

## DALE PRACTH

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### EDUCATION

**Texas A&M University**, College Station  
Doctor of Philosophy - Agricultural Education, Leadership Studies  
December 2006

**Kansas State University**, Manhattan, KS  
Master of Science - Student Personnel Services  
December 1999  
Bachelor of Science - Agricultural Education  
May 1996

### PROFESSIONAL EXPERIENCE

**University of Florida/IFAS**, Gainesville, FL  
*Associate Professor, Community Based Organizational Systems*  
*4-H Youth Development Specialist*  
*FYCS Undergraduate Coordinator*  
July 2007 – Present

#### **Extension Appointment, 4-H Youth Development Specialist**

- Provide program leadership for *Organizational Strategies and Learning Environments for 4-H Youth Programs* and led the focus team in addressing the statewide needs in this area from (2007 - 2012). Since 2012, serve as faculty liaison for Initiative 7 Priority Work Group 2 Organizational & Volunteer Systems to Support Youth Development. Responsibilities and issues addressed under this initiative include:
  - Educate county faculty and volunteers to create and sustain safe, inclusive program environments for youth.
  - Work cooperatively with state and county faculty, volunteers and staff to incorporate best practices of youth development organizational structures into relevant 4-H youth programs.
  - Collaborate with Regional Specialized Agents, and Extension 4-H Youth Faculty on outcome based programming for effectively reaching diverse youth audiences.
  - Assist 4-H Faculty in delivering 4-H to their clientele through club programs, in school, after school, community settings, and residential and day camps.
  - Conduct scientifically based needs assessments, plan and develop written training materials, secure external funding, evaluate program effectiveness, and market positive community based youth development programs.
- Develop and implement *Extension Staff and Volunteer Development* Programs for the 4-H Youth Program, Military Partners and Community Nonprofits. Responsibilities include:
  - Addressing critical training needs in the areas of risk management, club development and fiscal management, and advisory council leadership.
  - Coordinating new agent training (2008 - present) and Co-leading Statewide Youth Development Institute (2010 - 2012).
- Provide faculty and program leadership for *Leadership and Citizenship 4-H Youth Programs*. Responsibilities include:
  - Development/revision and evaluation of curriculum materials, events and activities.
  - Curriculum training and implementation strategies conducted for county faculty, volunteers, and staff.
- Serve as *State Military Liaison* ( 2009 - present) with responsibilities including:
  - Seeking extramural funding and oversight of grant management.
  - Hiring, and supervising Military Partnership Coordinator, student worker, and OMK Coordinator.
  - Providing staff development and effective program management of partnerships between 7 county 4-H programs with 12 Air Force and Navy bases in Florida, 15 AF bases in 5 European countries, and 1 Navy base in Cuba.
  - Evaluating the program and staff effectiveness of the military partnerships.

### **Teaching Appointment, Undergraduate Coordinator**

- Contribute to the undergraduate and graduate Family Youth and Community Sciences majors through teaching and advising.
- Oversee the advising of 450 students and advise 27 undergraduate students per year. Participate in graduate education, serve on graduate committees, and supervise students. Taught FYC 6932 Community Based Youth Organizations, FYC 6932 Community Involvement and Service, FYC 3001 Principles of Family Youth and Community Sciences, FYC 4408 Organizational Leadership for Nonprofits, and FYC 4409 Working with Nonprofit Organizations in Community Settings.
- Partner with EARTH University in Costa Rica and a consortium of ten land-grant universities and teach a Study Abroad Course, Community Outreach, Leadership and Engagement.

### **Career Center, TAMU, College Station, TX**

January 2000 – June 2007

*Assistant Director, Career Coordinator, College of Agriculture and Life Sciences*

- Interacted with campus recruiting managers and human resource personnel to build working relationships and develop career and internship opportunities for students.
- Collaborated with faculty and staff on internship and career-related classroom presentations and partnered with all colleges and departments.
- Served as liaison to the College of Agriculture and Life Sciences to assist with student career questions.
- Assisted with the development of Career Center's integrated web-based job listing software.
- Identified and marketed the Career Center services, Experiential Education programs, and Internship programming options to employers.
- Provided advice and counsel to employers in designing, developing, implementing/improving career and internship programs for students and counseled students on job search issues.
- Supervised two student workers per semester.

### **K-State Research and Extension, KSU, Manhattan, KS**

January 1998 – January 2000

*Assistant Extension Specialist, 4-H Youth Programs*

- Planned, coordinated, and facilitated meetings, events, and curriculum development.
- Served as a member of two state 4-H Action Teams: Volunteer Development Action Team and Camp Action Team and committee member for the 1999 North Central Regional 4-H Volunteer Forum
- Co-planned and produced Discovery Days kick-off activity, *Oodles of Noodles at the Quad*, for more than 500 youth and *Oh the Paths You'll Take by R.U. Ready; Team Building Through Initiatives* for 500+ youth.
- Co-chaired State 4-H Camp Counselor Training for 49 teens focusing on a "train the trainer" model for teens' and adults' service as camp counselors.
- Co-coordinated L\*I\*F\*E\* II conference for 68 participants focusing on innovative training techniques, the experiential-learning model, and development of processing skills.
- Advised State 4-H Volunteer Forum Planning Committee.
- Coordinated the State 4-H TAXI Tune-U-Up workshop for 54 county staff and volunteers.
- Co-sponsored State 4-H Explorer Post Adventure for 34 youth.
- Co-planned and produced, Researched, developed, and co-wrote the Kansas 4-H Camp Standards.

