Association for International Agricultural and Extension Education (AIAEE) Professional Development Sessions
2024 Conference • Orlando, Florida

Professional Development Session 1
Monday, April 22
3:00–4:00 pm

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60 Minute Session: Scarlet A

Community Asset Management: How to Effectively Engage Partners to Support Extension Programs
Rachel Pienta, University of Florida
This presentation will engage participants in an interactive, hands-on workshop that will explore the science of philanthropy and partnership development with real-life applications to the Extension context. Participants will gain skills in building connections with community partners that will help them to leverage existing relationships for greater return and enhanced effectiveness while also learning how to bring new partners into their organization. Participants will walk away from the session with additional skills in their professional repertoire to apply these strategies to support their local Extension programs.

60 Minute Session: Scarlet B

Question, Persuade, Refer (QPR) Training: A Tool to Save a Life from Suicide
Carla Jagger, Daniel Gonzalez, and Laura Valencia, University of Florida
The QPR Institute offers a unique opportunity to train gatekeepers. Gatekeepers are individuals who have been equipped to recognize someone in crisis by teaching them the warning signs of a person who may be thinking about suicide. With the knowledge taught, participants are able to meet the immediate mental needs of their clients and/or students. This professional development session will provide QPR Gatekeeper's with education that save lives and reduces suicidal behaviors. It has the potential to increase the participant's professional skills and confidence to help someone they know in a time of mental crisis.

Professional Development Session II
Tuesday, April 23
10:15–11:15 am

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60 Minute Session: Scarlet A

Breaking Barriers: Insights on Mentoring of International Graduate Students
Juan M. Montealegre, Kate H. Fletcher, and T. Grady Roberts, University of Florida
This workshop explores how international graduate students can adapt to foreign cultures. Effective communication, cultural awareness, and support systems are essential for success in foreign academic and professional environments. During the session, attendees will be able to discuss and understand the significance of culturally inclusive mentorship in supporting

international students' academic and professional development. The panel discussion will feature insights from international students on navigating cultural differences and building strong relationships. Mentors of international doctoral students will also share their best practices for creating a sense of community and connection, bridging the gap between academics, and cultivating relationships.

60 Minute Session: Scarlet B

Participatory Methods for Social and Behavioral Change in Agricultural Extension Programs
Carmen Benson, Tetra Tech ARD/Texas A&M University and Jen Peterson, Tetra Tech ARD
Let's explore the power of participation—how localization and engagement lead to more successful development outcomes. Participatory methods of community engagement in social behavioral change (SBC) planning, implementation, and evaluation give voice to and empower vulnerable stakeholder groups, acknowledge their experiences, and frame efforts around real community opportunities and constraints. Learning to tackle the 'adoption dilemma,' participants in this 60-minute workshop will practice proven participatory methodologies drawn from real cases of Tetra Tech's international partnerships in Sierra Leone, Cambodia, and other countries. Participants will take home resources and practical tools to incorporate these methods into their work.

60 Minute Session: Scarlet C

A Practical Guide for Integrating Higher Education, Extension, and International Initiatives
Amanda Dickson, Purdue University and Taryn Devereux, University of Maryland
This professional development session explores the synergy between higher education, extension, and international initiatives, crucial for addressing global challenges and fostering holistic development. The session offers a hands-on workshop for educators and professionals in agriculture and academia, providing practical tools for integrating international programs into teaching, research, and extension. Key objectives include highlighting successful programs, exploring sustainable collaborations, and facilitating knowledge exchange. Real-world case studies from the University of Maryland, Purdue, and Virginia Tech highlight successful models of international engagement. Participants will gain actionable strategies for developing international programs, with small group discussions promoting collaboration and resource-sharing.

60 Minute Session: Scarlet D

Participatory Action Research: An Opportunity to Connect with Rural Communities
Angela Maria Ospina Franco, Texas Tech University
In this workshop we will share experiences in Rural Extension where Participatory Action Research (PAR) was used as a strategy to increase the possibilities of community participation and commitment in rural development projects. In the first part of the session, we will briefly review some PAR concepts. Subsequently, we will analyze two cases in vulnerable rural communities in Colombia where traditionally community participation tended to be low; and

where IAP concepts were incorporated. We will see how the PAR concepts were operationalized within the project, and what results they produced in terms of knowledge generation and community participation.

