Association of Public & Land-grant Universities

ACADEMIC PROGRAMS STAFF DEVELOPMENT WORKSHOP

New Orleans, Louisiana

February 8-10, 2023

Agenda

Wednesday, February 8th

Time Block		
7:00-8:00am	Breakfast	
8:00-11:45am Ballroom C	ACOP Business Meeting	
1:00-5:00pm Ballroom C	APS Workshop and Business Meeting	
	NRCS Workforce Development	Angela Biggs, Acting Deputy Chief of Management and Strategy, NRCS
	APS Mini-Sabbatical Outcomes	Ricardo Mata-González, Associate Dean, Oregon State University
3:00-3:30pm	Break	
3:30-4:30pm Ballroom C	APS Workshop – *Mentoring for Internal Career Development*	Danielle Roessle, Inner Compass Coach
6:00-8:00pm Ballroom AB	AP Staff Development Workshop Welcome Reception	

Thursday, February 9th

Time Block		
8:00-8:15am Ballroom AB	Welcome	Anna Ball, Associate Dean, University of Illinois at Urbana-Champaign
8:15-9:30am Ballroom AB	Keynote Presentation – *Charting the Future: Supporting Holistic Student Development and Wellbeing"*	Lamar Hylton, Senior VP Student Affairs, Kent State University
9:30-10:00am	Break	
10:00-11:30am Ballroom AB	Breakout Session – *Overcoming our Challenges and Sharing Solutions*	
11:30-1:00pm Dining Room	Lunch	

1:00-2:30pm

Concurrent Session A
Advising, Mentoring and Careers
Ballroom B

Breakout Sessions *"Brag, Borrow, Share"*

- Our Work Seminars: Creating a Vision for Students Through Film – M. Adamson, B. Brown, M. Ross, *Auburn University*
- Prepare for the Fair: Utilizing Instagram and LinkedIn as Educational and Marketing Tools for Career Fair Preparation – T. Harbuck, K. Knight, *Oklahoma State University*
- Modernizing the Extension Internship Experience – C. Emerson, C. Herren Carr, *University of Florida*
- Implementation of an Early Alert System and Impact on Student Success – S. Freyermuth, K. Ogan, *University of Missouri*
- Ferguson College Student Lunch and Learns: Maximize Professional Development, Skill Building, and Team Bonding at the Same Time – T. Harbuck, H. Lengel, *Oklahoma State University*

Concurrent Session B
The Academic Programs Office: The Support System for Student Success
Ballroom A

- Built-in Support Structure: Making an Impact for Students and Staff – M. Wilson, M. Woods, P. Ziegler, *Virginia Tech*
- What Doesn't Kill You Makes You Stronger: Using Gallup's Clifton Strengths to Combat Burnout and Develop Emotional Intelligence – S. Addo, M. Kester, *Texas Tech University and University of Nebraska*
- Scholarship Program Administration: Best Practices, Streamlining Processes, and Compliance – P. Dorres, *Oregon State University*
- Cultural Competency in Higher Education: An Exploration of How State Mandated Cultural Competence Standards Can Address Disparities in Higher Education Among Marginalized Populations - J. Hamilton, *Oregon State University*
- Building Student Cohort Database for Success – M. Woods, P. Ziegler, *Virginia Tech*

2:30-2:45pm

Break

2:45-4:00pm

Concurrent Session C
Enhancing the Student Experience
Ballroom B

Breakout Sessions *"Brag, Borrow, Share"*

- Facilitating Student Organization Growth Post-Pandemic – Z. Brown, C. Francis, *Purdue University*
- CALS Cares: Impacts of Embedded Wellness Initiatives – K. Allen, *North Carolina State University*
- Go Global! – S. Dickerson, *University of Missouri*
- Creating Transformational Experience for Undergraduate Students – E. Byers-Doten, V. Dell, *Purdue University*

Concurrent Session D Recruitment and Outreach Ballroom A	• Student Recruitment in Today's World – C. Johnson, *University of Tennessee, Knoxville* • Uniting Silos – Development of a Comprehensive College Recruitment Plan – Z. Brown, A. Lutz, *Purdue University* • Recruitment and Communications – R. Brown, K. Matz, *University of Missouri* • Developing Strategic Partnerships for Outreach Initiatives – C. Francis, A. Williams, *Purdue University*
4:00-4:15pm	Break
4:15-5:30pm Ballroom AB	"Your Career Mindset" – Danielle Roessle, Inner Compass Coach

