

## **Keith G. Diem, Ph.D.**

Professor, Department of Family, Youth, & Community Sciences  
College of Agricultural & Life Sciences  
& Specialist, IFAS Extension  
University of Florida

### **Curriculum Vita**

September 25, 2016

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September 20, 2016

**1. CONTACT INFORMATION**

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College of Agricultural & Life Sciences, University of Florida  
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**2. AREAS OF SPECIALIZATION**

Program planning and evaluation, with emphasis on youth development and serving underrepresented audiences; diversity & inclusiveness.

**3. EDUCATIONAL BACKGROUND**

<b>Institution</b>	<b>Field of Study</b>	<b>Degree</b>	<b>Year</b>
The Ohio State University Columbus, OH	Extension Education, with specialization in Administration and Personnel Development/4-H Youth Development Minors: Research, Statistics & Evaluation; and Media & Marketing Communication Cumulative G.P.A.: 3.68 (A=4.0)	Ph.D.	1987
Purdue University West Lafayette, IN	Agricultural Education Cumulative G.P.A.: 5.87 (A=6.0)	M.S.	1981
Purdue University West Lafayette, IN	Animal Sciences Cumulative G.P.A.: 5.45 (A=6.0)	B.S.	1981

*Teacher Certification*

Indiana eligibility effective May 1982  
NJ certification effective January 1992  
Certification Area: Vocational Agriculture

*Faculty Academic Study Program (Sabbatical)*

Development of experiential science education curriculum  
June-December 1999

*Dissertation*

The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio, 9/87. Dr. Larry E. Miller, chairman.

*Degree Coursework of Special Significance*

Program Planning and Development, Needs Assessment Strategies for Educational and Social Agencies, Instructional Media, Youth Program Management in Non-School Settings, Youth Organizations, Adult Education, Methods of Teaching, Administration and Supervision, Personnel Psychology, Interpersonal and Mass Communications, Marketing, Personal Dynamics, Leadership, Outdoor Education and Camp Administration, University Governance, Educational Psychology, Problems and Issues in Extension Education, Internship with Associate Director of Ohio Cooperative Extension Service, Community Development, Evaluation, eight courses in Research and Statistics.

*Non-Credit Coursework topics have included:*

Curriculum Development, Volunteer Management Systems, Conflict Management, Issues Programming, Marketing, Computers and Multimedia, Risk Communications, Youth Developer's Institute study tour of Zimbabwe (Africa), Situational Leadership, Human Resources Management and the Law, Performance Appraisal, Employee Assistance Programs, Distance Learning/Web-based Instruction.

**4. EMPLOYMENT HISTORY**

<b>Institution</b>	<b>Position</b>	<b>Dates</b>
University of Florida//IFAS Extension	<u>Professor</u> , Department of Family, Youth, & Community Sciences College of Agricultural & Life Sciences Current FTE: 80 percent Extension, 20 percent Teaching	2010 – present
University of Florida//IFAS Extension	<u>Assistant Director, Special Initiatives, UF/IFAS Extension</u> <i>Major responsibilities:</i> Assist special projects assigned by the Dean of Extension, including leading a 4-H risk management task force, a review of 4-H military partnership programs, and review of Ph.D. programs similar to FYCS.	December 2013 – April 2015
University of Florida//IFAS Extension	<u>Associate Dean &amp; State 4-H Program Leader</u> <i>Major responsibilities:</i> Providing statewide leadership for UF/IFAS 4-H Youth Development Program across 67 counties, with enrollment of more than 220,000 youth and 19,000 volunteers. Serve a CEO of Florida 4-H Foundation, responsible for approximately \$2 million in assets. Represent Florida 4-H in southern region and at national levels.	October 2010 – November 2013

Oregon State University Extension Service	<u>Regional Extension Director</u> <u>&amp; Professor</u> , Department of 4-H Youth Development Education College of Health & Human Sciences, Oregon State University <i>Major responsibilities:</i> Overseeing County Extension Directors and county-based Oregon State University Extension Service faculty in 18 counties of western half of Oregon.	October 2007 – October 2010.
Clemson University Extension Service	<u>Professor</u> , Department of Parks, Recreation, & Tourism Management, Clemson University Promotion from Associate Professor effective August 15, 2005 <i>Major responsibilities:</i> Assisting with leadership for academic and outreach youth development education programs in the College of Health, Education, & Human Development and Clemson University Cooperative Extension Service including developing and teaching graduate courses for a new online graduate degree program in Youth Development Leadership.  <u>Director, 4-H Youth Development (State 4-H</u> <u>Program Leader)</u> Academic rank: Professor (effective August 15, 2005) <i>Major responsibilities:</i> Providing statewide leadership for the 4-H Youth Development Program of Clemson University Extension Service across 46 counties of South Carolina. Represent South Carolina 4-H in southern region and at national levels.	October 2004 – October 2007
Rutgers Cooperative Extension Rutgers University	<u>Program Leader/Specialist in Educational Design</u> , Academic rank: County Agent II (Associate Professor with tenure since 1993). <i>Major responsibilities:</i> Providing leadership for statewide curriculum development and acquisition related to youth and volunteer development, and program evaluation for Rutgers Cooperative Extension. Serve as Chair of 4-H Department Curriculum Review Board.	December 1996- October 2004
Rutgers Cooperative Extension of Somerset County	<u>County 4-H Agent</u> Academic rank: County Agent II (Associate Professor with tenure), effective July 1, 1993. Program became largest in NJ and consisted of 2,500	July 1987- December 1996

	<p>youth in 112 community-based 4-H clubs, nearly 500 adult volunteers, and 5,000 additional youth reached through county-wide school enrichment and special interest programs. (Somerset County is a mix of suburban and rural, with a population of 250,000.)</p> <p><i>Major Responsibilities:</i> planning, conducting, and evaluating county 4-H program; particularly in areas of sciences and technology, outdoor education, 4-H Camp, communications, marketing and promotion of 4-H, recruitment and training of 4-H youth and adult volunteers.</p>	
Rutgers Cooperative Extension of Somerset County	<p><u>County Extension Department Head..</u>  <i>Major responsibilities:</i> administration of County Division of 17 employees – largest Extension staff and budget in NJ.</p> <p><u>Assistant County Extension Department Head</u></p> <ul style="list-style-type: none"> <li>○ 1995-1996 - Major responsibilities: Coordinating office equipment and technology.</li> <li>○ 1988-1989 - Major responsibilities: Office equipment &amp; facilities, Penalty Mail Officer</li> </ul>	July 1989- June 1995
The Ohio State University Extension	<p><u>Graduate Administrative Associate, State 4-H Office, Ohio Cooperative Extension Service, Ohio State University, Columbus,</u>  <i>Major Responsibilities:</i> Assisting state 4-H specialists with planning, conducting, &amp; evaluating state 4-H programs in Youth Development and 4-H Communications – including 4-H Ambassador training, and development of 4-H educational and promotional exhibits and materials.</p>	June 1985- June 1987
Rutgers Cooperative Extension, Rutgers University	<p><u>County 4-H Agent, Atlantic County, New Jersey Cooperative Extension Service, Academic rank: County Agent V (Assistant Instructor, with promotion to Assistant Professor effective 8/1/85), Rutgers University.</u>  <i>Major Responsibilities:</i> Planning, conducting, and evaluating county 4-H program, particularly in areas of agricultural/animal sciences, older youth development, and outdoor education, such as; 4-H Youth Council, Horse Project Development Council, 4-H Camp.</p>	August 1982- July 1985

**5. YEAR TENURE/PERMANENT STATUS WAS AWARDED BY UNIVERSITY OF FLORIDA – 2011**

## 6. TEACHING, ADVISING, AND INSTRUCTIONAL ACCOMPLISHMENTS

### A. Teaching Philosophy, Goals, and Methods

In my teaching, I aim to actively involve students/participants in program content. For example, in FYC4622, students engage in the practice of program development through group dynamics as they work on teams to learn and teach others. Experiential learning methods are integrated into all phases of the course. Therefore, the instructor aims to serve more as a facilitator of the learning process than as a lecturer. To achieve maximum benefits of the course (and maximum grade), students are expected to actively participate in all aspects of the course and contribute meaningfully to both team efforts and individual assignments. This is the essence of senior-level university coursework and, certainly, the real-world practice of program development.

### B. Instructional Activities/Courses Taught

#### Undergraduate and graduate courses/advising

##### University of Florida:

- FYC4622 - Program Planning & Evaluation of Family, Youth, and Community Science Programs:
  - Fall 2016, 35 students, 3 credits
  - Fall 2015, 45 students, 3 credits
  - Fall 2014, 74 students, 3 credits
- FYC4905 - Applied Program Planning & Evaluation (Summer C 2014), 1 student (independent study), 3 credits
- Guest presenter:
  - FYC 6223 Promoting Positive Youth Development. Topic: The 4-H Youth Development Model. January 19, 2011.

##### Adjunct Instructor – Clemson University Youth Development Leadership Masters degree online:

- Youth Development in the Context of a Global & Diverse Society (HEHD806)  
Developed and taught online course for Youth Development Masters degree at Clemson University. 3 credits.
  - Fall II 2015
  - Fall II 2014
  - Fall II 2013
  - Fall II 2012
  - Fall II 2011
  - Fall II 2010
  - Fall II 2009

- Youth Development Programming in a Contemporary Society (HEHD802)  
Developed and taught online course for Youth Development Masters degree at Clemson University. 3 credits.
  - Summer I 2008
  - Summer I 2007
  - Summer I 2006
- Creative and Ethical Leadership in a Changing Society (HEHD803).  
Developed and taught online course for Youth Development Masters degree at Clemson University. 3 credits.
  - Fall II 2007
  - Fall II 2006

**Guest presenter for Oregon State University Youth Development Education (YDE) Dual Degree Program Courses:**

- YDE 467: Organizational Development & Change. Topic: Accountability/Impact. February 20, 2009.
- YDE484: Leadership and Management. Topic: Creative & Ethical Leadership.
  - March 5, 2009
  - March 6, 2008

**Guest presenter for courses at Rutgers University:**

Administration and Management of Youth Agencies (Education 336, 3 credits)

- “Making Learning Fun” - 2/96 - 1.25 hours
- “A youth professional’s role in marketing the youth agency” - 3/94, 3/92, 3/91 - 1.25 hours

Topics in Professional Youth Work (Education 438, 3 credits)

- “Marketing a youth-serving agency in order to expand audiences” - 10/96, 11/95, 11/91, 11/90 - 1.25 hours

Introduction to Adult and Continuing Education

- “The role of 4-H Youth Development and Rutgers Cooperative Extension” - 11/96 (Co-taught with Daryl Minch & George Hamilton) - 2 hours

**7. TEACHING EVALUATIONS (Most recent semester)**

Course	Overall rating of instructor (out of 5)	Overall rating of course (out of 5)	# Students	Response Rate
FYC4622 – Fall 2015	<b>4.83</b> (course mean = 4.15)	<b>4.74</b> (course mean = 4.25)	<b>45</b>	<b>60%</b>
<b>Representative student feedback:</b>				
<ul style="list-style-type: none"> <li>• Dr. Diem has a great way of explaining the material on the student level. I appreciated reviewing material often, especially the quizzes and before each class period.</li> <li>• I think this course was challenging. It made me think, but I was able to learn a lot.</li> <li>• It is highly educational. I often find myself transferring material learned to others classes and even real life experiences. Especially because I plan to be an Extension agent, I find the material to be</li> </ul>				

helpful for times later in my career.

- This course is very helpful and insightful for anyone looking to go into the non-profit business or who wants to create any type of program. The material was very relevant to the lectures and provided more information about that week's topic.
- I honestly think Dr. Diem perfected this course. Don't change a thing.
- One of the most practical courses I have took as an FYCS major. The entire class content is relevant for so many students, including students outside of FYCS. Dr. Diem provided an abundance of reading material that was available online so there was no excuse to not access it. All of the material was from respected scholars and was very good for learning the course material.
- This has been the most useful class I've taken at UF!

## 8. GRADUATE COMMITTEE ACTIVITIES

Serve on the committee for an online FYCS Master's student (L. Forthun, chair), 2015-.

Major Advisor for Master's Degree Project for Heather Futch, "Development Of A Hamilton County 4-H Youth Development Master Plan." Completed December 2007.

Committee Member for Master's Degree Project for Jonathan Lonon, "An Exploratory Study of the Impact of Technology on Youth and Families in the Henry County Family YMCA." Completed December 2007.

## 9. CONTRIBUTION TO DISCIPLINE/RESEARCH NARRATIVE

### Research/evaluation conducted

Diem, K.G. (2016-). Barriers, challenges, and best practices for inclusion of diverse, under-represented, racial-ethnic youth in Extension/4-H programs" nationwide survey under development on behalf of the NIFA Champions for of Diverse, Under-represented, Racial-ethnic Youth."

Purpose: To determine challenges Extension professionals face in engaging diverse, under-represented, racial-ethnic youth in Extension/4-H programs, identify unique obstacles and barriers these audiences face to participate, and identify best practices and successes for inclusion of these audiences.

Diem, K.G. (2015). *A Review of 4-H Military Partnership Programs in Florida*, UF/IFAS Extension.

*Developing a proof of concept/pilot project: 'Using Social Media and Technology for Extension Program Delivery'* UF/IFAS Extension (2014-2016)

Developed proposal as Principal Investigator, with Drs. Ruth Borger and Michael Gutter joining the effort as co-PIs. Received support of Dean of Extension and FYCS department chair.



Diem, K.G. (2014). *Summary of Ph.D. Programs Similar to or Competing with Family, Youth, & Community Sciences at UF*

Based on information gathered from Web sites and interviews with representatives from 12 institutions conducted May-June 2014 (Auburn University, Clemson University, Florida State University, University of Georgia, University of Illinois at Urbana-Champaign, Kansas State University, University of Minnesota, North Carolina State University, The Ohio State University, Penn State University, Texas Tech University, and University of Wisconsin-Madison)

Diem, K.G. (2014). *Barriers & Possible Solutions to an FYCS Ph.D. Program.*

Review of existing records and via 30-minute, in-person interviews with 23 FYCS faculty members.

Diem, K.G., Gamble, K., Hino, J., Martin, D., Meisenbach, T. (2009). "Assessing County Extension Programs' Readiness to Adopt Technology: An OSU Case Study of Two Oregon Counties." Unpublished report available online at <http://extension.oregonstate.edu/internal/initiatives>.

Diem, K.G. (2007). Degree and Training Needs of Youth Development Professionals - A Needs Assessment of National Youth-serving Organizations. Unpublished evaluation. Clemson University, Clemson, SC.

Diem, K.G., Nikola, M. (2003-04). Evaluating the Impact of the NJ Agricultural Leadership Development Program.

Diem, K.G. (2003-04). An analysis of what 4-H members learned in 4-H as reported in their 4-H record books.

Diem, K.G. (2001-02). Pilot Testing of 4-H Science Discovery Series Volume 2 as a method to teach science to elementary school aged youth using an experiential learning process.

Devitt, A. & Diem, K.G. (2000). Pilot Testing of "My 4-H Horse Project Record Book."

Diem, K.G. (2000). National 4-H School Enrichment Survey (on behalf of National 4-H Experiential Learning Design Team). Findings were used in National 4-H Strategic Plan.

Diem, K.G. (1999). Needs assessment survey for development of 4-H Science Discovery Series Volume 2 as a method to teach science to elementary school aged youth using an experiential learning process.

Diem, K.G. (1995). Pilot Testing of 4-H Science Discovery Series Volume 1 as a method to teach science to elementary school aged youth using an experiential learning process.

Diem, K.G. (7/93). What do youth like? A survey of youth interests in Somerset County, NJ. Replicated July 1994.

- Diem, K.G. (4/93). Availability of computer hardware and software for 4-H staff use. Designed questionnaire. Administered by Linda Fermo.
- Diem, K.G. (4/93). Public responsiveness of Divisions of County of Somerset. Survey of Division Heads on behalf of Citizen Feedback Committee.
- Diem, K.G. (1991). The Value of 4-H According to Parents of 4-H Club Members in Somerset County, NJ.
- Diem, K.G. (2/91). Use of marketing activities in Cooperative Extension programs in New Jersey.
- Powell, G., Diem, K.G., Slovik, R. (1990). Somerset County 4-H Program Review.
- Diem, K.G. (1989). How Adult Volunteers Find Out About 4-H and Why They Volunteered.
- Diem, K.G. (1989). How Youth Find Out About 4-H and Why They Join.
- Diem, K.G. (6/89). The Image of the 4-H Youth Development Program and Rutgers Cooperative Extension of Somerset County, NJ: A Study of Public Awareness and Perceptions.
- Diem, K.G. (8/89). Opinions and Knowledge About 4-H and the 4-H Fair: Exit survey of visitors to the Somerset County 4-H Fair.
- Diem, K.G. (annual 1988-1995). Determining the Degree of Success of 4-H Summer Camp Promotion and Programming.
- Diem, K.G. (annual 1988-1994). Evaluation of the Somerset County 4-H Fair.
- Diem K.G. and Powell, G. (1987) Opinion surveys of Somerset County 4-H Staff and 4-H Association.
- Diem, K.G. (7/87). The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio. Doctoral research.
- Diem, K.G. (1/87). Improving The Buckeye 4-H Ambassador Program. Evaluation project.
- Diem, K.G. (3/86). Ohio 4-H Week Evaluation, 3/86.
- Diem, K.G. (10/83). Atlantic County 4-H Horse Project Enrollment Analysis. Evaluation project.
- Diem, KG.. (10/82). Atlantic County 4-H Youth Council Needs Assessment. Evaluation project.

**Evaluation technical assistance for research/evaluation conducted by other faculty and staff:**

“Seafood: Assessing the Benefits and Risks” Conference June 8, 2004, by Gef Flimlin. Consultant for program evaluation.

Youth Environmental Education Program at EcoComplex, by Fran Varacalli. Consultant for questionnaire design. 2004.

Food Science Short Courses, by Don Shaffner, Ph.D. Consultant for telephone questionnaire design and survey procedures. 2003.

Wheel Power, by Chad Ripberger. Consultant for evaluation design and human subjects research application. 2003.

NJ Agricultural Leadership Program, by Mary Powers Nikola. Consultant for evaluation design, administration, and analysis. 2001-04.

NJ CYFAR Family Camp, by Alayne Toretta and Anne Rhinesmith. Consultant for questionnaire design. 2001-02 (in progress.)

Elizabethport 4-H Program, by James Nichnadowicz, Union County 4-H Agent. Consultant for evaluation design. 2001.

Horses and Youth (HAY) Program for at-risk youth in Atlantic City, NJ by Debi Cole, Principal Investigator (Atlantic County 4-H Agent). Consultant for evaluation design and human subjects research. 2001.

