm, A. J. & **Lamm, K. W.** (2017). Mapping the money: a social network analysis of funding relationships amongst higher education biology opinion leaders**.** *Natural Sciences Education.*

18. **Lamm, K. W.**, Sapp, L. R., & Lamm, A. J. (2017). The mentoring experience: leadership development program perspectives. *Journal of Agricultural Education.*

17. **Lamm, K. W.**, Lamm, A. J., Davis, K., & Swaroop, B. J. (2017). Identifying knowledge management capacity needs of rural advisory service networks. *Journal of International Agricultural and Extension Education*.

16. **Lamm, K. W.**, Carter, H. S., Lamm, A. J., & Lindsey, A. B. (2017). Community leadership: a theory-based model. *Journal of Leadership Education.*

15. **Lamm, K. W.**, Sheikh, E., Carter, H. S., & Lamm, A. J. (2017). Predicting undergraduate leadership student goal orientation using personality traits. *Journal of Leadership Education*.

14. Lamm, A. J., Owens, C. T., Telg, R. W., **Lamm, K. W.** (2016). Influence of source credibility on agricultural water use communication. *Journal of Applied Communications.*

13. Lamm, A. J., Lundy, L. K., Warner, L., & **Lamm, K. W.** (2016). Associating importance with behavior: providing direction for water conservation communication. *Journal of Applied Communications.*

12. **Lamm, K. W.**, Carter, H. S., & Lamm, A. J. (2016). A theory based model of interpersonal leadership: an integration of the literature. *Journal of Leadership Education*.

11. Lamm, A. J., **Lamm, K. W.**, Rodriguez, M. T. & Owens, C. T. (2016). Examining leadership style influence on engagement in a national change process: implications for higher education. *Journal of Leadership Education*.

10. Lamm, A. J., Taylor, M. R., & **Lamm, K. W.**; (2016). Using perceived differences in views of agricultural water use to inform practice**. *Journal of Agricultural Education.*

9. DiBenedetto, C. A., **Lamm, K. W.**, Lamm, A. J., & Myers, B. E. (2016). Examining undergraduate student attitude towards interdisciplinary education**. *Journal of Agricultural Education.*

8. **Lamm, K. W.**, Carter, H. S., & Lamm, A. J. (2016). Evaluating extension based leadership development programs in the Southern United States**. *Journal of Agricultural Education.*

7. **Lamm, K. W.**, Sapp, L. R., & Lamm, A. J. (2016). Leadership programming: exploring a path to faculty engagement in transformational leadership**. *Journal of Agricultural Education.*

6. **Lamm, K. W.**, Rumble, J. N., Carter, H. S., & Lamm, A. J. (2016). Agricultural opinion leader communication channel preferences: an empirical analysis**. *Journal of Agricultural Education.*

5. **Lamm, K. W.**, Lamm, A. J., & Carter, H. S. (2015). Bridging water issue knowledge gaps between the general public and opinion leaders**. *Journal of Agricultural Education.*

4. **Lamm, K. W.**, Carter, H. S., Stedman N. L. P. & Lamm, A. J. (2014). Teaching transformational leadership to undergraduate agricultural leadership students: using the personality trait of agreeableness to improve understanding**. *Journal of Agricultural Education.*

3. **Lamm, K. W.**, Carter, H. S., & Melendez, M. W. (2014). Investigating the linkage between intrinsic motivation and project team satisfaction in undergraduate leadership students**. *Journal of Agricultural Education.*

2. **Lamm, K. W.**, Lamm, A. J., & Carter, H. S. (2014). Opinion leadership development: context and audience characteristics count**. *Journal of Agricultural Education.*

1. Lamm, A. J., **Lamm, K. W.**, & Strickland, L. R. (2013). Focusing on the future: understanding faculty intent to lead the land grant system. *Journal of Agricultural Education.*

Conference Papers and Proceedings

23. Davis, K., Dolly, D., Lamm, A. J., & **Lamm, K. W.** (Submitted). *The global forum for rural advisory services: A network emergence case analysis*. Abstract submitted for presentation at the Association for International Agricultural and Extension Education annual meeting, Port of Spain, Trinidad and Tobago.

22. **Lamm, K. W.**, & Carter, H. S. (Submitted). *Evaluating leadership development programs: A social network analysis approach*. Manuscript submitted for presentation at the 2019 American Association for Agricultural Education Southern Region Conference, Birmingham, AL.

21. **Lamm, K. W.**, Sheikh, E., & Edgar, D. W. (Submitted). *Undergraduate goal setting: Analyzing personality as a predictor*. Manuscript submitted for presentation at the 2019 American Association for Agricultural Education Southern Region Conference, Birmingham, AL.

20. **Lamm, K. W.**, & Priest, K. (Submitted). *Leadership development program satisfaction: An evaluation of the role of leader member exchange*. Manuscript submitted for presentation at the 2019 American Association for Agricultural Education Southern Region Conference, Birmingham, AL.

19. **Lamm, K. W.**, Borron, A., Holt, J., & Lamm, A. J. (Submitted). *Communication channel preferences: An audience segmentation analysis*. Manuscript submitted for presentation at the 2019 National Agricultural Communications Symposium, Birmingham, AL.

18. Bommidi, J. S., **Lamm, K. W.**, Lamm, A. J., & Davis, K. (2018, April). *Identifying the capacities rural advisory service networks need to support global professionalization*. Abstract accepted for presentation at the Association for International Agricultural and Extension Education annual meeting, Merida, Mexico.

