

II. Academic Program Review Dossier Cover Page | 2024 Cycle

Name, Lived Name:	Nicole Marshall-Wheeler
Preferred Pronoun(s):	(she/her)
Academic Title:	Assistant Cooperative Extension Advisor
County/Program:	Butte, Colusa, & Glenn (housed in Butte)
Review Type:	Merit Term Review Seeking Indefinite Status
Current Rank/Step:	Assistant III
Requested Rank/Step:	Assistant IV
Review Time Period:	June 1, 2018 to September 30, 2023
Thematic Areas:	<ol style="list-style-type: none">1) Positive Youth Development2) Volunteer Development3) Youth Civic Engagement and Leadership4) Academic Leadership within 4-H

Position Description

Nicole Marshall-Wheeler
4-H Youth Development Advisor

Effective Date: July 1, 2022

Headquarters: Butte County

Purpose:

The 4-H Youth Development Advisor conducts a county-based extension, education and applied research program to address youth development needs in Butte, Glenn, and Colusa counties. The advisor is responsible for developing, implementing, evaluating, and strengthening local UC 4-H Youth Development (4-H YD) programming in Butte, Glenn, and Colusa counties. This position will focus on youth development, volunteer development, and youth civic engagement and leadership development. The advisor will develop strategies for expansion of 4-H community club programs, develop partnerships to implement new youth development programs, and enhance volunteer development by leveraging UC's contributions to the community through collaborative efforts, filling a void in research-based programs, and providing program evaluation to measure success. In addition, the advisor will provide academic support and leadership to the 4-H Regional Program Coordinator, county 4-H Community Education Specialists, and 4-H volunteers.

Clientele: 1) Educators – such as teachers, afterschool and expanded learning professionals, 4-H adult volunteers, 4-H professionals, 2) Youth – ages 5 to 18 years old.

ACADEMIC PROGRAM MAJOR RESPONSIBILITIES

- ***85% 4-H Youth Development Advisor for Butte, Glenn, and Colusa Counties***
- ***15% Statewide Support for UC 4-H Youth Development Program in Civic Engagement and Leadership Development***
- Develop and implement effective UC ANR Cooperative Extension applied research, Extension and educational programs to address the identified priority needs of the clientele and extend knowledge and information to enhance the delivery of programs that are consistent with UC ANR's Public Value Statements.

Technical Competence & Impact

Ensure clientele needs are assessed, and develops program goals to successfully meet clientele needs, in alignment with UC ANR's strategic initiatives and Public Value Statements.

- Conduct applied research designed to solve locally relevant problems and monitor related changes.
- Maintain and promote UC ANR's credibility by providing science-based knowledge and skills independent of personal or parochial interests.
- Represent UC ANR locally in a professional manner.
- As relevant, oversees delivery of UC ANR statewide programs at the local level; works with staff to ensure that outcomes and impacts are measured and communicated.

Communication

- Conduct and report regular needs assessments to identify priority issues or problems relevant to the local clientele groups being served.
- Disseminate useful, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.
- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences.
- Foster an increased understanding of UC ANR's Cooperative Extension's research and education programs in clientele, the public and policy makers.
- Effectively use online communication methods and associated software programs to support research and instruction.
- Actively advocate for UC ANR program awareness and support.

Collaboration, Teamwork & Flexibility

- Develop collaborative teams with other UC ANR academics, campus-based specialists and faculty and/or others, to address priority issues for UC ANR.
- Act as a facilitator in the public policy arena to effectively bridge divergent interests around issues that impact subjects within the UC ANR purview.
- Interact with UC ANR Program Teams, specialists, campus based Agricultural Experiment Station faculty (if appropriate) and others within the research/extension network to develop, strengthen and expand program goals.
- Participate in UC and UC ANR leadership, through committees, task forces and other formal or informal structures.
- Serve the California public by participating in activities of public agencies and organizations.
- Interpersonal Relationships: Be an effective listener and communicator, take responsibility for our own actions, motivate others, keep commitments and cultivate political and industry support for UC ANR.
- Build relationships to work with diverse populations and acclimate to varying circumstances.

Professional Development & Lifelong Learning

- Participate in professional organizations and collaborate with federal, state and county governmental agencies, non-government organizations and others by providing independent science-based information and leadership.
- Maintain a program of continuous self-improvement by participating in in-service training, seminars, workshops, work group & program team meetings, short courses, professional society meetings and other relevant opportunities.

Provide academic oversight and leadership

- Develop and deliver creative activities that meet the needs of the diverse youth, families, and communities in the county, including recruitment of diverse youth and volunteers.
- Oversee implementation of the UC 4-H Youth Development Program framework and ensure positive youth development occurs from an intentional process.
- Support the statewide network of 4-H Youth Development community educators in Civic Engagement and Leadership Development by serving as a statewide mentor, resource, and expert to ensure all counties have access to high-quality program opportunities and best practices.

AFFIRMATIVE ACTION and DIVERSITY, EQUITY, AND INCLUSION (DEI)

- Comply with all applicable federal and state laws and regulations, and all University policies regarding affirmative action, including prohibition of discrimination on the basis of race, color, national origin, religion, sex, sexual orientation, physical or mental disability, age, veteran status, medical condition, ancestry or marital status.
- Promote, in all ways consistent with other responsibilities of the position, accomplishment of the affirmative action goals established by UC ANR.
- Take all measures necessary to assure any employee or volunteer workers supervised by this position fulfill their affirmative action responsibilities.
- Develop a statement of program mission and definition of potential program clientele that embody a commitment to serve diverse ethnic and gender groups.
- Plan and conduct programs in such a manner as to provide equitable service to all ethnic and gender groups that comprise the potential clientele population for the program.
- Identify any barriers to clientele participation related to ethnicity, gender, or other characteristic of concern under the University's affirmative action policies and take corrective action as needed to remove such barriers.
- Collect, and keep current, demographic data identifying the ethnic and gender distribution of the potential clientele populations for the program and describing other characteristics of the population relevant to the pursuit of the Division's affirmative action goals.
- Compile and maintain documentation of service to each ethnic and gender group within the clientele population served by the program, including statistical records of clientele contacts, quantitative evaluations of benefits realized by clientele and reports of any special efforts to serve under-represented groups.

RELATIONSHIPS

- Administratively responsible to UC ANR Butte County Director with input from respective Colusa and Glenn County Directors.
- Programmatically responsible to the Statewide 4-H Director.
- Provides academic support to the 4-H Regional Program Coordinator, 4-H Community Education Specialists in Butte, Glenn, and Colusa; and other staff as needed.

QUALIFICATIONS

A minimum of a master's degree in education, child development, youth development, human development or related field. Experience conducting applied research and education programs with youth. Expertise in curriculum development, large-scale youth program development, volunteer development and management, and program evaluation. Experience working with diverse populations and the ability to bridge cultural differences. Strong leadership skills and experience in program and personnel management. Excellent written and oral communication skills. Must be able to work independently and collaboratively in teams and provide leadership for research and education activities. Must be adaptable to different work circumstances and work with a diversity of people and collaborators. Must be literate in internet communications and software appropriate to support research and education programs.

Reviewers:

Nicole Marshall-
Wheeler

Digitally signed by Nicole
Marshall-Wheeler
Date: 2023.11.16 14:03:02 -08'00'

Nicole Marshall-Wheeler, 4-H Advisor

Date

Luis Espino

Digitally signed by Luis Espino
Date: 2023.11.16 08:01:29 -08'00'

Luis Espino, County Director, Butte County

Date

Lynn Schmitt-McQuitty, Statewide 4-H Program Director

Date

Final Approver:

D. Obrist

11/16/23

Dr. Daniel Obrist
Vice Provost of Academic Personnel

Date

Position Description Addendum

Nicole Marshall-Wheeler
4-H Youth Development Advisor

Effective Date: July 1, 2022, to July 1, 2024

Purpose:

Serve as supervisor to the 4-H Community Education Specialists in Butte, Glenn, and Colusa counties, while the 4-H Regional Program Coordinator for Region 3 is vacant.

LEADERSHIP AND ADMINISTRATIVE DUTIES

Leadership & Vision

- Create a positive environment that supports the success of the unit team and team members - includes modeling and supporting a good team working environment. Sets goals and target outputs for shared clarity of vision. Provide active, ongoing support and guidance for UC ANR programs in assigned areas.

Administrative Policy

- Understand and ensure unit compliance with University and County policies and procedures.
- Ensure that unit is in compliance with UC ANR Affirmative Action guidelines and policies.

Budget and funding

- Successfully secure and responsibly manage all resources (e.g., might include County, University, and other program) in assigned geographical and/or programmatic area.