Use of Soy Foods Follow-up Survey, conducted by Rita Wood (Burlington County FCS Educator). Consultant for survey design, 2001.

Students Teaching Students: High School Students as Astronomy Educators, Lisa Rothenburger, Co-Principal Investigator (Somerset County 4-H Agent). Consultant for evaluation design. 2000-01.

Think About It, program evaluation, conducted by Gloria Kraft (Burlington County 4-H Agent). Consultant for research design, 2000.

County 4-H Fair Exit Survey, conducted by Lisa Rothenburger (Somerset County 4-H Agent). Consultant for research design, 1999, 2000.

Summer Science Program, conducted by Jim Nichnadowicz (Union County 4-H Agent). Consultant for research design, 2000.

Home Gardening Workshop Participant Survey, conducted by Mary Ecklund, Camden County Agricultural Program Associate; consultant for survey design, 2000.

Getting Started in Farming Two-Year Follow-up Survey, conducted by Peter Nitesche, Morris County Agricultural Agent; consultant for survey design, 1998.

Plant & Pest Advisory Fruit Edition Newsletter Reader Survey, conducted by Jerry Frecon and the RCE Fruit Working Group; consultant for survey design, 1998.

Master Gardener Soils Training follow-up telephone survey, conducted by Charlene Costaris, Atlantic County Agricultural Agent; consultant for survey design, 1998.

4-H Member and Parent Surveys in Morris County, NJ, conducted by Terri Baird; consultant for research design and statistical analysis, 1993.

Youth attitude toward people with disabilities, conducted by Sherman Tomasino; preliminary consultant for questionnaire design, 1993.

Life skills development related to participation in 4-H animal science projects, conducted by Carol Ward, Warren County 4-H Agent; consultant for questionnaire design, 1991.

NJ 4-H Camp Program Review, conducted by Annette Devitt/Camp & Outdoor Education Committee; consultant for questionnaire design, 1990.

Youth health and safety survey, conducted by Frank O'Hara; consultant for questionnaire design, 1990.

Characteristics of 4-H Club Members in Somerset County, conducted by Ginny Powell; consultant for research design and statistical analysis, 1989-90.

Characteristics of 4-H Adult Volunteers in Somerset County, conducted by Ginny Powell; consultant for research design and statistical analysis, 1989-90.

The Image of the 4-H Youth Development Program and Rutgers Cooperative Extension of Somerset County, NJ: A Study of Public Awareness and Perceptions, replicated by Carolyn Belczyk in Pennsylvania, 1989.

The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio; parts of this study replicated by Mary Fanning, in North Carolina Cooperative Extension Service, 1/88.

Madison County (Ohio) 4-H Program Review, evaluation project; consultant for research design, and member of program review team, 12/85.

## 10. CREATIVE WORKS OR ACTIVITIES

### Media Productions or Publications

#### Web Sites

Extension SOARS (<http://extension.oregonstate.edu/internal/soars>)

South Carolina 4-H ([www.clemson.edu/4h](http://www.clemson.edu/4h)), 2005-06.  
Instructions and templates for county 4-H web pages, 2005.

Exploring the Treasures of 4-H (<http://4hccsprojects.com/exploring4h>), 2005.

Discover Science web site providing curriculum support to K-12 educators ([www.discoverscience.rutgers.edu](http://www.discoverscience.rutgers.edu)), 2001-2004.

RCE Program Evaluation Resources (<http://njaes.rutgers.edu/evaluation/>), 2001-2004.

NJ 4-H Science Discovery Series web site providing support to 4-H Department of 4-H Youth Development faculty & staff ([www.discoverscience.rutgers.edu/internal](http://www.discoverscience.rutgers.edu/internal)), 2001-2004.

Department of 4-H Youth Development internal (faculty/staff only) web site, 2001. Revised with Web Site Subcommittee, 2001-2004.

NJ 4-H Youth Development Program (part of RCE web site, [www.rce.rutgers.edu](http://www.rce.rutgers.edu)). Developed with Gary Huntzinger and 4-H Department Web Site Ad Hoc Committee, 1996-1997. Revised with Web Site Subcommittee, 2001-2004.

#### News releases and articles

News articles for 2002 NJ 4-H Centennial Press Packet:

- Youth learn about the great outdoors and more at 4-H camp (2 pp. 3/02)
- Educators are catching on to the 4-H way of learning by doing (2 pp., 11/01)
- 4-H teaches youth to help others through community service projects (2 pp., 11/01)
- 4-H teaches youth about the science of the world around them (2 pp., 11/01)
- 4-H helps youth keep track of their busy lives (2 pp., 11/01)

Wrote 20-40 news releases per year for major 4-H programs and events, used by local newspapers and radio stations, 1987-1996.

Created comprehensive kits for local media, consisting of news releases, tip sheets, fact sheets, etc. for major Cooperative Extension programs:

- Annual 4-H Fair Media Kit, 1990-1996.
- RCE 75th Anniversary Media kit, 1989

Wrote weekly personal column in local newspapers, 1982-1984.

Co-wrote weekly news column, 4-H Clover Corner, in local newspapers, 1982-1985.

#### Articles in newsletters

Diem, K. (Summer 2011). "Where is are we headed? Some Clues About the Future Direction of Florida 4-H." FAE4-H Agenteer.

Wrote articles about 4-H in the monthly newsletter for County Government employees (Somerset County Inside Line) and the quarterly newsletter written for the public (Inside Somerset County: News from the Board of Freeholders).

#### Somerset County Human Services Connection

Diem, K. (1995). Rutgers Cooperative Extension can be a valuable resource to you. Article in public newsletter, a publication of the Somerset County Department of Human Services . Issue 3, fall/winter 1995. 1 page (8 pp. total).

#### Slide Sets & Photos

Altostratus and cirrocumulus cloud photos from Weatherwise unit of discoverscience web site included as Figures 4.20 and 4.23 in the college level textbook entitled, "Meteorology, Understanding the Atmosphere" by Steve Ackerman/John Knox (2003).

Altostratus cloud photo from Weatherwise unit of discoverscience included on Mount Shasta Companion, an educational web site and CD-ROM produced by College of the Siskiyous(Weed, California). URL: [www.siskiyous.edu/shasta/env/clouds/index.htm](http://www.siskiyous.edu/shasta/env/clouds/index.htm), September 2001.

4-H "Careers & County Government" Day. 30 slides. 11/94.

4-H Science-sational Day. 30 slides. 5/94.

Life in Zimbabwe, Africa. 150 slides. Co-developed with G. Powell, 1/94.

NJ 4-H Expo. 75 slides. Co-developed with G. Powell, 1988-1990.

#### Radio programs

"Live" interview on WCTC 1450 AM, New Brunswick, 8/95. 15-minutes. Topic: "Somerset County 4-H Fair."

"Live" interview on WCTC 1450 AM, New Brunswick, 8/93. 30-minutes. Topic: "Somerset County 4-H Fair."

"Live" interview on WCTC 1450 AM, New Brunswick, 11/92. 30-minutes. Topic: "Somerset County 4-H Program."

Weekly 5-minute 4-H program on WBRW, Bridgewater, 1987-1990 (prepared and presented program once a month).

Weekly one-hour "live" Cooperative Extension program on 1450 AM, Atlantic City, 1983-1984 (prepared and presented program once a month).

#### Promotional videotape

"4-H ... Be in It!" NJ 4-H promotional videotape. 3 minutes, 1998.

Campaign for Excellence - Ohio 4-H. State promotional videotape, with Jim Helt, 7/87. 8 minutes.

#### Cable television

Guest on C-TEC Cable "News at Six," December 13, 1993. 15 minutes, Topic: "Somerset County 4-H."

Hosted TKR Cable "Focus on Somerset County," aired September 1993. 30 minutes. Topic: "Rutgers Cooperative Extension of Somerset County."

Featured with Freeholder Mike Pappas on TKR Cable "Focus on Somerset County," aired July/August 1991. 30 minutes. Topic: "Somerset County 4-H Fair."

Appeared on TKR Cable, recorded at 1990 Somerset County 4-H Fair.

#### Promotional exhibits, brochures, flyers, etc.

"Help Youth Discover the Science of the Real World with the Science Discovery Series," exhibit and promotional cards/flyers, 2004.

NJ 4-H Action Days Marketing/Promotion Kit, 1993, 1992, 1991.

Rutgers Cooperative Extension of Somerset County Guide to Staff and Services, 8/92.

Sample 4-H News Release, 1/91.

In 4-H Senior Council 15 Teens take the Lead!, 8/90.

Somerset County 4-H Yearbook And Catalog, 1988-1996.

Atlantic County 4-H Yearbook, 1983-1985.

4-H Headlines, 1989-1991, 1984, 1983.

Annual Report, Rutgers Cooperative Extension of Somerset County, created & edited 1988 & 1995. (was used as format for use statewide in 1989), contributed to 1989-1994, 1996.

4-H Summer Camp promotional brochure, 1983-1993, since adopted by several counties.

4-H promotional placemat, which has since been adopted by other counties, 1983.

Atlantic County 4-H Fair promotional placemat, 1983.

#### Other creative ways devised to promote 4-H and recruit member and volunteers

Created annual Learn About 4-H and the 4-H Fair discovery activity at the 4-H Fair, 1989, 1990, 1991.

Created annual Somerset County 4-H Week, 1989-1996.

Created annual "Join 4-H!" Open House/direct mail campaign , 1988-1996, resulted in numerous new clubs and new members and volunteers.

Developed a unique 4-H Summer Camp Ambassador program, which prepared teens to make visits to 4-H clubs and promote 4-H Camp. Was subsequently adopted by many other counties. (1983)

Devised a system where 4-H members can earn credit toward 4-H Camp (and NJ 4-H Expo/Action Days) fees from selling 4-H Yearbook ads. This enabled more members to attend.

Created 4-H Camp gift certificates, to promote camp membership all year-long, while also providing a 4-H-related prize/award for various functions.

Devised an award for 4-H club which sends highest percentage of its members to 4-H Summer Camp, as incentive to attend.

Wrote "Promoting 4-H and 4-H Animal Projects," suggestions for members (and leaders) involved in 4-H animal projects, 4/88. Distributed annually 1988-1996.

As a result of marketing efforts and promotion efforts, 4-H program enrollment increased by at least 89% in all delivery modes in Somerset County, after approximately 10-year decline before serving as agent in county. It became the largest 4-H program in NJ.

(4-H program enrollment had also increased by approximately 10% during time as Atlantic County 4-H agent, in conjunction with efforts of other agent.)

4-H Summer Camp enrollment also increased by 63% in Somerset County since 1987-1995, with enrollment becoming highest in the state. (Camp enrollment had also increased by approximately 60% during time as Atlantic County 4-H agent, in conjunction with efforts of other agent.)



Devised promotional/educational displays for Ohio 4-H Center, 1985-1987.

Helped organize first annual Ohio 4-H Week, 2/86.

### **Computer Programs**

#### 4-H is More

Interactive module for use as kiosk/learning station. Has been demonstrated at NAE4-HA national conference, National 4-H Conference, Northeast Regional 4-H Leaders Forum, and purchased for use in Pennsylvania, Florida, Iowa, Wisconsin.

#### New Jersey 4-H Club Member Registration Database

Created for Somerset County 4-H, then assisted Carol Johnson in adapting for use statewide. Featured as part of seminar at 1990 NAE4-HA national conference by Kathleen Perkins, et al.

#### New Jersey 4-H Volunteer Registration Database

Created for Somerset County 4-H, then assisted Carol Johnson in adapting for use statewide. Featured as part of seminar at 1990 NAE4-HA national conference by Kathleen Perkins, et al.

## **11. PUBLICATIONS**

### **a. Refereed Publications**

Diem, K.G. (July 2015). Best practices for engaging youth as partners in planning, conducting, and evaluating sustainable development efforts. *Indian Journal of Sustainable Development* [Online]. Retrieved from: <http://www.publishingindia.com/ijsd/88/best-practices-for-engaging-youth-as-partners-in-planning-conducting-and-evaluating-sustainable-development-efforts/403/2846>.

Diem, K.G., Hino, J., Martin, D., Meisenbach, T. (December 2011). Is Extension ready to adopt technology for delivering programs and reaching new audiences? *Journal of Extension* [On-line], Volume 49(6). Available at: [www.joe.org/joe/2011december/a1.php](http://www.joe.org/joe/2011december/a1.php).

Godwin, D., Diem, K.G., Maddy, D.J. (August 2011). Best management practices for a successful transition into an administrative role. *Journal of Extension* [On-line], Volume 49(4). Available at: <http://www.joe.org/joe/2011august/a1.php>.

Diem, K.G. (2009). Preparing Youth Development Professionals to be Successful: How Do the Needs of Extension/4-H Compare to Other Organizations? *Journal of Extension* [On-line], Volume 47(1). Available at: <http://www.joe.org/joe/2009february/rb1.php>.

Diem, K.G. (Winter 2008). Applying Marketing Concepts to Non-Profit/Educational Organizations: The Youth Professional's Responsibilities in Program Marketing & Promotion. *Journal of Youth Development* [On-line], Volume 3(3), Article 080303FA003. Available at: [http://www.nae4ha.com/assets/documents/JYD\\_09080303\\_final.pdf](http://www.nae4ha.com/assets/documents/JYD_09080303_final.pdf).

Diem, K.G., Nikola, M. (December 2005). Evaluating the Impact of an Agricultural Leadership Development Program. *Journal of Extension* [On-line], Volume 43(6). Available at: [www.joe.org/joe/2005december/rb5.shtml](http://www.joe.org/joe/2005december/rb5.shtml)

Mitchell, K., & Diem, K.G. (May 2004). Spideriffic learning tools. *Science and Children*.

Diem, K.G., Devitt, A. (December 2003). Shifting the Focus of 4-H Record-Keeping from Competition and Subject Matter to Youth Development and Life Skills. *Journal of Extension* [On-line], Volume 41(6). Available at: [www.joe.org/joe/2003december/iw1.shtml](http://www.joe.org/joe/2003december/iw1.shtml).

Rothenburger, L., Diem, K.G., Van derVeen, W., Bellows, T. (May 2003). Students teaching students. *Science Teacher*.

Diem, K.G. (January 2003). Program development in a political world – it's all about impact!, *Journal of Extension* [On-line], Volume 41(1). Available at: [www.joe.org/joe/2003february/a6.shtml](http://www.joe.org/joe/2003february/a6.shtml).

Diem, K.G. (December 2002). Using research methods to evaluate your Extension program. *Journal of Extension* [On-line], Volume 40(6). Available at: [www.joe.org/joe/2002december/a1.shtml](http://www.joe.org/joe/2002december/a1.shtml).

Diem, K.G. (August 2002). Making program choices when resources are limited using a self-assessment tool with program stakeholders. *Journal of Extension* [On-line], Volume 40(4). Available at: [www.joe.org/joe/2002august/tt3.shtml](http://www.joe.org/joe/2002august/tt3.shtml).

Diem, K.G. (October 2001). National 4-H School Enrichment Survey, *Journal of Extension* [On-line], Volume 39(5). Available at: [www.joe.org/joe/2001october/rb6.html](http://www.joe.org/joe/2001october/rb6.html).

Diem, K.G. and Rothenburger, L. (August 2001). The County Fair – What has it done for you, lately?, *Journal of Extension* [On-line], Volume 39(4). Available at: [www.joe.org/joe/2001august/iw1.html](http://www.joe.org/joe/2001august/iw1.html).

Diem, K.G. (2001). How to Make Any Science Topic into Hands-on Fun, *Science Scope: A Journal for Middle and Junior High Science Teachers*. National Science Teachers Association, April 2001, Volume 24, number 7, pp. 46-49.

Diem, K.G. (1990). Reaching people with people. *Journal of Extension*, Volume XXVIII, Fall, p. 26.

## **b. Non-refereed Publications**

### **Non-refereed Journal Articles (Editor/Peer Reviewed)**

Diem, K.G. (August 2016). Program standards and expectations: Providing clarity, consistency, and focus. *Journal of Extension* [On-line], 54(4). Available from <http://www.joe.org/joe/2016august/tt1.php>. (Note: The submission was originally reviewed

and accepted for publication by the former JOE editor and was an article highlighted by the current editor once it was published. See <http://www.joe.org/joe/2016august/ed1.php>.)

Diem, K.G. (August 2011). Are you ready to be an administrator? A self-assessment to help You manage expectations when assuming a new role. *Journal of Extension* [On-line], 49(4). Available at: [www.joe.org/joe/2011august/tt1.php](http://www.joe.org/joe/2011august/tt1.php)

Diem, K.G. (July 2005). 4-H Record Books: An untapped source of 4-H impact information. *NAE4-HA News and Views*. [On-line], available at: <http://www.nae4ha.org/directory/newsandviews/article.aspx?id=fa7ba3a1-e75e-424f-a2a2-a515bc63e7c1>

Diem, K.G. (2004). 4-H Clubs. Article in *Encyclopedia of New Jersey* (M. Lurie/M. Mappen, ed.) P. 286. Rutgers University Press.

Rothenburger, L. and Diem, K.G. (Fall 2001). The County Fair - How to teach an old dog new tricks. Article in *NAE4-HA News and Views*, Volume 39, Issue 5, pp. 10-11.

Diem, K.G. (July 2000). How meaningful is 4-H school enrichment? Article in *NAE4-HA News and Views*; Vol. 53, Number 3, pp. 11-13.

Diem, K.G. (November 1995). New Jersey Develops "4-H Science Discovery Series." Article in *Sciencing*, a quarterly newsletter on Youth Science and Technology Education for the northeast states.

Diem, K.G. (November 1995). 4-H Science-sational Day. Article in *Sciencing*, a quarterly newsletter on Youth Science and Technology Education for the northeast states.

Diem, K.G. (November 1995). NJ 4-H Science Discovery Kits available for loan to teachers. Article in *New Science Teachers Association Newsletter*.

Diem, K.G. (May 1994). Computers and other technology can add interaction and excitement to learning. Article in *NAE4-HA News and Views*.

Diem, K.G. (October 1992). 4-H can be science-sational! Article in *NAE4-HA News and Views*, pp 8-9.

Diem, K.G. (July 1991). Overcoming myths of 4-H youth and volunteer resources: don't wonder, just ask! Article in *NAE4-HA News and Views*.

Diem, K.G. (October 1989). Using a Marketing Approach to Improve and Expand Your County 4-H Program. Article in *NAE4-HA News and Views*, p. 5.

**Notes, Book Reviews, Abstracts**

Diem, K.G., et. al. (2002) NJ 4-H Science Discovery Series in national CSREES Natural Resources and Environmental Management Flagship program database. Abstract located at <http://www.nrem.net/programs/flagship.html?id=496&&string=YEAR=2002>.