17. Lamm, A. J., **Lamm, K. W.**, & Davis, K. (2017, April). *Using a global Delphi process to identify capacities needed by rural advisory service networks.* Presentation given at the Association for International Agricultural and Extension Education annual meeting, Minneapolis, MN.

16. **Lamm, K. W.**, Carter, H. S., Lamm, A. J. (2016, February). *A theory based model of interpersonal leadership for use in agricultural leadership education*. Paper presented at the 2016 American Association for Agricultural Education Southern Region Conference, San Antonio, TX.

15. **Lamm, K. W.**, Sheikh, E., Carter, H. S., Lamm, A. J. (2016, February). *Personality and goal orientation of undergraduate agricultural leadership students: an empirical analysis*. Paper presented at the 2016 American Association for Agricultural Education Southern Region Conference, San Antonio, TX.

14. **Lamm, K. W.**, Lamm, A. J., Sapp, L. R. (2016, February). *Using mentor insights to enhance leadership development programs*. Paper presented at the 2016 American Association for Agricultural Education Southern Region Conference, San Antonio, TX.

13. Lamm, A. J., Lundy, L. K., Warner, L. & **Lamm, K. W.** (2016, February). *Associating importance with behavior: providing direction for water conservation communication.* Paper presented at the 2016 Southern Association of Agricultural Scientists Agricultural Communication Section, San Antonio, TX.

12. Lamm, A. J., Taylor, M. R., & **Lamm, K. W.** (2016, February). *Discerning gaps between public and decision maker views of agricultural water use to inform practice*. Paper presented at the 2016 American Association for Agricultural Education Southern Region Conference, San Antonio, TX.

11. **Lamm, K. W.**, Rumble, J. N., Carter, H. S. & Lamm, A. J. (2015, February). *Channel Surfing: An Examination of Preferred Communication Channels by Agricultural Opinion Leaders*. Paper presented at the 2015 American Association for Agricultural Education Southern Region Conference, Agricultural Communication Section, Atlanta, GA.

10. **Lamm, K. W.**, Sapp, L. R., & Lamm, A. J. (2015, February). *Developing Transformational Leaders in the Land Grant University System: An Empirical Analysis*. Research paper accepted for presentation at the 2015 American Association for Agricultural Education Southern Region Conference, Atlanta, GA.

9. **Lamm, K. W.**, Lamm, A. J., & Carter, H. S. (2015, February). *Mind the Gap: Analyzing the Differences in Perceptions of Water Issues Between the General Public and Agriculture and Natural Resource Opinion Leaders*. Paper presented at the 2015 American Association for Agricultural Education Southern Region Conference, Atlanta, GA.

8. **Lamm, K. W.**, Carter, H. S., & Lamm, A. J. (2015, February). *An Evaluation of Extension-Based Agricultural and Natural Resource Leadership Development Programs in the Southern United States*. Paper presented at the 2015 American Association for Agricultural Education Southern Region Conference, Atlanta, GA.

7. **Lamm, K. W.**, Carter, H. S., & Lamm, A. J. (2014, April). *Intercultural perceptions and communications: leadership development of industry opinion leaders [Abstract]* Paper presented at the 2014 Association for International Agricultural and Extension Education Conference, Miami, FL.

6. **Lamm, K.W.**, Lamm, A. J., & Carter, H. S. (2014, February). *Building rural opinion leader knowledge: preferred learning channels and activities [Abstract]*. Abstract presented at the annual meeting of the Southern Rural Sociological Association, Dallas, TX.

5. **Lamm, K. W.**, Carter, H. S., & Stedman, N. L. P. (2014, February). *In search of a trait predictor of undergraduate transformational leadership: the relationship between agreeableness and transformational leadership.* Paper presented at the 2014 American Association for Agricultural Education Southern Region Conference, Dallas, TX.

4. **Lamm, K. W.**, Carter, H. S., & Melendez, M. (2014, February). *Improving the undergraduate leadership student project team experience: an examination of the influence of intrinsic motivation on team satisfaction.* Paper presented at the at the 2014 American Association for Agricultural Education Southern Region Conference, Dallas, TX.

3. Carter, H. S., & **Lamm, K. W.** (2013, February). *Impacting policy that affects rural communities at the national level [Abstract].* Research abstract presented at the annual meeting of the Southern Rural Sociological Association, Orlando, FL.

2. **Lamm, K. W.**, Lamm, A. J., & Carter, H. S. (2013, February). *Risky business? Exploring relationships between optimism, willingness to take risks and opinion leadership of critical agricultural issues.* Paper presented at the 2013 American Association for Agricultural Education Southern Region Conference, Orlando, FL.

1. Lamm, A. J., **Lamm, K. W.**, & Strickland, L. R. (2013, February). *Recognizing the factors influencing faculty decisions to lead the land grant system into the future.* Paper presented at the 2013 American Association for Agricultural Education Southern Region Conference, Orlando, FL.

Conference Posters and Proceedings

8. **Lamm, K. W.**, Lamm, A. J., & Strickland, L. R. (2014, February). *Impact of goal orientation on attitude towards leadership development.* Research poster presented at the 2014 American Association for Agricultural Education Southern Region Conference, Dallas, TX.

