

JAMES HAFER

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Education

- 2010.** **Doctorate** – Agricultural Leadership, Education, and Communications. *Texas A&M University.*
Dissertation: *Agricultural Development Assessments and Strategies in Post Conflict Settings: An Empirical Case Study of Eight Southern Iraqi Provinces.*
- 2011.** **Doctorate** – Agricultural Education. *Texas-Tech University.*
Dissertation: *Agricultural Development Assessments and Strategies in Post Conflict Settings: An Empirical Case Study of Eight Southern Iraqi Provinces.*
- 2002.** **Masters of Science** - Agricultural Education - *Montana State University – Bozeman, MT.*
Thesis: *Perceived Professional Development Strengths and Weaknesses Among Montana Agricultural and Family and Consumer Science Educators.*
- 1990.** **Bachelors of Science** - Agricultural Education – *East Texas State University – Commerce, TX.*
- 1986.** **Associates Degree** – Broad Field Agriculture - *Murray State College – Tishomingo, OK.*

Educational Certification

Montana - Class Two, Level Two - Agriculture Endorsement
Texas - Lifetime Provisional Vocational Agriculture - Production

Experience

1997 - Present. **Professor/Program Director** - *Agricultural Sciences Program, Chief Dull Knife College. Lame Deer, Montana.* Responsible for the development and implementation of two-year Associates Degree program in general post-secondary Agriculture within a newly established 1994 Land Grant institution. Collaborate with USDA/CSREES and related federal agencies, Montana State University and Northern Cheyenne EIRP in development of an Agriculture and Natural Resources program as well as articulation/reciprocity agreements. Solely responsible for organization/coordination of ANRS student recruitment/retention, advising, projects, instruction of core classes, applied research and related programmatic obligations (funding, budget, agency reporting, grant writing). Responsible for development and delivery of the following courses:

- **AG101** Introduction to Range Science.
- **AG105** Microcomputers in Agriculture.
- **AG150** World AgriScience and Technology.
- **AG200** Introduction to Animal Science.
- **AG201** Introduction to Soil Science.
- **AG220** Feeds and Feeding.
- **AG230** Intro. to Equine Science.
- **AG241** Farm and Ranch Management.
- **ED150** Society, Schools, and Teachers.
- **AG100** Introduction to Welding.

2008 - Present. **Instructor/Program Director** – *Welding Fabrication Program, Chief Dull Knife College. Lame Deer, Montana.* Designed, funded and implemented state of the art technical instruction program in welding/metal fabrication, small engine instruction. Newly developed curricula targets local students interested in entry level hands-on welding/technical instruction as related to local economy base, including: agricultural applications, coal/oil/gas production, industrial fabrication and instrumentation. The 3,000 square foot facility is straw bale construction hosting radiant floor heat and 110/220 AC three phase electrical service, water outlets and a multi-outlet 150 psi compressed air delivery system. Housed within this facility is an eight post 4,000-pound electric trolley material handling system, state-of-the-art Miller® multi process (MIG/TIG/STICK/PULSE) welding machines, Thermal Dynamics® plasma torch, a multi station oxy-acetylene manifold system equipped with Victor® welding and cutting torches, a comprehensive hand tool selection, portable layout/work tables with fume extraction, modern drilling shearing/shaping equipment and an extensive array of prevailing pneumatic, electric and with secure tool and equipment storage facility.

- 2011**
2013. **Fellow - The Food Systems Leadership Institute (FSLI). Association of Public and Land-Grant Universities APLU/W.K. Kellogg Foundation.** The Food Systems Leadership Institute is dedicated to developing individual and institutional leadership for a 21st Century food system. The two year curriculum focuses on a series of core leadership competencies and three complementary threads: individual leadership; leading change within organizations; and understanding and influencing complex, diverse food systems. This curriculum is designed for leaders who will transition food systems research, education, and outreach to broader, more holistic approaches.
- 2008.** **Summer Faculty Fellow - Foreign Agricultural Service (FAS). United States Department of Agriculture, Washington, DC.** A faculty immersion opportunity to assist in promoting and understanding of specific programmatic knowledge of U.S. diverse agricultural interests abroad, relating to specific areas such as: *market development and intelligence, export financing, trade agreements and negotiations, food assistance/technical assistance.* The FAS Fellows program is designed to inform faculty at minority serving institutions of ever changing/emerging global markets and the need for constant improvement of the competitive position of U.S. agriculture in that global marketplace, ultimately improving food security worldwide. This knowledge will assist faculty fellows in providing guidance to students for international agricultural activities and industries.
- 2006-2007.** **Education Specialist – White House Initiative on Tribal Colleges and Universities (WHITCU). Office of the Secretary – Postsecondary Education. United States Department of Education. Washington, DC.** Assisted in IPA provision of educational services to tribal colleges and federal agencies via technical service workshops, briefings, and interagency efforts. Facilitated WHITCU in providing and implementing recommendations to the President relating to the Federal Government assistance to tribal colleges in the following areas:
- Assisted in strengthening TCU viability by advising Federal Agencies (FA's) as to the need of institutional long-term planning/development, endowment building, forward funding and related fiscal forethought;
 - Advised FA's as to awareness efforts and related needs for improved institutional financial management and security, via potential private-sector funding and related expanded federal education initiatives;
 - Advised FA's as to the need of development of institutional capacity through the use of new technologies;
 - Advised FA's as to the need for enhancement of physical infrastructure to facilitate more efficient operation and effective recruitment/retention of TCU faculty and students.
 - Consulted FA's as to the *No Child Left Behind Act* potential in targeting and meeting educational achievement in related reservation communities
 - Advised FA's by providing cultural knowledge and application of indigenous educational principles and practices related to evaluation and assessment principles in Indian Country.
 - Advised FA departmental personnel with education options/approaches related to interaction and negotiation with Tribal Colleges, tribal government and/or nongovernmental agencies involved with related educational programs.
 - Consulted FA's in provision of indigenous knowledge/cultural principles relating to the operation of tribal, local and state educational agencies.
- 2006-2013.** **LEAD²¹ Program Board of Directors - Fanning Institute for Leadership. 1994 LGU/Tribal College Appointed Representative.**
- Facilitate the LEAD²¹ mission, strategic direction, and future programming as related to indigenous participant's interests.
 - Assist the board in ensuring and nurturing adequate human and financial resources as well actively monitoring and evaluating the organization's executive director/CEO, as well as service and financial results.
 - Assist in the approval and systematic implementation of policies to facilitate the mission of LEAD²¹ and to prevent perceived, potential, or actual conflict of interest as related to 1994/TCU participant interest(s).