Diem, K. (2001) Program evaluation fact sheets (E284, FS869, FS943, FS995, FS996, FS997) listed on "Evaluation and Accountability Resources," web site. A Collaborative Project of the Southern Region Program and Staff Development Committee. Hosted by Kentucky Cooperative Extension Service. <http://www.ca.uky.edu/agpsd/soregion.htm>

Diem, K.G., et. al. (2000). Abstract in *4-H Y2K Program of Excellence 2000*, for 4-H Science Discovery Kits, United States Department of Agriculture (also published online at <http://www.4h-usa.org/4h/excellence/excellence.htm>).

Diem, K.G. and Rothenburger, L. (2000). Abstract in *4-H Y2K Program of Excellence 2000*, for 4-H Science-sational Day, United States Department of Agriculture (also published online at <http://www.4h-usa.org/4h/excellence/excellence.htm>).

Diem, K.G. (1995). 4-H Science-sational Day. Abstract in National CES Natural Resources and Environmental Management Database.

Diem, K.G., et. al. (1995). New Jersey 4-H Science Discovery Series. Abstract in National CES Natural Resources and Environmental Management Database.

Diem, K.G. (1994). What do youth like? A survey of youth interests in Somerset County, NJ. Abstract in 1993-1994 Summary of Research in Extension, Volume 6.

Diem, K.G. (1993). Marketing plan and ideas. Marketing 4-H U.S.A. Successful marketing ideas from coast to coast! (12 total pages, Dan Tabler, editor, Marketing 4-H Task Force, NAE4-HA Public Relations and Information Committee.). 1 page.

Diem, K.G. (1992). How Adult Volunteers Find Out About 4-H and Why They Volunteered. Abstract in 1990-1991 Summary of Research in Extension, Volume 5.

Diem, K.G. (1992). How Youth Find Out About 4-H and Why They Join. Abstract in 1990-1991 Summary of Research in Extension, Volume 5.

Diem, K.G. (1992). The Value of 4-H According to Parents of 4-H Club Members in Somerset County, NJ. Abstract in 1990-1991 Summary of Research in Extension, Volume 5.

Diem, K.G. (1990). The Image of the 4-H Youth Development Program and Rutgers Cooperative Extension of Somerset County, NJ: A Study of Public Awareness and Perceptions. Abstract in 1988-1989 Summary of Research in Extension, Volume 4.

Diem, K.G. (1990). Opinions and Knowledge About 4-H and the 4-H Fair: Exit survey of visitors to the Somerset County 4-H Fair. Abstract in 1988-1989 Summary of Research in Extension, Volume 4.

Diem, K.G. (1990). Determining the Degree of Success of 4-H Summer Camp Promotion and Programming. Abstract in 1988-1989 Summary of Research in Extension, Volume 4.

Diem, K.G. (1988). The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio. Abstract in 1986-1987 Summary of Research in Extension, Volume 3.

Diem, K.G. (1987). The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio. Research report and abstract included in 4-H Professional Research and Knowledge Base (4-H PRK) of National Agricultural Library/AGRICOLA.

### **Extension Publications & 4-H Program Management Documents**

UF/IFAS Extension E.D.I.S. publications authored or co-authored:

- The ABCs of 4-H: A Primer for 4-H Volunteers (<https://edis.ifas.ufl.edu/4H335>)
- Adopting 4-H Club Bylaws (<https://edis.ifas.ufl.edu/4H338>)
- How to Start a Club (for Youth Ages 8–18) (<https://edis.ifas.ufl.edu/4H336>)
- Making Learning Fun (<https://edis.ifas.ufl.edu/4H340>)
- Planning a Successful Field Trip (<https://edis.ifas.ufl.edu/4H339>)
- Positive Discipline for Youth (<https://edis.ifas.ufl.edu/4H341>)
- Protecting Youth and Volunteers by Planning Ahead, Reducing Risk (<https://edis.ifas.ufl.edu/4H342>)
- Selecting a Name for Your 4-H Club (<https://edis.ifas.ufl.edu/4H337>)

Baltzell, N., Bennett, B., Cooper, S., Diem, K., Ellison, S., Gumbiner, K., Myers, B., Nistler, D., Smith, D., Whitfield, S., Williams, J. (May 2014). Florida 4-H Summer Camp Planning Guide. [http://florida4h.org/camps/files/Summer\\_Camp\\_Planning\\_Guide.pdf](http://florida4h.org/camps/files/Summer_Camp_Planning_Guide.pdf)

As Associate Dean and Program Leader, 4-H Youth Development, for UF/IFAS Extension, created or led the development of the following statewide 4-H program management documents:

- 4-H Program Standards & Expectations (<http://florida4h.org/programs/4HStandardsExpectations.pdf>) (2013)
- Response to Final Audit Report conducted by UF Office of Internal Audit, 38 pp. (2013)
- Initiative 7 statewide plan of action (<http://pdec.ifas.ufl.edu/roadmap>) (2012, revised 2013)
- UF/IFAS Extension's Plan to Maintain Tax Exempt Status for Florida 4-H (January 2011), which led to development of Florida 4-H Implementation Guide To Maintain Tax Exempt Status for Your County 4-H Program,” and “Florida 4-H Annual Financial & Tax Reporting Guide - Required Procedures to Maintain Tax Exempt Status for Your County 4-H Program,” supporting web site (<http://florida4h.org/staff/taxexempt>), and

- major revisions to “Policies and Procedures for Handling Funds in County Extension Programs” (<http://ded.ifas.ufl.edu/resources/bank.shtml>).
- Report of Escambia County 4-H Task Force, 125 pp. (<http://escambia.ifas.ufl.edu/4h/4-h-task-force-information>) (2013)
  - Florida 4-H Facts & Impacts (<http://florida4h.org/about/impact>) (2012, revised 2013)
  - Florida 4-H Camping Facts & Impacts (<http://florida4h.org/about/impact>) (2013)
  - Annual plans of action for Initiative 7 of the Extension Roadmap: “Preparing youth to be responsible citizens and productive members of the workforce.” Included logic models and sample objectives ()
  - IFAS Extension 4-H Youth Development Response to Final Audit Report (November 2013), 19pp. plus appendices.
  - Numerous articles in 4-H Weekly Update (2010-13).
  - Priority 4-H Funding Needs – The Big Ideas (2013)
  - 4-H policy documents:
    - Handling Grants & Contracts Pertaining to UF/IFAS Extension 4-H Youth Development (<http://florida4h.org/policies/#contracts>) - 2013
    - Code of Conduct for Youth and Adults (<http://florida4h.org/policies/#code>) - revised 2013
  - UF/IFAS Youth Protection Policy (<http://florida4h.org/policies/#pro>)

Florida 4-H Volunteer Training Series (2014) (posted at [http://florida4h.org/volunteers\\_/resources/vts](http://florida4h.org/volunteers_/resources/vts)):

- Diem, K.G., & Knowles, B. (2014). The ABCs of 4-H: A Primer for 4-H Volunteers.
- Diem, K.G., Jordan, J., Terry, B., Pracht, D., Butterfield, J., Cletzer, A, McConnell, L., & Knowles, B. (2014) How to Start a Club.
- Diem, K.G., Norman, M. N., Jordan, J. C. & McConnell, L. (2014). Selecting a Name for your 4-H Club.
- Diem, K.G., Levings, J., & Knowles, B. (2014). Adopting a 4-H Club Bylaws.
- Diem, K.G., & Knowles, B. (2014). Planning a Successful Field Trip.
- Diem, K. G., & Levings, J. (2014). Making Learning Fun.
- Radunovich, H. L., Diem, K. G., & Bender, G. (2014). Positive Discipline for Youth.
- Diem, K.G. (2014). Protecting Youth and Volunteers by Planning Ahead, Reducing Risk.

Diem, K.G., Gamble, K., Hino, J., Martin, D., Meisenbach, T. (2009). “Assessing County Extension Programs’ Readiness to Adopt Technology: An OSU Case Study of Two Oregon Counties.” Unpublished report available online at <http://extension.oregonstate.edu/internal/initiatives>.

OSU SOARS web site and Data Entry Manual, version 2 (with Crystal Hines), December 2008. Posted at <http://extension.oregonstate.edu/employees/employee-resources/soars>

As Director of 4-H Youth Development at Clemson University, created the following statewide 4-H program management documents:

- Welcome/orientation meeting and materials for new county 4-H staff (2006)
- *4-H Leadership Programs and Opportunities (2006)*

- CUMIS standards for agent reporting of program participation and impact, to match plan of work, EPMS (Employee Management Performance System) standards, and County 4-H Program Standards & Quality Indicators (2006)
- Five-year Extension Plan of Work for 4-H Youth Development (with D. Weatherford, 2006)
- Federal GRPA report for 4-H Youth Development (annual since 2005)
- *4-H Clubs - The Foundation of 4-H*, an outline of tips and resources for 4-H club members, parents, and volunteer leaders ([www.clemson.edu/4h/4hclubs.htm](http://www.clemson.edu/4h/4hclubs.htm)) (2005)
- Strengthening 4-H Mini-Grant Program *Request for Proposals* form and *Helpful hints for "Strengthening 4-H" mini-grant proposals* (2006)
- Uniform position description for hiring county 4-H agents statewide (2006)
- *My 4-H Project Record Book Score Sheet* (2006)
- *4-H Honor Club* criteria for USDA club chartering
- *Evidence of the Benefits and Impact of 4-H Youth Development* (2005)
- *An Investment For The Future: The Value And Benefits Of The South Carolina 4-H Youth Development Program And A County 4-H Agent* (2005)
- Diagram of 4-H Mission & Program Priorities (2005)
- EPMS performance evaluation standards for county 4-H staff (2006)
- *4-H Facts in Brief*, an annual summary of 4-H program highlights and enrollment data (annual since 2005)
- *4-H is for You!* state 4-H promotional brochure (with state 4-H staff)
- *State 4-H News*, a quarterly 4-H update to interested audiences (with state 4-H staff, since 2005)
- County 4-H Program Standards & Quality Indicators (2005-2006)
- Statewide 4-H Age & Cloverbud Participation Policy and Rationale (2005)
- Standard forms for use statewide (2005):
  - 4-H Club Member Registration Form
  - 4-H Youth Group Enrollment Form
  - 4-H Volunteer Registration Form
  - 4-H Event Permission Form for Youth
  - 4-H Event Agreement Form for Adults

Diem, K.G. (2005). 4-H Leader Training Series orientation and training materials adapted for use with South Carolina 4-H volunteers. (Posted at [http://www.clemson.edu/extension/4h/volunteers/training\\_series.html](http://www.clemson.edu/extension/4h/volunteers/training_series.html)) New fact sheets include:

- The ABC's of 4-H: A Primer for 4-H Volunteers
- Making Learning Fun
- 4-H Project Materials for Learning and Fun
- *An Outline for Orientation and Training for 4-H Club Leaders and Other Volunteers* a standard means to conduct county-based volunteer orientation sessions (January 2006).

Diem, K. (2005). Lesson guides in 4HCCS "Exploring the Treasures of 4-H" Helper's Guide (<http://www.4-hcurriculum.org/projects/exploring4h/helper.html>):

- Fun With Atoms & Molecules
- My Backyard is a Jungle!

- Where Will The Wind Take Me Today?
- Is That Cloud Going to Rain on Me Today?
- Steam, and Sweat
- Make Your Own Cloud And Miniature Rainstorm
- Hot, Hot, Hot
- Pushy Air!
- Blowin' In The Wind
- Be a "Rock" Star

Diem, K.G. (2004). The Rutgers Cooperative Extension Process for Curriculum Development & Acquisition for 4-H/Youth Audiences. Rutgers Cooperative Extension Fact Sheet #890. 2 pages. (<http://www.rce.rutgers.edu/pubs/pdfs/fs890.pdf>)

Maxa, E., Roegge, C., Diem, K.G., et al. (2003). Heads On, Hands On – The Power of Experiential Learning. Printed training guide, supporting videotape and web site. (<http://4hccsprojects.com/learn/>). National 4-H Cooperative Curriculum System ([www.n4hccs.org](http://www.n4hccs.org)).

Diem, K.G. (2003). 4-H Advisory Committee and Volunteer Roles in 4-H Curriculum Development. Rutgers Cooperative Extension Fact Sheet #FS258. 2 pages. (<http://www.rce.rutgers.edu/pubs/pdfs/fs258.pdf>)

Diem, K.G. (2003). Using Experimental Designs for Program Evaluation. Rutgers Cooperative Extension bulletin. Rutgers Cooperative Extension Bulletin E284. 7 pages. (<http://www.rce.rutgers.edu/pubs/pdfs/e284.pdf>)

Diem, K.G. (2002). Compliance with regulations for protection of human subjects in program evaluation and research: A guide for Rutgers Cooperative Extension faculty and staff. Rutgers Cooperative Extension Fact Sheet #998. 4 pages. (<http://www.internal.rutgers.edu/progeval/humansubjectsresearch.html>)

Diem, K.G. (2002). A step-by-step guide to developing effective questionnaires and survey procedures for program evaluation & research. Rutgers Cooperative Extension Fact Sheet #995. 6 pages. (<http://www.rce.rutgers.edu/pubs/pdfs/fs995.pdf>)

Diem, K.G. (2002). Choosing a data collection method for survey research. Rutgers Cooperative Extension Fact Sheet #996. 2 pages. (<http://www.rce.rutgers.edu/pubs/pdfs/fs996.pdf>)

Diem, K.G. (2002). Improving response rate and controlling nonresponse error in survey research. Rutgers Cooperative Extension Fact Sheet #997. 2 pages. (<http://www.rce.rutgers.edu/pubs/pdfs/fs997.pdf>)

Diem, K.G. et al. (2001). “Better Youth for Better Communities” model/diagram of department program priorities, produced by Youth Issues Task Force/Development Team. 1 p. ([www.internal.rutgers.edu/pdfs/4h/youthissuesdiagram.pdf](http://www.internal.rutgers.edu/pdfs/4h/youthissuesdiagram.pdf))



Diem, K.G. et al. (2001). New Jersey 4-H Science Discovery Series Teacher-Leader Guide Volume 2. Contains units on weather, oceanography, tree & leaf identification, space exploration, spiders, waste management & environmental conservation, and a teacher reference for seeking more information. Lessons are geared for youth in grades 4-10. 202 pp. A web site was also created to support the curriculum ([www.discoverscience.rutgers.edu](http://www.discoverscience.rutgers.edu)).

Diem, K. (2001). Weatherwise. Educational lesson in New Jersey 4-H Science Discovery Series Volume 2. 61 pp.

Diem, K.G. (2001). Introduction and support materials (news release, promotional brochure, poster, etc.) to Leader Lesson Guide in New Jersey 4-H Science Discovery Series Volume 2, produced by Department Science & Technology Committee (202 pp. total). 7 pp.

Diem, K. (2000). My 4-H Record Book - A general purpose record book. Rutgers Cooperative Extension publication #4H239. 16 pp. ([www.rce.rutgers.edu/pubs/pdfs/4h/4h239.pdf](http://www.rce.rutgers.edu/pubs/pdfs/4h/4h239.pdf))

Co-author, 4-H Record Books based on above (available at <http://www.nj4h.rutgers.edu/pubs>):

- My 4-H Sheep Project Record Book (Trial Version) (30 pp.) 10/22/2003 (4H246)
- My 4-H Goat Project Record Book (Trial Version) (34 pp.) 9/30/2003 (4H245)
- My 4-H Bird & Poultry Project Record Book (34 pp.) 9/24/2003 (4H263)
- My 4-H Horse Project Record Book (38 pp.) 9/24/2003 (4H52)
- My 4-H Dog Care and Training Project Record Book (27 pp.) 10/1/2002 (4H242)
- My 4-H Herpetology Project Record Book (24 pp.) 10/1/2002 (4H243)
- My 4-H Model Horse Project Record Book (26 pp.) 10/1/2002 (4H244)
- My 4-H Rabbit, Cavy and Small Animal Project Record Book (24 pp.) 9/1/2002 (4H241)
- My 4-H Dairy Project Record Book (Trial Version 2002-2004) (28 pp.) 9/1/2002 (4H252)

Diem, K.G. (3rd edition, 2001; 2nd edition, 1994; 1st edition, 1990.) Information sheets in New Jersey 4-H Volunteer Training Series (<http://nj4h.rutgers.edu/volunteering/lts>):

- Learn by doing - the 4-H way. 4 pp. 2001.
- Planning and conducting a successful program or activity. 4 pages. 1990. Revised 2001.
- How to write a news release. 6 pages. 1994.
- Planning a successful field trip. 2 pages. Revised 2001.
- There's more to 4-H than clubs: 7 ways 4-H reaches youth. 2 pages. 1994.
- Positive discipline for children. 4 pages. 1994.
- How to Start a 4-H Club. 4 pages. First edition, 1990. Revised 1994.
- New Jersey 4-H Camp. 4 pages. First edition, 1990. Revised 2001.
- 4-H Club Treasuries and Fund Raising. 4 pages. First edition, 1990. Revised 1994. Adapted by G. Powell for 3rd edition, 2001.
- Liability of 4-H Volunteers. 4 pages. First edition, 1990. Revised 1994.
- How Effective is Your 4-H Club? A Checklist for Success. 4 pages. First edition, 1990. Revised 2001.
- What Makes a Good 4-H Club Meeting? 2 pages. First edition, 1990. Revised 1994.
- Selecting a Name for Your 4-H Club. 2 pages. First edition, 1990. Revised 1994.

- Promoting 4-H and Getting More Members for Your Club. 4 pages. First edition, 1990. Revised 1994.
- How to Conduct a Successful Community Service Project. 4 pages. First edition, 1990. Revised 1994, 2001.
- Devising a 4-H Club Constitution. 4 pages. First edition, 1990. Revised 1994.

Curriculum Pilot Test Evaluation Forms:

- Diem, K. (2000). 4-H Record Book Trial Version Evaluation for 4-H Club Members. 2 pp.
- Diem, K. (2000). 4-H Record Book Trial Version Evaluation for 4-H Club Leaders. 2 pp.
- Diem, K. (1996). 4-H Curriculum Survey for Adult Leader/Teacher. 1 pp.
- Diem, K. (1996). 4-H Project Material Survey (for youth). 1 pp.

Diem, K. (July 2000). Guide for Reporting 4-H Membership & Volunteer Participation. Publication for Department of 4-H Youth Development. 8 pp.

Diem, K. (1999). Choosing appropriate research methods to evaluate educational programs . Rutgers Cooperative Extension Fact Sheet #FS943. 4 pp.  
(<http://www.rce.rutgers.edu/pubs/pdfs/fs943.pdf>)

Diem, K. (10/98). Bienvenidos a 4-H! Una Guia para los Miembros Nuevos del Club de 4-H y sus Padres” This fact sheet is the Spanish version of FS576 - "Welcome to 4-H! A guide for new 4-H club members and their parents."