7. **Lamm, K. W.**, Lamm, A. J., & Carter, H. S. (2014, February). *An innovative approach to leadership development program evaluation.* Innovative poster presented at the 2014 American Association for Agricultural Education Southern Region Conference, Dallas, TX.

6. **Lamm, K. W.**, Lamm, A. J., & Carter, H. S. (2013, October). *Informing opinion leader development based on context and characteristics.* Poster presented at the 2013 International Leadership Association, Montréal, Canada.

5. **Lamm, K.W.**, Lamm, A. J., & Carter, H.S. (2013, August). *A world of energy in the southern united states: renewable energy perceptions of rural agricultural and natural resource (ANR) opinion leaders.* Poster presented at the Rural Sociological Society Annual Meeting, New York, NY.

4. Lamm, A. J., & **Lamm, K. W.** (2013, August). *Impact of community leadership and agency on the success of sustainable local food systems*. Poster presented at the Rural Sociological Society Annual Conference, New York, NY.

3. Carter, H. S., Lamm, A. J., & **Lamm K. W.** (2013, April). *Opinion leaders: potential grassroots conduit to renewable energy.* Poster presented at the Sustaining Economies and Natural Resources in a Changing World: Key Role of Land Grant Universities Symposium, Gainesville, FL.

2. **Lamm, K. W.**, Lamm, A. J., & Carter, H. S. (2013, February). *Southeast agriculture and natural resource opinion leader perceptions of renewable energy.* Poster presented at the 2013 SEC Renewable Energy Symposium, Atlanta, GA.

1. **Lamm, K. W.**, & Carter, H. S. (2013, February) *Personality and goal orientation in undergraduate leadership students.* Poster presented at the 2013 American Association for Agricultural Education Southern Region Conference, Orlando, FL.

Conference Symposium

2. Carter, H. S., **Lamm, K. W.**, & Van De Valk, L. (2018, October). *Inspiring and Developing Community Leaders: Lessons from Statewide Leadership Development Programs*. Symposium presented at the International Leadership Association, West Palm Beach, FL.

1. Carter, H. S., Lamm A. J., Strickland, L. R., & **Lamm, K. W.** (2013, October). *Building better leaders: How problem solving styles influence leadership development.* Symposium presented at the International Leadership Association, Montréal, Canada.

MONOGRAPHS, RESEARCH, & EVALUATION REPORTS

Extension Publications

12. **Lamm, K. W.** (2017). *Capacity Assessment of Rural Advisory Services Process Map.* Switzerland: Global Forum for Rural Advisory Services.

11. **Lamm, K. W.** (2015). *Wedgworth leadership institute seminar ten newsletter: Peru, Chile, and Argentina*. Gainesville, FL: University of Florida.

10. **Lamm, K. W.** (2015). *Wedgworth leadership institute seminar nine newsletter: Gainesville*. Gainesville, FL: University of Florida.

9. **Lamm, K. W.** (2015). *Wedgworth leadership institute seminar eight newsletter: Haines City*. Gainesville, FL: University of Florida.

8. **Lamm, K. W.** (2015). *Wedgworth leadership institute seminar seven newsletter: Mount Dora*. Gainesville, FL: University of Florida.

7. **Lamm, K. W.** (2014). *Wedgworth leadership institute seminar six newsletter: Washington D.C., South Dakota, and North Dakota*. Gainesville, FL: University of Florida.

6. **Lamm, K. W.** (2014). *Wedgworth leadership institute seminar five newsletter: Gainesville.* Gainesville, FL: University of Florida.

5. **Lamm, K. W.** (2014). *Wedgworth leadership institute seminar four newsletter: Southwest Florida*. Gainesville, FL: University of Florida.

4. **Lamm, K. W.** (2014). *Wedgworth leadership institute seminar three newsletter: Tallahassee and the Florida Panhandle*. Gainesville, FL: University of Florida.

3. **Lamm, K. W.** (2014). *Wedgworth leadership institute seminar two newsletter: Miami and Homestead*. Gainesville, FL: University of Florida.

2. **Lamm, K. W.** (2013). *Wedgworth leadership institute seminar one newsletter: Gainesville*. Gainesville, FL: University of Florida.

1. Carter, H. S., Harder, A., & **Lamm, K. W.** (2013). *Developing strong teamwork to support excellence in extension programming*. Florida Cooperative Extension Service Electronic Data Information Source WC143. Available at http://edis.ifas.ufl.edu/wc143

Evaluation Reports

61. **Lamm, K. W.** (2018). *Capacity Assessment of the Asia Pacific Island Rural Advisory Services.* Philippines: The International Fund for Agricultural Development.

60. **Lamm, K. W.** (2017). *African Forum for Agricultural Advisory Services: Multi-Donor Trust Fund End of Project Evaluation.* Uganda: The World Bank.

59. **Lamm, K. W.** (2017). *Capacity Assessment of Regional Networks: Summary.* Switzerland: Global Forum for Rural Advisory Services.

58. **Lamm, K. W.** (2017). *Capacity Assessment of Regional Networks: Synthesis.* Switzerland: Global Forum for Rural Advisory Services.

57. **Lamm, K. W.** (2016). *Red Latinoamericana de Servicios de Extensión Rural.* Switzerland: Global Forum for Rural Advisory Services.

56. **Lamm, K. W.** (2016). *University of Florida Institute of Food and Agricultural Sciences Center for Public Issues Education Public Opinion Panel Data Consolidation Report.* Gainesville, FL: University of Florida.