Professional Development Session III
Wednesday, April 24
9:30–10:30 am

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30 Minute Session: Scarlet A

Extension Program Capacity Building: Three Counties Share Success Stories
Rachel Pienta, Claire Davis, and Evie Hunter, University of Florida
This presentation will provide a hands-on experience for participants to begin building a resource development plan to implement with their own Extension programs. Presenters will demonstrate how to replicate their own successful resource development programs. Participants will leave the presentation with a foundation and framework to develop an effective Extension program support model. The presentation will address the following learning objectives: 1) Teach participants the elements of successful resource development, 2) Teach participants how to asset map their local community for maximum resource return, 3) Illustrate how to develop and apply a plan that fits your local Extension program.

How to Become a Successful Member of Transdisciplinary Research (TDR) Teams
Parmveer Singh and Anil Kumar Chaudhary, The Pennsylvania State University
Transdisciplinary research (TDR) tackles complex environmental and social issues (e.g., climate change) that have implications for stakeholders such as residents, farmers, funders, policy makers. Understanding the role of researchers in this research is crucial and needs a contextual understanding of the problem, connections with stakeholders, and further, communication and dissemination of findings to stakeholders. Researchers are required to hone skills outside their disciplines to collaborate and disseminate the research findings to generate social and scientific impact. This session would focus on understanding the essential skills needed by the researchers to effectively design and implement the TDR projects.

30 Minute Session: Scarlet B

Modernizing the Extension Internship Experience
Charlotte Emerson, Cathy Carr, and Brian Myers, University of Florida
The UF/IFAS College of Agricultural and Life Sciences (CALS) worked collaboratively with UF/IFAS Extension to improve the Extension internship experience, educate students about the land-grant mission, increase awareness of the Extension minor, and increase the pipeline of talented individuals interested in pursuing an Extension career. The program employs a 1-credit course (AEC4932: Building a Foundation for Extension Internship Success) to ensure interns were better prepared for the summer experience.

Instructional Coaching: A Method for High-Impact Mentoring
Heather Nesbitt, Elanie Mason, Carla Jagger, and JC Bunch, University of Florida

Instructional coaching provides an opportunity for teaching and learning facilitators to use mentoring language on performance and product-driven assessments. This approach can be used in all educational settings to promote targeted positive feedback and enhance learners' reflective practices. This presentation will provide a background in instructional coaching, basic skills for implementation, and a glimpse into the presenter's recent experience with this style of feedback. Additionally, the use of peer-to-peer feedback within instructional coaching will be emphasized and discussed. Interactive activities during this session will provide an opportunity for participants to apply instructional coaching practices within their own context.

Lightening Session: Scarlet C

Realizing the Power of Your Brand: How Partnership Marketing Maximizes Engagement and Reaches New Audiences
Timothy McDermott, Ohio State University
All of us have a brand. Have you realized the power of your brand to drive engagement? Extension has a powerful story to tell through partnership marketing, an approach where two or more brands collaborate by combining their strengths to achieve a larger common goal. Extension's strengths are its people, their knowledge, and their relationships through all four program areas, making positive impacts on clients' lives from birth through senior. We need a partner who can take our brand to a larger audience, who shares a similar focus, but wants to collaborate, not compete.

USAID Farmer-to-Farmer Program
Robert Maher, Partners of the Americas
This presentation will explore the USAID Farmer-to-Farmer program, specifically delving into Partners of the Americas' implementation in the Dominican Republic, Jamaica, Guyana, and Guatemala. The session will cover various aspects, including short-term volunteer technical assistance, program challenges, and success stories. Additionally, it includes a specific project example of F2F assignments in Guatemala. Aligned with AIAEE's mission, this concise Professional Development Lightning Session aims to share best practices and lessons learned from an international agriculture volunteer technical assistance program.

How to Use Digital Learning Platforms and Agricultural Workforce Development: A Case of AgroHive
Chiamaka Ndukwu, AgroHive and University of Florida; Sarah Bush, and Natalie Coers, University of Florida
In this session, we will overview the contribution of adopting digital learning platforms—in the education and upskilling of agricultural undergraduates—and how the experience prepares them for a fulfilling career in a globalized and culturally diverse food industry. The overview will focus on asynchronous, synchronous, collaborative, interactive, and computer assisted-instruction online learning platforms and the extent to which these platforms develop the skills and abilities of agricultural undergraduates. Specific examples will be provided to the audience on the impact of AgroHive's digital learning platform for agricultural undergraduates and graduates in Africa.