Diem, K. (10/98). Respuestas a Preguntas que tiene sobre 4-H. This fact sheet is the Spanish version of FS577 - Answers to Questions You Want to Know about 4-H. Rutgers Cooperative Extension publication #FS929.

Diem, K. (10/98). Nueva Jersey, Formulario De Permiso Para Un Evento De 4-H. This form is the Spanish version of form 4H104, New Jersey 4-H Event Permission Form. Rutgers Cooperative Extension publication #4H240.

Diem, K. (1997. Rev. 6/98.). Rutgers Cooperative Extension Curriculum Development Guide for 4-H/Youth Audiences (57 pp.) Rutgers Cooperative Extension Publication #E211.  
(<http://www.rce.rutgers.edu/pubs/pdfs/4h/e211.pdf>)

Diem, K. et al. (1998). New Jersey 4-H Science Discovery Series Leader Lesson Guide Volume 1 (72 pp.) Rutgers Cooperative Extension Publication #E204. Accepted by a national jury for inclusion into National 4-H Curriculum Collection. (Publication online at <http://www.rce.rutgers.edu/pubs/pdfs/4h/e204.pdf>. Citation listed at <http://www.reeusda.gov/4h/curricul/d1.htm>)

Diem, K. (1998). Enliven Teaching and Learning with a Variety of Instructional Methods. Rutgers Cooperative Extension Fact Sheet #892. 4 pages.  
(<http://www.rce.rutgers.edu/pubs/pdfs/fs892.pdf>)

- Diem, K. (1998). The Learn-By-Doing Approach to Life Skill Development. Rutgers Cooperative Extension Fact Sheet #891. 2 pages.  
(<http://www.rce.rutgers.edu/pubs/pdfs/fs891.pdf>)
- Diem, K. (1998, annual updates). Rutgers Cooperative Extension 4-H Staff Curriculum Reference List/4-H Publication List for 4-H/Youth Audiences (14 pp.)
- Diem, K. (1998). Introduction to Leader Lesson Guide in New Jersey 4-H Science Discovery Series, produced by Department Science & Technology Committee (74 pp. total). 7 pages.
- Diem, K. (1997). Measuring Impact of Educational Programs. Rutgers Cooperative Extension Fact Sheet #869. 4 pages. (<http://www.rce.rutgers.edu/pubs/pdfs/fs869.pdf>)
- Diem, K. (1995). Geology where you live. Educational lesson and activity kit in New Jersey 4-H Science Discovery Series, produced by Department Science & Technology Committee (74 pp. total). 9 pages.
- Powell, G. & Diem, K. (1994). Youth Issues in Zimbabwe. Article in Visions, A Publication of the Department of Home Economics, Rutgers Cooperative Extension . Volume 6, Number 2. 1 page (8 pp. total).
- Powell, G. & Diem, K. (1994). Youth Issues in Zimbabwe. Information sheet. 6 pages.
- Diem, K. Educational activity sheets in New Jersey 4-H Earth X-Press, produced by Department Science & Technology Committee:
- Is it a rock or not? (1995 - Volume III, approx.15 pp. total). 1 page.
  - Where did that rock come from? (1995 - Volume III, approx.15 pp. total). 1 page.
  - Planet of the plants. (1995 - Volume III, approx.15 pp. total). 1 page.
  - Mysteries of hot and cold. (1993 - Volume II, 15 pp. total). 1 page.
- Diem, K. (1993). Does your club and its members have what it takes to be a NJ 4-H Honor Club? Rutgers Cooperative Extension Fact Sheet #206. 2 pages.
- Diem, K. and Gross, D. (1992). Official NJ 4-H Curriculum Resources List. 21 pages.
- Diem, K. (1992). Teens take the lead in the NJ 4-H Teen Leadership Project. Rutgers Cooperative Extension Fact Sheet #617. 2 pages. Revised 1994.
- Diem, K. (1991, revised 2001). Welcome to 4-H! A Guide for new 4-H club members and their parents. Rutgers Cooperative Extension Fact Sheet #576. 4 pages.  
([www.rce.rutgers.edu/pubs/pdfs/4h/fs576.pdf](http://www.rce.rutgers.edu/pubs/pdfs/4h/fs576.pdf))
- Diem, K. (1991, revised 2001). Answers to questions you wanted to know about 4-H. Rutgers Cooperative Extension Fact Sheet #577. 2 pages.  
(<http://www.rce.rutgers.edu/pubs/pdfs/4h/4h577.pdf>)

Diem, K and Smith, B.A. (4/90). Rutgers Cooperative Extension 4-H Event Permission Form. 4 pages. Revised 1994.

Devine, B., Johnson, C., Diem, K. (1990). Reference manuals/documentation for NJ 4-H member and volunteer computer registration databases. 50+ pages.

Diem, K. (8/89, revised 2004). New Jersey 4-H Club Member Registration Form. 2 pages.

Diem, K. (8/89). New Jersey 4-H Adult Volunteer Registration Form. 2 pages.

Diem, K. (8/89, revised 2004). New Jersey 4-H Group Registration Form. 1 page.

Diem, K. (1989). Criteria for Assessing the Value of a 4-H Program. Wisconsin Cooperative Extension Reaching People With People, A Guide to Marketing 4-H With Volunteers (462 total pages, Linda Kutska, editor/author). 2 pages.

Diem, K. (1989). Use of Marketing Activities in Your County 4-H Program. Wisconsin Cooperative Extension Reaching People With People, A Guide to Marketing 4-H With Volunteers (462 total pages, Linda Kutska, editor/author). 2 pages.

Diem, K. and Powell, G. (1989). Long-Range Plans. Wisconsin Cooperative Extension Reaching People With People, A Guide to Marketing 4-H With Volunteers (462 total pages, Linda Kutska, editor/author). 3 pages.

Lang, G. and Department Curriculum Advisory Committee (1989). NJ 4-H Curriculum Development Guidelines. Contributing author, including the format for leader lesson plans which was adapted for use in this guide from Somerset County version.

Baillere, J., Bergman, R., Diem, K. (3/88).

Volunteer! NJ 4-H promotional brochure. 2 pages. (1987).

Diem, K. (1986-1987). Research in-brief articles in Ohio State 4-H Newsletter:

- “Effective Communication Media for Reaching Potential Minority 4-H Youth”
- “The Changing Roles of Women: Some Facts and Implications for the 4-H Program”
- “Keeping Volunteers Happy – Learning from the Business World”
- "Recruiting 4-H Volunteers”
- “Promotion Plans, In-Service May Have Helped Counties Increase 1986 4-H Enrollment: An Analysis”, with Dennis Elliott
- “Retaining Volunteer 4-H Leaders”
- “4-H Volunteer Leadership Development Program Needs”
- “Teen Pregnancy: A Perspective On A Complex Problem”
- “Leaders Of Youth Seek Delicate Balance Of Involvement”
- “Teen Employment: Issues And Guidelines”

Cox, K. and Diem, K. (1986). Older youth resource notebook. Co-editor and a contributing author to this compilation of lesson plans and resource materials for use with teenage youth. This notebook has been in use in Ohio and other states which requested it after being featured at NAE4-HA national conferences. 300 pages.

Diem, K., Drummond, K., Helt, J. (8/85, Rev. 8/86). 4-H at the Ohio State Fair. State promotional brochure. 2 pages.

Diem, K. and Hoffman, J. (1984-86). NJ 4-H Expo Information and Registration Materials packet. 15 pages.

Diem, K. and Hoffman, J. (1984-86). Registration/Pre-Expo Planning Information and Instructions for County Faculty and Staff. 5 pages.

Karyn Malinowski, et al. (8/84). New Jersey 4-H Horse Project Record Book. Contributing author (adaptations from Atlantic County 4-H Horse Project Record Book, 1/83). Rutgers Cooperative Extension publication EO48. 21 pages.

Battaglia, R., Warner, R., Diem, K. (5/81). Indiana State 4-H Horse Bowl Contest Guidelines. Indiana State 4-H Department.

### **Educational newsletters**

4-H Youth Development Update, bi-monthly, 2004-06  
Email news for faculty/staff working with 4-H

Curriculum Update, 1997-2004

Written 2-3 times per year to inform 4-H Department faculty and staff of important curriculum-related issues, information, and policies. Distributed via email.

NJ 4-H Volunteer Newsletter, 1998-1999  
Contributing author. 2-4 issues per year.

Somerset County 4-H Clover Tales, 1987-1996

“A timely and educational newsletter for all 4-H participants and interested others,” co-written with other 4-H agent. Approx. 20 pages. Six issues per year.

Somerset County 4-H Leader Alert, 1987-1989

Attached to Clover Tales, to provide 4-H volunteers with information about their unique responsibilities and concerns as well as tips on effectively working with youth, co-written periodically with other 4-H agent.

Atlantic County 4-H News, 1982-1985

For members and volunteers, co-written monthly with other 4-H agent.

Atlantic County 4-H Hotline, 1982-1985

For adult 4-H volunteers, co-written monthly with other 4-H agent.

Atlantic County 4-H Youth Council News Notes, 1983-1985

Created this for high school aged youth involved in the 4-H Youth Council, written monthly.

Atlantic County 4-H Equine Edition, 1983-1985

Created this for youth and adults involved in the 4-H horse project, written quarterly.

## 12. LECTURES, SPEECHES OR POSTERS PRESENTED AT PROFESSIONAL CONFERENCES

### a. National

Diem, K.G. (Invited, to be presented October 10, 2016). Plans of the Champions for Underserved/Underrepresented/Diverse, Racial-Ethnic Youth at the meeting of State 4-H Program Leaders at NAE4-HA national conference, New Orleans, LA. (Invited)

Diem, K.G. (October 2015). Creating effective surveys that achieve results you can count on ... For program development, evaluation, and improvement. Seminar presented at presentation at NAE4-HA national conference, Portland, OR. (Refereed)

Diem, K.G. (October 2015). Florida 4-H Program Standards and Expectations. Poster presented at NAE4-HA national conference, Portland, OR. (Refereed)

Diem, K.G. (October 2014). Positioning Your Extension/4-H Program for the Future through Strategic Marketing and Program Transformation. Seminar presentation at NAE4-HA national conference, Minneapolis, MN. (Refereed)

Gamble, K. (moderator), Diem, K.G., et al. (November 2012). eXtension panel: "Critical Conversation on Cultivating a workforce of knowledge workers." Online at: <http://www.youtube.com/watch?v=l4FJHAZ9bCw&feature=c4-overview-vl&list=PLt8Rs7W5R0X2tNXVQKb2qjklXivbpELr0>

Diem, K.G. (October 2011). Gain a New Perspective to Reach Underrepresented Audiences and Build a More Diverse 4-H Program: It Starts with the 4-H Professional. Seminar presentation at NAE4-HA national conference, Omaha, NE. (Refereed)

Hart, D., Diem, K., Maddy, D. (April 2010). County Extension Operations: Facing Crisis, Managing Change, and Positioning for Recovery. Refereed seminar presented at "Leadership for Tomorrow: Strategies for Resurgence" Conference, Columbus, OH.

Diem, K.G. (October 2009). Strategic Marketing: Your Ticket to a More Secure Future for Your Extension/4-H Program. Refereed seminar presented at NAE4-HA national conference, Rochester, NY. (Refereed). Conference seminar materials posted at <http://media.cce.cornell.edu/hosts/nae4ha2009//handouts.htm>

- Godwin, D., Diem, K.G., Maddy, D.J. (September 2008). Best management practices for a successful transition into an administrative role. Refereed seminar presented at Galaxy national conference, Indianapolis, IN. (Refereed)
- Diem, K.G. (October 2007). Creative Methods for Volunteer & Staff Orientation/Training. Seminar presentation at NAE4-HA national conference, Atlanta, GA. (Refereed)
- Diem, K.G. (October 2007). Deciphering the High-Tech "Mumbo Jumbo" - Strengthening Programs and Connecting People With Technology. Seminar presentation at NAE4-HA national conference, Atlanta, GA. (Refereed)
- Hoskins, B., Quinn, W., Diem, K. (June 2007). Effective Online Program Models from Faculty and Student Perspectives. Invited panel presentation at Educause Southeast Regional Conference, "Navigating the Rapids of Campus Technology," June 11-13, 2007, Atlanta, GA.
- Diem, K., Drescher, B., Mincemoyer, C., Rea-Keywood, J., Roby, D., Walsh, A. (October 2006). Introducing Children to the Many Treasures of 4-H. Seminar presentation at NAE4-HA national conference, Milwaukee, WI. (Refereed)
- Diem, K., Blalock, L. (May 2006). Exploring the Treasures of 4-H for Fun and Learning. Seminar presented at Children, Youth, & Families at Risk (CYFAR) national conference, Atlanta, GA. (Refereed)
- Diem, K., Starks, N. (April 2006). Exploring the Treasures of 4-H. Round-table seminars at Southern Region Biennial 4-H Specialists conference, Tulsa, OK. (Refereed)
- Diem, K., Rea-Keywood, J. (February 2006). Help Youth Discover the Science of the World Around Them. Seminar at National Strengthening Youth, Families and Communities Conference, Myrtle Beach, SC. (Refereed)
- Diem, K., Rea-Keywood, J. (February 2006). Explore the "Treasures" of 4-H for Fun & Learning. Seminar at National Strengthening Youth, Families and Communities Conference, Myrtle Beach, SC. (Refereed)
- Diem, K., Rea-Keywood, J., Bovitz, L. (February 2006). Help Youth Discover the Science of the World Around Them. Poster session at National Strengthening Youth, Families and Communities Conference, Myrtle Beach, SC. (Refereed)
- Diem, K., Rea-Keywood, J., Bergenfeld, M. (November 2005). Exploring the Treasures of 4-H. Seminar at 4HCCS post-conference at NAE4-HA national conference, Seattle, WA.
- Diem, K., (November 2005). So, You Want to Create a Survey? Seminar at NAE4-HA national conference, Seattle, WA. (Refereed)

Diem, K. (April 2005). Help Youth Discover the Science of the Real World with the Science Discovery Series. Poster presentation at Clemson University College of HEHD Research Forum, Clemson, SC.

Diem, K. (December 2004). Program Evaluation and Impact. Clemson PSA Biennial Conference, Myrtle Beach, SC.

Diem, K., (October 2004). Get Weatherwise! Seminar at NJ Science Teachers Convention, Somerset, NJ.

Diem, K., et. al. (October 2004). Help Youth Discover the Science of the Real World with the Science Discovery Series. Poster session at NAE4-HA national conference, Oklahoma City, OK. (Refereed)

Diem, K., McKee, P., Mitchell, K., Nichnadowicz, J, Rea-Keywood, J., Webersinn, B.J. (March 2004). Are We Having Fun Yet? How to Make Science Fun for Elementary Students (& Their Teachers). All-day training training conference at NJ Museum of Agriculture, North Brunswick, NJ.

Diem, K., Mitchell, K., Rea-Keywood, J., Webersinn, B.J. (January 2004). Helping Youth Discover the Science of the World Around Them. Seminar at Alliance for NJ Environmental Education (ANJEE) conference at Rider University, Lawrencville, NJ.

Diem, K., Mitchell, K. Nichnadowicz, J, Rea-Keywood, J., Webersinn, B.J. (October 2003). Help students discover the fun of science with the NJ 4-H Science Discovery Series. Seminar at NJ Science Teachers Convention, Somerset, NJ.

Diem, K., Bovitz, L, Mitchell, K. Nichnadowicz, J, Rea-Keywood, J., Rothenburger, L , Webersinn, B.J. (October 2003). Discovering the science of the real world can be fun for kids ... and teachers too!. All-day pre-conference seminar at NJ Science Teachers Convention, Somerset, NJ.

Diem, K., Rea-Keywood, J. (September 2003). Science Discovery Series: A CCS Product Premier. Pre-conference seminar at Galaxy Summit national conference, Salt Lake City, UT.

Diem, K., Mitchell, K. Nichnadowicz, J, Rea Keywood, J. Rothenburger, L., Webersinn, B.J. (September 2003). "Break Through" To Kids With Real-World Science Fun. Seminar at Galaxy Summit national conference, Salt Lake City, UT. (Refereed)

Diem, K., Jesuncosky, B.J., Mitchell, K. Nichnadowicz, J, Rea Keywood, J. (October 2002). Helping youth develop life skills while discovering the science of the world around them. Seminar at NAE4-HA national conference, Norfolk, VA. (Refereed)

Diem, K. (October 2001). Creating surveys that get results. Seminar presented at NAE4-HA national conference, Bismarck, North Dakota. (Refereed)



Diem, K. and Devitt, A. (October 2001). Helping youth recognize what they've learned - with record books used to teach, not just compete. Poster session presented at NAE4-HA national conference, Bismarck, North Dakota. (Refereed)

Diem, K., Jesuncosky, B.J., Mitchell, K. Nichnadowicz, J, Rea-Keywood, J. (October 2001). Making Science Fun with the NJ 4-H Science Discovery Series. Seminar at NJ Science Teachers Convention, Somerset, NJ.

Rothenburger, L.; Bovitz, L.; Mitchell, K.; Diem, K. (October 2001). Reach into your bag of tricks and make science fun. Pre-conference seminar at NJ Science Teachers Convention, Somerset, NJ.

Diem, K. and Mitchell, K. (April 2001). Improving science and math literacy through the NJ 4-H Science Discovery Series. Seminar presented at NJ Community Connections Conference, Piscataway, NJ.

Diem, K. (April 2001). You say your program is valuable - but can you prove it? Seminar presented at NJ Community Connections Conference, Piscataway, NJ.

Diem, K. (1/98). Seminar presentations at National Science & Technology Symposium, Orlando, FL (Refereed):

- A science-sational way to build community partnerships while making science fun for youth
- Take science wherever you teach - with self-contained, hands-on lesson kits for youth
- Whether it's "scary science" or "fabulous fun," it's up to you!

Diem, K. (10/97). Seminar presentations at Galaxy Summit national conference, Cincinnati, OH (Refereed):

- Developing Extension Programs with Impact
- Get Out of the Lecture Rut...and Make Learning More Exciting for Everyone

Minch, D., Bethard, G., Powell, G., Diem, K., Liptak, C. (10/97). 4-H Summer Adventure Weeks. Poster session at Galaxy Summit national conference, Cincinnati, OH.