- 2005.** **USDA/CSREES LEAD²¹ Program; Leadership for the 21st Century – Inaugural Class Participant.** Leadership development with the primary focus of developing leaders in land grant institutions which link research, academics, and extension. Participatory training to facilitate affective results in an increasingly complex environment, either in current positions or positions of growth. Program goals included:
- Exploration of various models of leadership and application to higher education practices.
 - Development of a peer leadership network to enhance personal leadership practice, collaboration, and diversity of perspective.
 - Increased individual understanding of higher education, its unique role in the global society, and how it changes over time.
 - Enhanced application of skills and knowledge relating to leadership competencies.
- 2002-Summer.** **Mission Farrier School - Redmond, WA.** Ten-week practical hands-on instruction in live horse shoeing, including classroom/field study of Equine limb anatomy and physiology. Working experience with various materials used in forging handmade and modifying keg shoes. Extensive modification/application experience with a variety of manufactured specialty shoes including numerous accessory products such as pads, packing, and repair composites. Hands-on experience with remedial shoeing, custom shoe forging, diagnostic techniques and treatment of lameness pathologies. Certificate credential earned.
- 2000 - 2004.** **USDA/CSREES National Water Quality Program -Committee for Shared Leadership.** *1994 Land Grant Institution Representative.* Responsible for providing shared leadership relating to development of water initiatives, resources and national water quality programming. Advised the development of policy specific issues relating to Tribal College stakeholder needs and emerging issues as related to federal funding policy.
- 1999-Summer.** **USDA/CSREES Fellow - Cooperative State Research, Education, and Extension Service.** *Washington D.C.* Thirteen-week collaboration with Natural Resources and Environmental (NRE) sector to establish a 1994 Land Grant University representative for the National Advisory/Leadership Team (NALT) in the area of Water Quality.
- 1998 - Summer.** **Cornell University - Leadership Alliance Tribal College Initiative Faculty Advisor.** *Ithaca, New York.* Mentored four CDKC students with independent micro-research projects designed to foster interest in research, increase expertise within a chosen field, and build confidence that will enable pursuit of chosen careers/academic endeavors. Personally conducted research in collaboration with Cornell Alliance faculty in the Global Positioning Systems/ Global Information Systems (GPS/GIS) areas.
- 1996-1997.** **Graduate Teaching Assistant - Agricultural Education Program.** *Montana State University-Bozeman.* Organized and instructed the following labs: *Microcomputers in Agriculture and Power Systems Operation and Control, Agricultural Power and Transmission Systems.* Facilitated supervision with Lead Teacher Trainer of Student Teaching Interns in Montana public schools. Served as MSU Collegiate FFA co-advisor.
- 1992-1995.** **Agricultural Science Instructor.** *Commerce High School, Commerce, Texas.* Instructed and supervised 165 students within a two-teacher department. Areas of Instruction included: *Biology, Greenhouse Management, Horticulture, Landscape Design and Installation, Agricultural Metal Fabrication and General Agricultural Mechanics.* Other responsibilities included supervision of livestock and mechanical SAE programs, train/chaperon state and national FFA activities and contests, developed course curriculum and budgets in compliance with school board and administrative policy. Trained student educators in conjunction with the local University and worked to facilitate a local school-to-work initiative as well as a Tech-Prep consortium at the local and district levels with area Junior/Community College(s).

1990-1992. Agricultural Science Instructor. *Crosby High School, Crosby, Texas.*
Instructed and supervised 275 students within a two-teacher department. Areas of instruction included: *Wildlife Management, Animal Science, Introduction to Agricultural Science, Applied Agricultural Sciences* and *Agricultural Metal Fabrication*. Additional responsibilities included supervision of livestock and mechanical SAE programs, train/chaperon state and national FFA activities and contests, developed course curriculum and budgets in compliance with school board and administrative policy. Facilitated and instructed adult basic continuing education Welding classes through *San Jacinto Junior College-Baytown, Texas*.

Professional Membership

National Association of Agricultural Educators (NAAE) – Life
National Association of Colleges and Teachers of Agriculture (NACTA) – Life
Association of International Agricultural and Extension Education (AIAEE)

Specialized Certification

Certified to Supervise Montana and Texas Agricultural Education Student Teaching Interns
Texas Hunter and Boater Safety Instructor
Red Cross Certified CPR and First Aid
USDA Federal Property Screener
Federal Government Security Clearance

Related Experience

2016- APLU FSLI Commission Member - Food Systems Leadership Institute (FSLI).
The Food Systems Leadership Institute (FSLI) is an executive leadership development program for academia, industry and government. The institute emphasizes leadership competencies, skills for organizational change and a broad, interdisciplinary perspective of food systems. The program prepares scholars for upper-level leadership roles in food system programs and to assume broader leadership responsibilities within their organizations. Scholars work with expert instructors, leadership development coaches and an upper level mentor to increase their leadership abilities. Leadership theory is combined with practical experience, often in the context of food systems and higher education. The institute is dedicated to advancing and strengthening food systems by preparing new leaders with the skills and knowledge necessary to invent and reinvent the food systems of the future. It is a program of the Association of Public and Land-grant Universities, with the initial funding provided by the W.K. Kellogg Foundation.

2016- Secretary of Agriculture’s Advisory Committee - Beginning Farmers and Ranchers.
Assist as a committee member in the provision of guidance to the United States Department of Agriculture’s Secretary of Agriculture on expanding opportunities to assist beginning farmers and ranchers succeed in agriculture. By providing public, private and industry perspectives on USDA strategies, policies, and programs to broadly capture the many issues relevant to beginning farmers and ranchers, including, but not limited to; opportunities in local food systems, generational transfers, production training and access to management of credit, land access and other related agricultural entrepreneurship issues.

1996-1997. Education Specialist - Montana Leadership Team for Agricultural Education; MSU - Bozeman.
Assisted with the provision of services to Montana’s Agricultural Education programs and quality program management for secondary Agricultural Education programs. Services include; Educator in-service training/personal development, coordination of Montana state FFA officer team and related events at state and national levels.

1996-1997- Summers. Coordinator; Montana State University’s Veteran’s Upward Bound Program.
Co-organized and coordinated the VUB Program; designed for first generation, low-income, non- traditional Veteran’s interested in obtaining a college degree and/or career in agriculture. Responsibilities included; development and implementation of MSU site specific needs including campus housing, meal arrangements and field trips. Assisted in development of course/recruitment materials, instruction of labs, tutorials and mentoring responsibilities as related to *AgEd 480: Food, Society, and the Environment*.

1992 - Summer. **Houston Business Roundtable Internship;** *Ethyl Chemical Corporation*, Houston, Texas. Housed within Engineering workforce. Duties included oil sampling of fuel refining and automotive lead anti-knock manufacturing equipment. Performed additive tests for wear-metal analysis, physical testing of various oil samples, including lubrication additives, viscosity factors, water and fuel dilution factors. Other areas of applied application included Infrared analysis of lubricants, and wear factors affecting machinery.

Selected Publications

Kock T., Hafer, J., Smith, J. and Turnbull, G. (2014). Does Technology Transfer Work? Assessing the Outcomes and Impact of the USAID-*Inma* Agribusiness Program. *Journal of International Agriculture and Extension Education*, 21(2).

Hafer, J. (2010). Agricultural Education and Student-Based Service Learning. Buryat State Agriculture Academy Lecture Series Proceedings. Ulan Ude, Russia. April 15, 2011.

Hafer, J. C., Shinn, G. C., Briers, G. E., & Lawver, D. E. (2011). Agricultural development assessments and strategies in post-conflict settings: An empirical case study of eight southern Iraqi provinces. *AIAEE World Conference Research Session*. Windhoek, Namibia. July 5, 2011.