Friday, February 10th

Time Block		
8:00-9:30am Ballroom AB	Diversity and Inclusive Excellence • Breaking Barriers: Embedding DEI Practices within Recruitment and Retention Strategies – Z. Brown, A. Lutz, *Purdue University* • Celebrating Culture and Agriculture – J. Uscanga, *Oklahoma State University* • Understanding Cultural Climate at an 1862 – R. Thomas, Z. Wiley, *Kansas State University* • Student Engagement Critical to Closing the Achievement Gap for BIPOC Students – W. Crannel, R. Jones, *Oregon State University* • Teaching a First-Year Seminar Course and Retaining College of Agriculture Undergraduate Students – T. Kerr, A. Powers, *Purdue University*	
9:45-11:45am	Closing Keynote - *Your True North Guide: Creating an Internal Job Description; Highlighting the Best Use of Your Time*	Danielle Roessle Inner Compass Coach

2023 Academic Programs Staff Development Workshop Planning Committee

Cynda Clary, *Oklahoma State University*
Donald Conner, *New Mexico State University*
Wendy Fink, *APLU*
Taylor Harbuck, *Oklahoma State University*
Meg Kester, *University of Nebraska Lincoln*
Brent Lamons, *University of Tennessee Knoxville*
Lisa Racek, *Virginia Tech*
John Stier, *University of Tennessee Knoxville*
Tara Westington, *APLU*

Special thanks to Kristen Knight of Oklahoma State University for producing our video content for this workshop!

Speaker Biographies

Megan Adamson is an experienced administrative professional with over twelve years of experience. She currently serves as the Executive Administrative Assistant for the Associate Dean for Instruction and Associate Dean for Research in the College of Agriculture at Auburn University. Megan is an excellent communicator, extremely organized, and executes well-planned events. Along with event coordination, Megan co-leads the college's Peer Mentoring Program and manages the Auburn University Center for Advanced Science, Innovation, and Commerce Building.

Sandra Addo has spent her entire professional career in higher education recruitment and student affairs at Texas Tech University, with tenures in Student Disabilities Services, the Office of Admissions and currently the Davis College. A Red Raider through and through, she received both her bachelor's and Masters degrees from Texas Tech. In addition to her full-time role, she serves as President of the Staff Senate for the university, advocating for staff members all over campus. In her free time, she spends lot of time outdoors, reading or coaching at her CrossFit gym.

Kim Allen is Interim Associate Dean and Director of Academic Programs and Professor in the College of Agriculture and Life Sciences at North Carolina State University as well as Co-Creator of the Family Life Coaching Association. Dr. Allen has over 20 year's experience working with youth and their families and her research interests include family life coaching, student success, teaching with technology, parenting, and relationship education. Dr. Allen is author of the book Theory, Research, and Practical Guidelines for Family Life Coaching.

Bridget Brown is an Iowa native turned southern dweller who has built a career as an award-winning video and stop motion creator. Her company, Bridge E Bridge Productions works with brands that want to stand out from the crowd by promoting education and positive action. Bridget is most passionate about projects that support nature, sustainability, health and adventure and is never afraid to get her hands dirty to find the perfect shot.

Reagan Brown is the Marketing Communications Coordinator for University of Missouri's College of Agriculture, Food, and Natural Resources (CAFNR). She serves as the college's graphic designer and newsletter editor, where she creates CAFNR's student recruitment materials, event signage and other college-wide needs. Reagan earned her bachelor's degree in Agriscience with a focus on Public Relations and Communications in 2012 and her master's in Agriculture in 2013, both from Murray State University.

Zachary Brown is the Assistant Director for Student Recruitment and Retention within Purdue Agriculture's Office of Multicultural Programs. In his role, Zachary leads summer programs, coordinates student development opportunities, and hosts community-building programs. Nationally, he serves as the 2022-2024 Student Professional Track Chair for the National Agricultural Alumni Development Association and as the 2022-2024 National Secretary for the National Society of Minorities in Agriculture, Natural Resources, and Related Sciences. He is also a doctoral candidate in agricultural education, with a research focus on race-related factors influencing Black students to leave agriculture.

Elizabeth Byers-Doten earned her B.S. at University of Wisconsin-River Fall and her M.S.Ed. from University of Wisconsin-LaCrose. She works with undergraduate students in achieving their professional and personal dreams by creating programs which revolve around academic excellence, leadership, issues engagement, and undergraduate research. Additionally, she coordinates the Dean's Scholars program for the College. Elizabeth serves as an advisor for the Dairy Club and Ag Council. When Elizabeth isn't at work you can find her spending time at the family farm with her Brown Swiss dairy cows. She loves to travel to new places, cats, run, play board games, and eat queso.