Diem, K. et al. (11/96). Making science fun for youth through self-contained, hands-on lesson kits. Seminar presentation at NAE4-HA national conference, Grand Rapids, Michigan. (Refereed)

Diem, K. (11/96). A science-sational way to build community partnerships while making science fun for youth. Seminar presentation at NAE4-HA national conference, Grand Rapids, Michigan. (Refereed)

Diem, K. (11/96). How to build hands-on fun into any program or curriculum to make learning come alive. Seminar presentation at NAE4-HA national conference, Grand Rapids, Michigan. (Refereed)

- Diem, K. (11/94). 4-H + County Government = Career Exploration for Youth. Seminar presented at NAE4-HA national conference, Niagara Falls, NY. (Refereed)
- Diem, K. (5/94). Somerset County 4-H Science-sational Day. Invited seminar presented at the Science Education Beyond the Classroom conference as part of a panel presentation on Introducing Science Through Summer Camp Programs (with Ken Lafontaine and Margaret O'Neil), Cornell University.
- Diem, K. (2/94). If your camp got a report card, would it pass or fail?. Seminar at National Invitational 4-H Camping Institute II, Front Royal, VA.
- Diem, K. (2/94). Using a theme to make your camp special and fun. Seminar at National Invitational 4-H Camping Institute II, Front Royal, VA.
- Diem, K. (11/93). Cutting-edge technology for cutting-edge educational programs. Seminar presented at NAE4-HA national conference, Winston-Salem, NC. (Refereed)
- Diem, K. (11/92). Putting Marketing Concepts Into Practice In 4-H. Seminar presented at NAE4-HA national conference, Kansas City, MO. (Refereed)
- Diem, K. (11/92). Using educational technology to offer creative Extension programs. Seminar presented at NAE4-HA national conference, Kansas City, MO. (Refereed)
- Diem, K. (1992). Determining the Degree of Success of 4-H Summer Camp Promotion and Programming. Poster session at NAE4-HA national conference, Kansas City, MO. (Refereed)
- Diem, K. (6/92). Expanding 4-H participation and image through marketing. All-day in-service for Department of 4-H Youth Development. Co-presenters: Judy Baillere, Marilyn Mozenter, Mary Stewart.
- Diem, K., Reeves, K. (4/92). Co-facilitator of Communications Consulting Group. National 4-H Conference, Washington, D.C.
- Diem, K. (3/92). Keeping 4-H A Secret. Invited keynote address at Connecticut State 4-H Forum, University of Connecticut, Hartford, CT.
- Diem, K. (3/92). How to work with kids and keep your sanity too. Invited seminar at Connecticut State 4-H Forum, University of Connecticut, Hartford, CT.
- Diem, K. (9/91). How to work with kids and keep your sanity too. Northeast Regional 4-H Volunteer Leader Forum, Hershey, PA.
- Diem, K. (4/91). Children will behave the way you help them to. "Celebrate the Family," Family Strengths Conference, Penn State University. (Refereed)

Diem, K. (2/91). Marketing Your Camp. National Invitational 4-H Camping Institute, Front Royal, VA.

Diem, K. (11/90). 4-H is More computer-based promotional kiosk. Educational exhibit at NAE4-HA national conference, White Sulphur Springs, WV. (Refereed)

Diem, K. (11/89). Bringing Your County 4-H Program Into the 1990's With Effective Marketing. Seminar at NAE4-HA national conference, Mobile, AL. (Refereed)

Diem, K. (11/89). Responding to Clientele Needs of Today and Tomorrow by Developing and Implementing a Long-Range Plan to Offer Priority 4-H Programming in Your County. Poster session presentation at NAE4-HA national conference, Mobile, AL. (Refereed)

Diem, K. (11/87). Applying The Marketing Concept To The 4-H Program To Attain High Enrollment, Visibility, And Client Satisfaction. Presentation at NAE4-HA national conference, San Diego, CA. (Refereed)

### **Conference Research Papers (juried/refereed)**

Diem, K.G., Gamble, K., Hino, J., Martin, D., Meisenbach, T. (October 2010). Assessing County Extension Programs' Readiness to Adopt Technology: An Oregon Case Study With Implications for 4-H Youth Development Education. Refereed research paper presentation at NAE4-HA national conference, Phoenix, AZ.

Diem, K.G. (September 2008). How Does Extension/4-H Compare to Other Organizations in Preparing Youth Development Professionals to be Successful? Refereed research paper presented at Galaxy/NAE4-HA national conference, Indianapolis, IN.

Diem, K.G. (November 2005). Using an Analysis of 4-H Record Books to Evaluate What 4-H Club Members Learn. Refereed research paper presented at NAE4-HA national conference, Seattle, WA.

Diem, K.G. (2000). National 4-H School Enrichment Survey. Refereed research paper presented at NAE4-HA national conference, Denver, CO.

Diem, K.G. (1994). What do youth like? A survey of youth interests in Somerset County, NJ. Refereed research paper presented at NAE4-HA national conference, Niagara Falls, NY.

Diem, K.G. (1992). The Value of 4-H According to Parents of 4-H Club Members in Somerset County, NJ. Refereed research paper presented at NAE4-HA national conference, Kansas City, MO.

Diem, K.G. (1992). How Adult Volunteers Find Out About 4-H and Why They Volunteered. Refereed research paper presented at NAE4-HA national conference, Kansas City, MO.

Diem, K.G. (1992). How Youth Find Out About 4-H and Why They Join. Refereed research paper presented at NAE4-HA national conference, Kansas City, MO.

Diem, K.G. (1992). Opinions and Knowledge About 4-H and the 4-H Fair: Exit survey of visitors to the Somerset County 4-H Fair. Refereed research paper presented at NAE4-HA national conference, Kansas City, MO.

Diem, K.G. (1990). The Image of the 4-H Youth Development Program and Rutgers Cooperative Extension of Somerset County, NJ: A Study of Public Awareness and Perceptions. Refereed research paper presented at NAE4-HA national conference, White Sulphur Springs, WV.

Diem, K.G. (5/89). The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio. Refereed (of 18 papers accepted out of 44 proposals submitted) research paper presented at national Symposium on Research in Extension Education, Columbus, OH.

Diem, K.G. (5/89). Determining the Degree of Success of 4-H Summer Camp Promotion and Programming. Refereed (of 6 papers accepted out of 20 proposals submitted), applied research paper presented at National Symposium on Research in Extension Education, Columbus, OH.

Diem, K.G. and Miller, L. (2/88). The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio. Refereed research paper presented at Central States Agricultural Education Research Conference in Chicago, IL.

Diem, K.G. (11/87). The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio. Refereed research paper presented at NAE4-HA national conference, San Diego, CA.

b. Regional

Diem, K. (October 2002). Seminars accepted for presentation at Northeast Regional 4-H Volunteer Leader Forum, Wheeling, WV:

- Putting science fun into any 4-H club
- Mission Possible: How to work with kids and keep your sanity too

Diem, K. (11/96). Promoting environmental education and science to youth and parents through a community-based conference. Seminar presentation at "Pennsylvania Alliance for Environmental Education" Conference, Philadelphia, PA.

Diem, K. (11/96). Making environmental education come alive through hands-on lesson kits. Seminar presentation at "Pennsylvania Alliance for Environmental Education" Conference, Philadelphia, PA.

Diem, K. (7/87). The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio. Presentation at North Central Staff Development Workshop on Marketing, Columbus, OH. (Refereed)

**c. State**

Diem, K.G. (Invited, to be presented October 27, 2016). If students didn't learn, did I really teach? Teaching and learning with a variety of instructional methods. Kickoff speaker at Teaching and Learning Innovations in Veterinary Medicine Symposium, College of Veterinary Medicine, University of Florida, Gainesville, FL. (Invited)

Diem, K.G., Ellis, S., Leslie, L., Parks, N., Spence, L. (Accepted for presentation September 28, 2016). Using social media and technology for Extension program delivery. Extension Professionals Association of Florida (EPAF), Daytona, FL.

Diem, K.G. (August 16, 2016). Will that be on the test? Teaching methods to promote learning ... and evaluation methods to confirm it happened. Seminar presentation at UF/CALS Teaching Enhancement Symposium, Gainesville, FL.

Diem, K.G. (April 23, 2016). Why do people act that way? Understanding differences. 1.5-hour seminar for 20 4-H volunteers at 4-H Volunteer University, Ocala, FL.

Diem, K.G. (August 18, 2015). Focus on Evaluation: Beyond UF Faculty Evaluations - What Did Students Actually Learn?. Seminar presentation at UF/CALS Teaching Enhancement Symposium, Gainesville, FL.

Diem, K.G. (July 28, 2016). Why do people act that way? Understanding differences." 3-hour seminar for 23 4-H teens and chaperones at 4-H University, Gainesville, FL.

Diem, K.G. & Ellis, Sarah (June 7, 2016). A fad that fades ... or the next frontier for Extension program delivery? Presentation at National Extension Technology Conference (NETC), Kissimmee, FL.

Valencia, L., Diem, K.G., Ellison, S., Pardo, E. (January 21, 2016). "Developing cultural competence to reach diverse audiences." 1.5-hour seminar for 15 Extension/4-H Youth Development faculty at Youth Development Institute, Ocala, FL.

Diem, K.G. (January 21, 2016). "When the horse is dead, get off: Tools and decision-making strategies for developing program priorities." 1.5-hour seminar for 12 Extension/4-H Youth Development faculty at Youth Development Institute, Ocala, FL.

Diem, K.G. (May 2015). Understanding Differences & Becoming Culturally Competent: The Key to Attracting Underrepresented Audiences and Building a More Inclusive Extension FCS Program. Presentation at UF/IFAS Extension Family & Consumer Sciences Summit. Gainesville, FL.

- Primary Audience: 6 County Extension FCS Faculty
- Key topics: Understanding culture and how it influences worldview, developing cultural competency skills to overcome hidden biases, recognizing the value of diversity and inclusiveness to Extension, understanding practices that can create exclusiveness, including unintentional actions that limit clientele participation,

understanding the variety of cultural perspectives and influences that promote and hinder the success of Extension efforts, and identifying underserved audiences and how to increase diversity and participation of underserved audiences through appropriate marketing approaches.

Diem, K., Mayfield, M.L., Mitchell, K. Nichnadowicz, J, Rea Keywood, J. (October 2002). Making Science Fun with the NJ 4-H Science Discovery Series. Seminar at NJ Science Teachers Convention, Somerset, NJ.

Diem, K. (June 2002). You say your program is valuable - but can you prove it? Invited presentation at NJ Department of Human Services Conference, New Brunswick, NJ.

Diem, K. (March 2002). NJ 4-H Science Discovery Series. Poster presentation at NJ Science Olympiad, Middlesex County College, Edison, NJ.

Diem, K. (March 2002). Making Science Fun with the NJ 4-H Science Discovery Series. Seminar presentation at Council of Elementary Science Conference of New Jersey conference, Middlesex County College, Edison, NJ.

Diem, K., Rea-Keywood, J., and Mitchell, K. (November 2001). Building science and math literacy with at-risk youth using the NJ 4-H Science Discovery Series. Seminar presented at Empowering Families, Youth & Communities Conference, Millville, NJ.

Rea-Keywood, J. & Diem, K. (3/97). Hocus-pocus: The quest for a magic formula for developing hands-on science lessons. Seminar presentation at Council of Elementary Science Conference of New Jersey conference, Middlesex County College, Edison, NJ. (75% concept, 100% proposal writing.)

Diem, K. & Puntillo, D. (10/96). The role of community youth organizations in raising children. Seminar presented at "Creating the Community: Making a Commitment to Children" conference, co-sponsored by Somerset County Youth Services Commission and the Somerset County Commission on Child Abuse & Missing Children, Somerset, NJ.

Diem, K. (3/96). How to make any science topic into hands-on fun. Seminar at Council of Elementary Science Conference of New Jersey conference, Rider University, Lawrenceville, NJ.

Diem, K. (3/96). Developing a science-sational day of fun for kids. Seminar at Council of Elementary Science Conference of New Jersey conference, Rider University, Lawrenceville, NJ.

Diem, K. (1/96). Reaching youth and parents through a community-based environmental education workshop. Seminar at "Alliance for New Jersey Environmental Education" Conference, Stockton State College, NJ.

Diem, K. (1/96). Using hands-on lesson kits to promote environmental sustainability to youth. Seminar at "Alliance for New Jersey Environmental Education" Conference, Stockton State College, NJ.

Diem, K. and Powell, G. (9/93). It takes all kinds to make 4-H great! Presentation at Rutgers Cooperative Extension Annual Conference, Cape May, NJ.

Mauer, R., Diem, K., Rennekamp, R., Powell, G. (12/90). Strengthening 4-H programs through research. Invited presentation for 1-1/2 -day Kentucky State 4-H Agent In-service.

Diem, K. (4/90). How To Conduct A Successful Community Service Project. NJ Youth Service Conference, Monmouth College.

Diem, K. (3/90). Teaching Geology. NJ Conference of Council of Elementary Science International.

Diem, K. (3/90). Teaching Meteorology, NJ Conference of Council of Elementary Science International.

Diem, K. (3/90). 4-H School Enrichment Opportunities for Somerset County Schools. Somerset County Teacher Conference.

Diem, K. (2/90). Bringing Your County 4-H Program Into the 1990's With Effective Marketing. Invited presentation at Pennsylvania Western Region 4-H Agent In-service.

Diem, K. and Rennekamp, R. (12/89). How to Conduct Practical Research and Evaluation Useful to County 4-H Programs. All-day in-service for Department of 4-H Youth Development.

Diem, K. (6/89). Statewide 4-H Member/Volunteer registration process/computer database. Department of 4-H Youth Development in-service.

Diem, K. (6/89). Using a Marketing Approach to Improve and Expand Your Home Economics Program. Poster session presentation at NJ Home Economics Association spring conference.

Diem, K. (5/89). Marketing 4-H/Needs Assessment. Wisconsin 4-H Agent in-service (via teleconference).

Diem, K. (1988). Profiles for Tomorrow national 4-H leadership conference. Opportunities for Teens in 4-H Department In-service.

Diem, K. (3/88). The Relationship Of Marketing Activities And Promotional Methods Used With County 4-H Club Membership In New Jersey And Ohio. Presentation at Department in-service workshop.

Diem, K. (3/88). Applying The Marketing Concept To The 4-H Program To Attain High Enrollment, Visibility, And Client Satisfaction. Presentation at Department in-service workshop.

Powell, G. and Diem, K. (2/87). For My Community, Country, And World: Incorporating Community Service And International Activities Into Your 4-H Club Program. Workshop at Ohio State 4-H Advisors Forum.

Diem, K. (1/87). Volunteer Research In-Brief. Workshop at Ohio State 4-H Agent In-Service on Improving 4-H Volunteer Effectiveness.

Diem, K. (10/86). Ohio Promotes 4-H With Chris Clover Cartoon Series. Educational exhibit at NAE4-HA national conference in Hershey, PA.

Diem, K. (10/86). Photography Basics for 4-H Ambassadors. One-hour workshop at Ohio State 4-H Agent Youth Development In-Service on Youth Development.

Diem, K. (11/85). Successes in Promoting 4-H. Workshop at Ohio State 4-H Agent In-Service on 4-H Promotion, Awareness, Visibility.

## 18. CONTRACTS AND GRANTS

### Internal and/or external grant support or awards

#### Grants, contracts, and fund raising

Diem, K.G. (2015). \$1,000 maximum international travel award from IFAS Global for travel to India to conduct invited teaching to universities, institutes, non-government organization (NGOs) Most expenses beyond travel were paid by a charitable trust in India, estimated at about \$4,000 (in-kind).

Diem, K. G. "Memorandum of Agreement to Support 4-H Youth Development Programs." Updated the agreement with UF Division of Sponsored Research (award ID 29197, dated January 2013) and succeeded in securing a five-year extension (until 2016). Annual value: approximately \$1.615 million. (Principal Investigator)

As Associate Dean, provided administrative support for major, state-level grant-funded programs led by faculty serving as P.I.s, including:

- Military & OMK
- Juvenile Justice Mentoring Program (Tech Wizards)
- United Health Care healthy lifestyles programming
- Health Rocks!
- MetLife after-school programming
- United Health Care grant via National 4-H Council to promote healthy lifestyles.

Allen, L., Quinn, W., Diem, K., Anderson, D. (December 2007). \$100,000 contract with City of Greenville (SC) to fund "Creating the Future through a Greenville Contract With Youth, A proposal for a comprehensive Greenville Youth Master Plan from Clemson University's College of Health, Education, & Human Development. Co-Principal Investigator (proposal development).

Diem, K., McCune, A., Ulmer, K., Walker-Joyner, L. \$25,000 from National 4-H Council for Engaging Youth, Serving Communities, Rural Youth Development grant. January 2006. Principal Investigator.



Kayman, S., P.I., Cason, K., Diem, K., Parra-Medina, D., Pfeiffer, K., \$20,000 from South Carolina Nutrition Research Consortium Seed Grant for 4-H Youth Obesity Prevention. Co-Investigator (5%). May 2005.

Diem, K. \$3,750 from SC Alliance 2020 for "Public Service Internships for South Carolina College Students." May 2005.

Diem, K., et al. \$50,000 from National 4-H Cooperative Curriculum System (4HCCS), for development of national "Exploring the Treasures of 4-H" curriculum for youth, grades 2-4. Design Team Leader/Coordinator. 2003-05.

\$30,000 for "Science Discovery Through Technology" from NJ Department of Education via Rutgers University Computing Services. Co-Principal Investigator with Mary Jane Willis. July 2003

\$1.194 million grant request from "The Fund for the Improvement of Education (FIE): Partnerships in Character Education Program Competition for Grants" submitted to U.S. Department of Education (unsuccessful). (Principal Investigator/Project Director). July 2002.

\$45,000 for development of national experiential learning manual/videotape/web site. National 4-H Cooperative Curriculum System. Design team member. (E. Maxa, Principal Investigator/Design Team Coordinator). February 2002.

\$10,000 grant from Kaufman Foundation for implementation of "Mini-Society" Youth Entrepreneur Program, August 2002. Contributor. (G. Kraft, Principal Investigator.)

\$1,000.00 from NJ 4-H Development Fund for pilot testing of 4-H Science Discovery Series Volume 2, 4/01. Project Director.

\$1,000.00 from NJ 4-H Development Fund for development of 4-H Science Discovery Series Volume 2, 12/98. Project Director.

\$1,500.00 from NJ 4-H Development Fund for development of 4-H public speaking curriculum, 12/98. Project Director. (50% concept, 50% application writing with L. Richardson.)

\$2,500.00 from Bristol-Myers-Squibb (through NJ 4-H Development Fund) for publishing of 4-H Science Discovery Series Leader Lesson Guide, 12/97. Project Director.

\$190,000.00 USDA State Strengthening Grant, annual since 1997-1999. Co-investigator (Project Evaluation Director, 1997, 1998. Evaluation support 1999). 5% FTE devoted to project.

\$200.00 from NJ 4-H Agents Association Hassert Nature Center Fund for 4-H Science Discovery Kits to be used at NJ 4-H Camps, 4/94. Project Director.

\$2,400.00 Rutgers Cooperative Extension Innovative Programs Grant for development of 4-H Science Discovery Kits, 1/94. Project Director.

\$1,500.00 from NatWest Bank for *4-H - Building CommUNITY* theme award, 3/94.