Hafer, J. (2010). Agricultural development assessments and strategies in post-conflict settings: An empirical case study of eight southern Iraqi provinces. Doctoral Dissertation. Texas A&M University, Texas Tech University. December, 2010.

Pokorny, M.L., J.M. Mangold, J. Hafer & M.K. Denny. (2010). Managing Spotted Knapweed (*Centaurea stoebe*)–Infested Rangeland after Wildfire. *Invasive Plant Science and Management*, 3:182-189.

Pokorny ML, Mangold JM, Denny K, Hafer J (2009) Restoring spotted knapweed infested rangeland following wildfire. *Western Society of Weed Science 62nd Annual Meeting*, 9-12th March, Albuquerque, NM. p.11

Grants and Funding Earned

1998: USDA/CSREES Tribal College Equity/Endowment Grant	\$064,000.00
1999: USDA/CSREES Tribal College Equity/Endowment Grant	\$064,000.00
1999: USDA/FSIS Montana Processor – HACCP Systems-Project	\$024,000.00
1999: USDA/CSREES Agricultural Telecommunications Project	\$038,462.00
2000: USDA/FSIS Montana Producer – HACCP Systems- Project	\$024,000.00
2000: RJS & Assoc. First Americans Curriculum Development Project	\$001,500.00
2000: USDA/CSREES Tribal College Equity/Endowment Grant	\$075,733.00
2000: USDA/CSREES Tribal College Research Grant – DKMC/MSU	\$150,000.00
2001: USDA/CSREES Tribal College Equity/Endowment Grant	\$075,433.00
2001: USDA/CSREES Challenge Grant – Bridging the Digital Divide	\$050,000.00
2001: USDA/Rural Development - Community Development Grant	\$135,000.00
2002: USDA/CSREES Tribal College Equity/Endowment Grant	\$075,733.00
2002: USDA/CSREES Secondary AGED Challenge Grant	\$037,404.00
2002: USDA/Rural Development - Community Development Grant	\$140,000.00
2003: USDA/CSREES Tribal College Equity/Endowment Grant	\$075,733.00
2004: USDA/CSREES Tribal College Equity/Endowment Grant	\$075,533.00
2004: USDA/CSREES Trichomonas Foetus Management Project	\$099,969.00
2005: USDA/CSREES Tribal College Equity/Endowment Grant	\$086,000.00
2006: USDA/CSREES Tribal College Equity/Endowment Grant	\$097,000.00
2007: USDA/CSREES Tribal College Equity/Endowment Grant	\$107,806.00
2008: USDA/CSREES Tribal College Equity/Endowment Grant	\$089,000.00
2009: USDA/CSREES Tribal College Equity/Endowment Grant	\$127,911.00
2010: USDA/NIFA Tribal College Equity/Endowment Grant	\$111,750.00
2010: US DEPARTMENT OF STATE Fulbright Grant	\$016,460.00
2011: USDA/NIFA Tribal College Equity/Endowment Grant	\$111,782.00

2012: USDA/NIFA Tribal College Equity/Endowment Grant	\$107,580.00
2013: USDA/NIFA Tribal College Equity/Endowment Grant	\$107,580.00
2013: USDA/NIFA Tribal College Research Grant	\$127,400.00
2014: USDA/NIFA Tribal College Equity/Endowment Grant	\$107,368.00
2015: USDA/NIFA Tribal College Equity/Endowment Grant	\$107,000.00
2016: USDA/NIFA Tribal College Equity/Endowment Grant	\$101,570.00
2017: USDA/NIFA Tribal College Equity/Endowment Grant	\$101,570.00

Geographical Work/Study Experience

- 2016 External Review Team Member** – *NRM CREES Extension/Research/Education Programs. Northern Marianas College (NMC).* The United States Commonwealth of the Northern Mariana Islands. (Saipan, Tinian, Rota). Assisted in technical provision in the inventory of extension program efforts and assets; including current program assets related to extension-based programming initiatives; including stakeholder and constituent input/feedback. The development of a five year plan-of-work will be developed to assist NMC in effective and efficient, current and future Extension/Research/Education Program initiatives and efforts.
- 2016. Technical Advisor - Improved Management of Agricultural Education and Training Program** *USAID/Winrock International.* Farmer-to-Farmer Technical Assistance Program. International University of Business Agriculture and Technology (IUBAT)-College of Agricultural Sciences (CAS), Dhaka, Gazipur, Manikgonj, and Comilla, Bangladesh. Assist in the assessment of government and non-government extension groups, and research and agribusiness entities as to on-going activities and required knowledge and skills of agriculture graduates needed to run their programs smoothly. Assist Agriculture Training Institutes (ATIs) to gain a better understanding of the current status of the ATI's diploma program in agriculture and the technical needs of ATI principals and teachers to make the program more efficient and effective. Conducted two 2-day TOT sessions on "Improved Management of Agriculture Education and Training Programs" for ATI principal, teachers, and select IUBAT-CAS faculty members. Topics of instruction included: pedagogical skills development, evaluation of teaching performance, evaluation of student performance, career planning, and pre-university preparation for ATI graduates. Developed formal plan and operation manual for implementing a career incubation center for BSAg students and graduates. Develop monitoring tools and guidelines for the host to assess the impact of AET student services.
- 2015. Organizational Development Advisor - USAID/Winrock International.** Farmer- to-Farmer Technical Assistance Program. Agriculture and Forestry University (AFU) - Continuing Education Center. Rampur, Chitwan, Nepal. Taught as a Farmer-to-Farmer volunteer to develop youth interest in agriculture entrepreneurship through critical analysis of local scenarios and potential exploration of Human and Institutional Capacity Development. Assisted in the provision of expertise in local training initiative of young academic faculty, post graduate students, and rural youth by assisting in the development of future career trajectory training via agricultural entrepreneurship ; with the ultimate goal of providing local trained, motivated, and inspired youth to become agricultural graduates, agricultural entrepreneurs and/or university professionals; with hopes to encourage young faculty and youth in becoming fully involved and promote agricultural entrepreneurship through agricultural education.
- 2014. Institutional Assessment Advisor - USAID/Winrock International.** Farmer- to-Farmer Technical Assistance Program. Enugu State College of Agriculture. Iwollo-Oye, Nigeria. Conducted institutional SWOT analysis to assist in the development of a COA organizational improvement plan. The institutional assessment and improvement plan will serve as a starting point to map a strategic institutional development support program to address priorities and enable Enugu State to become a center of excellence for AET as well as an innovator; by promoting agricultural career opportunities for young men and women.