Human Resources

- Demonstrate concern for all staff; effectively manage all personnel, including direct supervision of advisor and staff positions, and support to any additional FTE in the unit (e.g., students, active emeritus CE advisors, and any additional academic positions working within the unit). Responsibilities may include oversight of direct reports, conducting and supporting annual evaluations/merits/ promotions, sabbatical leaves, emeritus work plans, professional development planning, coaching, corrective actions, coordinating quarterly all staff meetings, providing regular communications with all unit personnel about University and County updates, and navigating both University and as needed County human resources' policies and procedures.

Advocacy and Communication

- Represent UC ANR (unit and programs) in a professional manner. Maintain positive relationships with stakeholders and clientele in assigned geographical or programmatic area. Meet with and provide responsive communications with key stakeholders (e.g., industry partners, donors, policy makers and elected officials, and others as required).
- *Local Delivery of Statewide 4-H Program:* Provide administrative and academic oversight to the 4-H Youth Development Program. Provide direction and support to the 4-H Program Representative(s) in administering the program. Develop training programs for new and current 4-H volunteers in organizational and managerial areas, program development and youth development. Supervise adult 4-H volunteers in managerial roles and assure program compliance with University policy. Develop and manage the 4-H Youth Development Program in partnership with 4-H volunteers. Inform the County Director on resource needs to operate the program and seek to obtain community resources and support.

Reviewers:

Nicole Marshall-
Wheeler

Digitally signed by Nicole
Marshall-Wheeler
Date: 2023.11.16 14:03:24 -08'00'

Nicole Marshall-Wheeler, 4-H Advisor

Date

Luis Espino

Digitally signed by Luis Espino
Date: 2023.11.16 08:01:44 -08'00'

Luis Espino, County Director, Butte County

Date

D. McGrath

Lynn Schmitt-McQuitty, Statewide 4-H Program Director

11/16/2023

Date

Final Approver:

Dr. Daniel Obrist
Vice Provost of Academic Personnel

Date

Program Review Narrative June 2018 – September 2023

Introduction

I am a 4-H Youth Development Advisor serving Butte, Colusa, and Glenn counties. This five-year cumulative review covers the period from my start date on **June 1st, 2018**, through **September 30th, 2023**. I am seeking **merit advancement concurrent with term review** from an Assistant Step III to Assistant Step IV and advancement to **indefinite status**. My productivity levels over the past five years meet expectations for an Assistant IV and demonstrate significant potential for a productive career within Cooperative Extension, warranting advancement to indefinite status.

My program is comprised of four themes which support UC ANR's public values and condition changes: 1) Positive Youth Development; 2) Volunteer Development; 3) Civic Engagement and Leadership; and 4) Academic Leadership of 4-H. My program promotes *developing a qualified workforce for California*, as well *promoting healthy people and communities* by providing high quality experiential education to young using peer reviewed 4-H curricula, delivering critical professional development to 4-H adult volunteer educators, and providing academic leadership to statewide civic engagement and leadership programs.

Statement of Special Circumstances: I accepted a geographical reassignment of counties effective July 1, 2022. From 2018 to 2022 I covered Colusa, Sutter, and Yuba counties. In July 2022, I began to cover Butte and Glenn counties (and continued with Colusa). Additionally, my counties do not have a 4-H regional program coordinator (as implemented in the 4-H staffing plan); therefore, I assumed additional leadership duties including administrative work supervising staff, fundraising, policy interpretation, and conflict management.

Needs Assessment: Over the past five years, I have established a balanced program addressing the four academic criteria. My program is based on the findings of the needs assessments I conducted in 2018 in Colusa, Sutter, and Yuba counties, and in 2022 in Butte, Glenn, and Colusa counties. I collected survey data from 4-H community club youth, parents and adult volunteers; conducted informal interviews with clientele such as adult volunteers, teens, and program partners (e.g., afterschool program directors, school principals, and Boys and Girls Clubs directors); and reviewed secondary data (test scores, census data), and aligned with ANR public values and condition changes and the California 4-H Strategic Plan 2018-2028. The findings suggest volunteer development is critical to support the 4-H community club program in maintaining a high-quality youth experience; expanded learning partners are in need of high-quality, hands-on programming and are especially asking for healthy living (Butte County) and STEM (Colusa and Glenn counties) content. Additionally, school administrators have noted a need for resources to promote "resilience" which can be addressed with principles from the new 4-H Thriving Model. I am currently assessing the statewide civic engagement needs with a team of 4-H professional staff and 4-H youth members and anticipate having results in the spring.

Theme 1: Positive Youth Development

Clientele: 4-H youth member, 4-H adult volunteers, teachers, out-of-school time educators

Goal: To strengthen 4-H adult volunteers, professional educators, and 4-H staff's competence in providing high quality youth development programming.

Applied Research & Creative Activity:

I was an active contributor to a research study of early adult California 4-H alumni (aged 19 to 35). My colleagues A. Iaccopucci, R. Nayak, S. Worker, and myself conducted a study surveying young adult UC 4-H alumni to better understand the long-term impacts of participating in the California 4-H program. We asked participants how their participation in 4-H influenced their economic success, health and wellbeing, and civic engagement. We found that 4-H alumni report more positive long-term outcomes than the U.S. general population (paper published in *Journal of Extension*) with another manuscript in progress. The findings provide valuable insight into long-term outcomes from 4-H participation, helping to reveal impacts of 4-H programming on young people as they grow into adulthood. I also had several creative activities, in the forms of a peer reviewed curriculum and peer reviewed UC ANR Publications which include 2 project sheets and an educator factsheet. An example is the *4-H Water Wizards* curriculum I co-adapted with colleagues M. Bird, and S. Worker. The curriculum passed national 4-H peer review and is available for sale nationwide on shop4h.org.

Extension Activities:

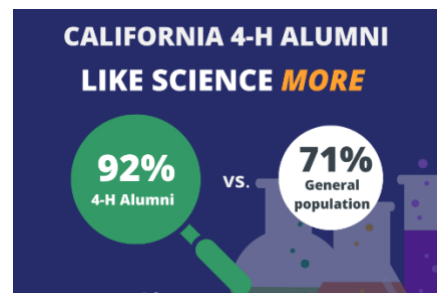
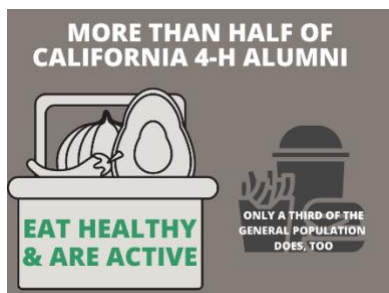
I concentrated on extending knowledge to professional youth educators to strengthen their knowledge in positive youth development, specifically how to make youth programming more experientially based. The main county-based projects I committed time to was 4-H Cooking Academy and 4-H Water Wizards.

Cooking Academy is a 7-week cooking and nutrition project. Between 2018 and 2022 in Colusa, Sutter, and Yuba counties Cooking Academy was a successful collaboration between 4-H and Cal Fresh Healthy Living UC, and the project served 273 youth across 16 sites. In Colusa, Sutter, and Yuba counties we also implemented Teens-as-Teachers with this project, which utilizes cross age teaching – teen youth facilitate cooking lessons for elementary school youth. Cal Fresh Healthy Living UC staff, 4-H staff, and I facilitated 5-hours of training for new teen teachers and expanded learning staff (5 trainings across Colusa, Sutter, and Yuba counties). After leading Cooking Academy sessions, 92% of teens reported feeling their group facilitation skills were good or excellent. In my new assignment, I received a contract with Butte County Office of Education in 2022 to train expanded learning staff in Cooking Academy. I conducted two trainings which reached 44 staff. The staff I trained in Butte County reached 766 youth across 15 school sites. Nearly 90% of the afterschool staff reported feeling more confident in teaching hands-on cooking activities to youth following the trainings (n=44). Additionally, youth participants report increased confidence in cooking as 74% of participants reported they were excellent cooks following the program, compared to 46% who initially indicated they were excellent cooks. The youth participants also report eating more fruits and vegetables. Overall, 4-H Cooking Academy has reached over 1,000 youth between the four counties and I have secured \$62,500 for this project.