### **K-State Research and Extension, Cowley County, KS**

June 1996 - January 1998

*County Extension Agent, 4-H Youth Programs*

- Demonstrated leadership, facilitated educational programs, and recruited and trained more than 150 volunteers to develop life skills in 14 4-H clubs representing 460 youth members.
- Served as county coordinator, facilitating extension council executive board, 4-H Program Development Committee. Oversaw office operations, \$190,000 annual budget, and supervised staff members.
- Developed and implemented youth and volunteer programs including: 4-H Days, County 4-H Camp Counseling Training, New Member Orientation, Cowley County Fair, Junior Leaders Club, 4-H Council, and TAXI Volunteer Management Program.
- Participated in community and state leadership on State 4-H Advisory Board.

### **Additional Work Experience**

Career and Employment Services, Practicum, KSU, Manhattan, KS	Fall 1999
Leadership Studies and Programs, Practicum KSU, Manhattan, KS	Spring 1999
Academic and Career Information Center, KSU, Manhattan, KS	1993-2006
Atchison County Community High, Student Teacher, Effingham, KS	Spring 1996
MGM Grand, Intern, Las Vegas, NV	Summer 1995
Pracht Farms, Westphalia, KS	1988 -1995

## SELECTED PUBLICATIONS

### Refereed Publications

#### Refereed Journals (8)

Terry, B.D., Pracht, D., Fogarty, K., & Pehlke, T. & Barnett, L.J. (2013). The similarities between consumer behavior and volunteer behavior: A study of volunteer retention. *Journal of Extension*.51(6)

Tessman, D., Duda, S., & Pracht, D. (Accepted). Ladders to leadership: What camp counselor positions do for youth. *Journal of Youth Development: Bridging Research & Practice*.

Pracht, D. (Accepted). Evaluating the cognitive process of students participating in a service learning experience while enrolled in a collegiate social problems class. *Journal of Higher Education Outreach and Engagement*.

Pracht, D., Terry, B., & Fogarty, K. (2011). Risk management for volunteer resource managers: Pre-event planning matrix. *International Journal of Volunteer Administration*, 28(3), 5-14.

Terry, B. D., Harder, A., & Pracht, D. (2011). Understanding the value of volunteer involvement: Results from Florida. *Journal of Agricultural Education*, 52(2), 1-10.

Bolton, E., Terry, B. D., Brennan, M., & Pracht, D. (2010). Action research helps citizens prepare Madison County, Florida Vision 2020. *Journal of Rural Community Development*, 5(3), 71-77.

Diehl, D., Pracht, D., Forthun, L., & Simmone, A. (Aug. 2010). Food safety for 4-H youth: A survey of interests and educational methods. *Journal of Extension*, 48(4).

Fogarty, K., Terry, B. D., Pracht, D., & Jordan, J. C. (2009). Organizational supports and youth life skill development: Adult volunteers as mentors, managers, and “mediators.” *Journal of Youth Development: Bridging Research & Practice*, 4, 21-36.

#### Books, Contributor of Chapter(s) (1)

Terry, B., Harder, A., & Pracht, D. (2011). Options for volunteer involvement. In T. D. Connors (Ed.), *The volunteer management & leadership handbook* (2nd ed.) (D.1-D.17). New York: John Wiley and Sons.

### Peer Reviewed EDIS Publications

#### Fact Sheets (18)

Rickerson, E., Ohlson, M., Fogarty, K. Muthusami, K., & Pracht, D. (2011). *Coordinating a collegiate service-learning mentoring program*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/fy1242>

Pracht, D., Norman, M., Fogarty, K., & Hink, J. (2010). *Risk management for 4-H youth development work*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h>

Pracht, D., Norman, M., Fogarty, K., & Hink, J. (2010). *Basic building blocks for all: Risk management for 4-H youth development work*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h>

Pracht, D., Norman, M., Fogarty, K., & Hink, J. (2010). *Special events and activities: Risk management for 4-H youth development work*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h>

Pracht, D., Norman, M., Fogarty, K., & Hink, J. (2010). *Records and contracts: Risk management for 4-H youth development work*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h>

Pracht, D., Norman, M., Fogarty, K., & Hink, J. (2010). *Insurance: Risk management for 4-H youth development work*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h>