- 2011. Consultant – Curriculum Development - *The Ministry of Agriculture - Kurdistan Region, Iraq;*** Agricultural Extension Education Masters Science Degree Program; School of Agriculture, Salahaddin University- Erbil Iraq. Developed subject matter, learner outcomes and objectives for:

AEE 100	Introduction to Extension Systems & Program	3 units
AEE 101	Communication Skills I	3 units
AEE 112	Human Resource Development in Agriculture	3 units
AEE 108	Community Based Needs Assessment	3 units
AEE 102	Communication Skills II	3 units
AEE 113	Extension Program Planning, Dev. & Mgt.	3 units
AEE 104	Gender Issues in Agricultural Extension	3 units
AEE 116	Entrepreneurship of Small Business	2 units
AEE 200	Effective Communication in Extension Education	3 units
AEE 201	Environmental Issues in Agriculture	3 units
AEE 220	Planning & Delivering Non-formal Education for Adults	3 units
AEE 224	Agricultural Marketing	3 units
AEE 222	Planning & Delivering Non-formal Education for Youth	3 units
AEE 230	Program Monitoring & Evaluation	3 units
AEE 232	Diffusion of Innovations/Transfer of Technology	3 units
AEE 291	Thesis Research	5 units

- 2011. US Fulbright Scholar - *Agricultural Sciences.*** U.S. Department of State - Bureau of Educational and Cultural Affairs/Institute of International Education. **Buryat State Academy of Agriculture (BSAA); *Ulan Ude, Russia (Siberia).*** Faculties of Technology, Agronomy, Economics and Humanities. Responsible for the development and delivery of BSAA requested lecture topics within specific BSAA Academy Faculties. Lectures were developed in English, converted and presented in Russian via Translator to year 1-5 students (freshman-graduate) and PhD students enrolled in semester courses, as well as Rectors, Vice-Rectors, Academy Faculty and related Administration and Community members.

- **US Extension Models and Applications:** An Overview of Extension Education and Institutional Capacity as related to 1862/1890/1994 Institutions. Outreach, Continuing Education, Youth Development as related to the US Land Grant Institutional Models/Mission (N=63).
- **US Extension Models and Specific Applications:** A continuation of additional detailed applications relating to the US Extension System (by request) as related to previous allied topics discussed in **US Extension Models and Applications** (N=108).
- **US and Montana Cooperative (COOP) Models:** A detailed overview of Cooperative Theory and History as Related to US and Montana Cooperative Models (N=54).
- **Select Topics in Range Science:** Activities to Improve the Composition and Nutrient Value of Rangeland. Rational Use of Rangelands (grazing systems) and Range Utilization in Suburban Areas (N=56).
- **Farm and Ranch Management Software Applications:** Specific Dairy and Beef Cattle Software Applications (N=34).
- **Animal Science:** Linear Evaluation of Dairy Cattle, Estimation and Evaluation of Breeding Animal Worth. Instruments for Measuring Animals and Breeding Methods: Ultra Sound and EPD's (N=90).
- **Selected Topics in Animal Nutrition:** Estimation and Measurement of General Nutrient Value Related to Commercial Feed in the United States. Appropriate Ration Selection, Formulation and Feeding (N=32).
- **An Overview of the United States Equine Industry:** Introduction to US Equine Demographics, Production Methods and Related Horse Culture (N=41).
- **Feed Preparation and Storage Technology;** Rations as Related to Domestic Livestock Production. Utilization of Silage, Hay, Feed Supplements, Native Range, Grass and Fodder Production and Utilization (N=26).
- **Grass, Turf and Landscape Management:** An Introductory Overview of the Turf Grass and Landscape Management Industry and Related Career Opportunities (N=28).

- **Montana Microeconomics – Production Agriculture and Enterprises:** An Introductory Overview of Fundamental Agricultural and Allied Industries and Their Importance to Montana's Economy (N=54).
- **Strategic and Tactical Decision Making – Agricultural Applications:** An overview of Farm Management skills as applied to US/Montana Producers and their decision making strategies. (N=23).
- **Technical English:** Technical based, Conversational English for Agricultural Majors. (N=61)

2006. Summer. **Faculty Development:** *University of Zagreb – Zagreb, Croatia, Montana State University – Bozeman, Chief Dull Knife College:* Institutional faculty exchange targeted at emergence of TCU-ANRS college faculty in networking and international collaboration opportunities among EU institution, focusing on current and future educational and research opportunities/capacity among MSU- Bozeman, University of Zagreb and Chief Dull Knife College.

2002. Summer. **USDA/Foreign Agricultural Service (FAS) International Cooperative Development Research and Scientific Exchange:** *People's Republic of China/Inner Mongolia/Japan/Hong Kong.* Inaugural member of 1994 Land Grant institutional delegation initiating linkages and joint projects with potential long-term collaboration among Chinese Institutions throughout the Peoples Republic of China via the Chinese Ministry of Agriculture. The 21-day joint project goals included; potential economic development; trade capacity building, market development and expansion opportunities for agricultural, fish, and forest products within both countries.

2000. Summer. **Co-instructor of Record: PLS 480: Follow the Grain;** An interdisciplinary course for Montana State and Chief Dull Knife College students. Course detailed U.S. Farm Bill policy and its impact upon the history and sales of Montana grain exportation and marketing in Europe. The course concluded with a 14-day student experiential case study to **France** (based in *Paris*) and **England** (based in *London*) to meet with European policy makers, educators, farmers, millers and bakers.

Related Geographical Experience

Belgium, Canada, Puerto Rico, Hawaii, Costa Rica, Thailand, Namibia, Japan, South Korea, Mongolia

Invited Presentations

1994 Land Grant Institutions and Tribal Colleges. Invited Presenter - **2014 NIFA Outreach Diversity Webinar; Working with Diverse Populations - Land Grant Partners and Related Stakeholders.** NIFA/USDA Diversity Working Group. April 22, 2014.

From the other side of the Review Process: Reflections on Characteristics of Successful Proposals in NIFA's Integrated Rural Development Programs – Co-presenter. **First Americans Land-grant Consortium (FALCON) 2013 Annual Conference, USDA National Institute of Food & Agriculture.** Washington, DC, November 3, 2013.

Northern Cheyenne Trichomoniasis Fetus Awareness and Eradication Project. - Invited Speaker. **First Annual Tribal Colleges Research Grants Program (TCRGP) Conference: Building Capacity and Partnerships in Research and Other Disciplines in the 21st Century.** Haskell Indian Nations University- Lawrence, KS. May 1-2, 2007.

Successful Collaborations Among 1862, 1890 and 1994 Land Grant Institutions. - Invited Speaker. **USDA/Cooperative State Research, Education, and Extension Service National Administrative Officers' Conference.** The Seattle Westin Downtown, Seattle, WA. April 25, 2007.

Conference Evaluation Outcomes Presentation - American Competitiveness Initiative Technical Service Workshop Survey – Invited Speaker. **White House Initiative on Tribal Colleges and Universities Annual President's Advisory Board Meeting.** The Hotel Washington, Washington, DC. February 5, 2007.

Programmatic Review and Initiative Projections for TCU's as related to the Whitehouse Initiative for Tribal Colleges and Universities. - Invited Speaker and Panelist. **National HBCU/MI Conference – U.S. Army Office of Small Business Program - Meeting National Defense Requirements by Expanding Opportunities for HBCU's and MI's.** The Sheraton New Orleans, New Orleans, LA. December 14, 2006.

James C. Hafer⁹

An Overview of Collaborative HAACP Beef Producer BMP Educational and Outreach Efforts. - Invited Speaker. **Montana State University College of Agriculture Croatian Producer Exchange Meeting.** Montana State University Billings, Billings, MT. January 29, 2003.

A Tribal College Prospective. - Invited Speaker. **National Association of Colleges and Teachers of Agriculture.** Developing Leadership in a Changing World. 49th Annual Conference. California Polytechnic State University, San Luis Obispo, CA. June 18-20, 2003.