4-H Water Wizards provided water conservation and education to 262 sixth grade youth in Yuba County and 22 in Glenn County, as facilitated by 6 teachers. I provided training sessions (3 sessions) to the teachers who facilitated the program around experiential learning and civic engagement prior to project implementation. The teachers led the project over 12-weeks and gave participating youth a pre and posttest to measure their water knowledge. Participants showed a statistically significant increase in their water knowledge (pre mean = 4.0; post mean = 5.2; $p < 0.01$), as well as 94% reporting enjoying their participation in the program. Additionally, 72% of participants reported using less water following the program. The most reported actions for water reduction were taking shorter showers (25%) and turning the water off while brushing their teeth (12%). As part of the project, participants also planned community service projects related to water. One class planned a social media awareness campaign about water and the environment, while another planned to educate their peers at school about water use. This project has become well-established in Yuba County with educators asking to be put on our program scheduling calendar annually – educators continue to do this project even though I have moved onto other counties. 4-H Water Wizards has reached 12 sixth grade classes and I have secured \$17,000 in support of this project between Yuba and Glenn counties.

Impact:

My efforts provided educational learning opportunities to young people that would otherwise not have benefitted. The subject matter was selected to fill gaps based on needs assessment results. We know that increased consumption of nutritious foods, like fruits and vegetables, is related to better health outcomes, contributing to healthy people (Kant, 2004). Thus, my efforts to implement the 4-H Cooking Academy with young people, and the associated behavior change outcomes (described above) will contribute to healthy communities, as youth feel more confident in their cooking skills and increased their fruit and vegetable intake. Similarly, developing water literacy is essential in preparing the next generation who will tackle water-related issues (Houghman, et. al, 2020). Initiating and supporting *4-H Water Wizards* implementation not only contributes to high quality youth development programming, but also increased water knowledge and reduced water usage. The outcomes demonstrate that youth participants learned about and changed their attitudes about the environment, specifically water efficiency therefore contributing to the public value of *protecting California's natural resources*. As I advance in Cooperative Extension, I plan to directly assess medium-term impacts from these programs with appropriate methodologies. Furthermore, my efforts to assess long-term impacts of 4-H programming on alumni, and comparison of findings to the general population, suggest that my efforts will have long-term benefits to the youth participants.



Theme 2: Volunteer Development

Clientele: 4-H adult volunteers

Goal: To strengthen 4-H adult volunteers' competence in providing high quality youth development programming.

Applied Research & Creative Activity:

I served as the lead author and co-technical editor on the *UC 4-H Volunteer Educators' Guide*, a UC ANR peer reviewed guide for 4-H adult volunteers. This guide is an update of the *4-H Project Leaders' Digest* (2008). The new guide provides 4-H adult volunteers with a comprehensive document to reference for best practices when working with youth. The update includes many new features, such as a focus on Diversity, Equity, and Inclusion in each section. Additionally, I created several technical handouts for volunteers to use in the local 4-H community club program, such as a Virtual 4-H Project Meeting Checklist.

Extension Activities:

I focused on extending knowledge to 4-H adult volunteers, in my counties and statewide, to strengthen their understanding of positive youth development.

Locally, I dedicated time annually to support the 4-H community club program, thru extension workshops for 4-H adult volunteers. For each county, I organized and co-presented annually the community club leader's meeting, as well as the new volunteer orientation. During COVID-19, I led safety meetings for volunteers prior to returning to in-person youth programming. Over the past five years, I've led 28 workshops for volunteers. This year, nearly 100% of new volunteers (n=31) felt like the new volunteer orientation helped them feel prepared to take on their role as a 4-H volunteer.

In 2023, the Developing Volunteer Capacities workgroup led a 4-session online statewide training for 4-H volunteers based on our new publication the *UC 4-H Volunteer Educators' Guide*. Overall, 178 volunteers registered, 108 attended at least one session, and 53 completed all four sessions. I designed and presented sessions on youth-adult partnerships and co-presented another session on experiential learning. Participants completed a survey after each session where they self-assessed their skills related to each session. We found a statistically significant improvement on the post means of each item when compared to the retrospective pre mean.

Session 4: Creating effective youth-adult partnerships & working with youth leaders.

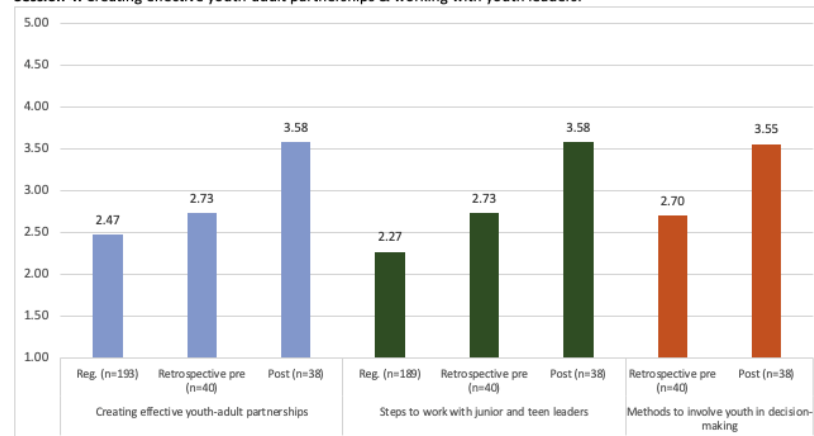


Figure 1 shows the results from the session which I designed and led.

Figure 1.
Session 4 results.

Impact:

Taken together, my work strengthened the competence of 4-H adult volunteers to deliver high quality youth development programming which ultimately leads to increased long-term youth outcomes and impacts such as workforce retention. Moreover, my extension work presenting to adult volunteers ensures that our 4-H adult volunteers are effectively prepared for their roles, which is essential to successful positive youth development programs (Smith, et al., 2004). As our recent 4-H alumni study show, youth who participate in high quality positive youth development programs are more likely to have positive long-term outcomes such as feeling more financially stable, healthier, and more likely to contribute to their communities (Marshall-Wheeler, et al. 2023).

Theme 3: Youth Leadership & Civic Engagement

Clientele: 4-H professional staff, 4-H youth member, 4-H adult volunteers, teachers, out-of-school time educators

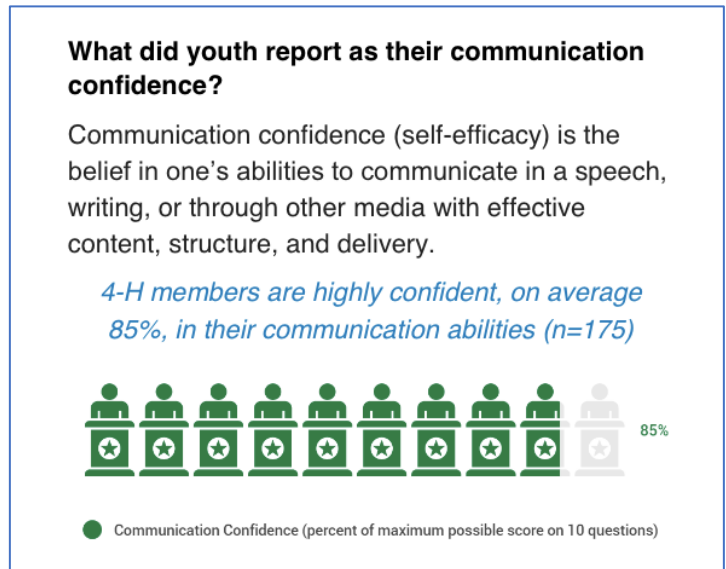
Goal: Strengthen understanding and competence related to youth civic engagement and leadership education

Applied Research & Creative Activity:

Public speaking is an essential leadership and civic engagement skill. While 4-H has a robust public speaking program, specific programmatic activities to boost youth’s communication and public speaking confidence had not been explored until my colleagues S. Worker, Y. Meng, R. Nayak, and myself conducted a statewide study. We collected data 2020 thru 2023 regarding what 4-H members report as their communication confidence and the role which California 4-H plays in building that confidence. Figure 2 highlights what youth reported as their communication confidence. We published results in two peer reviewed publications (*Journal of Extension* and *California Agriculture*) and presented at a national conference. I also co-authored the 2020 California 4-H Presentation

Manual, updating several sections with the most recent public speaking best practices. At the statewide level, I am conducting a needs assessment with a group of 4-H teens and staff thru the UC 4-H Civic Engagement Advisory Committee. We anticipate getting responses from 4-H youth, adult volunteers, parents, and 4-H professional staff, assessing their knowledge of civic engagement, what resources they need related to civic engagement, and what events they want to see from the county, regional, and state levels of the 4-H program.

Figure 2.
Communication confidence results.