55. **Lamm, K. W.** (2016). *Wedgworth Leadership Institute Social Network Analysis.* Gainesville, FL: University of Florida.

54. **Lamm, K. W.** (2016). *Wedgworth Leadership Institute 360 Leadership Evaluation*. Gainesville, FL: University of Florida.

53. **Lamm, K. W.** (2016). *Capacity Assessment of the Réseau des services de conseil agricole et rural d'Afrique de l'Ouest et du Centre*. Switzerland: Global Forum for Rural Advisory Services.

52. **Lamm, K. W.** (2016). *Capacity Assessment of the African Forum for Agricultural Advisory Services*. Switzerland: Global Forum for Rural Advisory Services.

51. **Lamm, K. W.** (2016). *Capacity Assessment of the Nigerian Forum for Agricultural Advisory Services*. Switzerland: Global Forum for Rural Advisory Services.

50. **Lamm, K. W.** (2016). *Capacity Assessment of the Malawian Forum for Agricultural Advisory Services*. Switzerland: Global Forum for Rural Advisory Services.

49. **Lamm, K. W.** (2016). *Capacity Assessment of the Kenyan Forum for Agricultural Advisory Services*. Switzerland: Global Forum for Rural Advisory Services.

48. **Lamm, K. W.** (2016). *Capacity Assessment of the Ugandan Forum for Agricultural Advisory Services*. Switzerland: Global Forum for Rural Advisory Services.

47. **Lamm, K. W.** (2016). *Capacity Assessment of the Pacific Islands Rural Advisory Services Network*. Switzerland: Global Forum for Rural Advisory Services.

46. **Lamm, K. W.** (2016). *Capacity Assessment of the Caribbean Agricultural Extension Providers Network*. Switzerland: Global Forum for Rural Advisory Services.

45. **Lamm, K. W.** & Carter, H. S. (2014). *International association of programs for agricultural leaders organization evaluation*. Gainesville, FL: University of Florida.

44. **Lamm, K. W.** & Carter, H. S. (2014). *Wedgworth leadership institute for agriculture and natural resources program evaluation*. Gainesville, FL: University of Florida.

43. **Lamm, K. W.** & Carter, H. S. (2014). *Virginia agriculture leaders obtaining results program evaluation*. Gainesville, FL: University of Florida.

42. **Lamm, K. W.** & Carter, H. S. (2014). *Texas agricultural lifetime leadership program evaluation*. Gainesville, FL: University of Florida.

41. **Lamm, K. W.** & Carter, H. S. (2014). *South Dakota agricultural and rural leadership program evaluation*. Gainesville, FL: University of Florida.

40. **Lamm, K. W.** & Carter, H. S. (2014). *The Pennsylvania rural-urban leadership program evaluation*. Gainesville, FL: University of Florida.

39. **Lamm, K. W.** & Carter, H. S. (2014). *Rural leadership North Dakota program evaluation*. Gainesville, FL: University of Florida.

38. **Lamm, K. W.** & Carter, H. S. (2014). *Project CENTRL organizational evaluation*. Gainesville, FL: University of Florida.

37. **Lamm, K. W.** & Carter, H. S. (2014). *Oklahoma agricultural leadership program evaluation*. Gainesville, FL: University of Florida.

36. **Lamm, K. W.** & Carter, H. S. (2014). *Nebraska LEAD program evaluation*. Gainesville, FL: University of Florida.

35. **Lamm, K. W.** & Carter, H. S. (2014). *Minnesota agriculture and rural leadership program evaluation*. Gainesville, FL: University of Florida.

34. **Lamm, K. W.** & Carter, H. S. (2014). *Leadership Idaho agriculture program evaluation*. Gainesville, FL: University of Florida.

33. **Lamm, K. W.** & Carter, H. S. (2014). *Leadership Wisconsin program evaluation*. Gainesville, FL: University of Florida.

32. **Lamm, K. W.** & Carter, H. S. (2014). *LeadAR program evaluation*. Gainesville, FL: University of Florida.

31. **Lamm, K. W.** & Carter, H. S. (2014). *LEAD New York program evaluation*. Gainesville, FL: University of Florida.

30. **Lamm, K. W.** & Carter, H. S. (2014). *LEAD Maryland foundation, inc. program evaluation*. Gainesville, FL: University of Florida.

29. **Lamm, K. W.** & Carter, H. S. (2014). *Kansas agriculture and rural leadership program evaluation*. Gainesville, FL: University of Florida.

28. **Lamm, K. W.** & Carter, H. S. (2014). *Kentucky agricultural leadership program evaluation*. Gainesville, FL: University of Florida.

27. **Lamm, K. W.** & Carter, H. S. (2014). *Illinois agricultural leadership foundation program evaluation*. Gainesville, FL: University of Florida.

26. **Lamm, K. W.** & Carter, H. S. (2014). *Great lakes leadership academy program evaluation*. Gainesville, FL: University of Florida.

25. **Lamm, K. W.** & Carter, H. S. (2014). *Colorado agricultural leadership program evaluation*. Gainesville, FL: University of Florida.

24. **Lamm, K. W.** & Carter, H. S. (2014). *California agricultural leadership foundation program evaluation*. Gainesville, FL: University of Florida.