Pracht, D., Norman, M., Terry, B., Fogarty, K., & Hink, J. (2010). *Volunteers: Risk management for 4-H youth development work*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h>

- Pracht, D., Norman, M., Fogarty, K., & Hink, J. (2010). *Transportation: Risk management for 4-H youth development work*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h>
- Pracht, D., Norman, M., Fogarty, K., & Hink, J. (2010). *Risk management pre-event planning guide & matrix: Risk management for 4-H youth development work*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h>
- Jordan, J., Terry, B., & Pracht, D. (2009). *Secretary's record book for Florida 4-H clubs*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h011>
- Jordan, J., Terry, B., & Pracht, D. (2009). *Florida 4-H officers' handbook*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h049>
- Jordan, J., Terry, B., Pracht, D., & Butterfield, J. (2009). *Starting and maintaining 4-H clubs*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4H281>
- Brennan, M., Moon, M., & Pracht, D. (2008). *Understanding organizational leadership*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/FY1063>
- Mashburn, D., Harder, A., & Pracht, D. (2008). *Learning by doing: Utilizing service-learning projects*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/WC073>
- Butterfield, J., Pracht, D., & Jordan, J. (2007). *4-H club meetings*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4H282>
- Jordan, J., Terry, B., Pracht, D., & Butterfield, J. (2007). *Starting and maintaining 4-H clubs*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4H281>
- Jordan, J., Pracht, D., & Butterfield, J. (2007). *4-H club planning workbook*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4h157>
- Jordan, J., Pracht, D., & Butterfield, J. (2007). *4-H club program planning guide: A guide for staff and volunteers*. Florida Cooperative Extension Service Electronic Data Information Source. Available at <http://edis.ifas.ufl.edu/4H157>

### **Cooperative Extension Curriculum (6)**

- Dearmin, L., Armstrong, W., Jordan, J., Tesdall, T., & Pracht, D. (2011). *4-H Council handbook*. Gainesville, FL: University of Florida Extension.
- Bender, G., Kent, H., Butterfield, J., Heltemes, B., Norman, M., Pracht, D., & Fogarty, K., (2010). *Florida 4-H chaperone certification training curriculum*. Gainesville, FL UF/IFAS 4-H Youth Development.
- Rutledge, J., Jordan, J., & Pracht, D. (2009). *Exploring citizenship: Me, my family and my friends!*. Gainesville, FL UF/IFAS 4-H Youth Development.
- Rutledge, J., Jordan, J., & Pracht, D. (2009). *Exploring citizenship: My neighborhood*. Gainesville, FL UF/IFAS 4-H Youth Development.
- Rutledge, J., Jordan, J., & Pracht, D. (2009). *Exploring citizenship: My government*. Gainesville, FL UF/IFAS 4-H Youth Development.
- Rutledge, J., Pointer, G., Spivey, L., & Pracht, D. (2009). *Unlock your leadership potential: A leadership project guide*. Gainesville, FL UF/IFAS 4-H Youth Development.

## **SELECTED PRESENTATIONS**

### **International - Invited (23)**

- Pracht D. (October 2013). Study abroad Community Outreach, Leadership, and Engagement course overview. EARTH University, Costa Rica.
- Pracht D. (October 2012). Study abroad Community Outreach, Leadership, and Engagement course overview. EARTH University, Costa Rica.

***The following were presented at the Boys and Girls Clubs of America Central West Europe Military Cluster Training & the Northern Europe Cluster Training Conference, Ramstein, Germany and Lakenheath, England.***

- Marton, J. & Pracht, D. (February 2012). *Fun rules!* Ramstein, Germany.
- Heredia, D., & Pracht, D. (February 2012). *Creative programming for school-age children* (BGCA/4-H). Ramstein, Germany.
- Marton, J. & Pracht, D. (February 2012). *Back pocket hints too and other games.* Ramstein, Germany.
- Pracht, D. (February 2012). *Small group leadership clubs 101.* Ramstein, Germany.
- Pracht, D. (February 2012). *The arts 101.* Ramstein, Germany.
- Pracht, D. (February 2012). *How to keep your 5<sup>th</sup> graders.* Ramstein, Germany.
- Heredia, D., & Pracht, D. (March 2012). *Guidance vs. punishment.* Lakenheath, England.
- Heredia, D., & Pracht, D. (March 2012). *Creative programming for school-age children.* Lakenheath, England.
- Pracht, D. (March 2012). *The arts 101.* Lakenheath, England.
- Pracht, D. (March 2012). *Preparing your youth for their future.* Lakenheath, England.
- Pracht D. (March 2012). *Taking your small group leadership clubs to the next level through community service.* Lakenheath, England.