Extension Activities:

My current statewide work related to leadership and civic engagement involved public speaking programming. In 2020, I co-initiated the UC 4-H Public Speaking and Communication Advisory Committee, where we worked together to create an online course to train 4-H volunteers how to properly evaluate youth presentations for State and Regional 4-H presentation events. As of September 30, 2023, the course has been completed by 142 volunteers. I also helped organize and oversee the 4-H State Presentation Day with colleague V. Bullard, which has approximately 400 youth participants annually. Our work to strengthen the 4-H public speaking program was recognized with a 4-H Golden Clover Award in 2022. Also, in 2022, I began providing consultations to 4-H professional staff regarding civic engagement and leadership programming. I also extended civic engagement and leadership education within my counties. Beginning in 2020, I provided each county (Colusa and Sutter-Yuba, then in 2022 in Butte and Glenn) with a training on presentation event evaluation and support volunteers and youth in hosting their own Presentation Day prep workshops. I also worked with the 4-H County Ambassadors (youth leadership teams) to plan and evaluate the 4-H Officer Trainings. In two of my counties, I revived the event after not having one for several years. Youth attending the Officer Trainings report better understanding their officer duties after attending the training, as well as feeling more prepared to successfully complete those duties. Additionally, after attending Officer Training 75% of participants reported feeling excited to be a 4-H club officer and to hold a leadership role.

Impact:

My creative activity and Extension education improved youth leadership and public speaking skills. These skills will benefit young people as the emerging into adulthood and enter the workplace, contributing to *increased workforce competency* and *effective public leaders*. Young adult alumni reported that their engagement in 4-H helped them learn leadership and communication skills (Marshall-Wheeler et al., 2023). Thus, my efforts to improve and extend 4-H public speaking programming will have beneficial long-term impacts on the young people themselves, to local communities, and to California.



Theme 4: Academic Leadership in 4-H

Clientele: 4-H youth and volunteers.

Goal: Support the 4-H Youth Development Program. Build skill and capacity for the 4-H Community Education Specialist staff that I supervise.

Summary:

I provided academic leadership to four county 4-H programs (Colusa and Sutter-Yuba; Butte, Glenn, and Colusa), as well as a grant-funded 4-H military program on Beale Air Force Base (Yuba). I served as a driving force in promoting general community partnerships, thinking of new ways for 4-H and UC ANR to be recognized by the community at large, and in fundraising.

Extension activities:

Across Butte, Colusa, and Glenn, and previously Sutter-Yuba counties, I provided academic leadership for three 4-H Community Education Specialists, 18 4-H Clubs, 23 annual 4-H County-wide Events, and provided guidance to a 4-H Military Club in Yuba County. Over the past five years, I've been active in making 4-H more known in the community by building partnerships with local organizations and businesses which has led to several donation opportunities. I reached out to a local group of farmers who have a mission to support local agriculture groups in Yuba County, asking for their support in making 4-H more affordable during COVID-19. The group donated nearly \$35,000 to Yuba County 4-H to support families in need of financial support to join 4-H in 2020. In Sutter County, I also connected with a business who was interested in partnering with 4-H youth to provide community service opportunities, which led to a \$9,000 donation in 2020. Additionally, in Colusa County I collaborated with our 4-H County Council to start "Colusa County 4-H Week" to celebrate and recognize our local 4-H clubs and program. The Colusa County 4-H Week campaign landed us on the front page of the local newspaper, as well as leading to a fundraiser with a matching initiative with nearly \$5,000 in matching funds promised to the Colusa County 4-H Program. I facilitated getting a proclamation annually from the Colusa County Board of Supervisors in recognition of Colusa County 4-H Week. I also revived an old fundraiser, now turned into an outreach event, of serving pie at the Colusa Farm Show. This outreach effort receives nearly \$2,000 in donations at the Farm Show each year. In 2022, I helped facilitate a new partnership with Dutch Brothers Coffee to coordinate a Butte County 4-H donation day receiving nearly \$5,000 in a single day. For staff support, I met with staff weekly to mentor and provide program guidance where necessary. Over the past five years, I recruited and hired three new staff and spent time onboarding and training them. In each county, the staff and I meet annually to align our year's program goals with the UC 4-H Strategic Plan.

Impact:

The impacts of academic leadership can be challenging to quantify, but some outcomes can have been realized. Increased program visibility directly led to increased donation opportunities and partnerships. The impact of improved program visibility in the local communities, as well as diversifying funding sources has the potential to expand the 4-H programs in Colusa, Sutter, Yuba, and Butte and Glenn counties leading to more opportunities for program expansion and therefore reach.

Professional Competence and Professional Activity

Throughout my career, I put time into furthering my own knowledge, as well as showcasing my professional competence through presenting at professional conferences and serving as a reviewer. I attended 46 academic workshops/presentations, 10 national or regional conferences or professional meetings, and presented at 5 of the conferences. Additionally, I served as a reviewer for the *Journal of Youth Development* (2 articles) and the *Journal of Extension* (1 article), and a reviewer for the workshop proposals and award submissions for the National Association of Extension 4-H Youth Development Professionals National Conference (2 proposals & 4 awards). I am also an active member of 5 professional societies and received the 2021 Achievement in Service Award from the National Association of Extension 4-H Youth Development Professionals for my service and leadership.

University and Public Service

I serve on statewide 4-H committees and UC ANR workgroups where I contribute and, in some cases, provide leadership; examples: co-chair for the California 4-H Statewide Volunteer Development Advisory Committee, and Public Speaking and Communication Advisory Committee. I am a member of 3 Workgroups and 2 Program Teams. I've also served the University of California 4-H program by representing the program to the California Department of Food and Agriculture's Fairs and Expositions (CDFA F&E) State Rules committee providing guidance to the CDFA F&E on 4-H policy. More recently, I've been elected to the UC ANR Academic Assembly Council Program Committee and was invited to be a member of the Healthy Families and Communities Strategic Initiative Panel. For public service, I've served at events as a judge, such as the State FFA Public Speaking Competition, Chico Science Quad Competition, and as a moderator for CSU Chico's the Great Debate event and First Year Research event.

Commitment to Affirmative Action

Included in my programmatic work, as well as my professional competence, was a commitment to expand my diversity, equity, and inclusion (DEI) efforts and knowledge. My desire to include underserved populations was integrated into my extension activities. Teens-as-Teachers, Cooking Academy, and 4-H Water Wizards projects intentionally reach youth from underserved populations, especially youth from low income and Latino backgrounds. Further, 4-H Community Clubs comply with Affirmative Action by documenting their "All Reasonable Efforts" each program year. To improve my own competence, I attended 10 trainings or workshops related to DEI, as well as worked with an experienced mentor to continue coaching me with through the Intercultural Development Inventory (IDI).

Summary

Overall, I have demonstrated accomplishments and efforts across all the evaluation criteria but have focused most of my efforts on extension and research projects as is appropriate for an Assistant Advisor. Throughout my career, I have assessed the needs of my counties, developed and evaluated programs, seen the outcomes from my projects grow, and have taken on more advanced roles and responsibilities within 4-H and UC ANR. I have locally recognized projects which are based in the needs of my communities, as well as being known as a reliable partner by colleagues statewide. Overall, my accomplishments indicate my career's positive trajectory.

References

- Houghman, J., Lekies, K., Bohrerova, Z., Wood, C., Jeager, K., Schroeder, B., Timmerman, A., Nardi, A., & Power, R. (2020). Youth water education: Programs and potential in the American Midwest. *Journal of Soil and Water Conservation*, 75 (5), 117a-122a. doi:10.2489/jswc.2020.0515A
- Kant, A. K. (2004). Dietary patterns and health outcomes. *Journal of American Dietetic Association*, 104 (4), 615-635. doi: 10.1016/j.jada.2004.01.010.
- Lerner, R. M., & Lerner, J. V. (2013). The Positive Development of Youth: Comprehensive Findings from the 4-H Study of Positive Youth Development. Retrieved from <http://www.4-h.org/About-4-H/Research/PYD-Wave-9-2013.dwn>
- Marshall-Wheeler, N., Nayak, R., Iaccopucci, A., & Worker, S.M. (2023). Long-term outcomes of early adult 4-H alumni. *The Journal of Extension*, 61(2), Article 2. <https://doi.org/10.34068/joe.61.02.02>
- Smith, M. H., Meehan, C. L., Enfield, R. P., George, J. L., & Young, J. C. (2004). Improving county-based science programs: Bringing out the science teacher in your volunteer leaders. *Journal of Extension*, 42(6). Available at: <http://www.joe.org/joe/2004december/a5.shtml>

Program Review Supporting Documentation

Project Summary

Funded Project Summary 2018 – 2023

Total Funding 2018-2023: \$481,392

October 2021 – September 2023

Total Funding 2021-2023: \$438,885

Cooking Academy with Butte County Office of Education

\$24,714 | Contract with Butte County Office of Education | September 2023 – June 2024
Principle Investigator | Butte County

Cooking Academy with Butte County Office of Education

\$10,000 | Contract with Butte County Office of Education | March 2023 – August 2023
Principle Investigator | Butte County