Who We Are: An Overview of A 1994 Land Grant Institution. - Invited Speaker. **USDA National Agricultural Research, Extension, Education, and Economics Advisory Board Annual Meeting.** The Capitol Hilton, Washington DC. October 29, 2002.

Poster Presentations

¹J. Elliot, ²J. Hafer, ³Frick J., (2006) *Transitioning to Excellence in Agricultural Natural Resource Baccalaureate Education.* **Twenty-Fifth Annual Meeting, Western Region Agricultural Education Conference.** April 21, 2006. Boise, ID.

¹M.L. Pokorny, ²J. Hafer, ³M.K. Denny, (2006). *Managing Invasive Plant Infested Lands after Wildfire* **59th Annual Society for Range Management Conference,** February 2006. Vancouver, BC.

J. Hafer¹, M. Eggert², G. Whiteman², J.G.P. Bowman³, B.F. Sowel³, J. Hager³, M. Frick⁴, and V. Smith⁵ (2005) *Team Teaching Agricultural Sciences at 1994 Land Grant Institutions.* **Western Section – American Society of Animal Science.** June 22-24, 2005. New Mexico State University. Las Cruces, NM.

¹Hafer, J.C.(2004) *Teaching Range Science – Home on the Range.* **Twenty-Third Annual Western Region Agricultural Education Conference.** April 21, 2004. Honolulu, HI.

¹Friskics, ²Hafer, J.C., et al. (2003). *1890-1994 Water Quality Collaboration Planning Project.* **USDA – CSREES National Water Quality Coordinators' Conference.** January 12-15, 2003. Tucson, AZ.

¹Frick, M.J., ²Sowell, B.S., & ³Hafer, J.C., (2002). *Range Science: Contextually and Culturally Relevant Agriscience for Montana.* **National Association of Agricultural Education Conference.** December 14, 2002. Las Vegas, NV.

Peer Review Panels Served

USDA/NIFA: Community Food Projects Competitive Grants Panel. April 25 -28, 2017. Washington, DC.

USDANIFA: FY 2016 Value-Added Producer Grant Program. Independent Reviewer - May, 2016.

USDA/NIFA: Community Food Projects Competitive Grants Program Panel. May 16 -20, 2016. Washington, DC.

WESTERN SARE (Sustainable Agriculture Research and Education) Professional Development Grant Review Panel Member. January 25-26, Salt Lake City, UT.

US DEPARTMENT OF STATE: U.S. Fulbright Scholar Peer Review Committee for Central Eurasia.

Europe/Eurasia Council for International Exchange of Scholars, Institute of International Education (IIE), October 22-23, 2015 Washington, DC.

USDA/CSREES: Hispanic Serving Institution Education Grants Program Ad Hoc Reviewer, May, 2015.

US DEPARTMENT OF STATE: U.S. Fulbright Scholar Peer Review Committee for Central Eurasia.

Europe/Eurasia Council for International Exchange of Scholars, Institute of International Education (IIE), October 12-14, 2014 Washington, DC.

USDA/NIFA: Beginning Farmer and Rancher Development Panel. September 8-12, 2014. Washington, DC.

USDA: FY 2014 Value-Added Producer Grant Program. Independent Reviewer - April/May, 2014.

US DEPARTMENT OF STATE: U.S. Fulbright Scholar Peer Review Committee for Central Eurasia.

Europe/Eurasia Council for International Exchange of Scholars, Institute of International Education (IIE), November 3-4, 2013 Washington, DC.

USDA/NIFA: AFRI Entrepreneurship & Small Business Development-Rural Development Grant Program Panel, September 18-20, 2013. Washington, DC.

USDA/NIFA: Hispanic-Serving Institutions Education Grant Panel, April 24-25, 2013. Washington, DC.

USDA/NIFA: Beginning Farmer and Rancher Development Program Panel. March 20, 2012. Washington, DC.

USDA/NIFA: Hispanic-Serving Institutions Education Grants Panel, April 11-13, 2012. Washington, DC.

USDA/NIFA: Community Food Projects Competitive Grants Program Panel. March 13 – 16, 2012. Washington, DC.

USDA/NIFA: Sustainable Food Systems to Improve Food Security Program Panel. May 15-17, 2012. Washington, DC.

DEPARTMENT OF STATE: Fulbright: Russian Agriculture Scholar Competition Program. June 15, 2012. Washington, DC.

DEPARTMENT OF STATE: Fulbright: Russian Agriculture Scholar Competition Program. July 06, 2011. Washington, DC.

USDA/NIFA: International Science and Education Program Panel. March 31-April 3, 2010. Washington, DC.

USDA/NIFA: Hispanic Serving Institution Education Grants Program Panel. April 6-8, 2010. Washington, DC.

USDA/CSREES: Sustainable Farm Enterprises Portfolio Review Team Panel Member. September 21-23, 2009. Washington, DC.

USDA/CSREES: Outreach and Assistance for Socially Disadvantaged Farmers and Ranchers Panel. March 30-April 3, 2009. Washington, DC.

USDA/CSREES: International Science and Education Program Panel. March 16-18, 2009. Washington, DC.

USDA/CSREES: Regional Water Quality Program Grant Panel. E-Reviewer. June, 2008.

USDA/CSREES: Rural & Community Small Business Innovation Research Program. Ad-Hoc Reviewer. May, 2008.

USDA/CSREES: Outreach and Assistance for Socially Disadvantaged Farmers and Ranchers Panel. March 31-April 4, 2008. Washington, DC.

USDA/CSREES: Hispanic Serving Institution Education Grants Program Panel. March 20-21, 2007. Washington, DC.

USDA/CSREES: Hispanic Serving Institution Education Grants Program. April 4-6, 2006. Washington, DC.

USDA/CSREES: Science and Education Resources Development, Multicultural Scholars Program Review Panel. August 15-16, 2005. Washington, DC.

USDA/CSREES: Secondary and Two-Year Postsecondary Agricultural Education Challenge Grants Panel. March 14-16, 2005. Washington, DC.

USDA/CSREES: Secondary and Two-Year Postsecondary Agricultural Education Challenge Grants Panel. March 16-18, 2004. Washington, DC.

USDA/CSREES: Secondary and Two-Year Postsecondary Agricultural Education Challenge Grants Panel. March 18-19, 2003. Washington, DC.

Student Teachers Supervised (Montana/Texas)

- (2004) Mrs. Christie Knudsen-Flechsengar. Agricultural Education; Grades 8-12. Bainville Public School District. Bainville High School. Bainville, Montana. Cooperating Teacher – Mrs. Ann Newhouse-Ronning.
- (2004) Mr. Scott Rieger. Agricultural Education; Grades 9-12. Custer County District High School. Miles City, Montana. Cooperating Teacher – Mr. Jack Larson.
- (2004) Mr. Eric Tilleman. Agricultural Education; Grades 9-12. Richey Public School District. Richey High School. Richey, Montana. Cooperating Teacher – Mr. Justin Heupel.
- (2003) Mr. Seth Volksford. Agricultural Education; Grades 8-12. Hysham Public School District. Hysham High School. Hysham, Montana. Cooperating Teacher – Mrs. JoAnna Kotar.
- (1994) Mr. Douglas Wicks. Agricultural Education; Grades 9-12. Commerce Independent School District. Commerce High School. Commerce, Texas. Cooperating Teacher – Mr. James Hafer.