***The following were presented at the Boys and Girls Clubs of America Northern Europe Cluster Training Conference, Lakenheath, UK.***

- St. John, B. & Pracht, D. & (March 2011). *Image makers, fine arts, digital arts & 4-H collaborations.*
- Heredia, D. & Pracht D. (March 2011). *Small group leadership programs.*
- Pracht D., & Radloff, K. (March 2011). *4-H club chartering training and overview for Air Force, 4-H club chartering.*

***The following were presented at the Boys and Girls Clubs of America Europe Impact (Youth Development Professionals) Conference, Garmisch, Germany.***

- Pracht, D. (2010, March). *Table-top topics.*
- Pracht D., & Radloff, K. (2010, March). *4-H club chartering training and overview for Air Force, 4-H club chartering.*
- Campbell, H., & Pracht, D., & Deprez-Garrity, N. (2010, March). *BGCA101/4-H 101 training.*
- Jordan, J., Glasscock, M., & Pracht, D. (2009, March). *4-H 101 training.*
- Pracht, D. & Glasscock, M. (2010, March). *Science exploration.*
- Leist, S., & Pracht, D., (2010, March). *Workforce-preparation programs.*
- Pracht, D. (2009, March). *GPS/GIS training.*

**National – Selected (22)**

- Pracht, D., (2013, Feb.). *Reaching underserved military youth*, 4-H Military Partnerships Annual Meeting, Crystal City, VA
- Tessman, D., Duda, S., & Pracht, D. (2012, Oct). *Discover the treasure of camp counselor leadership through technology.* NAE4-HA Conference. Orlando, FL.
- Tessman, D., Duda, S., & Pracht, D. (2012, Oct). *Ladders to leadership: What camp counselor positions do for youth.* NAE4-HA Conference. Orlando, FL.
- Pracht, D., Scott, S., Harris, R., & Pehlke, T. (2011, Oct.). *How to use a marketing toolkit to connect to people for great impact.* NAE4-HA Conference. Omaha, NE.

## **National – Selected (22) continued**

- Terry, B., Pracht, D., Fogarty, K., Davis, P., Kraeft, S., & Pehlke, T. (2011, Oct.). Hold on to what you got: The Florida 4-H study on volunteer retention. NAE4-HA Conference. Omaha, NE.
- Bledsoe, L.P., Behnken, T., & Pracht, D. (2011, Oct.). *From proposal to presentation*. NAE4-HA Conference. Omaha, NE.
- Edwards, H., Enroughty, S., Jordan, J., Pracht, D., & Mull, C. (2011, April). *4-H clubs and military families*. DOD/USDA Family Resilience Conference. Chicago, IL.
- Brown, K., Cheseldine, L., Dais, P. M., Pracht, D., Ware, M., Bearden, J., Broaddus, B., Koerner, G., Jones, D., Mullins, V. B., Psikogios, J., Toelle, A., & Turner, C. (2011, April). *4-H military and community partnerships showcase: The art of self-expression*. DOD/USDA Family Resilience Conference. Chicago, IL.
- Butterfield, J., & Pracht, D. (2010, October). *Taking the risk out of risk management: A logical approach*. NAE4-HA Conference. Phoenix, AZ.
- Kochert, J., Jordan, J., & Pracht, D. (2010, October). *Evaluation of youth-adult partnerships in Florida 4-H*. Poster session presented at the NAE4-HA Conference. Phoenix, AZ.
- Butterfield, J., Pracht, D., Norman, M., & Fogarty, K. (2010, May). *Risk management for youth development work*. Children Youth and Families at Risk Conference. San Francisco, CA.
- Davis, P., Heady, J., Brown, K., Mullins, V., Steinzor, H., Turnmeyer, AnnMarie, & Pracht, D. (2010, October). Poster session presented at the NAE4-HA Conference. Phoenix, AZ.
- Pracht, D., Norman, M., & Fogarty, K. (2010, May). *Risk management for youth development work*. Children Youth and Families at Risk Conference. San Francisco, CA.
- Gutter, M. S., Copur, Z., Garrison, S., & Pracht, D. (2010, May). *A case for family-based financial education*. Poster session presented at the Children Youth and Families at Risk Conference. San Francisco, CA.
- Fogarty, K., Pracht, D., Terry, B. D., & London, L. (2009, October). *Community youth development programs and institutions of higher education: An integral partnership for service learning*. NAE4-HA Conference. Rochester, NY.
- Pracht, D., Jordan, J., & Duda S. (2009, October). *4-H residential camping: A state evaluation summary*. Research and evaluation report presented at the NAE4-HA Conference. Rochester, NY.
- Terry, B., & Pracht, D. (2009, October). *Measuring the net benefits of volunteers in youth development organizations: Results from Florida*. NAE4-HA Conference. Rochester, NY.
- Fogarty, K., Hink, J., Jordan, J., Pracht, D., Terry, B., & Wilkens, S. (2009, October). *Organizational supports and youth life skill development: Adult volunteers as mentors, managers, and “mediators.”* Poster presented at the NAE4-HA Conference. Rochester, NY.
- Bolton, E., Brennan, M., Pracht, D., & Terry, B. (2008, August). *Action research helps citizens prepare Madison County, Florida vision 2020*. Poster presented at the Joint Council of Extension Professionals (JCEP). Indianapolis, IN.
- Pracht, D., Mullins, V., & Tobias, E. (2008, May). *Transforming community service-learning projects*. Children Youth and Families at Risk Conference. San Antonio, TX.
- Fogarty, K., Terry, B., Pracht, D., & Jordan, J. (2008, February). *Bridging the gap between community environments and youth life skill development: Adult volunteers as “mediators.”* Society for Research on Adolescence [12th] Conference. Chicago, IL.
- Pracht, D. (2007, November). *Understanding the cognitive processes of students involved in service-learning experiences*. National Society for Experiential Education Conference. Seattle, WA.