4-H Pollinator Habitat

\$15,000 | Grant from National 4-H from Corteva | December 2022 – December 2023
Co-Principal Investigator | Local: Butte County (~\$7,500)
Collaborators: J. Miller

Developing Gardening, Agriculture and Nutrition Program for Sutter County Youth

\$389,171 | Grant from Sierra Health Foundation | June 2022 – November 2023
Co-Principal Investigator | Sutter County
Collaborators: M. Rodriguez, W. Brim-DeForest

June 2018 – September 2021 (previously reported)

Funding 2018-2021: \$42,507

4-H Water Wizards

\$10,200 | Sponsorship from Yuba Water Agency | June 2019 – July 2020
\$4,507 | Donation from Marysville Rotary | June 2019 – July 2020
Academic Lead | Yuba County

Teens-as-Teachers: Cooking Academy

\$3,300 | Mini grants from UC 4-H State Office | July 2019 – June 2020
Academic Lead | Colusa County (\$1,650), Sutter County (\$1,650)

Teens-as-Teachers: Cooking Academy

\$4,500 | Mini grants from UC 4-H State Office | July 2018 – June 2019
Academic Lead | Colusa County (\$1,500), Sutter County (\$1,500), Yuba County (\$1,500)

Cooking Academy

\$20,000 | Grant from Health Net Corporation | June 2018 – December 2019
Principle Investigator | Sutter County

Professional Competence and Professional Activity

Professional Development and Training

October 1, 2021 – September 30, 2023

- 4-H Professionals Growth and Expansion Series. 10/6/2021, 10/20/2021, 10/27/2021. Online.
- National Association of Extension 4-H Youth Development Professionals (NAE4-HYDP) National Conference. 11/16/2021-11/19/2021. Online.
- Quarterly 4-H Academic Meetings. 11/30/2021, 8/22/2022, 11/16/2022, & 8/16/2023. Online.
- American Educational Research Association Annual Meeting. 5/3 – 5/5/2023. Online.
- National Extension Conference on Volunteerism (NECV). 5/9 – 5/12/2023, Lexington, KY.
- NAE4-HYDP Professional Development Series – Communication & Expressive Arts session. 6/21/2023. Online.
- Exploring Youth Engagement: Service Learning in 4-H. 8/24/2023. Online.

June 1, 2018 – September 2021 (previously reported)

- Teen-as-Teachers Training for Cooking Academy. 7/11/2018. Davis, CA.
- Youth, Families, and Communities (YFC) Research Methods and Professional Development Institute. 11/5-7/2018. Davis, CA.
- American Camp Association National Conference. 2/19 – 2/22/2019. Nashville, TN.
- Region 3 Winter Conference for Expanded Learning Practitioners. 3/12/2019. Sacramento, CA.
- Second YFC Research Methods and Professional Development Institute. 4/8-4/10/2019. Davis, CA.
- California 4-H Camp Evaluation Training – May 30, 2019, online. Learned how to best facilitate 4-H camp evaluations.
- National Association of Extension 4-H Youth Development Professionals (NAE4-HYDP) National Conference. 10/19-10/22/2020. Online.
- 4-H Water Wizards Training. Observed colleague present training. Online.
- American Camp Association (ACA) National Conference. 2/2-2/4/2021. Online.
- 4-H Thriving Model Webinar Series. 2/22, 2/24, & 2/26/2021. Online
- Quarterly 4-H Academic Meetings. 2/22/2021 & 5/19/2021. Online.
- American Camp Association Southern California Spring Leadership Conference. 4/13-4/15/2021. Online.
- History of 4-H. 4/14/2021. Online.
- National Extension Conference on Volunteerism (NECV). 4/27-4/29/2021. Online.
- Fundraising in a Post-COVID-19 World. 4/28/2021. Online.
- 4-H Thrive Academy. 5/11-5/13/2021. Online.
- Cooking Academy Webinar. 7/22/2021. Online.
- New 4-H Achievement System Update. 7/29/2021. Online.

Affirmative Action

October 1, 2021 – September 2023

- Learning Circle – DEI: Culture Humility, translation, & competency: What does it mean for urban Extension? 3/17/2023. Online.
- Webinar: Organizational Equity Assessment in Youth Development Programs. 4/19/2023. Online.
- Welcoming Culturally Diverse Youth into 4-H. 7/13/2023. Online.
- UC Gender Recognition & Lived Name: An Introduction to Gender Awareness. 8/23/2023. Online.

June 1, 2018 – September 2021 (previously reported)

- From the Ground Up workshop. 3/21-3/22/2019. Davis, CA.
- Beyond Bathrooms: Creating a Transgender Affirming Community at Camp and Beyond workshop, American Camp Association National Conference. 2/19/2019. Nashville, TN.
- Intercultural Development Inventory (IDI). 4/12/2019 to 6/3/2019. Online.
- Applying a Social Justice Lens to Youth Development. 7/11/2019. Online.
- Intercultural Development Inventory Conference. 2/27/2020. Davis.
- Diversity, Equity, & Inclusion (DEI) in Youth Programs. 8/3/2021. Online.

UC ANR & Other Training

October 1, 2021 – September 2023

- UC ANR Evaluation Cycle Q&A. 1/13/2022. Online.
- Project Board Annual Training. 11/3/2022. Online
- Project Board Annual Training. 9/13/2023. Online
- UC ANR Conference. 4/24 – 4/27, 2023. Fresno, CA.
- UC ANR Townhalls. Various. Online.

June 1, 2018 – September 2021 (previously reported)

- Book: Needs assessment: An overview by James W. Alschuld and Davis Devraj Kumar (2010). 7/1/2018. Colusa, CA.
- UC ANR Needs Assessment Training. 9/7/2018. Davis, CA.
- UC ANR Annual Evaluation Training. 8/13/2018. Online.
- UC ANR Grant Essentials Summit. 9/27/2018. Davis, CA.
- UC ANR Merits and Promotions Training. 10/8/2018. Online.
- UC ANR Supervisor Training for Developing Performance Goals with Staff. 10/17/2018. Online.
- UC ANR Measuring Outcomes Training. 10/25/2018. Davis, CA.
- UC ANR Impact Writing Workshop. 10/26/2018. Davis, CA.
- UC ANR Bibliography Training. 12/14/2018. Online.
- UC People Management Series. 1/18/2019 to 10/18/2019. Online.
- Crucial Conversations. 4/3 – 4/4/2019. Davis, CA.
- UC ANR Reporting Outputs in Project Board. 9/29/2020. Online
- UC ANR How to Cite Empirical Data in Your PR. 11/4/2020. Online
- UC ANR Zoom Basics. 4/8/2021. Online
- UC ANR Engaging Webinars – What Works for You? 5/15/2021. Online

Professional Competence and Professional Activity

Professional Societies & Workgroups

a.) *Membership in Professional Societies:*

- American Camp Association (ACA) – since 2018
- American Educational Research Association (AERA) – since 2022
- California 4-H Association (CA4-HA) – since 2016
- National Afterschool Association (NAA) – since 2018
- National Association of Extension 4-H Youth Development Professionals (NAE4-HYDP) – since 2016

b.) *Membership in Workgroups and Program Teams:*

- UC ANR Workgroups (3): College and Career Readiness; Developing Volunteer Capacities; Expanded Learning.
- UC ANR Program Teams (2): Positive Youth Development; Youth Science Literacy in Nutrition, Agriculture and Natural Resources.
- National Workgroup: NAE4-HYDP Communication and Expressive Arts workgroup.

Professional Competence and Professional Activity

Evidence of Professional Competence

a.) *Presentations to peers:*

October 1, 2021 – September 30, 2023

- Invited panel speaker for the UC ANR Programmatic Orientation. Online. 3/2/2023.
- Expanded Learning Series – webinar series to 4-H staff about best practices when working with expanded learning partners. Online. 3/8/2023 & 5/10/2023.
- Invited to help facilitate NAE4-HYDP Professional Development Series session. Online. 6/21/2023.
- Volunteer Development with the “4-H Volunteer Educators’ Guide: For Volunteers Facilitating 4-H Educational Experiences” – session presented to colleagues for the California 4-H Association Professional Development Series. Online. 8/10/2023.
- Introducing the 4-H Volunteer Educators’ Guide – presentation introducing the publication to colleagues. Online. 8/22/2023.
- 4-H Expanded Learning Mini Grants – session introducing the 4-H Expanded Learning mini grant opportunities to peers. Online. 9/7/2023.

June 1, 2018 – September 30, 2021 (previously reported)

- Invited to facilitate the Cooking Academy part of the California 4-H Teens-as-Teachers Training to 4-H staff. 7/2/2019. Davis, CA.
- Presented with colleagues to California 4-H staff on best practices for managing youth participation in fairs in regard to COVID-19. Online. 3/26/2020.
- Presented with colleagues to California 4-H staff on the status of 4-H camp due to COVID-19. 6/18/2020.
- Invited to facilitate the 4-H Thriving Academy California 4-H State Reflection session. Online 5/12/2021.