23. **Lamm, K. W.** & Carter, H. S. (2014). *Atlantic agricultural leadership program evaluation*. Gainesville, FL: University of Florida.

22. **Lamm, K. W.** & Carter, H. S. (2014). *Indiana agricultural leadership program evaluation*. Gainesville, FL: University of Florida.

21. **Lamm, K. W.** & Carter, H. S. (2014). *Agricultural leadership foundation of Hawai'i program evaluation*. Gainesville, FL: University of Florida.

20. **Lamm, K. W.** & Carter, H. S. (2014). *Louisiana agricultural leadership development program evaluation*. Gainesville, FL: University of Florida.

19. **Lamm, K. W.** & Carter, H. S. (2014). *Advancing Georgia's leaders in agriculture and forestry program evaluation*. Gainesville, FL: University of Florida.

18. **Lamm, K. W.** & Carter, H. S. (2014). *Washington agriculture and forestry leadership program evaluation*. Gainesville, FL: University of Florida.

17. **Lamm, K. W.** & Carter, H. S. (2014). *Advanced agricultural leadership program evaluation*. Gainesville, FL: University of Florida.

16. **Lamm, K. W.** (2013). *Florida agriculture leadership program (FL-AG) executive report 2013.* Evaluation conducted for the University of Florida. Gainesville, FL: Institute of Food and Agricultural Sciences.

15. **Lamm, K. W.** (2013). *Wedgworth leadership institute executive report class VIII 2013.* Evaluation conducted for the University of Florida. Gainesville, FL: Institute of Food and Agricultural Sciences.

14. **Lamm, K. W.** (2011). Supplier assessment for learning infrastructure providers. *Learning Management Systems and Content Development*. St. Charles, IL: Accenture.

13. **Lamm, K. W.** (2011). *Monthly global capability performance reports: Finance services, procurement services, human resources services, learning services, and insurance services*. Denver, CO: Accenture.

12. **Lamm, K. W.** (2010). *Monthly global capability performance reports: Finance services, procurement services, human resources services, learning services, and insurance services*. Denver, CO: Accenture.

11. **Lamm, K. W.** (2010). *Service level achievement reporting*. Denver, CO: Accenture.

10. **Lamm, K. W.** (2010). *Monthly status and budgeting reports: Workforce productivity and utilization*. Denver, CO: Accenture.

9. **Lamm, K. W.** (2009). *Service level achievement reporting*. Denver, CO: Accenture.

8. **Lamm, K. W.** (2009). *Monthly status and budgeting reports: Workforce productivity and utilization*. Denver, CO: Accenture.

7. **Lamm, K. W.** (2008). *Service level achievement reporting*. Denver, CO: Accenture.

6. **Lamm, K. W.** (2008). *Monthly status and budgeting reports: Workforce productivity and utilization*. Denver, CO: Accenture.

5. **Lamm, K. W.** (2007). *Service level achievement reporting*. Denver, CO: Accenture.

4. **Lamm, K. W.** (2007). *Monthly status and budgeting reports: Workforce productivity and utilization*. Denver, CO: Accenture.

3. **Lamm, K. W.** (2006). *Content development status reporting*. Denver, CO: Accenture.

2. **Lamm, K. W.**. (2006). *Monthly status and budgeting reports: Workforce productivity and utilization*. Denver, CO: Accenture.

1. **Lamm, K. W.** (2005). *Content development status reporting*. Denver, CO: Accenture.

Curriculum & Technical Works

11. **Lamm, K. W.** (2018). *Asia and Pacific Islands Rural Advisory Service network Extensionist curriculum.* Asia Pacific Islands Rural Advisory Services, *APIRAS*, Los Banos, Philippines.

10. **Lamm, K. W.** (2016). Leadership Development – Strategy. *University of Florida*. Gainesville, FL.

9. **Lamm, K. W.** (2016). Leadership Development – Innovation. *University of Florida*. Gainesville, FL.

8. **Lamm, K. W.** (2016). Leadership Development – Complexity. *University of Florida*. Gainesville, FL.

7. **Lamm, K. W.**, et al. (2005). Retail bank web-based training and application and simulation. *Regions Bank*. Denver, CO.

6. **Lamm, K. W.**, et al. (2004). CSD curriculum: 15 web-based and instructor-led technical telecommunications tool set content courses. *Avaya University.* Denver, CO.

5. **Lamm, K. W.**, et al. (2004). INDeX Level 11 and IP Office 2.1 in small and medium business solutions area. *Avaya University*. Denver, CO.

4. **Lamm, K. W.**, et al. (2004). FLA curriculum: 35 instructor-led, web-based and application simulation courses. *GE Consumer Finance*. Denver, CO.

3. **Lamm, K. W.** (2003). Merlin Magix: Integrated system advanced high fidelity web-based course. *Avaya University*. Denver, CO.

2. **Lamm, K. W.**, et al. (2003). IVSP training: 7 system-simulation and job role-simulation courses. *Washington Mutual*. Denver, CO.

1. **Lamm, K. W.** (2002). Unified communications center: 4 instructor-led courses. *Avaya University*. Denver, CO.

INVITED LECTURES, PRESENTATIONS, & WORKSHOPS

Extension Presentations and Workshops

25. **Lamm, K. W.** (2018, October). *Extensionist curriculum recommendations for the Asia and Pacific Islands Rural Advisory Service network.* Asia Pacific Islands Rural Advisory Services, JeonJu, South Korea.