Wanda Crannell serves as BioResource Research Interdisciplinary Program Coordinator, Instructor and undergraduate Advisor; teaching and providing curriculum development. She provides specialized student services including academic advising, research placement and tracking, internships and fellowships, awards and grant applications, research orientation and science communications instruction. Crannell contributes to College of Agricultural Sciences' recruitment and retention of BIPOC students advising OSU MANRRS and SACNAS Chapters. As PI/Co-PI, she develops student engagement programming for Multicultural Scholars Programs (MSP), Women and Minorities in STEM (WAMS), and Research and Extension Experiences for Undergraduates (REEU) - USDA NIFA grants, and serves on College, University and National boards and committees.

Shanon Dickerson is the Director of Study Abroad for the University of Missouri's College of Agriculture, Food and Natural Resources (CAFNR). She received a B.A. in Spanish from Illinois College and M.A. degrees in Sociology and Spanish from Northern Illinois University. Shanon studied abroad in Costa Rica and Spain, and has led several study abroad programs during her nearly 20 years in the field. She enjoys helping students find their study abroad path and watching them grow from their international experiences.

Paul Dorres, Director of Scholarship and Education Abroad Administration in the College of Agricultural Sciences Academic Programs Office at Oregon State University, earned a BA degree in the Humanities in 2002 and an Ed.M. in College Student Services Administration in 2008. Alongside evolving job responsibilities, he has continuously served as the college scholarship program coordinator since 2004. Over the years, Paul has delivered various Education Abroad presentations at NAFSA and APLU conferences. This is his first presentation on scholarship program management.

Charlotte Emerson has served the UF College of Agricultural and Life Sciences as director of student development and recruitment since 2006. Before coming to UF, she spent 12 years as an agriscience instructor and FFA Advisor for the Lake Butler FFA Chapter at Union County High School. In 2004, the chapter was named the National Association of Agricultural Educators Outstanding Secondary Agricultural Education Program for Region V. Dr. Emerson received the NAAE Outstanding Cooperation Award in 2009. She is a Florida FFA Association board member and serves as superintendent for the State FFA Parliamentary Procedure and Conduct of Chapter Meetings Leadership Development Events.

Crenel Francis Jr. received his Bachelor of Science in Agribusiness from Florida Agricultural & Mechanical University (FAMU) and Masters in Agricultural Education from Purdue University. He currently works as the Summer Programs and Outreach Coordinator within the Purdue Agriculture Office of Multicultural Programs. In this role, Crenel coordinates STEM programming for various groups and youth outreach activities. Crenel is a member of Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS), previously serving as a National Ambassador.

Shari Freyermuth is Assistant Dean of Academic Programs and Director of Student Services and an Associate Teaching Professor of Biochemistry for the University of Missouri College of Agriculture, Food and Natural Resources. She also serves as the Director of Undergraduate Education & Advising in the Division of Biochemistry. Her position includes teaching and advising students in biochemistry. She oversees CAFNR's research internship program. Freyermuth graduated from the University of Georgia with a B.S. in genetics. She received her Ph.D. from Duke University in biochemistry and genetics. She started at MU in 1992 as a postdoctoral fellow, began full time teaching in 1998 and joined the CAFNR academic programs office as Assistant Dean in 2008.

Johannah Hamilton is a PhD candidate at Oregon State University in the School of Public Policy. Originally from Louisville, KY she received her B.S. from the University of Kentucky in agricultural economics with a minor in Spanish and attended Auburn University for her Masters degree in agricultural economics. Her current research focuses on cultural competence in higher education. Johannah is also the owner of Melanin Minerals, a business she started as a student with assistance from OSU's Business Accelerator Program. Her business focuses on natural, USDA certified organic hemp derived CBD skin care products to aid with different issues from skin ailments to anxiety and pain.

Taylor Harbuck is the Coordinator for Career Services and Student Development in the Ferguson College of Agriculture at Oklahoma State University (OSU). Taylor has worked for OSU for seven years within Academic Programs with career services and the Cooperative Extension Service in 4-H youth development. He grew up in rural southwest Oklahoma where his family has a small cattle operation. Taylor has two degrees from OSU, a Bachelor of Science in Animal Science and Master of Science in Agricultural Education.

An Oklahoma native, **Cathy Carr** has worked at three land-grant universities, including more than 15 years with the University of Florida College of Agricultural and Life Sciences. In her role as director of alumni and career services, she has the opportunity to work with prospective and current students, alumni, donors, and employers. Cathy is responsible for student career development, alumni relations, the college's undergraduate and graduate scholarship portfolio, and funding for undergraduate experiential learning. She is a volunteer leader for her local 4-H club and regularly serves as a judge for district, state and national FFA Career Development Events.