### **National – Invited (2)**

Pracht, D. Wright, Discussants (2013, Feb.). Military Partner Sessions, 4-H Military Partnerships Annual Meeting, Crystal City, VA

Pracht, D., & Bradley, L. (February, 2012). *Results from the military liaison research study*. National Conference of Military Liaisons. Washington, D.C.

### **Regional – Selected (5)**

Tesdell, T., Armstrong, W., & Pracht, D. (2012, March). *Florida 4-H Legislature and the Citizenship Mandate*. Southwest Region 4-H Biennial. Jekyll Island, GA.

Terry, B., Pracht, D., Fogarty, K., Pehlke, T., & Kraeft, S. (2012, March). *Hold on to what you got: The Florida 4-H volunteer retention study*. Southwest Region 4-H Biennial, Jekyll Island, GA.

Pracht, D., Norman, M., & Fogarty, K. (2010, May). *4-H, a risky business*. Southern Region 4-H Biennial Conference. Columbia, NC.

Armstrong, W., Pracht, D., & Jordan, J. (2010, April). *Maximizing youth leadership and civic engagement programs for teens*. Southern Region 4-H Biennial Conference. Columbia, NC.

Jordan, J., Norman, M., Pracht, D., Terry, B., Bender, G., Kent, H., & Callahan, J. B. (2010, April). *Youth development institute: An expanded model for youth collaborators, funders, professionals, and volunteers*. Southern Region 4-H Biennial Conference. Columbia, NC.

### **State – Invited (15)**

Pracht, D. Samuel, N. (April, 2013). *Running a tight ship and still have fun*. State Volunteer Forum, Ocala, FL.

Pracht D., Brown, K. (April, 2013). *Running a tight ship and still have fun*. State Volunteer Forum, Ocala, FL.

Pracht, D. (April 2013). *Teambuilding for 4-H Agents*, FAE4-HA Mid-Year Meeting, Ocala, FL.

Pracht, D. (2012, May). *Social change starts with you*. Facilitated Round Table Discussion at the Nonprofit Summit. Gainesville, FL.

Pracht, D. (2012, January). *The importance of 4-H clubs in achieving positive youth development: Highlights and best practices from 4-H 101*. Youth Development Institute. Ocala, FL.

Pracht, D., Tesdell, T., Kent, H., & Broadus, B. (2012, January). *4-H 101 training*. Youth Development Institute. Ocala, FL.

Stripling, C., TenBroeck, S., Pracht, D., & Rathinasabapathi, S. (2011, Aug.). *To attend or not to attend: An exploration of undergraduate student class attendance*. CALS Teaching Enhancement Symposium. Gainesville, FL.

Pracht, D. (2011, June). *Youth organizations*. Facilitated Round Table Discussion at the Nonprofit Summit. Gainesville, FL.

Gutter, M., & Pracht, D. (2010, January). *Money camps and family oriented financial education*. Youth Development Institute. Gainesville, FL.

Pracht, D., Henry, K., & Mullins, V. (2010, January). *Citizenship projects for club members*. Youth Development Institute. Gainesville, FL.

Pracht, D., & Butterfield, J. (2010, January). *Risk management for Youth Development Work*. Youth Development Institute. Gainesville, FL.

Pracht, D., Armstrong, W., & Baltzell, N. (2010, January). *Unlock your leadership potential*. Youth Development Institute. Gainesville, FL.

Heltemes, B., & Pracht, D. (2010, January). *Our 4-H advisory committee*. Youth Development Institute. Gainesville, FL.

Pracht, D., Mays, L., Heltemes, B., & Meyer, T. (2010, January). *Marketing plans for county 4-H programs*. Youth Development Institute. Gainesville, FL.

Pracht, D., Butterfield, J., Hink, J., & Toelle, A. (2008, November). *The 5 W's of the Florida 4-H youth program*. 4-H Administrative Conference. Gainesville, FL.

### **State – Selected (14)**

Pracht D., Samuel, N., Hink, J., Boston, M. (2013, Aug.). *Risk Management Strategies for your extension program*, Extension Professional Association of Florida, Orlando, FL.

Pracht, D., Brown K. D., Davis, P. M., Bearden, J., Broaddus, B., Koerner, G. Mullins, V. B. Radloff, K. C., Jones, D., Toelle, A., & Psikogios, J.A. (2012, January). *Marketing 4-H to the military population in your county*. Youth Development Institute. Ocala, FL.