24. **Lamm, K. W.** (2018, September). *Building health coalitions involving youth and adults: Opportunities to make an impact.* Well Connected Communities Program, Moultrie, GA.

23. **Lamm, K. W.** (2018, September). *Identifying critical issues facing the Georgia ANR industry and the towering strengths of AGL to address the issues.* Advancing Georgia Leaders Advisory Board Meeting, Perry, GA.

22. **Lamm, K. W.** (2018, September). *Agricultural leadership development at UGA.* Department of Animal and Dairy Science, Athens, GA.

21. **Lamm, K. W.** (2018, September). *Issue leadership: A new model for leading in a complex world.* Department of Poultry Science, Athens, GA.

20. **Lamm, K. W.**, Sapp L. R. (2018, September). *University of Georgia Cooperative Extension statement of purpose development.* Athens, GA.

19. **Lamm, K. W.** (2018, January). *Capacity assessment results of the Asia Pacific Islands rural advisory services network.* Asia Pacific Islands Rural Advisory Services, Jakarta, Indonesia.

18. **Lamm, K. W.** (2017, November). *World Bank multi donor trust fund preliminary evaluation results.* Uganda Forum for Agricultural Advisory Services, Kampala,

Uganda.

17. **Lamm, K. W.** (2017, November). *World Bank multi donor trust fund preliminary evaluation results*. Kenya Forum for Agricultural Advisory Services, Nairobi, Kenya.

16. **Lamm, K. W.** (2017, November). *World Bank multi donor trust fund preliminary evaluation results*. Malawi Forum for Agricultural Advisory Services, Lilongwe, Malawi.

15. **Lamm, K. W.** (2017, October). *World Bank multi donor trust fund preliminary evaluation results*. Invited presentation at the African Forum for Agricultural Advisory Services bi-annual meeting, Durban, South Africa.

14. **Lamm, K. W.** (2017, September). *Strengthening advocacy capacities of extension networks*. Invited Keynote presentation at the Global Forum for Rural Advisory Services annual meeting, Ingham, Australia.

13. **Lamm, K. W.** (2017, August). *Motivating teams*. Suwannee River Water Management District Leadership Program. Gainesville, FL.

12. **Lamm, K. W.** (2017, August). *Motivating teams*. Florida Department of Agriculture and Consumer Services Legacy Leadership Program. Gainesville, FL.

11. **Lamm, K. W.** (2016, September). *Goal setting for rural advisory services: Using where we are to determine where we are going*. Invited Keynote presentation at the Global Forum for Rural Advisory Services annual meeting, Limbe, Cameroon.

10. **Lamm, K. W.** (2016, September). *Conducting capacity assessments of regional rural advisory service networks*. Invited workshop presentation at the Global Forum for Rural Advisory Services annual meeting, Limbe, Cameroon.

9. **Lamm, K. W.** (2016, July). *Capacity of the Kenya extension network*. Kenya Forum for Agricultural Advisory Services, Nairobi, Kenya.

8. **Lamm, K. W.** (2016, June). *Capacity of the African continental extension network*. African Forum for Agricultural Advisory Services, Kampala, Uganda.

7. **Lamm, K. W.** (2015, December). *Developing a plan to strengthen region extension networks globally*. Global Forum for Rural Advisory Services, Bern, Switzerland.

6. **Lamm, K. W.** (2015, June). *Critical thinking in an international context*. Wedgworth Leadership Institute, Santiago, Chile.

5. **Lamm, K. W.** (2015, April). *Social network analysis – how to visualize your personal and professional networks*. Wedgworth Leadership Institute, Gainesville, FL.

4. **Lamm, K. W.** (2015, February). *Reflections on the challenges associated with pursuing a big hairy audacious goal (BHAG) as a diversified group of industries and individuals*. Wedgworth Leadership Institute, Haines City, FL.

3. **Lamm, K. W.** (2014, July). *Project planning and motivation*. Wedgworth Leadership Institute, Gainesville, FL.

2. **Lamm, K. W.** (2014, July). *Applied public policy communication techniques*. Wedgworth Leadership Institute, Gainesville, FL.

1. **Lamm, K. W.** (2013, November). *Emotional intelligences and its importance in leadership development*. Wedgworth Leadership Institute, Gainesville, FL.

Guest Lectures

21. **Lamm, K. W.** (2018, October). *Issue Leadership: A new approach to leading*. AGCM1200 – (Communication in Agriculture and Environmental Sciences) for University of Georgia.

20. **Lamm, K. W.** (2013, February). *Trends in opinion leadership research*. Agriculture Institute of Florida, inc. Gainesville, FL.

19. **Lamm, K. W.** (2011, October). *Supplier management and client team integration*. Virtual global professional development training for 50 client account managers.

18. **Lamm, K. W.** (2011, October). *Project web access administrative updates training*. Virtual global professional development training for global team of 100+ senior executives and project managers.

17. **Lamm, K. W.** (2011, October). *Project web access end-user update training*. Virtual global professional development training for global team of 800+ Accenture employees.

16. **Lamm, K. W.** (2011, May). *Leadership in a global organization*. AGED 6905 – (Organizational Leadership in Agricultural and Life Sciences) for University of Florida.

15. **Lamm, K. W.** (2010, October). *Project web access senior executive system migration training*. Virtual global professional development training for global team of 100+ senior executives and project managers.