Lamar R. Hylton, Ph.D. first came to Kent State in 2017 to serve as the dean of students. He is now the senior vice president for student affairs and has the distinction of being the first Black vice president for student affairs in the history of Kent State. He is personally invested in giving back to the students that he serves as he works towards impacting academic achievement, college satisfaction, and student success.

A native of Columbus, Ohio, Dr. Hylton received his bachelor's degree in Vocal Music-Performance from Morgan State University; his master's degree in College Student Personnel from Ohio University; and a doctorate in Higher Education Administration from Morgan State. He is a product of the Upward Bound Program and is a first-generation college graduate three times over. Dr. Hylton is the proud husband of Dr. Rhonda Hylton, who is a tenure-track Assistant Professor in Kent State's College of Education, Health, and Human Services. They are the proud parents of two amazing children Emilee and Madison.

Cassie Johnson has worked in a variety of recruitment roles and is currently the Assistant Director of Recruitment in the Herbert College of Agriculture at the University of Tennessee, Knoxville. Throughout her career, Cassie has developed effective recruitment strategies that meet university or college needs and provide key guidance for students of all backgrounds as they navigate the college search process. She holds a bachelor's degree in Human Services from East Tennessee State University and a Master of Professional Studies from Tennessee Technological University. She also serves as president of the Tennessee Association of Collegiate Registrars and Admissions Officers organization.

Rachel Jones serves as the Student Engagement Coordinator in the College of Agricultural Sciences (CAS) at Oregon State University. In this role, she coordinates three college-level undergraduate research programs, assists undergraduate students with finding research opportunities in CAS, and delivers workshops and trainings for undergraduate students engaging in research. Jones is a tireless advocate for student success and is especially interested in increasing the participation and visibility of students from underrepresented and marginalized groups in academia.

Tim Kerr has been in the Purdue University Office of Academic Programs since 2008. In his current role as Senior Assistant Director, he oversees every function of the academic advising experience and guides the college's team of professional and faculty advisors. Tim works with the faculty to oversee and implement the curricula for the College and sits on the College of Agriculture Curriculum Student Relations Committee. Tim currently teaches AGR 10100, Introduction to the College of Agriculture and Purdue University. Tim earned his Bachelor's degree from the University of Notre Dame and his Master's from Purdue University.

Meg Kester serves as Strategic Initiatives and Alumni Engagement Coordinator for the College of Agricultural Sciences and Natural Resources (CASNR) at the University of Nebraska-Lincoln (UNL). Her roles allow her a variety of responsibilities with opportunities for growth and learning every day. She is passionate about building relationships and helping those around her succeed, make meaningful contributions, and feel good about their work. Meg holds a BA in Human Development and MA in Educational Leadership and is currently a doctoral candidate in the Educational Administration program at the University of Nebraska Lincoln.

Kristin Knight is the communications and marketing manager for the Ferguson College of Agriculture at Oklahoma State University (OSU). Kristin has eight years of experience as a communications professional at OSU, serving both the Ferguson College, and previously, OSU Extension. She has earned her bachelor's and master's degrees in agricultural communications from OSU and is experienced in graphic design, social media, writing, photography and videography.

Herb Lengel serves as the Employer & Alumni Relations Coordinator for the Ferguson College of Agriculture, Oklahoma State University, starting his position in September of 2022. Prior to this role, he serves as the Internship and Career Development Coordinator for over 7 years in the College of Agricultural, Human, and Natural Resource Sciences at Washington State University**.**

Andrea Lutz has been working in higher education, primarily in recruitment-focused roles, since 2013. She currently serves as the Assistant Director for Undergraduate Recruitment within Purdue Agriculture's Office of Academic Programs. In her role, Andrea assists and collaborates with college leadership and departments in developing and implementing student recruitment communication, events and programs. She enjoys serving prospective students and their families through the academic major and college decision-making process. Andrea earned a B.S. in management and M.Ed. in teaching and learning at Indiana State University.

Kathleen Matz is the Recruitment Specialist and Events Coordinator for the University of Missouri's College of Agriculture, Food, and Natural Resources. On a day-to-day basis she meets with potential students, plans industry tours for current students, hosts discovery days, group visits, and summer camps, plans CAFNR Admitted Students Day and supports each department with their events. Kathleen plans events for potential, admitted and current students. Kathleen graduated from the University of Missouri in 2019 with a degree in Music and Hospitality Management and is currently a MBA candidate at the University of Missouri.