Service

- State Extension Review Committee Member, Montana State University** – External Peer Review Member
- 1994 LGU Representative; Academic Program Section - Non-Land Grant Agriculture and Renewable Resources Universities (NARRU)** ; *Association of Public and Land-Grant Universities' Academic Program Section (APLU-APS)*. The 2015 Meeting addressed The Food and Agricultural Educational Information System, the USDA Employment Outlook, and the National Academies Workforce Pipeline Workshop.
- 1994 LGU Representative; Policy Board of Directors - National Water Resources Working Group;** *Association of Public and Land-Grant Universities' Board on Agricultural Assembly (APLU-BAA)*. Assisted in the development of a report to: (1) identify and prioritize water quality and quantity issues that Land Grant Universities have a critical role in addressing; (2) prioritized the essential elements of an integrated response that includes research, education and extension missions of the university system.
- Working Member;** Tribal IPM/ISM Grant Meeting, Denver Colorado, May 2014

- **Panelist:** Successful 1862/1994 Collaborations. 2014 National Extension/Research Administrative Officers Conference .Indianapolis, Indiana, April 2014.
Co-host, Ms. Raisa Shulunova. Buryat State Academy of Agriculture, **Fulbright Russian International Education Administrator (RIEA) Spring 2014 Fellow.**
- **External Peer Evaluator** - Promotion and Tenure, Extension Education, University of Hawaii at Manoa, 2013.
- **Communication Committee Chair:** Association for International Agricultural and Extension Education , 2012-2013
- **Guest Lecturer** – Agricultural Development Assessments and Strategies in Post Conflict Settings: An Empirical Case Study of Eight Southern Iraqi Provinces. **AGED 562: Interface of Agriculture and Rural Communities: Implications for International Extension Systems and Technology Transfer** (Dr. Marty Frick) Montana State University. March 11-15, 2013.
- **Panelist** -1994 Land Grant Emerging Issues, Opportunities and Challenges, **Session # 30, National Extension & Research Administrative Officers’ Conference (NERAOC)** May 7, 2013, New Orleans, LA.
- **Welding Chair** – Career Development Contest Event. **Montana State FFA Convention.** April 05, 2013.
- **Emcee** - General Session II - Small Farm Opportunities and Challenges (Farmer Panelist). **6th National Small Farms Conference.** Memphis TN. September 19, 2012.
- **Peer Reviewer.** Russian Visiting Graduate Students/Faculty Development Program. *Institute of International Education, Fulbright Program, Moscow Russia.* October, 2012.
- **Panel Moderator.** Small Farm Opportunities and Challenges. 6th National Small Farm Conference, Memphis, TN. September 18-20, 2012.
- **External Peer Evaluator** - Promotion and Tenure, Extension Education, University of Hawaii at Manoa, 2011
- **Peer Reviewer.** Russian Visiting Graduate Students/Faculty Development Program. *Institute of International Education, Fulbright Program, Moscow Russia.* August 05, 2011.
- **Peer Reviewer.** Russia Agricultural Scholars Fulbright Project Proposals. *Institute of International Education, Fulbright Program, Moscow Russia.* August 10, 2011.
- **TCU Representative.** 2011 Steering Committee Member. Sixth Annual National Small Farms Conference USDA – National Institute of Food and Agriculture.
- **Videoconference Guest Lecturer** – Reservation Community Development. **AEE 501: Foundations of Agricultural and Extension Education** (Dr. Tom Bruening) Pennsylvania State University. July 20, 2010.
- **Videoconference Guest Lecturer** – Reservation Community Development. **AEE 501: Foundations of Agricultural and Extension Education** (Dr. Tom Bruening) Pennsylvania State University. July 27, 2009..
- **Videoconference Guest Lecturer** – Reservation Community Development. **AEE 501: Foundations of Agricultural and Extension Education** (Dr. Tom Bruening) Pennsylvania State University. September 24, 2008.
- **Secretary/Treasurer: LEAD²¹ Board of Directors** – 2008-2013.
- **Co-host** - 23rd Annual Association for International Agricultural and Extension Education (AIAEE) Conference, Polson, MT. May 20-24, 2007.
- **Agricultural Education Program Advisory Board** - Lame Deer High School, Lame Deer, MT. (2005-2013)
- **Plenary Session Panel Panelist:** "Internationalizing with Cultural Leadership": Bridging Local Knowledge Bases: Friends Learning from Friends. 23rd Annual Association for International Agricultural and Extension Education Conference, Polson, MT. May 22, 2007.
- **Videoconference Guest Lecturer** – Increasing 1994 LGU Participation in AIAEE. **ALED 442: Professional Communications in Agricultural Leadership Class.** (Dr. Kim Dooley) Texas A&M University. November 29, 2006.
- **Videoconference Guest Lecturer** – An Overview of 1994 LGU Programs. **AEE 501: Foundations of Agricultural and Extension Education** (Dr. Tom Bruening) Pennsylvania State University. July 05, 2006.
- **Chair** – Concurrent Session 3 – **22nd Annual AIAEE Conference**, Clear Water, FL. May 16, 2006.
- **Chair** – Concurrent Session 3 – **21st Annual AIAEE Conference**, San Antonio, TX. May 27, 2005.
- **Presenter- Rosebud County Youth 4-H Pig Camp**, Lame Deer, MT., May 5, 2005.
- **Facilitator** – Concurrent Session (III) G - **Southern Agricultural Education Research Conference.** Tulsa, OK. February 16, 2004.
- **Moderator** – Section B: Regions 6-10 – **National Water Quality Coordinators Conference.** Tucson, AZ. January 14, 2003.
- **Host** - **USDA/CSREES National Advisory Leadership Team for Water Quality;** Annual Advisory Team Meeting. Red Lodge, MT. August 12-14, 2003.

Classes Taught
Chief Dull Knife College - Lama Deer, Montana –Instructor of Record

AG 100: Introductory Welding

Entry-level introduction to basic electric arc (STICK), wire-feed (MIG) and oxy-acetylene welding principles. Introduction to techniques, theories, and practical applications and hand tool selection. Areas covered include shop safety, basic welding techniques, joints, joint choice and metal preparation, fundamental welds, and electrode/wire/gas selection/classification. Students performed basic welds utilizing stick, wire-feed and gas welding. Plasma-arc principles/application as well as gas cutting applications.

AG 202: Intermediate Welding

Instruction includes a strong emphasis on welding nomenclature, joint design, specific weldment layout and fit-up procedures. Students will learn to properly analyze and set related equipment for specific welding procedures. This course is a continuum to develop student welding skills and shop safety protocol. Procedural topical emphasis is placed in shielded metal-arc welding processes, MIG and related emphasis in the introduction to carbon steel and white-metal TIG welding and applications.

AG 299: Project Welding

Student opportunity to apply learned theory and practical skill application via relevant welding and metal fabrication skills (prior classes) practice via hands-on projects. Students have the opportunity via this course to conceptualize, plan, layout and fabricate a metal project of practical relevance.