14. **Lamm, K. W.** (2010, October). *Project web access end-user system migration training*. Virtual global professional development training for global team of 800+ Accenture employees.

13. **Lamm, K. W.** (2009, November). *Data system architecture to analyze distributed datasets*. Presentation given at the Accent on Performance meeting. St. Charles, IL.

12. **Lamm, K. W.** (2009, October). *Project web access administrative updates training*. Virtual global professional development training for global team of 100+ senior executives and project managers.

11. **Lamm, K. W.** (2009, October). *Project web access end-user update training*. Virtual global professional development training for global team of 800+ Accenture employees.

10. **Lamm, K. W.** (2008, October). *Project web access administrative enablement training*. Virtual global professional development training for global team of 100+ senior executives and project managers.

9. **Lamm, K. W.** (2008, October). *Project web access end-user enablement training*. Virtual global professional development training for global team of 800+ Accenture employees.

8. **Lamm, K. W.** (2007, October). *Project web access administrative updates training*. Virtual global professional development training for global team of 100+ senior executives and project managers.

7. **Lamm, K. W.** (2007, October). *Project web access end-user update training*. Virtual global professional development training for global team of 800+ Accenture employees.

6. **Lamm, K. W.** (2006, October). *Project web access administrator training*. Virtual global professional development training for global team of 100+ senior executives and project managers.

5. **Lamm, K. W.** (2006, October). *Project web access end-user training*. Virtual global professional development training for global team of 800+ Accenture employees.

4. **Lamm, K. W.** (2005, September). *Project job control to project web access conversion*. Virtual global professional development training administered to 800+ Accenture employees.

3. **Lamm, K. W.** (2005, June). *Project management fundamentals*. Presentation given to 50+ instructional design leads at the Denver Content Development Center of Excellence. Denver, CO.

2. **Lamm, K. W.** (2004, December). *Reflections on outsourcing to India: Status of the Bangalore content development center of excellence*. Presentation given to 120 participants at the Denver Content Development Center of Excellence. Denver, CO.

1. **Lamm, K. W.** (2004, October). *Business English for instructional design professionals.* Six-week course taught at the Bangalore Content Development Center of Excellence. Bangalore, India.

FORMAL TEACHING EXPERIENCE

Lead Instructor
AEC 4434 - *Communication & Leadership in Groups and Teams*
University of Florida, Fall 2015
Developing leadership skills to effectively work in formal and informal groups.
Course evaluations on a five-point scale:

	Instructor Mean	Department Mean	College Mean
Overall rating of the instructor	**4.94**	4.69	4.41
Description of course objectives and assignments	**4.94**	4.60	4.44
Communication of ideas and information	**5.00**	4.65	4.34
Expression of expectations for performance in this class	**4.94**	4.62	4.42
Availability to assist students in or out of class	**4.94**	4.67	4.39
Respect and concern for students	**5.00**	4.77	4.53
Stimulation of interest in course	**4.94**	4.68	4.38
Facilitation of learning	**4.94**	4.64	4.34
Enthusiasm for the subject	**5.00**	4.83	4.60
Encouragement of independent, creative, and critical thinking	**4.93**	4.74	4.41

Co-Lead Instructor
AEC 4434 - *Communication & Leadership in Groups and Teams*
University of Florida, Spring 2015
Developing leadership skills to effectively work in formal and informal groups.
Course evaluations on a five-point scale:

	Instructor Mean	Department Mean	College Mean
Overall rating of the instructor	**4.63**	4.46	4.39
Description of course objectives and assignments	**4.88**	4.43	4.42
Communication of ideas and information	**4.63**	4.40	4.31
Expression of expectations for performance in this class	**4.81**	4.43	4.38
Availability to assist students in or out of class	**4.93**	4.46	4.36
Respect and concern for students	**4.88**	4.51	4.48
Stimulation of interest in course	**4.38**	4.41	4.34
Facilitation of learning	**4.44**	4.36	4.30
Enthusiasm for the subject	**4.63**	4.66	4.56
Encouragement of independent, creative, and critical thinking	**4.50**	4.55	4.37

Teaching Assistant
AEC 4434 - *Communication & Leadership in Groups and Teams*
University of Florida, Fall 2012; Spring 2013; Spring 2014
Developing leadership skills to effectively work in formal and informal groups.

AEB 6933 – *Leadership, Organizational Development & Human Resources*
University of Florida, Spring 2013
Theory and practice of leading organizations.

ADVISING

Undergraduate Mentoring Experience
- Nguyen, N. (2018). University of Georgia, Department of Statistics, research mentor and Center for Undergraduate Research Opportunities (CURO) program advisor.
- Powell, A. (2018). University of Georgia, Department of Mathematics, research mentor.
- Sheikh, E. (2015). University of Florida, Department of Food Science and Human Nutrition, research mentor.
- Albert, K. (2014). University of Florida, Department of Psychology, research mentor.
- Castillo, P. (2014). University of Florida, Department of Psychology, research mentor.
- Fergusson, M. (2014). University of Florida, Department of Psychology, research mentor.
- McDanels, J. (2014). University of Florida, Department of Agricultural Education and Communication, research mentor.
- Melendez, M. (2013). University of Florida, Department of Psychology, research mentor.