\$5500.00 grant from federal Department of Housing and Urban Development for Community Development Grant to complete handicap access to 4-H educational center, 1991. Project director.

\$500.00 from Somerset County 4-H Association to partially fund research, The Value of 4-H According to Parents of 4-H Club Members, 4/91. Principal investigator.

\$18,000 from County of Somerset for capital improvements to Somerset County 4-H Center (parking lot paving, drainage, & signage), completed 1990. Associate County Extension Department Head.

\$2000.00 Rutgers Cooperative Extension Junior Faculty Grant to fund the development of an Interactive Multimedia Learning Station (1989), as both a teaching/training tool and a method to promote Cooperative Extension/4-H to the public. Principal investigator.

\$2000.00 Rutgers Cooperative Extension Junior Faculty Grant to fund research entitled, The Image of the 4-H Youth Development Program and Rutgers Cooperative Extension of Somerset County, NJ: A Study of Public Awareness and Perceptions, 7/88. Principal investigator.

\$100.00 from 4-H Salute to Excellence funds to help sponsor "Join 4-H!" Open House, 1989. Project director.

Obtained more than \$100,000 in funding (from private, state, and county sources – including United Way, IBM, Colgate, Ceiba-Geigy) for computer & desktop publishing equipment. This has aided in producing higher-quality, attractive promotional and educational materials. In turn, this helps create and maintain an image of being contemporary and credible as a relevant and effective educational organization. It has also been used for research, statistics, and general program administration. Project director.

Responsible for county 4-H volunteer Association Financial Committee with other agent to budget and expend an annual budget of \$100,000 of private money raised to support the 4-H program and a 4-H educational Center. Project co-director with other county 4-H agent.

\$4000.00 is raised annually by 4-H Senior Council. Some of these funds have been used to offer scholarships for Summer Camp Counselors-In-Training, as well as the renovation of a meeting room. Advisor to Senior Council, 1987-1993.

In-kind services“4-H ... Be In It!” promotional videotape production

Secured professionals from Metropolitan Life and Bell Communications (Bellcore) and others to produce a statewide NJ 4-H promotional videotape on a voluntary basis, including studio editing time. Also secured Duplication Services, Inc. to make 50 copies of the tape for use throughout New Jersey and the U.S. Total value: approximately \$10,000.00. Project begun 6/90. Completed 7/96. Project director.

Volunteer in-kind services

Based on a survey of adult 4-H volunteers in Somerset County, volunteers average 11 hours per month of volunteer time. At a standard rate of 10 dollars per hour, this amounts to an annual contribution of over \$500,000.00 per year in volunteer services contributed to the Somerset County 4-H Program. As county 4-H agent, responsible to recruit and train these volunteers.

Computer Equipment Loan

Secured computer equipment from Apple Computer, Inc. for use in seminar at national NAE4-HA conference, 11/93. Value: \$500.00. Seminar presenter.

Cross-promotion of 4-H with local businesses.

Coupons and promotional flyers have been developed with the cooperation of local businesses and corporations, through print shops and donations. Such companies have included Beneficial Corporation, Chubb Corporation, Popeye's Restaurants, and Raritan Valley Disposal. Value: Approximately \$2,000.00 annually.

19. **UNIVERSITY GOVERNANCE AND SERVICE**a. University

President's Council on Diversity, 2016-present.

University Faculty Senate (elected), 2014-present.

Mentor, UF University Minority Student Mentor Program, 2015-present.

b. College, IFAS

Chair, IFAS Extension 4-H Risk Management Task Force, 2014

County Program Review Team Member, Lee County, 2013

Member, UF Morrill Act 150<sup>th</sup> Anniversary planning committee, 2012-13.

Chair/Facilitator, Escambia County 4-H Task Force, 2012-13. Responsible for developing 125 pp. report (<http://escambia.ifas.ufl.edu/4h/4-h-task-force-information>)

Chair, County Program Review Team Member, Jefferson County, 2012

IFAS Extension Leadership Team, 2010-13.

Chair, IFAS Extension Program Leaders, 2012-13. Member, 2010-2013.

c. Department/Center/District/County Gov

FYC Diversity Committee, 2016-

FYCS Ph.D. Professional Development Plan Committee, 2016-

FYCS Distance Education Committee, 2015-

College of Health, Education, & Human Development/Clemson University

Co-leader, Family & Youth Development Team, 2005-2007.

Represented Youth Development Masters Degree Program at ACC Meeting of the Minds, undergraduate research conference, Clemson, April 2006.

Discussion co-facilitator at HEHD Faculty Forum, April 2006, April 2005.

Participant, 2020: Faculty Vision of Clemson University, February 2006

Participant, President's Leadership Summit, February 2005

Clemson University Cooperative Extension Service/PSA

Participant, ONE (Online Network for Enhancing) Leadership, February 2006

Search Committee, Anderson County 4-H Agent, 2005.

Strategic Planning Team, Extension Staff Development & Evaluation, 2005

Search Committee Chair for State 4-H Events Coordinator and State 4-H Program Support Coordinator, 2004-05.

Oregon State University

Team Leader, "Assessing County Extension Programs' Readiness to Adopt Technology: An OSU Case Study of Two Oregon Counties." 2009.

Co-Chair Extension Marketing Committee, 2009-2010.

Search Committee Chair

- Washington-Multnomah County Staff Chair, December 2008
- Lane County Staff Chair, June 2008
- Southwest Area Staff Chair, December 2007

Extension Cabinet, October 2007-2010.

Community Network Advisory Committee, December 2007-2009.

Department of Parks, Recreation, & Tourism Management (Clemson University)

Promotion, Tenure, & Reappointment Committee, 2006-present.

Search Committee, Outdoor Learning Lab Director, 2005-06.

Cook College/Rutgers University

Teaching Effectiveness/Evaluation/Improvement Committee, 2004.

Teacher Education Advisory Committee, 2003-2004.

Secretary, Cook College Faculty, 2000-03

Cook College Rules of Procedure Committee, 1997-2004

Interviewer, Cook Honors Program, 2002, 2000

New Brunswick Faculty Council, 1997-2001

Parliamentarian, Cook College Faculty, 1996-2004, 1989-1993.

University Grievance Committee/Convener, 1996-97

Cook College Library Committee, 1994-1995

Cook College Commencement Committee, 1993

Vice Chair, Cook College Planning Committee, 1993-94

Cook College Planning Committee, 1992-1995

Search and Screen Committee for Director of Extension and Dean of Extension, Cook College, 1991-1992.

Acting Parliamentarian, Cook College Faculty meetings, 1988-1989.

Rutgers Cooperative Extension/NJ Agricultural Experiment Station

Rutgers Cooperative Extension Resource Center Advisory Committee, 1997-2003

Search Committee for Extension Specialist in Youth Development, 2001.

Search Committee for Resource Center Desktop Publisher, 1998

Led "How to develop experience-based curriculum for kids," in-service for approx. 20 RCE faculty at 2.5 hours (with Curriculum Review Board), 5/97.

Search Committee for Specialist in Human Development, 1996-97.

Ad Hoc Software Directions Committee, 3/96.

State RCE Strategic Planning Committee on Enhancing Environmental Resources, 1994-95.

Chairperson, Rutgers Cooperative Extension Marketing Committee, 1993-94.

Rutgers Cooperative Extension Annual Conference Planning Committee, 1993.

Co-planned, "Marketing Cooperative Extension Programs and Expanding Media Coverage," two-day Rutgers Cooperative Extension State In-service, 2/91.

Convener, and member of Rutgers Cooperative Extension/NJ Agricultural Experiment Station Youth at Risk Working Group, 1990-91.

Rutgers Cooperative Extension Agriculture Marketing Working Group, 1989.

Division Head, Rutgers Cooperative Extension of Somerset County, 1989-1995.

Associate Division Head, Rutgers Cooperative Extension of Somerset County, 1987-1989, 1995-1996.

Rutgers Cooperative Extension Marketing Committee, 1987-1988.

Cooperative Extension Annual Conference Planning Committee, 1985.

Department of 4-H Youth Development (Rutgers University)

Bergen-Passaic County 4-H Agent Search Committee, 2004.

Chair, Youth Issues Task Force/Development Team, 2000-2003.

4-H Web Site Subcommittee, 1999-2004.

Warren County 4-H Agent Search Committee, 2000.

Developer/Coordinator, Official Web Site of NJ 4-H Youth Development Program, 1999-2000.

Chairperson, State 4-H Curriculum Review Board, 1994-2004.

Parliamentarian, Department of 4-H Youth Development, 1990-2004.

Ad Hoc 4-H Web Site Committee, 12/96.

Department of 4-H Youth Development Steering Committee, 1989-2004.

Personnel Committee, 1993-2004.

Mentor for junior faculty, 1993-2004.

By-laws Review Committee, 1996 (Chair), 1993, 1990, 1987, 1984.

Ad hoc State 4-H Program Associate Position Description Committee, 1995.

State Science and Technology Committee, responsible for developing and evaluating statewide 4-H educational curricula pertaining to natural, environmental, mechanical, and physical sciences, 1993-present. Chair of subcommittee to develop "Science Discovery Kits," 1994-1996; Science Discovery Series Volume 2, 1999-2003.

Chairperson, Passaic County 4-H Agent Search Committee, 1994.

Consultant for marketing camp programs for State Camping Task Force, 1993-94.

State 4-H Event Grade Participation Policy Committee, 1992-93.

Coordinator for NJ delegation to 1992 National 4-H Conference, 1991-92.

Chairperson of state committee which developed state guidelines for reporting 4-H program enrollment, 1991.

Member, planning/marketing committee for NJ 4-H Development Fund fund raising event, 1991.

Chairperson, Marketing Goal Group of Department long-range planning task force, 1990-92.

Moderator, Bergen County 4-H Invitational Super Bowl Day, 3/90.

Chairperson of state committee to develop NJ 4-H Official Curriculum Resources guide, 1990-1993.

Chairperson, State Communications & Delivery Systems Committee, responsible for developing and implementing state 4-H promotion programs and reviewing 4-H delivery modes, 1990-1994.

Chairperson, State Youth Personal & Leadership Development Committee, responsible for developing and evaluating statewide 4-H educational curricula pertaining to all areas of youth personal and leadership development. Includes public speaking, leadership, officer training, new member orientation, 1989-1992.

Assisted with State 4-H Rabbit Skill-athon, 1988.

State Curriculum Advisory Committee, 1988-1989.

Member, NJ 4-H Expo Planning Committee and co-chairperson, Assemblies Committee (1988-1990), co-chairperson of Housing, Registration, and Information Committee (1985, 1984); photographer, 1983.

Member, Department long-range planning Knowledge Transfer task force, 1987-1990.

Moderator, NJ 4-H Small Animal Quiz Bowl, 1989, 1988, 1985, 1984.

Search Committee for Salem County 4-H Agent position, 1985.

Member, 4-H Awareness and Visibility Task Force for Ohio 4-H, 1985-1987.

Moderator, NJ State 4-H Horse Bowl, 1984.

Recording Secretary, Department of 4-H Youth Development, 1984.

Chair, State Horse Project Subcommittee and moderator for State Horse Project Advisory Committee, 1983-1985.

South Jersey 4-H Council Conference Planning Committee, 1985, 1984, 1983.

Co-chairperson, 4-H Educational Exhibits Committee for NJ State Fair, 1983.

Department Plant Science Committee, 1982-83.

Coordinator, First NJ State 4-H Trail Ride, 1984.

Host County Coordinator for NJ State 4-H Horse Judging Contest, 1983.

Co-advisor for delegation of teenage youth to Profiles for Tomorrow, national 4-H leadership conference, 10/86.

Member, committee to restructure Department Personnel Committee, 1983.

20. **EDITOR OF A SCHOLARLY JOURNAL, SERVICE ON AN EDITORIAL ADVISORY BOARD OR REVIEWER FOR A SCHOLARLY JOURNALS**

Reviewer for Scholarly Journals

*Journal of Extension*, 2014-present, 2010-2013



## 21. INTERNATIONAL ACTIVITIES

### **Training of faculty/staff in universities and non-profit organizations in India (February 2015) - Invited:**

- Planning for IMPACT for successful family, youth, and community programs (February 5, 2015)
  - Location: Centre for Community Economics and Development Consultants Society (CECOEDECON), Jaipur, Rajasthan, India
  - Primary Audience: Approximately 40 CECOEDECON staff and partners, including community practitioners leading family, youth, and community programs
  - Key topics:
    - Designing programs for impact (program development models, writing “SMART” objectives, and use of a logic model for program planning and evaluation)
    - Needs assessment and strategic planning/decision-making tools for determining program priorities
    - Communicating program impact
  
- Planning for IMPACT for successful family, youth, and community programs (February 8, 2015)
  - Location: University of Central Rajasthan, Department of Social Work, Kishangarh, Rajasthan, India
  - Primary Audience: Approximately 15 graduate students and faculty members of Department of Social Work
  - Key topics:
    - Designing programs for impact (program development models, writing “SMART” objectives, and use of a logic model for program planning and evaluation)
    - Communicating program impact
  
- Planning for IMPACT for successful family, youth, and community programs (February 11, 2015)
  - Location: Symbiosis Institute of Management Studies (of Symbiosis International University), Pune, Maharashtra, India
  - Primary Audience: Faculty of SIMS
  - Key topics:
    - Designing programs for impact (program development models, writing “SMART” objectives, and use of a logic model for program planning and evaluation)
  
- Diversity in the Workplace And Beyond Becoming Culturally Competent in a Global Society
  - Location: Symbiosis Institute of Management Studies (of Symbiosis International University), Pune, Maharashtra, India
  - Primary Audience: Three presentations to approximately 150 SIMS graduate students in three student classes (Human Resources, Marketing, Finance).
  - Program evaluation results:

- Value of the seminar (out of 5): 4.38
- Effectiveness of the instructor (out of 5): 4.47
- Program Design & Management (February 18, 2015)
  - Location: Guwahati, Assam, India. Co-sponsored by MIND India and Pathan Hazarika Charitable Trust (Presentation was covered by camera crews from two television stations and featured in two Assam newspapers)
  - Primary Audience: Approximately 15 community practitioners leading family, youth, and community programs
  - Key topics:
    - Designing programs for impact (program development models, writing “SMART” objectives, and use of a logic model for program planning and evaluation)
    - Needs assessment and strategic planning/decision-making tools for determining program priorities
    - An overview of research methods suitable for program evaluation
- Improving Survey Research by Developing Effective Questions & Maximizing Response Rate (February 20, 2015)
  - Location: India Institute of Technology – Department of Humanities & Social Sciences; Guwahati, Assam, India
  - Primary Audience: Graduate students and faculty members in Department of Humanities & Social Sciences
- Planning Family, Youth, & Community Programs for Diverse Audiences - Becoming Culturally Competent in a Global Society (February 24, 2015)
  - Location: Sonapur College, Sonapur, Assam, India. Co-sponsored by Sonapur College and Pathan Hazarika Charitable Trust
  - Primary Audience approximately 40 faculty members leading academic programs related to families, youth, and communities (representatives of Sonapur College and other colleges from throughout Assam).
- Youth Development – Differences Between India and U.S. (interactive panel presentation/Q&A) (February 28, 2015)
  - GEMS NPS International School; Guwahati, Assam, India. (Presentation was featured in an Assam newspaper.)
  - Primary Audience: Approximately 50 11<sup>th</sup> & 12<sup>th</sup> grade students, and separately with approximately 20 teachers/ administrators.

## 22. **EXTENSION PROGRAMS (for IFAS only)**

### **Overview of professional focus during Extension career (since 1982):**

- Program development, management, and evaluation; including diversity & inclusion
- Extension Administration/Program Leadership (most of effort during 2004-2010)
- Youth development and nonformal education (K-12)
- Experiential learning processes applied to youth development programs and curricula
- Science education for youth, and adults working with elementary school youth
- Marketing communications for non-profit/educational institutions and programs

### **Current UF/IFAS Extension Programs:**

Current focus is program planning and evaluation, with emphasis on youth development and serving underrepresented audiences; diversity & inclusiveness. See below.

#### **Program 1: Training Extension & Community Professionals in Program Planning & Evaluation**

- I co-teach the Extension Faculty Development Academy (EFDA): Session A & Session B, each taught twice annually for 20-35 new county Extension faculty members.
- Taught "When the horse is dead, get off: Tools and decision-making strategies for developing program priorities," 1.5-hour seminar for 12 Extension/4-H Youth Development faculty at Youth Development Institute, 2016.

#### **Program 2: Assist the Extension System in serving underrepresented audiences; diversity & inclusiveness.**

- I serve on the national Vulnerable Populations Champions committee led by NIFA.
  - Through my leadership as chair of the National NIFA Vulnerable Populations Champions for Underserved/Underrepresented/Diverse, Racial-Ethnic Youth, the committee has worked to develop methods to assist the national Extension system in better serving underrepresented youth audiences. In addition, through my service as the chair of a National NIFA Vulnerable Populations subcommittee, we developed a planning framework for action plans to be developed by the national Champions teams.
- I conduct training via Extension meetings, conferences, or other professional development opportunities for adults and youth, including:
  - Taught a three-hour experiential learning-based training for 23 teens and chaperones at 4-H University I led, titled "Why Do People Act That Way? Understanding Differences," 2016.
  - Taught "Why do people act that way? Understanding differences," 1.5-hour seminar for 20 4-H volunteers at 4-H Volunteer University, Ocala, FL, 2016.
  - Co-taught "Developing cultural competence to reach diverse audiences." 1.5-hour seminar for 15 Extension/4-H Youth Development faculty at Youth Development Institute, Ocala, FL, 2016.

### **Program 3: Leading a pilot project: ‘Using Social Media and Technology for Extension Program Delivery**

Serve as Principal Investigator of the social media two-year pilot project to explore possible uses of social media for Extension program delivery with a team of Extension agents and administrators, IFAS communications staff, etc., 2014-2016.

- Co-taught a session proposal for the National Extension Technology Conference (NETC 2016), titled “A Fad that Fades ... or the Next Frontier for Extension Program Delivery?,” on behalf of the team, 2016.
- Co-presented abstract “Using social media and technology for Extension program delivery” at Extension Professionals Association of Florida (EPAF), Daytona, FL, 2016.

### **Extension courses taught**

#### **Faculty & Staff Training: Program/Curriculum Development & Evaluation**

Youth Development Institute, Ocala, FL. (January 2012). 100 4-H faculty/staff.

- Opening session “Gain a New Perspective to Create a More Inclusive 4-H Program: It Starts with Us.” 1.5 hours.
- Closing session “Where is 4-H Headed? Some Clues About the Future Direction of Florida 4-H.” 1 hour.

New Extension/4-H Agent Orientation

Co-presented at biennial orientation sessions for new Extension agents and additional session for new county 4-H agents, 2010-2013.

Co-presenter, Civil Rights Recordkeeping session at Extension Spring Training (April 2010) with Marcia Dickson & Dan McGrath.