Professional Competence and Professional Activity

Evidence of Professional Competence continued

b.) Papers, Posters, Abstracts, and Presentations Presented:

October 1, 2021 – September 30, 2023

- Exploring Public Speaking Self-Efficacy in the 4-H Presentation Program – research workshop session presented with colleague Y. Meng at the National Association of 4-H Youth Development Professionals Conference (NAE4-HYDP). Online. 11/16/2021.
- Introducing the 4-H Volunteer Educators’ Guide – developed poster which was presented at the UC 4-H Staff Conference. Davis, CA. 8/9/2022.
 - Presented by G. Miner. Developed by N. Marshall-Wheeler & S. Worker.
- 4-H Youth Development Program’s Influence on Public Speaking Self-Efficacy – abstract of recent applied research for UC ANR youth development academics’ track. 8/9/2022.
 - Authors: N. Marshall-Wheeler, Y. Meng, R. Nayak, & S. Worker.
- UC 4-H Alumni Study: Exploring Long-Term Outcomes of Early Adults – abstract of recent applied research for UC ANR youth development academics’ track. 8/9/2022.
 - Authors: A. Iaccopucci, S. Worker., N. Marshall-Wheeler, & R. Nayak.
- Exploring Public Speaking Self-Efficacy in the 4-H Presentation Program – presented poster at the UC ANR Conference. Fresno. 4/25/2023.
 - Authors: N. Marshall-Wheeler, R. Nayak, Y. Meng, & S. Worker.
- Exploring Life Satisfaction of Young Adult 4-H Alumni – contributed to poster at UC ANR Conference. Fresno. 4/25/2023.
 - Presented by R. Nayak. Authors: A. Iaccopucci, R. Nayak, N. Marshall-Wheeler, & S. Worker.
- The Design and Implementation of a Multi-Component Positive Youth Development School and Day Camp Program – contributed to poster at UC ANR Conference. Fresno. 4/25/2023.
 - Presented by M. Rodriguez. Authors: M. Rodriguez, J. Yang, N. Marshall-Wheeler, R. Barden, R. McCrory, M. Ussery, J. Pressman, Y. C. Guillen, A. Yandel, J. Pollard., & W. Brim-DeForest.
- Exploring Public Speaking Self-Efficacy in the 4-H Presentation Program – round table session at the American Educational Research Association Annual Meeting. Online. 5/4/2023.
 - Developed with colleagues S. Worker & R. Nayak.
- Volunteer Development with the “4-H Volunteer Educators’ Guide: For Volunteers Facilitating 4-H Educational Experiences” – session presented with colleague G. Miner at the National Extension Conference for Volunteerism. Lexington, Kentucky. 5/11/2023.

June 1, 2018 – September 30, 2021 (previously reported)

- How to Engage Staff in Data Analysis for Program Improvement – workshop presented with colleagues M. Bird & K. Nathaniel at the American Camp Association, Southern California Spring Leadership Conference. Online. 4/13/2021.
- Strategies for Fostering Volunteer Engagement in Camping Programs – poster presented with colleague M. Bird at the National Extension Conference on Volunteerism. Online. 4/28/2021.

Professional Competence and Professional Activity

Evidence of Professional Competence continued

c.) *Manuscript Reviews/Contributions to Publications:*

October 1, 2021 – September 30, 2023

- Informal review of curriculum for a colleague. 1/2/2022.
- Reviewer for submission to *Journal of Youth Development* (1 manuscript). 9/1/2022.
- Reviewer for submission to *Journal of Extension* (1 manuscript). 1/10/2023.
- Reviewer for NAE4-HYDP national awards for Communication and Expressive Arts. 8/3/2023.

June 1, 2018 – September 30, 2021 (previously reported)

- Technical co-editor of 15 UC ANR published UC 4-H Project Sheets with colleague S. Worker. 8/1/2018 – 4/1/2019.
- Reviewer for UC ANR Publications (1 manuscript). 2/1/2019.
- Reviewer for conference workshop proposals to the National Association of Extension 4-H Youth Development Professionals' National Conference. March 2020.
- Reviewer for submissions to the *Journal of Youth Development* (2 manuscripts). 2/21/2020 & 9/21/2020.
- Reviewer for UC ANR Publications (1 manuscript). 1/28/2020.

d.) *Awards:*

October 1, 2021 – September 30, 2023

- 4-H Golden Clover Award: State Public Speaking & Communications 4-H Advisory Committee; University of California 4-H Youth Development Program (2022)
- Achievement in Service Award; National Association of Extension 4-H Youth Development Professionals (2021).

University and Public Service

University Service

Service to UC ANR & UC 4-H Program

October 1, 2021 – September 30, 2023

- California 4-H Association Board Member – Vice President of Membership. Role: Advertise and process membership for the association. 12/2018 – 12/2021.
- Co-Chair of the California 4-H Statewide Volunteer Development Advisory Committee. Role: Provide guidance to the committee which reviews and recommends volunteer development practices for the UC 4-H Statewide Program. 6/1/2020 – 4/1/2022.
- Co-Chair of the California 4-H Statewide Public Speaking and Communication Advisory Committee. Role: Provide guidance to the committee which develops educational materials, facilitates statewide public speaking events, and reviews and recommends public speaking practices for the UC 4-H Statewide Program. 5/1/2021 – ongoing.
- UC 4-H Program Representative to the California Department of Food and Agriculture's Fairs and Expositions (CDFA F&E) State Rules Committee. Role: Provide communication between the UC 4-H Statewide Program and CDFA F&E committee, as well as give input regarding how rules and policies impact the UC 4-H Statewide Program. 8/1/2020 – 12/1/2022.
- Service as a judge representing UC 4-H to evaluate NAE4-HYDP award proposals. Judged 2 award categories. 3/1/2023.
- Member of the UC ANR Academic Assembly Council Program Committee. Role: Review program fund requests quarterly. 3/1/2023 – ongoing.
- Appointment to the UC ANR Healthy Families and Communities (HFC) Strategic Initiative Panel. 7/1/2023 – ongoing.

University and Public Service

University Service continued

June 1, 2018 – September 30, 2021(Previously reported)

- California 4-H Association Board Member – Vice President of Membership. Role: Advertise and process membership for the association. December 2018 – ongoing
- Co-Chair of the California 4-H Statewide Volunteer Development Advisory Committee. Role: Provide guidance to the committee which reviews and recommends volunteer development practices for the UC 4-H Statewide Program. June 2020 – ongoing.
- Co-Chair of the California 4-H Statewide Public Speaking and Communication Advisory Committee. Role: Provide guidance to the committee which develops educational materials, facilitates statewide public speaking events, and reviews and recommends public speaking and communication practices for the UC 4-H Statewide Program. May 2021 – ongoing.
- UC 4-H Program Representative to the California Department of Food and Agriculture's Fairs and Expositions (CDFA F&E) State Rules Committee. Role: Provide communication between the UC 4-H Statewide Program and CDFA F&E committee, as well as give input during meeting to the CDFA F&E committee regarding how rules and policies impact the UC 4-H Statewide Program. August 2020 – ongoing.
- Awards Judge for the National Association of Extension 4-H Youth Development Professionals (NAE4-HYDP). Role: Served as a representative of California 4-H to judge NAE4-HYDP regional state specialty awards. March 2021.

- UC 4-H Policy & Enrollment Taskforce Member (invited to serve). Role: Actively contributed to a committee which developed best practices and guidelines for the UC 4-H Statewide Program regarding 4-H enrollment in virtual programming. August 2020 – October 2020.

Service to County

October 1, 2021 – September 2023

- UCCE Butte County Support Group. Role: Attended meetings as a representative of the UCCE Butte County programs. 7/1/2022 – ongoing. (4 meetings attended)
- Glenn County Board of Supervisors meeting. Role: Attended meeting to support the 4-H youth presenting on behalf of National 4-H Week. October 2022.
- Butte County Board of Supervisor meeting with Supervisor Durfee. Role: Attended meeting and presented to Supervisor Durfee on UCCE and 4-H. March 2023.
- Butte County Board of Supervisors meeting – budget hearing. Role: Attended budget hearing on behalf of UCCE Butte County. June 2023.
- Glenn County Board of Supervisors meeting. Role: Attended meeting to support the 4-H youth presenting on behalf of National 4-H Week. September 2023.
- UCCE Representative to Yuba-Sutter Farm Bureau. Role: Attended monthly meetings as requested by UCCE County Director (2 meetings attended).
- UCCE Representative to Colusa Farm Bureau. Role: Attended monthly meetings as requested by UCCE County Director (1 meeting attended).
- UCCE Representative to Butte Farm Bureau. Role: Attended monthly meetings as requested by UCCE County Director (2 meetings/events attended).
- UCCE Representative to Glenn Farm Bureau. Role: Attended monthly meetings as requested by UCCE County Director (1 meeting attended).