Tessdall, T.A., Pracht, D., Armstrong, W., Nistler, D., Brown, K., Phillippe, P., Mullins, K., Miliffe, K., Thomas, G. (2012, January). *Florida 4-H Citizenship Programs: Tying them all together to the citizenship mission mandate*. Youth Development Institute. Ocala, FL.

Terry, B.D., Samuels, N., Gal, N.J. & Pracht, D. (2011, August). *Hold on to what you got: The Florida 4-H Study on volunteer retention*. Extension Professional Association of Florida. Orlando, FL.

Harris, R., Scott, S., & Pracht, D. (2011, January.) *Marketing toolbox for agents and volunteers*. Youth Development Institute. Gainesville, FL.

Cletzer, A., Toomey, A., & Pracht, D. (2011, January). *Social networking*. Youth Development Institute. Gainesville, FL.

Bender, G., Pracht, D., & Sevin, S., (2011, January). *Building community capacity in your county*. Youth Development Institute. Gainesville, FL.

Swisher, M., Pracht, D., Cletzer, A., & Dillard, J. (2011, January). *Keys to grant writing success*. Youth Development Institute. Gainesville, FL.

Pracht, D., & Heltemes, B. (2011, January). *Growing our advisory committee*. Youth Development Institute. Gainesville, FL.

Bender, G., Pracht, D., Lewis, C., & Pointer, G. (2011, January). *Service-learning through serving our Florida military*. Youth Development Institute. Gainesville, FL.

Pracht, D., Fogarty, K., Fletcher, K., & London, L. (2009, August). *Community programs and institutions of higher education: An integral partnership for service-learning*. Presented at CALS Teaching Enhancement Symposium. Gainesville, FL.

Pracht, D., & Toelle, A. (2009, September). *Florida 4-H website updates: For agents only*. Extension Professionals Associations of Florida. Orlando, FL.

Mays, L., & Pracht, D. (2009, May). *Effectively building collaborations with local media to market 4-H*. POLYCOM webinar for Extension Symposium Conference. Gainesville, FL.

Pracht, D., Mullins, V., & Tobias, E. (2008, May). *Transforming community service-learning projects*. POLYCOM webinar for Extension Symposium Conference. Gainesville, FL.

### **Local—Invited (3)**

Pracht, D. (2013, May). *Volunteerism in the 21<sup>st</sup> Century*, Nonprofit Summit, Gainesville, FL.

Pracht, D. (2013, May). *Flash Session on Education*, Nonprofit Summit, Gainesville, FL.

Butterfield, J. Pracht, D. (2012, September). *Safe and Secure Environments*. Northwest 4-H Volunteer Leader Forum. Niceville, FL.

## GRANTS AND EXTRAMURAL FUNDING

**Various grants and awards totaling \$536,185 have been secured from external and internal funding sources.**

*\$513,935 was funded through the Military 4-H Club Grants and OMK partnership through the Department of Defense, ARMY, National Institute of Food and Agriculture (NIFA), and United State Department of Agriculture.*

- Military 4-H Club grants have organized 4-H clubs within installations and communities targeted to benefit military youth. As Military Liaison, I have overseen the development of this collaboration, which has expanded programming to many of the bases and installations in the state of Florida as well as OCONUS Air Force bases in Europe. The broadening of opportunities to participate in 4-H programs has provided military youth with the stable nurturing environments that they desperately need.
- The Military Liaison Evaluation grant, funded by the National Institute of Food and Agriculture in 2010-2011, explored the role of the State 4-H Military Liaison and how the Liaison impacts state 4-H programs and military youth programs. The report found that the position significantly increased enrollments, as well as 4-H awareness among military families.
- In 2010-2011, the National Institute of Food and Agriculture also funded the Navy Marine Adventure Camp. This grant supported the 4-H summer camp, which offers fun and educational activities in Florida. Campers were able to participate in watersport activities, learn about marine life, and work in teambuilding challenges. Campers were also provided with the opportunity to provide coastal restoration to help improve the area's environment.

*\$22,250 was funded through the 4-H Foundation, The Dean of Extension, and Madison County.*

- In 2009-2010, the Florida 4-H Foundation funded *Nuts & Bolts of a 4-H Program*, a grant aimed to organize the 4-H Faculty and Staff website. This pertained to organizational systems issues.
- In 2008- 2009, Extension funded *Putting your Ducks in a Row: Risk Management Matrix*, for which I served as Principal Investigator. This grant identified needs and developed risk management procedures and guidelines for the Florida 4-H Program.
- In 2007-2008, the *Doors to Opportunity in 4-H* grant involved the development of the volunteer recruitment database for Florida 4-H volunteers. This continues to serve as an online recruitment tool for the organization.