AG 101: Range Science

Descriptive application of related rangelands of the world, historical, present, and potential use(s). Related studies of how applications affect the nutrient, biological and hydrologic cycles of rangelands and how the ecosystem responds to changes. Concepts as related to ecological condition, and potential and ecological trends will be introduced.

AG 105: Microcomputers in Agriculture

Designed to familiarize the student with computer applications as related to general agriculture. This class is designed to be student friendly, as to provide students the opportunity to use personal computers in a variety of agriculture applications including data bases, excel application, WWW informational management and application.

ED 150: Society, Schools and Teachers

Designed to develop an understanding of the challenges and rewards of teaching and to understand how schools fit within the overall structure of society. This course provides prospective educators with a historical and social overview of education and addresses students continuing professional topics and issues.

AG 150: Introduction to World Agriculture and Technology

Developed to addresses the needs of all people; food, fiber and shelter. Course blends science, agriculture, and technology. Course emphasizes biological, earth and physical sciences as related to agriculture. Students examine global agriculture and its related areas as "science in action."

AG 200: Introduction to Animal Science

Provides the student an overview of the opportunities associated with the production of domestic animals for food, fiber, power, and recreation. Students will have the opportunity to become familiar with breeds and management practices of beef and dairy cattle, sheep, swine, equine and other domesticated livestock.

AG 201: Introduction to Soil Science

Studies soil and its use as a component of the ecosystem: physical, chemical and biological properties: water, geologic parent materials; classification; nutrient cycling; holistic and sustainable management; land resource inventory and planning, environmental quality applications.

AG 220: Animal Nutrition

Examines the importance of proper livestock nutrition, the digestive and metabolic processes, feed types and determinations of feedstuffs and rations for a variety of applicable domestic livestock.

AG 230: Equine Science

Provides the student with current information as related to equine management with emphasis on behavior, anatomy and physiology, conformation, biomechanics, nutrition, and production. Other areas of interest discussed include herd health, diseases etiology and prevention and related management issues.

AG 241: Farm and Ranch Management

Entry-level exposure to the basic tools of economic decision-making processes related to production agriculture. Applies economics of farm/ranch and business decisions and impacts as well as the national economic policy with emphasis on agriculture production.

***Chief Dull Knife College – Spring 2002 - Distance Education Instruction-
Instructor of Record***

Instruction of one semester (3 credit hours) AG 201 via *distance education* to students at Little Big Horn College in Crow Agency, MT. as per grant/funding conditions.

AG 201: Introduction to Soil Science

Studies soil and its use as a component of the ecosystem: physical, chemical and biological properties: water, geologic parent materials; classification; nutrient Cycling; holistic and sustainable management; land resource inventory and planning, environmental quality issues and contemporary ideas and approaches.

***Montana State University – Fall 2000 - Distance Education Instruction- Co-
Instructor of Record***

AGED 480: Limited Resource Farmers: Implications for Technology Transfer and Adoption and Diffusion of Innovations.

An interdisciplinary course for students interested in complex problems of agricultural development. Contexts at the local level were examined and contrasted in both developing nations and developed nations. The course was designed to acquaint students with the interaction among available resources; existing technology and science, farmers, culture and context, and the role educational channels play in the adoption of innovations (technology and science) to produce more quantity or high quality food and fiber. The course drew heavily on invited presenters, providing the students with a genuine view of the complex interactions between science, technology and the adoption and diffusion of innovations that are employed to further the efficiency of agricultural enterprises. Course culminated with a fourteen day Participatory Rural Appraisal (PRA) in rural Puerto Rico.

**Montana State University – Spring 2000 - Distance Education Instruction-
Co-Instructor of Record**

PLS 480: Follow the Grain.

Actual following of *Montana* produced grain from the fields to the laboratories in which new varieties of wheat and barley are developed, to the county elevators in which grain is stored, to the Minneapolis terminals from which grain is shipped around the world, and to farms, mills and bakeries in the US and mills and bakeries in France and Britain where grain is produced and processed into end products. Many meetings will involve guest speakers and field trips. The course concluded with a 12-day trip to France (Paris based) and England (London based) to meet with farmers, millers and bakers in an international setting.

Montana State University 1995 - 1997 – Graduate Teaching Assistant (GTA)

AGED 105: Microcomputers in Agriculture - Lab

Utilization and selection of microcomputer software for the broad field of agriculture. Decision aid software, spreadsheets, database, telecommunication, financial records, and word processing are emphasized. Application of computers to control, monitor and calibrate devices in addition to aiding management decisions.

AGED 314: Power Systems Operation - Lab

A study of the internal combustion engine system and the electronic control of these systems. Emphasis on power service, fuel, electrical, ignition, and emission systems utilized on modern engines. Lab activities include testing, adjusting and servicing and troubleshooting of various systems.

AGED 316: Agricultural Transmission Systems - Lab

The application of belts, chains, gears, hydraulics and electricity and electronic sensing devices used in agriculture to transfer and control energy. Major emphasis placed on hydraulic fluid applications and farmstead electrification.

Short Courses Taught

Colstrip Community Education – Colstrip, Montana. October-November, 2009, 2010, 2011, 2012.

ADCE 101: Introduction to Dutch Oven Cooking.

Learn to cook with Dutch ovens by preparing dishes during class each week. Designed for students with little or no Dutch oven cooking experience, this class introduces the basic skills required to cook with Dutch ovens. Working in teams students will learn to cook in Dutch ovens by preparing entrees (including breakfast and dinners), breads, vegetables, and desserts during class each week. Topics will include cleaning and caring for Dutch ovens, seasoning, heat and portion control, temperature management, recipe planning and the history of Dutch oven cooking.

Colstrip Community Education – Colstrip, Montana. January-May, 2001 – 2002.

ADCE 150: Introduction to Metal Fabrication - Principles and Applications.

Entry-level introduction and application of basic welding principles; including electric arc (STICK), wire-feed (MIG) and oxy-acetylene welding/cutting and Plasma-arc cutting. Students plan, perform and evaluate basic weldments and cutting scenarios utilizing the most appropriate technology. Application of basic welding technique and theory as well as practical application and proper tool identification and selection is studied. Application includes; shop safety, basic welding techniques, joints, joint material and layout, metal preparation, fundamental cutting and welding, and electrode/wire/gas selection/classification.

Little Big Horn College - Crow Agency, Montana. August 24 - 25, 2004.

AGED 280: Introduction to Agriculture

A course centered on the Agricultural careers and Agriculture's important role in sustaining life. Extensive discussion of related production agriculture applications and theoretical applications and how these related applications provide career opportunities. Studied and discussed several areas related to production Agriculture and examined how these affect us daily.

Little Big Horn College - Crow Agency, Montana. June 9 – 14, 2003.

AG 250: Field Intensive Equine Shoeing Short Course

Session included a one-week practical hands-on instruction in live horse shoeing, including classroom/field study of equine limb anatomy and physiology. Applied experience with various materials used in modifying keg shoes. Hands-on experience with typical and commonly seen backcountry horse emergency shoeing/medical needs and issues, diagnostic techniques and treatment of lameness pathologies.

Little Big Horn College - Crow Agency, Montana. November 15 - 16, 2002.