Co-taught two sessions at New Employee Orientation in conjunction with Spring Training (April 2009), with Doug Hart:

- “A Day In the Life of a County Office: Balancing Expectations and Keeping Focus”
- PROF evaluation process, SOARS reporting, and teaching evaluations for faculty

Taught “Planning to SOAR - How the Extension Program Development Cycle integrates with SOARS” session at Program Development Workshop for Newer Faculty. 1 hour, Adair Village, OR, April 14, 2009.

Co-taught two sessions at New Employee Orientation in conjunction with OSU Outreach & Engagement Conference (December 2008), with Doug Hart:

- “A Day In the Life of a County Office: Balancing Expectations and Keeping Focus”
- PROF evaluation process, SOARS reporting, and teaching evaluations for faculty

“Planning ahead to achieve program impact so your SOARS report isn't GIGO (Garbage In, Garbage Out)” workshop at Spring Training for OSU Extension. March 2008.

Co-taught two sessions at New Employee Orientation in conjunction with Spring Training (April 2008), with Doug Hart:

- “A Day In the Life of a County Office: Balancing Expectations and Keeping Focus”
- PROF evaluation process, SOARS reporting, and teaching evaluations for faculty

Co-Taught two sessions of “A Day In the Life of a County Office” at Annual Outreach & Engagement Conference (December 2007) with Doug Hart.

Diem, K. Orientation of new Extension/4-H staff:

- Greenville County 4-H Agents (March 2006)
- Anderson County 4-H Agent (January 2006)
- Panel member for Extension new employees orientation, May 2005

Diem, K. Planning to Make a Difference as if the Future of South Carolina 4-H Depends on it: Ten Building Blocks for Success (March 2005). All-day statewide 4-H planning and training meeting, Columbia, SC.

Diem, K. Planning for IMPACT for the Future of the 4-H Youth Development Program. Seminar at PSA Biennial Conference (December 2004). Myrtle Beach, SC

Diem, K., & Manfredi, T. (November 2004). How Do Your Programs Score, Impact Wise? 4.5-hour invited presentation at Connecticut Cooperative Extension Program Evaluation In-service, Harford, CT.

Diem, K. (April 13-15, 2004). You Say Your Program Is Valuable ... But Can You Prove It?. 57 faculty/staff. 8.5-hour invited presentation at Colorado Association of Extension 4-H Agents Conference. Vail, CO.

Meisenbach, T., Diem, K, Hujber, M. (6/20/03). Assessing Impact: Measuring What Really Counts to NJAES Constituents. 85 faculty/staff. All-day Rutgers Cooperative Extension State In-service.

Diem, K. (4/17/03). Creating effective surveys that achieve results you can count on ... for program development, evaluation, and improvement. 18 professional trainers of Judicial Training & Education Council (JETCO)), NJ Department of Justice. 3 hours.

Diem, K. (3/20/03). Developing and evaluating programs that have impact. 18 professional trainers of Judicial Training & Education Council (JETCO)), NJ Department of Justice. 3 hours.

Kraft, G., Diem, K., Devitt, A., Wisneski, P. (12/18/01). Using the NJ 4-H Internal & Public Web Sites. 1-hour presentation to Department of 4-H Youth Development.

Diem, K. (10/24/2000). How to design questionnaires for survey research/evaluation (via mailed, in-person, or telephone). All-day Rutgers Cooperative Extension State In-service.

Diem, K. (10/12/2000). How to develop RCE programs and design evaluation to achieve and document program impact. All-day Rutgers Cooperative Extension State In-service.

Diem, K. & Ridlen, S. (12/98). Presented "Evaluating 'Strengthening Families' Programs" to 18 CYFAR State Strengthening Staff, 5 hours.

Diem, K. (9/98). Presented "Curriculum issues and information" to 15 youth program adult volunteers at NJ 4-H Association, 0.5 hours.

Diem, K. (10/97). Taught "Integrating participatory action research into local programs for families and youth" to 30 youth program employees at "Master Teacher in Family Life training," (a two-day conference) 0.5 hours.

Diem, K. (5/97). Taught "How to build hands-on fun into any program or curriculum to make learning come alive (the learn-by-doing approach to life skill development)" to 38 RCE faculty at "How to develop experience-based curriculum for kids," 1.5 hours.

Diem, K. (3/97). Program Development in Cooperative Extension. Taught Extension Program Development Model, Evaluation of Program Impact via Bennett's Hierarchy, Teaching Methods to approx. 20 new RCE faculty at RCE Faculty Orientation, 2.5 hours.

Diem, K. (9/95). NJ 4-H Science Discovery Series. Poster Presentation at Rutgers Cooperative Extension Annual Conference, Snyder Research Farm, Pittstown, NJ.

Diem, K. (9/95). 4-H "Careers and County Government" Day. Presentation at Rutgers Cooperative Extension Annual Conference, Snyder Research Farm, Pittstown, NJ.

Diem, K. (9/93). 4-H Science-sational Day. Presentation at Rutgers Cooperative Extension Annual Conference, Cape May, NJ.

Diem, K. and Diem, G. (5/93). Dealing with difficult people. Three-hour in-service for 12 County of Somerset Employees.

Diem, K. (4/93). Technology used in Rutgers Cooperative Extension of Somerset County. All-day educational exhibit and demonstration at Cook College Multimedia Day.

Diem, K. (3/93). Marketing a Non-Profit Organization on a Shoestring. 3 1/2-hour workshop for 23 participants in Directors of Volunteers in Agencies (DOVIA), part of Somerset County United Way.

Diem, K. and Diem, G. (11/92). Dealing with difficult people. Three-hour in-service for 25 County of Somerset Employees.

Diem, K. (2/91). Marketing your Extension programs to expand your audience and improve your image. All-day Rutgers Cooperative Extension State In-service.

Diem, K. (2/91). Helping kids learn through 4-H. 1-1/2 hour workshop at Department of 4-H Youth Development invitational in-service.

## **Science & Environmental Education**

### Weatherwise

Workshop at Are We Having Fun Yet? How to Make Science Fun for Elementary Students (& Their Teachers).” All-day training training conference at NJ Museum of Agriculture, North Brunswick, NJ. 15 elementary school science teachers and other educators. 1 hour. March 24, 2004.

### Unleashing the Power of Experiential Learning for Science Education

Diem, K., Rea-Keywood, J. Workshop at Are We Having Fun Yet? How to Make Science Fun for Elementary Students (& Their Teachers).” All-day training training conference at NJ Museum of Agriculture, North Brunswick, NJ. 15 elementary school science teachers and other educators. 1 hour. March 24, 2004.

### NJ 4-H Science Discovery Series

Diem, K., Mitchell, K. Staff training at L.G. Cook 4-H Youth Center for Outdoor Education, June, 2002.

### NJ 4-H Science Discovery Series Volume 2

Presentation to NJ 4-H Development Fund. 15 adults. 15-Minutes, 11/28/01.

### Discover “Planet” Somerset

72 youth, grades 2-4, participating in 4-H Summer Adventure Weeks. 8 hours. Co-taught with Ginny Powell.

- July 12, 1996 (36 youth)
- July 19, 1996 (36 youth)

### Owl Pellet Dissection

Students for Environmental Awareness conference, Raritan Valley Community College. 48 high school students from throughout NJ, 1 hour, 3/96.

### The nature of Stokes State Forest

Somerset County 4-H Summer Adventure Weeks, 35 youth, grades 1-4, 2 hours, 7/94.

### Plants everywhere!

Somerset County 4-H Summer Adventure Weeks, 35 youth, grades 1-4, 1 hour, 7/94.

### Rock or mineral or not (geology)

45-minute session for 15 learning disabled students (grade K) at Midland School, 6/93.

### Rain, snow or sun: what will it be?

- Three 45-minute sessions given to 39 youth, ages 6-12, at 4-H Science-sational Day II, 4/92.
- 45-minute session given to 12 youth, ages 6-13, at 4-H Science-sational Day, 4/91.

### Weather, weather everywhere

One-hour workshop on meteorology given to 15 4-H Prep club youth, ages 7-9, 5/91.

Atomic blast-off

45-minute opening assembly about atoms, molecules, and chemical reactions given to 275 youth and parents of youth, ages 6-13, at 4-H Science-sational Day, 4/91.

Weather forecasting at camp

3-hour workshop at NJ 4-H Camp Invitational Counselor Training Weekend, 7 participants, age 16 through adult, 5/90.

The importance of trees

Arbor Day program for total of 100 youth, ages 7-13, half-hour session, taught four times, 4/90.

The importance of computers in everyday life

45-minute lesson given to 12 4-H Prep club youth, ages 7-9, 1989.

Life under water

One-hour session about aquatic environments and water quality which was part of the 1989 "4-H Summer Club," a special interest program conducted in July, which focused on marine science and the study of water. Audience was 23 youth, ages 7-10.

Rock or mineral or not

One-hour session which was part of "4-H Summer Club," a special interest program conducted in July 1988. 22 youth, ages 7-10.

Meteorology

One-hour session which was part of "4-H Summer Club," a special interest program conducted in July 1988. 22 youth, ages 7-10.

**Marketing & Communications**Getting 4-H in the headlines

One-hour workshop for 10 adults at Somerset County Invitational 4-H Volunteer Leader Forum, 1991.

Building a simple but useful computer program

4 1/2 -hour workshop for 23 youth, ages 14 and up, and adults at NJ 4-H Action Days, 6/91.

Attracting people to 4-H at the 4-H Fair

1 1/2 -hour workshop for 10 adult 4-H volunteers, 8/90.

Becoming a better photographer

Two-part lesson, given to 15 4-H Junior Council, a group of youth in grades sixth through eighth. Taught the following two 45-minute sessions:

Introduction to 35mm photography, 2/89

This lesson was followed up two meetings later with the following session in April 1989, which built on concepts presented and skills learned in the first session:



Photo composition – setting up photos to look interesting, 4/89

Participants were encouraged to bring some of their own photos to be evaluated by the group, using the new knowledge and skills they had gained.

An introduction to computers and desktop publishing

45-minute workshop for 10 adults at Somerset County 4-H Volunteer Leader Forum, 1989.

Promoting 4-H and getting more members for your club

45-minute workshop for 10 adults at Somerset County 4-H Volunteer Leader Forum, 1989.

Rutgers Cooperative Extension and 4-H as resources to the community

Half-hour presentation given four times during "Community Resource Day," sponsored annually by teachers of Hillside School. Each session presented to 20 seventh-grade students and a chaperone, 6/88.

4-H school enrichment opportunities.

45-minute presentation co-taught with Ginny Powell at NJ Agricultural Society Teachers' Tour, 5/88.

What's new in the Somerset County 4-H Youth Development Program?

20-minute presentation at "Extension Home Economics Day," for 100 home economics volunteers and members of the general public, 5/88.

4-H Summer Camp – an adventure in fun, friends, and learning

45-minute workshop for 10 adults at Somerset County 4-H Volunteer Leader Forum, 1988.

Photography basics

Two-hour workshop taught twice to 24 youth, ages 14-19, at NJ 4-H Teen Leadership Weekend, 1/88.

Using visuals to promote 4-H

One-hour workshop for 25 youth, ages 14-19, at South Jersey 4-H Council Conference, 3/85.

Overcoming your fear of photography

One-hour workshop for 15 youth, ages 14-19, at South Jersey 4-H Council Conference, 3/84.

**Leadership & Personal Development**

Why Do People Act That Way? Understanding Differences

Workshop at 4-H University at University of Florida, Gainesville. July 30, 2015.

Discover Your True Colors

36 volunteers and staff. 2.5 hours. A personality-assessment and personal interaction program, co-taught with Ginny Powell and T.C. Buchanan. 10/96.

Planning your career

- Eisenhower School (Bridgewater Township) Career Day, 75 students, grades 7 & 8, during four 45-minute sessions, 3/94.
- Sampson G. Smith School (Franklin Township) Career Day, 125 students, grades 7 & 8, during five 45-minute sessions, 4/93.
- Eisenhower School (Bridgewater Township) Career Day, 100 students, grades 7 & 8, during four 45-minute sessions, 3/93.

It takes all kinds to make 4-H great – putting the theme into action in your 4-H club

One-hour workshop for 4 adults at Somerset County Invitational 4-H Volunteer Forum, 1/93.

Be an entrepreneur – start and market your own small business

4 1/2 -hour workshop for 25 youth, ages 12-19, and adults at NJ 4-H Action Days, 6/92.

Co-taught with Pat Peacock, Ed.D.

How to work with kids and keep your sanity too

4-1/2 -hour workshop for 15 adult and teen leaders at NJ 4-H Action Days, 6/92.

National 4-H Conference orientation

Two-hour session to prepare 6 youth delegates and one adult volunteer for National 4-H Conference program and visits to legislators on Capitol Hill/Washington, D.C., 3/92.

Fear, fact, and fiction: know your liability as a volunteer

One-hour workshop for 5 adults at Somerset County Invitational 4-H Volunteer Forum, 1/92.

4-H Summer Camp camper orientation session

1 1/2 - hour session taught to campers registered for 4-H Summer Camp to prepare them for participation. 100 youth, ages 9-13, and their parents. Annually, 1988-1993, 1984, 1983.

4-H Summer Camp counselor training and planning sessions

Co-taught one to three 2 1/2 -hour sessions per year for 15-25 camp adult and teenage counselors. Annually, 1988-1994, 1983-1985.

How to work with kids and keep your sanity too

One-hour workshop for 15 adults at Somerset County Invitational 4-H Volunteer Leader Forum, 1991.

Positive discipline for young people

1 1/2 -hour workshop for 15 adults at NJ 4-H Volunteer Leader Forum, 9/90.

Helping kids learn through 4-H

1 1/2 -hour workshop for 100 adults at Northeast Regional 4-H Volunteer Leader Forum, Newport, R.I., 10/90.

Senior Council officer training and planning sessions

One 3-hour training session and one 2-hour planning session for newly-elected Senior Council officers, ages 14-19, annually, 1987-1991, 1984, 1983.

Marketing yourself

1 1/2 -hour workshop at NJ 4-H Expo taught twice to a total of 35 youth, ages 14-19, about resume-writing and interviewing skills, 6/90.

Career development through 4-H

Sampson G. Smith (Franklin Township) Intermediate School Career Day, 635 students, repeated 50-minute sessions all day, 3/90.

How to make you and your club successful

One-hour follow-up session to the 4-H Club Members and Officers Training given to 15 4-H club members, ages 9-15, 11/89.

Practical teaching techniques to help make learning fun in 4-H

One hour workshop for 15 adults at Somerset County 4-H Volunteer Leader Forum, 1990.

Teaching kids so they learn and have fun

1 1/2 -hour workshop, taught twice, for a total of 30 adult volunteers at NJ 4-H Volunteer Leader Forum, 9/89.

Working with people: know your leadership style!

45-minute workshop for 10 adults at Somerset County 4-H Volunteer Leader Forum, 1989.

Follow the leader — know your style

1 1/2 -hour seminar taught twice to 25 adult 4-H volunteers at Northeast Regional 4-H Volunteer Leader Forum, Washington, D.C., 10/88.

Be a better leader

1 1/4 -hour workshop, taught twice, for a total of 35 adult volunteers at NJ 4-H Volunteer Leader Forum, 9/88.

Effective leadership

1 1/2 -hour workshop for 23 youth, ages 14-19, at NJ 4-H Expo, 6/88.

How to teach young people so they learn and have fun

45-minute workshop for 10 adults at Somerset County 4-H Volunteer Leader Forum, 1988.

Planning for a successful year in your 4-H club

45-minute workshop for 10 adults at Somerset County 4-H Volunteer Leader Forum, 1988.

Teamwork, consensus decision-making, and recreation skills.

Co-taught with Ginny Powell at 4-H Double Your Fun Night for 60 adult volunteers, 10/87.

4-H club officer and member training

1 1/2 -hour workshop for youth, ages 7-19, 1987 (co-taught), 1984, annually 1982-1984.

A career in 4-H Youth Development with the Cooperative Extension Service

1 1/2 -hour workshop for 28 college students at National Collegiate 4-H Conference, Columbus, OH, 4/87.

How to conduct a successful community service project

45-minute workshop taught twice to youth and adults at 4-H Officer And Advisor Training Conference, Ross County, OH, 4/87.

How to conduct a successful community service project

45-minute workshop for youth and adults at 4-H Officer And Advisor Training Conference, Madison County, OH, 3/87.

For my community, country, and world: incorporating community service and international activities into your 4-H club program

Co-taught two one-hour workshops with Ginny Powell for 25 adult 4-H volunteers at Ohio State 4-H Advisors Forum, 2/87.

4-H Summer Camp C.I.T. orientation and training

Taught to 5-10 youth, ages 14-15, 1984, 1983. Involved one-hour orientation and four other one-hour sessions.

**Other**History, Culture, & People of Zimbabwe, Africa

- Somerville Central School, 100 4th grade students, 1.5 hours, 12/94
  - Somerset County Board of Agriculture, 25 adult volunteers, 30 minutes, 12/94
  - Cedar Hill School, 50 4th grade students, 1 hour, 12/94
  - Rutgers Cooperative Extension of Somerset County, 8 faculty & staff, 1 hour, 12/94\*
  - Somerset County 4-H Association, 50 adult volunteers, 1 hour, 4/94\*
  - Department of Extension Specialists, 25 faculty & staff, 1 hour, Rutgers Cooperative Extension, 3/94\*
  - Somerville-Belle Mead Rotary, 50 Rotary members, 1 hour, 2/94
  - NJ Association of 4-H Agents, 45 faculty, staff, & guests, 1 hour, 2/94\*
- (\*Co-taught)

Summer pet care

One-hour workshop for youth, ages 6-12, Atlantic County Library, Northfield, 6/84.

Gardening for kids

One-hour workshop for 10 youth, ages 6-12, Atlantic County Library West, 4/83.

4-H complements in-school education

One-hour presentation to Hamilton Township Parent-Teacher Association, 1984.

Careers in Cooperative Extension

Stockton State College Fall Career Fair, repeated sessions all day, 1983.

Presentations about 4-H to community groups, 1982-85, included:

- Mays Landing Rotary
- Northfield-Linwood Lions
- Somers Point Kiwanis
- Hammonton Kiwanis
- Farm-City Tour
- Arbor Day Program

**Extension volunteers and paraprofessionals trained**Experiential Learning and Teaching Methods for school-aged youth

8 Master Gardeners, Essex County, 2.5 hours, 2/27/01.

Training Master Gardeners to work with youth

- 8 adult Master Gardeners, 1.5 hours, 8/96. Co-taught with Rachel Bijaczyk.
- 5 adult Master Gardeners, 1 hour, 3/96. Co-taught with Rachel Bijaczyk.
- 6 adult Master Gardeners, 2 hours, 11/95. Co-taught with Rachel Bijaczyk.