## EXTENSION PROGRAM HIGHLIGHTS and ACCOMPLISHMENTS

### **Organizational Strategies and Learning Environments to Support Youth Development, including Military Installations**

- As co-chair of the *Organizational Strategies for Youth Programs Focus Team*, I provide statewide leadership for organizational effectiveness in the area of strategic planning for organizational strategies and learning environments for youth programs. Facilitated vision and mission development and long-range planning sessions, establishing appropriate management structure for Florida 4-H youth development program, and creating governance policies. Coordinate and provide leadership for four quarterly Focus team meetings annually as well as state Extension reporting for this focus team.
- Increased Florida 4-H marketing effectiveness by offering a panel in-service training and co-coordinating marketing workshops at Youth Development Institute.
- Improving organizational environments for volunteers by conducting research on volunteer needs, effectiveness, and impact.
- Improved Florida 4-H communication strategies to county faculty by developing a more user friendly interface for web-based information and resources for county faculty on the Florida4-H youth development web site and providing guidance in forming a marketing committee under the Organizational Strategies for Youth Programs Focus Team.
- Serve on professional development committee for FAE4-HA and offered Essential Elements training for county faculty and provided leadership and guidance to the committee in planning for the new faculty in-service.
- Supported community development initiatives such as co-facilitating Madison County's Vision 20/20 strategic planning process, evaluated impact of initiative and reported findings to both Madison County and used the research results to further educate other counties and communities at professional meetings and in-

service trainings. Facilitated Values, Vision and Mission session relating to by-laws for Orange County 4-H Horse Advisory Committee.

- Contributed to the revisions of a series of 8 EDIS publications for 4-H Club Management for use by staff, volunteers and youth. Trained volunteers on the resources available to foster, enhance, and sustain 4-H Clubs
- Supporting a team of 7 county agents and Air Force and Navy Personnel to develop and maintain 4-H clubs at 12 Air Force and Navy bases in Florida, 15 AF bases in 5 European countries, and 1 Navy base in Cuba with extramural grants and staff development and training.
- Conducted 17 classes of 4-H 101 Training for bases in 5 European countries from 2009-2012.
- Conducted 4-H curriculum training in areas of Science, Engineering, and Technology, Healthy Living, and Citizenship for Military Youth Development Professionals. Co-facilitated science discovery training for Patrick Air Force Base.
- Selected to conduct research and evaluation of effectiveness of State 4-H Military Liaison roles across nation in supporting mission of military partnerships and 4-H club programming.

### **Impacts:**

The outcome of a UF/IFAS research study shows that 84% of youth (N=523) reported that 4-H is a safe place for growing and learning. Also, 83% of youth (N=515) reported that 4-H clubs are supportive environments where they feel accepted. The study found that 92% of youth (N=572) reported that nearly half of the life skills developed while involved in 4-H clubs are directly related to the mentoring and support provided by their 4-H club leader.

A 74 % increase in 4-H clubs organized for military youth resulting in a 54% increase in the number of military youth served from 2007 to 2009. Club development and military partnership staff training in the 5 Florida counties has resulted in engaging 1174 youth in 31 clubs, as reported by the 2011-12 State 4-H ES237 Statistical Report, as compared to the 23 clubs and 631 youth enrolled in 2007.

Evaluation of the training programs at Air Force bases in Germany, England, and Italy indicate that faculty use the following four items as tools learned from training: new educational activities, skill-a-thons, club planning and programming, and have implemented the new youth curriculum. As a result of 4-H youth development programming on military sites, staff are reporting that youth are developing life skills; experiencing continuity in programming and activities as they move from one base to the next; learning to serve their communities; and are developing career interest in project areas focused on the 4-H mission mandates of Science, Engineering and Technology, Healthy Living, and Citizenship.

Impact Results from the National Evaluation of Military Partnerships with 4-H Club programming conducted (52 out of 57 surveys completed) revealed:

- **56%** of participants experienced an increase awareness of military families
- **30%** of participants experienced an increase in enrollments
- **15%** of participants experienced strengthened partnerships between military youth, military families and 4-H.
- **7 %** of participants experienced very little or no effect from the partnership.

### **Staff and Volunteer Development for 4-H Programs, Military Partners & Community Non-Profits:**

- Instructed 115 new county faculty on what it means to be a professional in Extension, 4-H 101 training curriculum, policies and procedures, and work-life balance issues.
- Trained county faculty on strategies to increase personal effectiveness through in-service-trainings, retreats, and through the professional associations.
- Co-planned state 4-H faculty and staff retreats and facilitated Strengths Quest leadership training.
- Developed a comprehensive risk management program for the Florida 4-H youth program by providing risk management in-service trainings and workshops both in person and via webinars, developed a 4-H club risk management peer reviewed publication and presented annual risk management workshops for summer 4-H camp staff; co-wrote chaperone training web based training, and 8 risk management EDIS (fact sheet) publications.
- Provided Volunteer Management trainings and strategies for recruiting and retaining volunteers and risk management trainings for faculty, staff, and volunteers.
- Provided Web Based Risk Management Training for 22 NW District Volunteers for their Make a Difference Monday In-Service Series.
- Provided team building training for 4-H agents to use with teens and adult programming.