FUNDING ACTIVITIES

6. Lamm, K. W., Borron, A., Research (2018). University of Georgia. *Community Capitals Framework Data Collection.* $20,000

5. Lamm, K. W., Travel Grant (2018). University of Georgia. *Office of Global Programs International Travel Funding.* $2,000

4. Lamm, K. W., Program Evaluator (2018). University of Georgia. *LEAD21 Program.* $21,500

3. Lamm, K. W., Program Consultant (2015). University of Georgia. *LEAD21 Program.* $12,000

2. Lamm, K. W., Program Consultant (2014). University of Georgia. *LEAD21 Program.* $12,000

1. Lamm, K. W., Program Consultant (2013). University of Georgia. *LEAD21 Program.* $8,880

PROFESSIONAL LEADERSHIP & SERVICE

Accenture 2001 – 2012
- Continuous Improvement Committee, Chair 2008 – 12
- Learning Retention and Compensation Committee, Chair 2005 – 06
- Cross Cultural Awareness Committee, Member 2001 – 04

American Association for Agricultural Education 2012 – present
- Member

Association for International Agricultural and Extension Education 2013 – present
- Member
- Conference presentation reviewer, 2018
- Conference presentation reviewer, 2013
- Conference poster reviewer, 2013

Association of Leadership Educators 2012 – present
- Member

Douglas County 4-H Fairboard, Castle Rock, CO 2006 – 2016
- Web Development Chair

International Leadership Association 2013 – present
- Member

Journal of Applied Communication 2018 – present
- Manuscript Reviewer

Journal of International Agricultural and Extension Education 2017 – present
- Manuscript Reviewer

Junior Achievement, Denver, CO 2000
- Program Volunteer

Larimer County 4-H, Fort Collins, CO 1997 – 2001
- Volunteer Leader

SAGE Open Journal 2018 – present
- Manuscript Reviewer

SOFTWARE PROFICIENCIES

- **Data Analysis**: SPSS, MPlus, R, SAS, Stata

- **Microsoft**: Project, Word, Excel, PowerPoint, Access, FrontPage, Outlook and Visio

- **ERP**: SAP, PeopleSoft, Oracle

- **Operations**: Ariba, Adobe Acrobat, Data Repository Tools (StarTeam and Microsoft Sharepoint), Project Web Access and Project Job Control

- **Wed Based Learning**: Sakai, Moodle, BlackBoard, iAuthor, Adobe Connect, Click 2 Learn, Learn eXact, Firefly, Robodemo, Dialog Coach, SimSys, Interwise, Lectora, OnDemand, Docent Outliner, SnagIt, Camtasia, and Centra

- **Web Development**: PHP, MySQL, Java, HTML

HONORS & AWARDS

Association for Communication Excellence
- Journal of Applied Communication Article of the Year 2017
  Influence of source credibility on agricultural water use communication.

International Leadership Association
- Fredric M. Jablin Doctoral Dissertation Award Nominee 2016
  Development and validation of a comprehensive leadership competency scale for use with adult agricultural leadership development programs.

International Agricultural and Extension Education Association
- Journal of International Agricultural and Extension Education 2017
  Distinguished Article
  Identifying knowledge management capacity needs of rural advisory service networks.

American Association for Agricultural Education
- Distinguished Manuscript 2016
  Personality and goal orientation of undergraduate agricultural leadership students: an empirical analysis.

- Outstanding Master's Thesis – Runner-up *The relationship between agreeableness and transformational leadership in undergraduate students*	2014
- Distinguished Manuscript *Improving the undergraduate leadership student project team experience: an examination of the influence of intrinsic motivation on team satisfaction*	2014
- Distinguished Innovative Idea Poster *Personality and goal orientation in undergraduate leadership students*	2014
- Distinguished Research Poster *Personality and goal orientation in undergraduate leadership students*	2013

University of Georgia, Athens, GA

- Office of Global Programs International Travel Award	2018

University of Florida, Gainesville, FL

- Departmental "High Impact" Research Publication	2015
- Graduate Assistantship	2012 – 2015
- Newbern Scholarship	2012 – 2015
- Graduate Student Mentoring Award – Nominee	2013

Accenture

- Rated top 5% of peer group	2008 – 2011
- Participant in Accenture's "Accent on Performance" program (Top 5% of U.S. employees)	2011
- Participant in Accenture's "Accent on Performance" program (Top 5% of U.S. performers)	2010
- Participant in Accenture's "Accent on Performance" program (Top 5% of U.S. performers)	2009
- Accenture Inventor Award recipient	2010
- Accenture Inventor Award recipient	2009
- Accenture Inventor Award recipient	2008

PATENTS

- Lamm, K. W., 2013. *Delivery Enablement Workforce Utilization Tool Integration.* U.S. Patent 8,473,528, filed August 14, 2008, issued June 25, 2013	2013
- Lamm, K. W., 2010. *Modularized Service Level Agreement Reporting.* U.S. Patent Application filed 2010. Patent Pending. European Patent 2,341,474	2010
- Lamm, K. W., 2009. *A Data System Architecture to Analyze Distributed Data Sets.* U.S. Patent Application filed 2009. Patent Pending. European Patent 2,219,123	2009

MEDIA COVERAGE

- Morning Ag Clips. (2016). UF/IFAS study on water conservation.
- Florida Water Daily Digest. (2016). UF/IFAS Study: Water conservation important to many; only some take action.
- Newswise. (2016). Water conservation important to many: Only some take action.