Training of staff statewide on use on new national 4-H reporting system (ES-237)

With Gary Huntzinger, 1994-1995.

Orientation sessions for new 4-H volunteers

Oriented a total of 100 adult volunteers, individually and in groups, 8/87-1996.

Orientation for new 4-H Association members and Expansion & Review Committee members

Annually, 1987-1996, co-taught with Ginny Powell.

Penalty mail training for office staff

One-hour training regarding proper adherence to federal regulations concerning use of federal government mailing privilege. All 20 county faculty and staff participated, 1987-89.

4-H staff training and supervision

Besides being responsible for the direct supervision of six program and clerical staff, have provided orientation and training in the following areas, often in conjunction with the other county 4-H agent, 1987-1996:

- program planning/strategic planning
- team building
- time management
- curriculum development
- promotion and recruitment
- news writing
- organizational skills

Computer training

Advanced skills in desktop publishing, database, word processing, networking taught to members of Somerset County office staff, 1988-1996, and Rutgers office staff, 1997-present.

Trained staff in using the following software:

- WordPerfect, Word (word processing)
- FileMaker Pro (database)
- Ready, Set, Go (desktop publishing)
- Calendar Maker
- Smartcom II (telecommunications)
- Statview (statistics)
- Macintosh operating system software & utilities
- TypeStyler (specialized typography)

Teaching conducted by staff and volunteers under my supervision, 1989-1992

School enrichment programs (6,222 youth)

Special interest programs (2,299 youth)

Other programs (390 youth, 140 adult volunteers)

### 23. MEMBERSHIP AND ACTIVITIES IN THE PROFESSION

#### USDA-NIFA/National 4-H Council

*National Vulnerable Populations Committee, NIFA*

Chair, Champions for Underserved/Underrepresented/Diverse, Racial-Ethnic Youth, 2015-present

Chair, Work Plan Development, 2015

*National Extension Urban Conference*

- Reviewer, Seminar & Poster Session Proposals, 2015

*National Institute for Food & Agriculture (formerly Cooperative State Research, Education, & Extension Service, CSREES) - United States Department of Agriculture:*

- Reviewer, National 4-H Curriculum, 2014, 2015
- National Cooperative Extension Service Curriculum Jurist, 1994-2004.
- National Curriculum Discovery Team of National 4-H Strategic Directions Team, 1999-2001.
- National 4-H Experiential Learning Design Team, 1997-2003.
- National Cooperative Extension Service Youth Development Data Collection Task Force, 1991-1994.

*National 4-H Cooperative Curriculum System (4-H CCS):*

- Design Team leader/coordinator for *Exploring the Treasures of 4-H* curriculum, 2003-05.
- Design Team member for *Hands-On, Minds On, The Power of Experiential Learning* Training Package (videotape/printed manual/web site), 2002-03.

*National 4-H Council:*

- National 4-H Hall of Fame Selection Committee, 2014, 2013
- Pilot Tester for Kodak national 4-H photography curriculum, 1997-98.
- State Coordinator for New Jersey's involvement as a pilot site for the 4-H/American Honda Youth Mentoring Program in Science and Technology, summer 1992.

National Association of Extension 4-H Agents

Member, National Association of Extension 4-H Agents, 10/82-present.

Conference Seminar Proposal Reviewer, 2016, 2013, 2007.

Member, Research & Evaluation Committee, 2002-2005.

Northeast Contact, NAE4-HA Programs Committee, 1993-94.

Member, Information and Technology Task Force of the NAE4-HA Programs Committee, 1993-1995.

Served as entertainment for Northeast States Regional Meeting at NAE4-HA national conference: Niagra Falls, NY (11/94), Winston-Salem, NC (10/93), White Sulphur Springs, WV (11/90)

Member, Educational Design Task Force of the NAE4-HA Programs Committee, 1990-1993.

National Chairperson, Educational Design Task Force of the NAE4-HA Programs Committee, 1990-91.

Chairperson to collect and edit educational evaluation tools from states nationwide, as part of Educational Design Task Force of the NAE4-HA Programs Committee, 1990-91.

Contributing photographer at NAE4-HA national conference, White Sulphur Springs, WV, 11/90

Referee for research papers submitted for presentation at NAE4-HA national conference, Mobile, AL, 11/89.

Northeast Regional Contact-elect and NJ representative of NAE4-HA to 4-H Professional Research and Knowledge Base (4-H PRK), via NAE4-HA Professional Improvement Committee, 1988-89.

NAE4-HA News And Views Committee (State Contact, 1987).

NAE4-HA Public Relations and Information Committee, 1986.

NAE4-HA Camping Task Force/Programs Committee, 1985.

NAE4-HA Teens Task Force/Programs Committee, 1984.

Florida Association of Extension 4-H Agents

Member, 2010-present

Oregon State University Extension Association/OSUEA4-HA

Member, October 2007-2010.

South Carolina Association of Extension 4-H Agents

Member, 2004-2007.

Advisor, Board of Directors, 2004-2006

New Jersey Association of 4-H Agents

President, 2004.

President-elect, 2003-04.

Developed web site ([www.internal.rutgers.edu/nja4-ha](http://www.internal.rutgers.edu/nja4-ha)), 2004

Auditing Committee, 2002 (Chair), 2001, 2000 (Chair), 1999, 1998 (Chair), 1997, 1990.

Vice President, 1991-92

By-laws Review Committee, 1991.

Member, New Jersey Association of 4-H Agents, 10/82-12/85, 7/87-10/04.

Other professional service

Member, Epsilon Sigma Phi, 1989-present.

President, New Jersey Alpha Xi Chapter, Epsilon Sigma Phi (National Extension Professional Organization). 2003-04.

- Developed web site, ([www.rce.rutgers.edu/esp](http://www.rce.rutgers.edu/esp)), 2004
- Awards and Recognition Committee, 1996-97
- Newsletter Editor, 1992-93.

Provided administrative or other support for hosting of NAE4-HA national conference in Pittsburgh (1999) and Orlando (2012).

Assisted with national conference of National Association of County Agricultural Agents, Portland, OR, 2010.



Assisted with photography for national conference of National Association of County Agricultural Agents, Somerset, NJ, 7/89.

Phi Delta Kappa, national professional fraternity in education, 3/87-present.

Kappa Delta Pi, national education honorary, 1/81-present.

Alpha Zeta, national agricultural honorary, 9/80-present.

Graduate Student Council, OSU Department of Agricultural Education, 6/85-7/87.

Ceres, Purdue University agricultural honorary, 3/81-5/82.

Alpha Zeta, national agricultural honorary, 9/80-present.

Indiana Vocational Agricultural Teachers' Association (IVATA-PU), 8/79-5/82.

### **3. Academic Service to Community/Society**

External Reviewer of Promotion, Tenure, Reappointment applications include:

- Rutgers University, 2015
- University of Maryland, 2014, 2006
- Penn State University, 2007
- Oregon State University, 2006

Reviewer of *Programming Recreational Services* textbook, to be published by Jones and Bartlett, 2008.

Career Day speaker, Reading-Fleming Middle School, April 6, 2000

Member, NJ Mathematics Coalition, 1994-1997.

Appointed to Somerset County Youth Services Commission by Board of Chosen Freeholders, 1993-1996.

Member of Youth Developer's Institute study tour of Zimbabwe (Africa), 1993.

County of Somerset Budget Issue Committee on Education, 1993

Somerset County United Way Community Problem Solving Panel, 4/93.

Co-chair, County of Somerset Citizen Feedback Committee, 1993.

County of Somerset Volunteer Recognition Committee, 1993.

Ex-officio member, Rutgers Cooperative Extension of Somerset County Advisory Board, 1992-96

County of Somerset Future Visions task force, 1992-1993.

County of Somerset Budget Process Improvement Committee, 1992-1996.

County of Somerset Telephone Services Committee, 1992.

County of Somerset Exempt Employee Appeals Review Committee, 1991-1993.

Represented county 4-H Youth Development Program and residents with mutual interest (at their request) at Branchburg Township Council meeting in regard to proposed changes in Zoning Ordinance which would adversely affect animal agriculture and 4-H animal science projects, 12/90.

Participated in development of Somerset County Human Services Master Plan, 1989.

Member, Somerset County Community Service Council, 1987-1991.

Member, Somerset County Directors of Volunteers in Agencies (DOVIA), 1987-1990.

Ex-officio member, Somerset County 4-H Association, 1987-1996.

Ex-officio member, Somerset County Board of Agriculture, 1987-1996.

Atlantic County Volunteer Advisory Committee, 8/83-5/85 (appointed by County Executive).

Ex-officio member, Atlantic County Board of Agriculture, 1982-85.

Judge, youth entries in Jersey Shore Spring Garden Show, Ocean County, 1983.

## 24. HONORS

Parks, N., Ellis, S., Leslie, L., Spence, L., Gutter, M., Borger, R., Stephenson, T., Diem, K. Social Networking Award team award for “Social Networking: Reaching Diverse Audiences with Pinterest” from Florida Extension Association of Family & Consumer Sciences (FEAFCS), March 2016.

*25 Years of Service Award*, Epsilon Sigma Phi (National Extension Professionals Organization), December 2007.

*25 Years of Service Award*, National Association of Extension 4-H Agents (NAE4-HA), October 2007.

*Excellence in Teamwork Award, Northeast States Regional Winner & state winner*, 4-H Science Discovery Series curriculum development team (Keith Diem, Laura Bovitz, Betty Jean Jesuncosky, Mary Lou Mayfield, Kevin Mitchell, Jim Nichnadowicz, Jeannette Rea-Keywood, Lisa Rothenburger, Anna M. Matteoda, Rebecca L. Gardner), National Association of Extension 4-H Agents (NAE4-HA), 10/2004.

*National Winner (Northeast Region) Team Award*, Epsilon Sigma Phi (National Extension Professionals Organization), for Science Discovery Series curriculum development team, 6/2004.

*Excellence in Teamwork Award*, NAE4-HA State Winner, for Science Discovery Series curriculum development team, 3/2004.

*"Best of the Best" Team Award*, Rutgers Cooperative Extension, for Science Discovery Series curriculum development team, 11/2003.

*State Team Award*, Epsilon Sigma Phi (National Extension Professionals Organization), 11/03.

*State Distinguished Service Award*, Epsilon Sigma Phi (National Extension Professionals Organization), 11/02.

Honoree, national *More Programs of Excellence*, for 4-H Careers and County Government Day (with Lisa Rothenburger), 2002. Citation found at <http://www.national4-hheadquarters.gov/excellence/excellence.htm>

Honoree, national *Program of Excellence*, for 4-H Science Discovery Kits (with author team), 2000.

Honoree, national *Program of Excellence*, for 4-H Science-sational Day (with Lisa Rothenburger), 2000.

Sterling High School Achievers Hall of Fame, inducted November 2000 "in recognition of outstanding lifetime achievements for distinguished accomplishments in education and for promoting the Sterling tradition and image at all times." (One of 24 individuals honored since school's inception in 1960.)

Rutgers University Faculty Academic Service Increment Program (FASIP) merit award, 2002, 2001, 2000, 1999, 1998, 1997, 1990.

*Excellence in 4-H Programming Awards*, New Jersey Association of 4-H Agents:

- Development of NJ 4-H Science Discovery Series Volume 2 curriculum, as project director along with team members, 2/2003.
- Development of the NJ 4-H web site, 2/2000.

*Northeast Regional Mid Career Award*, Epsilon Sigma Phi (National Extension Professionals Organization), 12/96.

*State Team Award* (Rutgers Cooperative Extension of Somerset County for 4-H Summer Adventure Weeks program), Epsilon Sigma Phi (National Extension Professionals Organization), 10/96.

*State Mid Career Award*, Epsilon Sigma Phi (National Honorary Extension Fraternity), 9/95.

*New Jersey Outstanding Young Citizen* (one of ten in state) from New Jersey Junior Chamber of Commerce, 2/95.

*Distinguished Service Award* for “Service to Humanity,” Somerville Area Jaycees, 10/94.

Named as one of “94 People to Watch in 1994 in Central Jersey” by Courier-News newspaper, along with the Governor, state senators and assemblymen, corporate CEO’s, etc., January 1994.

Somerset County 4-H invited to participate in NJ Governor’s Inauguration, January 1994

*Distinguished Service Award*, National Association of Extension 4-H Agents, 1992.

*State Early-Career Service Award*, Epsilon Sigma Phi (National Honorary Extension Fraternity), 10/91.

Who's Who in Government, 1990.

New Jersey recipient of NAE4-HA *Achievement in Service Award*, for successful marketing of the 4-H Youth Development Program, presented at national conference, 11/89.

Camden County recipient of *NJ 4-H Alumnus Award*, presented at NJ 4-H Expo, 6/25/88.

George R. Gist Graduate Scholarship in Extension Education, 12/86.

Outstanding Young Man of America, 1989, 1986.

*Natural Resources/Environmental Stewardship Award*, National Association of Extension 4-H Agents (NAE4-HA)

- *Northeast States Regional Winner & state winner*, 4-H Science Discovery Series Vol. 2 authorship team (Keith Diem, Laura Bovitz, Betty Jean Jesuncosky, Mary Lou Mayfield, Kevin Mitchell, Jim Nichnadowicz, Jeannette Rea-Keywood, Lisa Rothenburger, Anna M. Matteoda, Rebecca L. Gardner), 11/2002.
- *Northeast States Regional Winner & state winner* (4-H Science Discovery Series Vol. 1 authorship team), 11/1997.

*Communicator Awards*, National Association of Extension 4-H Agents (NAE4-HA):

*National Winner*

- Educational Piece – Team, 4-H Science Discovery Series Vol. 2 authorship team (Keith Diem, Betty Jean Jesuncosky, Kevin Mitchell, Jim Nichnadowicz, Jeannette Rea-Keywood, Lisa Rothenbuger, Anna M. Matteoda, Rebecca L. Gardner, Brian Parish), 11/02.
- Educational Piece (4-H Science Discovery Series Vol. 1 authorship team), 11/97.
- Educational Piece (Earth X-Press authorship team), 11/96.
- News Story, 11/89.

*Northeast Regional Winner (Among Top 4 Entries in U.S.)*

- Educational Piece – Team, 4-H Science Discovery Series Vol. 2 authorship team (Keith Diem, Betty Jean Jesuncosky, Kevin Mitchell, Jim Nichnadowicz, Jeannette Rea-Keywood, Lisa Rothenbuger, Anna M. Matteoda, Rebecca L. Gardner, Brian Parish), 4/02
- Educational Piece (Earth X-Press authorship team), 11/96.
- Periodical –Team (K. Diem, G. Powell)
- Promotional Package, 10/95.
- Educational Piece, 10/95.
- Promotional Package, 11/94.
- Packaged Educational Program, 11/93.
- Educational Piece, 11/92.
- Slide Set (with Ginny Powell), 11/91.
- News Story, 11/89.

*State Winner*

- News Story – (with Jeannette Rea-Keywood), 4/03
- Educational Piece – Team, 4-H Science Discovery Series Vol. 2 authorship team (Keith Diem, Betty Jean Jesuncosky, Kevin Mitchell, Jim Nichnadowicz, Jeannette Rea-Keywood, Lisa Rothenbuger, Anna M. Matteoda, Rebecca L. Gardner, Brian Parish), 4/02.
- Promotional Videotape (4-H ... Be In It!), 4/97.
- Educational Piece (4-H Science Discovery Series Vol. 1 authorship team), 4/97.
- Educational Piece (Earth X-Press authorship team), 4/95.
- Periodical -Team, 4/96.
- Newsletter (with Ginny Powell), 4/95.
- Promotional Package, 4/95.
- Promotional Videotape, 4/94.
- Feature Story, 4/94.
- Promotional Package, 4/94.
- Feature Story, 4/93.
- Newsletter (with Ginny Powell), 4/93.
- Promotional Piece, 4/93.
- Packaged Educational Program, 4/93.
- Promotional Package, 4/93.
- Packaged Educational Program, 6/92.
- News Story, 6/92.
- Educational Piece, 6/92.
- Newsletter (with Ginny Powell), 6/92.
- Educational Piece, 6/91.
- Feature Story, 6/91.
- Slide Set (with Ginny Powell), 6/91.
- Educational Radio Program, 6/91.
- Radio Program, 4/90.
- News Story, 4/89.
- Direct Mail Piece, Flyer, or Brochure, 4/89.

- 4-H Promotional Videotape (with James Helt, Ohio) 11/88.
- Personal Newspaper Column, 4/85.
- County 4-H Newsletter (with Rita Natale), 4/85.

*Educational Technology Awards*, National Association of Extension 4-H Agents (NAE4-HA):

- *National Winner* - for development of NJ 4-H Science Discovery Series web site ([www.discoverscience.rutgers.edu](http://www.discoverscience.rutgers.edu)), with Phil Wisneski & Ravi Gudlavalleti, 10/2004.
- *Northeast Winner* - for development of NJ 4-H web site ([www.nj4h.rutgers.edu](http://www.nj4h.rutgers.edu)), 11/2000.
- *National Winner* - for development of teaching reference materials pertaining to using technology in education, 11/93.
- *National Winner* - for success story in using technology; presented at national conference, 11/93.
- *National Winner* - for development of computer software for 4-H Science-sational Day registration, 11/91.
- *National Winner* - for development of written documentation for *4-H is More* computer software for promoting 4-H, 11/92.

*Citations for Outstanding Service*, New Jersey Association of 4-H Agents:

- Creation and coordination of 4-H Science-sational Day program that reached 1500 youth over 7 years, 2/97.
- Development of NJ 4-H Science Discovery Kits, as project director along with team members, 2/96.
- Development of Somerset County 4-H Careers and County Government Day, a career exploration program involving the Board of Freeholders and County Government Divisions, for middle school youth, 2/95.
- Co-development (with Ginny Powell) of Somerset County Invitational 4-H Volunteer Forum, a training experience for 4-H adult volunteers from as many as nine other counties, 2/93.
- Development of NJ 4-H Action Days, a state experiential conference for youth 12-19, as part of a task force of four members, 2/92.
- Development of innovative computer programs used in marketing the 4-H Youth Development Program and the registration of 4-H members and volunteers statewide, 2/91.
- Development of comprehensive 4-H camping program and marketing campaign, 1/85.

*Computer Technology Awards, National Association of Extension 4-H Agents (NAE4-HA):*

- *National Winner* - for development of *4-H is More* computer software for promoting 4-H; presented at national conference, 11/91.
- *National Winner* - for development of computer software for 4-H Summer Camp participant registration database system, 11/91.
- *National Winner* - for development of computer software for New Jersey 4-H member and volunteer registration database system, 11/90.
- *National Winner* - for comprehensive use of computer technology in educational programming, 11/90.
- *National Winner (second place)* - for development of computer training and reference materials, 11/90.