AG 200: Survival Horse Shoeing Workshop

Two-day hands-on, practical hoof-care clinic. Clinic addressed a range of lower Equid limb issues ranging from hoof anatomy terminology to commonly seen ailments, maladies, emergency aide and treatments for the backcountry horse owner and back-country rider.

Ancillary Projects

- 2012-2013. Montana Agricultural Safety Curriculum Development Initiative:**
Co-authored curriculum materials and resources to facilitate Montana FFA instructors in effectively teach rural safety practices and procedures to Montana K-12 youth. Curricula targets production scenarios in hopes of reducing production based risk and hazards often encountered on Montana farms and ranches. Project staff partnered with local schools and agencies in making curricula/lesson plans available for classroom and laboratory use.
- 2010-2011. LEAD21 Tribal College Land Grant Leadership Development Initiative:**
A USDA-NIFA funded project designed to bolster and develop underrepresented Tribal College/University (TCU) Land Grant leadership encompassing a cohort model consisting of five mid-career TCU professionals. The 12-month mentoring/training process includes one-on-one mentoring, instruction and participation in the nationally renowned LEAD21 Program. LEAD21's comprehensive purpose is to develop leaders in land grant institutions and their strategic partners who link research, academics, and extension in order to lead more effectively in an increasingly complex environment, either in their current position or as they aspire to other positions.
- 2009. Montana American Indian Youth Farm Safety Education Curriculum Initiative:** A cooperative outreach and curriculum development effort between Montana State University and Chief Dull Knife College to effectively teach rural safety practices and procedures to American Indian youth in order to reduce known injury causes. Project collaborated with local agencies to assure targeted programmatic goals were reached.
- 2010-2012. USDA-NIFA-Beginning Farmer and Rancher Development Program: *The Business of Indian Agriculture*:** A Tribal College Partnership. Assisted in the planning, development and delivery a comprehensive curriculum designed to more effectively prepare Native American Beginning Farmers and Ranchers (BFRs) for the successful management and development of agriculturally-related businesses. Designed, developed and piloted as a model community education agribusiness curriculum for Native American BFRs offered through tribal colleges. The intended long-term result of the curriculum's implementation at tribal colleges will be the successful launch or expansion of agriculture-related businesses on reservations, having the potential to positively affect the number of Native-owned small businesses on reservations and lower rates of Native poverty, unemployment and outmigration of educated Native youth.

- 2004-2009. Chief Dull Knife College/Northern Cheyenne Extension Producer Outreach:** *Trichomonas Foetus Awareness, Management and Eradication Project.* Reproductive efficiency is a critical factor in ranching success, with reproductive diseases greatly impacting ranch profitability. “Trich” is a persistent reproductive disease, resulting in early term abortions - leading to extremely high rates (25-45%) of open females. This awareness and eradication project targeted 45 Northern Cheyenne commercial cow-calf producers whom manage approximately 8,500 producing cows, and 7000 feeder calves per year with a gross value in excess of \$4 million. Via combined efforts of producer educational opportunities, cost sharing of cow palpation and bull scraping and related testing has led to a marked decrease in the occurrence of the disease on and adjacent to the Northern Cheyenne Reservation.
- 2004. USDA/CSREES Rural Development Community Development Facilities Grant:** *Community Kitchen and Career/Technical Trades Facility/Lab* – Co-authored and facilitated grant funded project providing for an additional 3200 square feet of new instruction, laboratory and industrial kitchen space related to Land Grant Programming activities.
- 2003. Extension and Outreach Program:** *Backgrounding Beef Calves in a Four-State Region:* Project enhanced cow-calf producers’ knowledge of cattle backgrounding through a multi-disciplinary, multistate educational program, utilizing educators, scientists, extension specialists/agents from Montana, North Dakota, South Dakota, and Wyoming. Developed a practicum to provide producers the opportunity to follow their cattle from ranch of origin, through a backgrounding, finishing and harvest at a commercial packing facility. Project developed an in-service program for extension educators focusing on principles related to backgrounding cattle, as well as development of educational materials (CD-ROM/internet site) in which to compile existing information related to backgrounding to better enhance its usefulness and application by producers and stakeholders.
- 2001. USDA/CSREES Rural Development Community Facilities Grant:** *Office of Land Grant Programs Facilities Expansion-* Authored and facilitated grant funding for an additional 4800 square feet of new campus instructional, office and conference space for the Office of Land Grant Programs.
- 2000. USDA/Food Safety and Inspection Service (FSIS):** *Hazard Analysis and Critical Control Point (HACCP) Outreach Education* - Provision of HACCP related best management practice (BMP) education relating to Northern Cheyenne and Adjacent (Rosebud County, MT) Beef Producer production practices targeting general processing, vaccination and shipping of livestock.
- 2000. USDA/CSREES Tribal College Research Grant:** *Ecological Role of Indigenous Functional Groups and a Nonindigenous Invader in A Rangeland Ecosystem.* A joint project among Dull Knife Memorial College, Montana State University and the Northern Cheyenne Department of Natural Resources /Extension Indian Reservation utilized to bridge current work in ecological theory and applied invasive plant management on tribal lands via applied inventory of current rangeland management practices and producer outreach education focusing on sustainable agricultural practices based on ecological principles of weed management.
- 2000. USDA Risk Management Agency/RJS & Associates:** *First Americans Curriculum Development Project-* Authored Native American K-12 natural resource science classroom curriculum. Specific units authored included introductory units related to: *Horse Science, Aquaculture, Animal Science, GPS/GIS-Precision Farming, Subsistence/ Limited Resource Farming*
- 1999. USDA/Food Safety and Inspection Service (FSIS):** *Hazard Analysis and Critical Control Point (HACCP) Outreach.* Instruction of small/very small Montana and Wyoming retail and wholesale meat processors in HACCP principles to identify, address and implement potential food safety protection hazards and the key related actions and plans (known as Critical Control Points/CCP's). Instruction included implementation protocol throughout all stages of the food production and preparation process to reduce or eliminate the risk of physical, chemical and biological hazards as a means of immediate prevention rather than reliance upon finished product inspection.

Activities and Honors

The Presidents Volunteer Service Award -The Corporation for National & Community Service
National Association of Colleges and Teachers of Agriculture- Teaching Award of Merit
Recipient-Montana FFA Honorary State Degree
Recipient-Texas FFA Honorary Lone Star Farmer Degree
Recipient- State Farmer Degree - Oklahoma.
Recipient- Walsh Fellowship - Montana State University College of Agriculture.
Who's Who Among American High School Educators.
Agricultural Ambassador- Texas A&M University-Commerce
President- East Texas State University-Commerce Collegiate FFA Chapter.
Member- "A-Team" -Murray State College Livestock Judging Team (two years).
President- Murray State College Collegiate FFA Chapter.
President- Murray State College Aggie Club.
Elected- Mr. Murray State College.
Elected- MSC Outstanding Collegiate FFA Member.
Recipient-Who's Who Among Students in American Junior Colleges.
Recipient-Houston Livestock Show and Rodeo Academic Scholarship (two years).
Recipient-Noble Foundation Agriculture Academic Scholarship.
Life Member-National FFA Alumni Association.
Washington Leadership Conference- participant.
Made for Excellence Program-participant (National FFA Association)

-References Available Upon Request -