Peer-learning to Enhance Research and Engagement Impacts in Developing Countries: Reflecting on Challenges and Opportunities using the Feminist Systems Thinking Principles

Rebecca Witinok-Huber, Neil A Knobloch, and Olivier Ntaganzwa

Despite longstanding efforts to bridge research and practice through participatory and community-based approaches, there remain gaps in the adaptability of research processes and outcomes toward sustainable societal impact, specifically in international development research contexts. We will briefly discuss the feminist systems thinking approach to support participant self-reflection and group co-development of lessons learned, specific to challenges in international research and practice settings toward future opportunities to increase impact.

Ready-to-Use Curriculum to Prepare Future Agricultural Educators to Lead Women's Empowerment Programming Globally

Theresa Murphrey, Carmen Benson, Danette Philpot, and Sophia Wegeng, Texas A&M University

This session will highlight the Gender Lensed Curricula for Development (GLCD) modules, an initiative to prepare educators, researchers, and practitioners to apply a gender lens in their global efforts—ultimately to lead programs that allow women to empower themselves and drive transformation in communities. The GLCD curricula encompass 14 standalone modules—focusing on research-based development impact areas where women play vital roles and are valued for their contributions, such as food security, health and nutrition, and economic development. Learners will walk away with new tools, free resources, and connections to a growing community of practice.

<p align="center">Lightening Session: Scarlet D</p>

Coming Back to The World of Extension, Perspectives on Surviving as an Experienced "New" Agent

Robbie Jones, UF/IFAS Extension

For varying reasons, Extension Agents sometimes leave Extension for other careers, only to return to Extension later. Reintroduction of these "old yet new" Extension Agents for success may best be conceptualized in a different approach than "new" Extension Agents. A new conceptualized onboarding process can prevent the pitfalls and hurdles for these types of agents have in a one size fits all approach and afford them a better reintroduction into Extension. Through experiences and lessons learned, two UF/IFAS Extension Agents, this session will share unique perspectives on how reintroduction of Extension be reconceptualized to better maximize onboarding.

Investing in Farmers: A Toolkit to Strengthen Farmer Capacities

Steven Franzel, Independent Consultant

Farmers need greater capacities – "agriculture human capital (AHC)" to access information, adapt, and become more empowered to make decisions. The United Nation's Food and Agriculture Organization and the International Food Policy Research Institute partnered with other organizations to uncover best practices and investments in AHC and develop the AHC Investment Toolkit. The toolkit presents the case for increasing investments in farmers' capacities and shares recommended steps for including AHC investment in project design. It

includes six modules (what is AHC, theory of change, building blocks for investment design, AHC methods, deep dives into two cases, and economic and financial analysis).

Using Ripple Effects Mapping for Assessing the Impact of Extension Programs
Vikram Koundinya, University of California (UC)-Davis & UC Cooperative Extension and Samrat Sikdar, Mississippi State University
Measuring the long-term outcomes and impact of extension programs is complex and difficult to accomplish. Ripple Effects Mapping (REM) is a qualitative participatory method that can help with measuring the impact of extension programs. In this lightening session, we will present an overview of the REM method, explain the core components of REM, and share examples of how we used REM in assessing the impact of an agricultural extension education program, community food coalition, and an internal statewide program review. Following the presentation, we will lead a discussion on how participants can use REM in their extension education and research.

Getting on PAR (Participatory Action Research) with Participatory Methods like PRA (Participatory Rural Appraisal) and RRA (Rapid Rural Appraisal)
Garrett Brogan, Texas A&M University
Curious about how you can utilize participatory approaches in your research and extension? Unsure of what techniques or methods might fit your situation? We will go over different methods, techniques, and skills needed in these type of approaches. Come learn what participatory approaches look like in action and learn how you can best use them in your research and work.

Chat G"TA": Using AI in Agricultural and Extension Education
Bradley Coleman, Audrey E. H. King and Hannah E. Shear, Oklahoma State University
This lightening session will focus on how artificial intelligence (AI) can be used to improve educational programs. We will discuss how AI can be used to improve student work, provide feedback, and grade assignments in undergraduate and graduate courses. We will discuss using AI to generate educational tools, such as case studies and vignettes, to support student application activities. We will discuss using AI for generating audience personas, social media content, and marketing emails. Lastly, we will share how AI can be utilized to simulate applied production issues such as farm management decision making and farm financial analysis.