- Provided leadership for state and county 4-H Foundations by co-organizing the 4-H Foundation track at the State Youth Development Institute, co-writing EDIS publications (fact sheets) on nonprofit leadership relating to 4-H Foundations, and by evaluating 4-H Foundations leadership functions.
- Conducting programming effort in the area of 4-H advisory councils by developing faculty and council handbooks for 4-H advisory councils, providing in-service trainings and workshops on establishing and maintaining 4-H advisory councils, facilitating the Orange County team building and strategic planning retreat for their 4-H advisory council.

**Impacts:**

Florida 4-H surveyed youth about their 4-H experiences. The outcomes of a UF/IFAS research study revealed that 84% of youth (N=523) reported that they are learning to do things on their own while participating in the club. 74% of youth (N=460) reported learning to become leaders among their peers. Results from research and evaluation of organizational environment for youth within 4-H clubs (See refereed Journal Articles Section 16 f.) have revealed that volunteers serve as key mediators in how youth learn and develop skills within these settings. Therefore, the increase emphasis on training for volunteers and overnight chaperones has resulted in increased support for the needs of youth, minimize risk and improve learning environments and safety.

**Citizenship and Leadership Curriculum to support Life Skill and Youth Development**

- Provide leadership and guidance for service-learning & community service programming in Florida 4-H youth development program, including the Florida 4-H Community Pride Service-Learning Community Program. Continue to encourage youth, families, and communities to focus on the community, global hunger, and food insecurity projects.
- Contributed to the revision of the *Unlock Your Leadership* Curriculum and provided statewide training for county faculty and volunteers at the Youth Development Institute (YDI).
- Contributed to the revision of the *Citizenship Series Curriculum* and provided implementation training for county faculty and volunteers at the Youth Development Institute (YDI).
- Evaluating the 4-H Legislature Program annually to improve effectiveness and support the Legislature planning team to improve program results.
- Conducted training for the State 4-H Council on leadership and business etiquette, and co-led “Train the Trainer” Team Building and Ice Breakers workshop at 4-H Congress.
- Conducted training for the 4-H State Executive Team officers on networking and communication skills, and presented training to 4-H youth at State 4-H Congress on “Making a Good Impression,” “Dressing for Success,” and “Selecting Proper Business Attire on a Budget.”

**Impacts:**

The outcomes of a UF/IFAS research study conclude that 77% of youth (N=479) reported valuing community service. Additionally, 80% (N=498) of youth reported learning new knowledge and skills as a result of 4-H and 81% (N=504) reported that 4-H had made a positive difference in their life.

As a result of program efforts, including new and revised publications, staff training and program support, the youth enrollment in areas of leadership development, citizenship, career and workforce preparation curricula have shown an increase from 2007 to 2011, according to the State 4-H ES237 Statistical Reporting by counties. There were 4,644 youth enrolled in these areas in 2007 and as of the end of the fiscal year 2011 7,485 youth engaged in programming, representing a 62% increase.

4-H Club community service projects and the 4-H Community Pride Program provides youth and volunteers the ability to impact their community. With grant support from Chevron Texaco each year, community clubs and 4-H Youth teams receive funding to develop a community project that enhance local communities. This program has been highlighted using the National 4-H Council’s Public Relations Campaign, *Revolution of Responsibility*.

## PROFESSIONAL AFFILIATIONS

National Association of Extension 4-H Agents (NAE4-HA) <i>Research and Evaluation Committee Chair &amp; Chair Elect</i>	2007- present
Florida Association of Extension 4-H Agents (FAE4-HA) <i>Research and Evaluation Committee Chair</i> <i>2012 NAE4-HA Conference Seminar Co-Chair</i> <i>Professional Development Committee Member</i>	2007-present
Nonprofit Center of North Central Florida	2011-present
Consortium for Sustainability, EARTH University, Costa Rica	2012-2013
International FarmHouse Fraternity <i>Board of Directors &amp; Educational Programming Committee</i>	2007-2012
North American Colleges and Teachers of Agriculture (NACTA)	2011-2112
Society for Research on Adolescence (SRA)	2007-2009
University Advisors and Counselors, Executive Board	2002 – 2007
National Society for Experiential Education	2000 - 2007
National Association of Colleges and Employers	2000 - 2007
Texas Cooperative Education and Internship Association	2000 - 2007
Cooperative Education and Internship Association	2000 - 2007

## SELECTED HONORS AND AWARDS

Jim App Extension Team Award Military Programming	2013
Achievement in Service, Southern Region, NAE4-HA	2010
Club Support Team, Florida Association of Extension 4-H Agents	2010
Outstanding Specialist, Florida Association of Extension 4-H Agents	2009

**Full Curriculum Vita Available Upon Request**