University and Public Service

University Service continued

June 1, 2018 – September 30, 2021(Previously reported)

- Presentation to UC ANR Leadership, M. Bell, M. Lagrimini, and W. Powers about the 4-H program in Sutter-Yuba counties, during their tour of the state. 6/7/2018. Yuba City, CA.
- Invited to present to the Chinese Extension Alliance and G. Humiston about 4-H programming in Sutter-Yuba counties. 6/19/2018. Yuba City, CA.
- Presentation to UC ANR Leadership, M. Bell, M. Lagrimini, and W. Powers about 4-H programming in Colusa County, during their tour of the state. 8/6/2018. Colusa, CA.
- UCCE Representative to Yuba-Sutter Farm Bureau. Role: Attended monthly meetings as requested by UCCE County Director (6 meetings attended).
- UCCE Representative to Colusa Farm Bureau. Role: Attended monthly meetings as requested by UCCE County Director (5 meetings attended).
- Yuba County Board of Supervisors meeting. Role: Attended meeting and gave presentation to educate Supervisors on UCCE and 4-H. August 2021.
- UCCE Sutter-Yuba Stakeholder Recognition Committee member. Role: Helping to plan an event to recognize local UCCE stakeholders, donors, volunteers, and collaborators.

Recruitments

October 1, 2021 – September 30, 2023

- 4-H Advisor – Fresno, Tulare, Kings counties Member, Fall 2022
- 4-H Animal Science Community Education Specialist – State Office Member, Fall 2022
- 4-H Community Education Specialist – Sutter-Yuba counties Chair, Fall 2022
- 4-H Community Education Specialist – Butte county Chair, Fall 2022
- 4-H Community Education Specialist – Colusa county Chair, Summer 2023

June 1, 2018 – September 30, 2021 (previously reported)

- 4-H Animal Science Community Education Specialist – State Office Member, Spring 2018
- 4-H Community Education Specialist – Butte county Member, Fall 2018
- 4-H Community Education Specialist – Sutter-Yuba counties Chair, Fall 2018

University and Public Service

Public Service

October 1, 2021 – September 30, 2023

- Member of the Colusa County Partners for Health, Nutrition, and Physical Activity. Role: Provide best practices and insight to youth development subjects. July 2019 – ongoing.
- First Year Research evaluator for California State University, Chico First Year Experience office and Communication Studies Department. Role: Provide feedback to research projects. 12/2/2021.
- Judge for Chico Science Olympiad Challenge. Role: Provide feedback to youth on their Olympiad projects. March 2023.

University and Public Service

Public Service continued

June 1, 2018 – September 30, 2021 (previously reported)

- Sutter-Yuba Area Youth Fire Relief Committee. Role: Provide youth development best practices to committee. November 2018 – March 2019.
- Member of the Colusa County Partners for Health, Nutrition, and Physical Activity. Role: Provide best practices and insight to youth development subjects. July 2019 – ongoing.
- Judge for the California State University (CSU), Chico Speech and Debate Rookie Tournament (2 times in 2019-2020). Role: Provide evaluation and scores for feedback. Chico, CA.
- Guest speaker at McKinney Intermediate School Career Fair. May 2019. Marysville, CA.
- Judge for the Regional FFA Prepared Public Speaking Competition Finals. Role: Provided evaluation and feedback to high school youth on their public speaking. Helped determine regional finalists. May 2020.
- Judge for the State FFA Impromptu Speech Competition Finals. Role: Provided evaluation and feedback to high school youth on their public speaking. Helped determine state winners. June 2020.
- Moderator for the CSU, Chico Great Debate event. Role: Provided feedback to first year college students on an argumentation and debate presentation. May 2021.

Extension Activities

October 1, 2021 – September 30, 2023

- Co-developed the **Presentation Evaluator Orientation eXtension course**. This course is used statewide and teaches best practices in presentation evaluation. Developed 7/1/2021 – 12/1/2021. 142 individual registrations for the course as of 9/30/2023.
- Co-organized **presentation evaluator trainings** to prepare volunteers for County 4-H Presentation Events.
 - Butte: 2/18/2023 (21 people).
 - Colusa: 1/28/2023 (6 people); 1/27/2022 (15 people).
 - Glenn: 2/3/2023 (30 people).
- Co-organized **4-H club leader meetings** to prepare 4-H volunteers for their roles.
 - Butte: 8/31/2023 (12 people).
 - Colusa: 7/19/2023 (5 people); 7/20/2022 (5 people).
 - Glenn: 8/3/2023 (10 people).
- Co-organized **youth officer trainings** for youth 4-H club officers to improve their knowledge about their officer roles and duties.
 - Colusa: 9/1/2022 (28 youth)
 - Glenn: 9/6/2023 (25 youth)
- Co-organized **camp trainings** for youth and adults to educate them about safety and best practices for inclusion in camp.
 - Butte: 6/22/2022 (20 youth); 5/22/2023 (22 youth); 6/21/2023 (21 youth & 7 adults)
- Presented a **track on Embryology** at the Student Agriculture Field Day. Presentation goal was to increase agri-science awareness and understanding in suburban youth. 11/9/2022 (125 youth).
- Organized **trainings for Expanded Learning Staff** to improve afterschool staff's confidence working with experiential curriculum.
 - Cooking Academy: Butte County Office of Education. 6/12/2023 (22 people) & 6/13/2023 (22 people) – curriculum reached 766 youth.
 - STEM curriculums: Pierce Unified School District. 6/5/2023 (9 people) – curriculums reached 98 youth.

June 1, 2018 – September 30, 2021 (previously reported)

- Co-organized and presented the **Teen-as-Teachers (TAT) Cooking Academy Teen Trainings** to help prepare teens for their TAT role. I presented the Ages and Stages of Youth Development portion.
 - Sutter-Yuba: 9/25/2018 & 9/27/2018 (17 participants); 1/25/2019 & 1/26/2019 (14 participants); 10/10/2020 (10 participants).
 - Colusa: 2/23/2019 (14 participants); 2/19/2020 & 2/26/2020 (7 participants).
- Organized **4-H club leader meetings** to prepare 4-H volunteers for their roles.
 - Colusa: 7/25/2018 (8 people); 7/22/2020 (9 people); 7/21/2021 (5 people).
 - Sutter-Yuba: 9/6/2018 (14 people); 9/3/2020 (12 people); 8/26/2021 (11 people).
- Organized **4-H new volunteer orientation** in Colusa County with the goal of preparing 4-H volunteers to fulfill their role. 9/17/2018 (18 people) & 11/8/2018 (8 people).

Extension Activities continued

June 1, 2018 – September 30, 2021 (previously reported continued)

- Organized **4-H fundraising and community service workshop** focusing on 4-H fundraising policies and appropriate community service projects for 4-H participants. 11/25/2018 (20 people).
- Presented an educational session at the **Marysville Joint Unified School District Nutrition Fair**. I presented a session on youth sleep and motivation. 5/30/2019. 150 youth participants.
- Organized a **4-H Water Wizards Training** for teachers. Presented on implementing experiential learning in classroom settings. 8/14/2019 (7 teachers) & 11/5/2020 (5 participants).
- Interviewed for the **Appeal-Democrat newspaper** which featured an article about 4-H being more than livestock projects. 7/1/2019.
- Co-facilitated the **Camp Data Parties** hosted by the Camping Advisory Committee. Helped camp volunteers, youth, and staff better understand their evaluation data.
 - In-person, Davis, CA. 1/4/2020 (20 participants).
 - Virtual. 5/16/2020 (25 participants).
- Organized and held **virtual office hours** to provide guidance to 4-H volunteers during COVID-19 lockdown. 3/24/2020 – 5/1/2020 (12 participants).
- Co-organized **volunteer safety trainings** for 4-H adult volunteers to provide education on how to safely hold in-person meetings and better understand UC COVID-19 policies. 6/4/2020 – 11/19/2020 (95 participants).
- Co-organized the **Presentation Manual Deep Dive session** to educate 4-H volunteers and county-based staff about the newest update of the 4-H Presentation Manual. 11/10/2020.
- Co-organized webinar series: **Camp During COVID**. This 5-session series focused on the logistics and policies to safely hold a day camp during summer 2021.
 - Session 1 – 2/10/2021 (70 participants); Session 2 – 3/10/2021 (46 participants); Session 3 – 4/14/2021 (37 participants); Session 4 – 5/12/2021 (29 participants); Session 5 6/9/2021 (unknown).
- Organized **presentation evaluator trainings** to prepare volunteers for virtual County 4-H Presentation Events.
 - Colusa: 2/11/2021 (10 people).
 - Sutter-Yuba: 3/11/2021 (11 people).
- Co-organized **content-focused trainings** for volunteers.
 - 4-H Financial Training. 8/11/2021 (6 participants).
 - 4-H Project Planning. 9/28/2021 (15 participants).
- Co-presented at **Youth Summit** on the Nuts and Bolts of Leadership Communication. Presented session to youth on different ways to enhance communication by email, verbally, and with body language. Online. 3/27/2021 (14 participants).
- Presented at the **Yuba-Sutter Farm Day**. Presented to 3rd grade youth about 4-H. Yuba City. 9/24/2021 (500 youth).