Professional Development Session IV
Wednesday, April 24
2:00–3:00 pm

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30 Minute Session: Scarlet B

Setting the Stage: A Practical Approach to Becoming an Effective Peer Reviewer
Kameron Rinehart, Dr. Courtney Meyers, and Dr. Todd Brashears, Texas Tech University
Peer review is a cornerstone of the scholarly publishing process and is critical to maintaining the quality and integrity of academic research. This session will share advice for aspiring peer reviewers who want to become skilled evaluators of research papers, posters, and more. Participants will learn from faculty members who have decades' worth of experience reviewing

for conferences and academic journals. A graduate student representative will also share advice about how to get engaged in peer review opportunities now. After completing a peer review exercise, participants will leave the session more confident in their peer reviewer skills.

Big Data for Sustainable Development: Building Extension's Capacity for Addressing Complex Agricultural Challenges
Sarah A. Bush, and Carrie N. Baker, University of Florida
Over the last five years, UN leaders have prioritized using big data to advance the SDGs (United Nations, n.d.b.). In this session, we will explore how international agricultural extension can contribute to big data collection and use. We will explain types of big data, define technical terms, describe the big data ecosystem, and outline opportunities and challenges of using big data for sustainable development. We will provide examples of machine-generated and human-generated data and differentiate between artificial intelligence, machine learning, and the Internet of Things. We will discuss how big data can be used in our research and extension work.

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30 Minute Session: Scarlet C

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Cross-cultural Differences in Agricultural Education and Extension
Renzo Ceme Vinces, University of Illinois Extension; and Pablo Lamiño Jaramillo, University of Florida
Agriculture can join cultures through a shared purpose of feeding the world. However, some differences regarding cultural aspects, such as language barriers, agricultural practices, beliefs, willingness to participate, and a sense of belonging, could influence the accomplishment of this goal. In this professional development session, we will highlight the experiences of extension workers in Latin America and the U.S., providing a unique opportunity to gain a more comprehensive perspective on cross-cultural differences in agricultural education and extension. Through a participatory discussion approach, this space will center on participants' diverse perspectives, experiences, and learning processes.

Culturally Responsive Evaluation for Promoting Equity and Communicating Impact
Catherine (Katie) Sanders, NC State University; and Rafael Landaverde, Texas A&M University
Given the increasing diversification of farming communities globally, international extension professionals must be prepared to implement equity-focused assessment practices. Culturally responsive evaluation (CRE) can help promote equity in the evaluation process. This professional development session contributes to building a community of practitioners with the skills and knowledge to conduct evaluations that address historical issues of inequity and discrimination. Implications of increasing capacity for CRE include 1) reducing participation attrition among members of underrepresented groups; 2) aligning methodologies for evaluation with the values of participants; 3) promoting equity within evaluation processes; and 4) identifying methods and approaches for implementing CRE.

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30 Minute Session: Scarlet D

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Take a Trip Without Leaving Your Seat: Using Interactive Virtual Tours to Introduce Students to Agriculture Facilities
Gaea Hock, Kansas State University; and Courtney Meyers, Texas Tech University

Join us to learn more about the iVisit Project! We will showcase interactive virtual tours (IVTs) of various locations including a greenhouse, flour mill, cotton gin, dairy plant, and an aquatic and invasive plant research center. The IVTs were created to introduce students to the diversity of agriculture and are available free of charge on the project website. We will also discuss classroom applications and how to extend this technology into the field of international agricultural and extension education. This project, funded by USDA, is a collaborative effort between Texas Tech University, Kansas State University, and the University of Florida.

Navigating the Fulbright Journey: Insights and Advice from a Fulbright Australia Scholar
Dr. Courtney Meyers, Texas Tech University
The U.S. Fulbright Scholar Program encourages faculty members, students, researchers, and administrators to engage with international communities to promote global perspectives, share expertise, and address important areas of scholarship. While this program provides impactful opportunities, receiving a Fulbright award requires a lengthy application process. Drawing upon her experience as a Fulbright Scholar in Australia and a reviewer of Fulbright applications, the presenter will share advice about seeking a Fulbright award, completing the application process, and making the most of your time in country. The insights from this session can be applied to seek Fulbright opportunities in more than 150 countries.