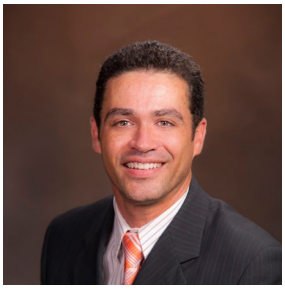
Katie Ogan works in the College of Agriculture, Food, and Natural Resources at the University of Missouri – Columbia as a Coordinator of Student Services. Some of her responsibilities include managing CAFNR's summer orientation advising, administering the CAFNR advising survey, and serving on the campus Academic Advising Leadership Council and MU's Early Alert System Administration Team. Katie has worked in higher education for over seven years, which includes experience in both student recruitment and retention.

Alyssa Powers is a Retention Specialist in the Office of Academic Programs at Purdue University. She works to promote student success and retention with a focus on students who have documented obstacles to college competition, particularly probation students and readmitted students. Alyssa received her bachelor's degree from Ball State University, master's degree from Bowling Green State University, and Ph.D. from Indiana University.

After **Danielle Menditch Roessle**, LCSW, GCDFI, CCSP, earned her Master of Social Work from the University of Denver in 2007, she found the most useful space for applying her understanding of psychology was in career development and business coaching. She created The Inner Compass Process, a signature program that uses childhood and career memories to help individuals identify the behavioral patterns that allow them to thrive, breakthrough the patterns that are holding them back, and identify best-fit opportunities based on their self-discovery.

Megan Ross is a 2001 Auburn University Graduate who currently serves as Coordinator of Student Development and Programs in the College of Agriculture at Auburn University. Her passion for fostering students' personal and intellectual growth has allowed her to create unique educational and professional programming designed to elevate their academic experience

Raymond Thomas is a Ph.D. candidate in the Department of Agricultural Economics at Kansas State University (KSU) from Houston, TX. Raymond serves as Graduate Student Vice President for KSU MANRRS. He also serves as the Diversity advocate for the Graduate Student Council and as a member of the President's Commission for Multicultural Affairs. Raymond received a Bachelor's in Agribusiness from Prairie View A&M University and his master's in Agricultural Economics at KSU.



José Uscanga is the Director of International Programs in the Ferguson College of Agriculture at Oklahoma State University (OSU). José grew up on a farm in Veracruz, Mexico and attended the University of Chapingo for his Bachelors' degree in Agricultural Engineering. José is a first-generation student and the first person earning an advanced degree in his extended family. He has worked in private, public and non-governmental agricultural organizations in Mexico and the United States.

Zelia Wiley is the Chief Diversity Officer for the College of Agriculture and K-State Research & Extension at Kansas State University (KSU) in Manhattan, KS. Dr. Wiley is an experienced Administrator with a demonstrated history of working in the higher education industry for Diversity, Equity, Inclusion and Belonging. She has a strong education with a doctorate in Agricultural Extension Education and is skilled in Nonprofit Organizations, Career Development, Instructional Design, Fundraising, and Leadership. She is the advisor to the KSU MANRRS chapter, Intercultural Development Inventory administrator, and KSU Black Faculty Staff Alliance Chair, and Extension Navigating Difference Trainer.

Anna Williams is passionate about connecting youth to the world of opportunities available through Purdue's College of Agriculture. In her position as the Early Outreach Initiatives Coordinator, she coordinates experiences for youth on campus and across the state. Anna is an alumnus of Purdue University where she graduated with a B.S. degree in Agricultural Economics and then earned her MBA through Indiana Wesleyan University. She spent ten years working for Purdue Extension as a 4-H Extension Educator before transitioning to her current position.

Molly Wilson is the Director of Student Recruitment in the College of Agriculture and Life Sciences at Virginia Tech. With extensive experience at the university as an undergraduate and graduate student, a research and Extension faculty member, and as an instructor and academic advisor, Molly continues to work closely with students, faculty, and staff across all academic units in the college, as well as cornerstone institutional offices such as the Office of Undergraduate Admissions and the Office of Diversity and Inclusion.

Maria Woods is an Academic Program Support Specialist in the College of Agriculture and Life Sciences at Virginia Tech. As a Virginia Tech alumna from the Pamplin College of Business, Maria worked in the financial services industry prior to staying home to raise 4 children. Upon returning to the workforce, Maria was focused on a career in higher education at Virginia Tech. After spending several years in student services across the university, Maria desired to work more closely with students, faculty and staff and joined the CALS Academic Programs office.

Pete Ziegler is an Assistant Professor of Practice in the College of Agriculture and Life Science at Virginia Tech. In addition to teaching, assessment and program development Dr. Ziegler is the director of Food and Agricultural Education Information System (FAEIS), a USDA sponsored program that compiles nationwide higher education data for the food, agricultural, human, and natural resource sciences.