Extension Activities

Other Extension Activities

October 1, 2021 – September 30, 2023

a.) *Other extension activity (websites, social media, marketing, etc.)*

- Provide content and oversight for the Butte, Colusa, Glenn, and Sutter-Yuba Counties 4-H websites. Ongoing.
- Provide content and oversight for the Butte, Colusa, Glenn, and Sutter-Yuba Counties 4-H social media pages, including Facebook and Instagram. Ongoing.

b.) *Other (TV, radio interviews, newspaper articles)*

- Radio interview on 93Q introducing the 4-H Program in Sutter-Yuba counties. 10/4/2021.
- Radio interview on 93Q highlighting 4-H youth leadership programs in Sutter-Yuba counties. 1/3/2022.

c.) *Applied research projects*

- California 4-H Young Alumni Study. Role: Co-Principal Investigator. April 2021 – ongoing.
 - With colleagues S. Worker, A. Iaccopucci, & R. Nayak, we began a study of the outcomes of the California 4-H Youth Development Program in young alumni. Study was designed in summer 2021, data was collected in fall 2021.
- California 4-H Public Speaking Self-Efficacy Study. Role: Co-Principal Investigator. January 2020 – ongoing.
 - With colleagues S. Worker, Y. Meng, & R. Nayak, we studied the outcomes of the 4-H public speaking program on youth public speaking self-efficacy. Data was collected in 2020 & 2021, with plans to collect another wave of data in 2022.

Bibliography

Publication Summary Table	
3	(B) Peer Reviewed Scholarly Journal Publications
3	(C) Other Peer Reviewed Publications
7	(A) Popular Press and Curricula for Clientele
2	(D) Technical Reports for Academics
4	(E) Published Abstracts

Bibliography

B – Peer-Reviewed Scholarly Journal Publications

- Worker, S. M., Nayak, R., Meng, Y., & **Marshall-Wheeler, N.** (2023). UC 4-H programs bolster youths' public speaking confidence. *California Agriculture*, 77(1), 30-35.
<https://doi.org/10.3733/ca.2023a0003>

Role: Co-author. Helped with qualitative analysis.

- **Marshall-Wheeler, N.**, Nayak, R., Iaccopucci, A., & Worker, S.M. (2023). Long-term outcomes of early adult 4-H alumni. *The Journal of Extension*, 61(2), Article 2.
<https://doi.org/10.34068/joe.61.02.02>

Role: Lead author.

- **Marshall-Wheeler, N.**, Meng, Y., & Worker, S.M. (2022). Exploring public speaking self-efficacy in the 4-H presentation program. *Journal of Extension*, 60(4), Article 12.
<https://doi.org/10.34068/joe.60.04.12>

Role: Lead author.

C – Other Peer-Reviewed Publications

- **Marshall-Wheeler, N.**, Miner, G., Worker, S.M., Espinoza, D., Miller, J. & Kok, C.M. (2023). UC 4-H volunteer educators' guide: For those facilitating educational experiences. UC ANR Publications [8724]. <https://doi.org/10.3733/ucanr.8724>

Role: Lead author - authored two sections. Co-technical editor with colleague G. Miner.

- Bird, M., Dixon, T., **Marshall-Wheeler, N.**, & Worker, S.M. (2022). 4-H Water Wizards: Guided Inquiry Water Education for Grades 4-6. National 4-H Council.

Role: Co-author. Helped revise the entire document, took the lead on three sessions.

- **Marshall-Wheeler, N.** (2019). 4-H music project. California 4-H Project Sheet Series [8669]. University of California, Agriculture and Natural Resources.
<https://ucanr.edu/sites/UC4-H/files/307344.pdf>

Role: Author.

- **Marshall-Wheeler, N.** (2019). 4-H outdoor adventure project. California 4-H Project Sheet Series [8654]. University of California, Agriculture and Natural Resources.
<https://ucanr.edu/sites/UC4-H/files/307345.pdf>

Role: Author.

A – Popular Press Articles

- **Marshall-Wheeler, N.** (2023). Tips for Building Youth's Public Speaking Confidence at Your Meetings. Youth Development Insights: Ideas, strategies, and research from the field. N. Caeton and J. Miller. UC ANR Blogs. February 21.

<https://ucanr.edu/blogs/blogcore/postdetail.cfm?postnum=56278>

Role: Author.

- **Marshall-Wheeler, N.** (2023). 4-H - The Long Term Impacts. Butte County Farm Bureau Newsletter. Richvale, CA. January.

Role: Author.

- Worker, S. M., Meng, Y., **Marshall-Wheeler, N.**, Nayak, R. (2021). 2021 State 4-H Field Day Evaluation Report. <https://ucanr.edu/sites/sfd/files/359782.pdf>

Role: Co-author, wrote sections of the report. Helped with qualitative analysis.

- **Marshall-Wheeler, N.**, Zediker, J., et al. (2021). 4-H and Non 4-H Livestock Event Guidance for 2021. <https://ucanr.edu/sites/ca4H/files/346647.pdf>

Role: Lead author.

- **Marshall-Wheeler, N.** (2020). Practical Examples of Virtual 4-H Projects: Animal Science Sheep Project. https://ucanr.edu/sites/UC4-HResources/Virtual_Projects/Practical_Examples/#sheep

Role: Author.

- **Marshall-Wheeler, N.** (2020). Virtual 4-H Project Meeting Lesson Plan Samples. <https://ucanr.edu/sites/sutteryuba/files/362420.pdf>

Role: Author.

- **Marshall-Wheeler, N.** (2020). Virtual Project Meeting Checklists. <https://ucanr.edu/sites/sutteryuba/files/362419.pdf>

Role: Author.

D – Technical Reports and Other Non-Reviewed Articles

- University of California 4-H Youth Development Program. (2021, January). UC 4-H Presentation Manual. UC Agriculture and Natural Resources. <https://ucanr.edu/sites/UC4-H/files/2193.pdf>

Role: Co-author. Specifically wrote content for the section 1.

- Go, C., Miner, G., Miller, J., Worker, S., Kok, C. M., Espinoza, K., & **Marshall-Wheeler, N.** (2018, September). California 4-H adult volunteer experience study: Who, what roles, and training needs. University of California, Agriculture and Natural Resources.

Role: Assisting in writing the introduction and findings/discussion.

E – Published Abstracts

- **Marshall-Wheeler, N.,** Worker, S. M., Meng, Y., & Nayak, R. (2023). Exploring public speaking self-efficacy in the 4-H Youth Development Program. American Educational Research Association Paper Repository. <https://doi.org/10.3102/2007381>

Role: Lead author and writer.

- **Marshall-Wheeler, N.,** Meng, Y., Worker, S. M., & Nayak, R. (2022). The 4-H youth development program's influence on public speaking self-efficacy. Proceedings of the California 4-H Professionals Conference: Youth Development Academics. August 9-11. Davis, CA.

Role: Lead author.

- Bird, M., **Marshall-Wheeler, N.,** Caeton, N. C., Nathaniel, K. C., & Vega, L. (2022). 4-H camp during COVID Virtual Workshop Series. Proceedings of the California 4-H Professionals Conference: Youth Development Academics. August 9-11. Davis, CA.

Role: Co-author. Contributed and reviewed abstract before publication.

- Iaccopucci, A., Worker, S. M., **Marshall-Wheeler, N.,** & Nayak, R. (2022). UC 4-H alumni study: Exploring long-term outcomes of early adults. Proceedings of the California 4-H Professionals Conference: Youth Development Academics. August 9-11. Davis, CA.

Role: Co-author. Contributed and reviewed abstract before publication.

Summary of Publication Examples

1. **Marshall-Wheeler, N.,** Nayak, R., Iaccopucci, A., & Worker, S.M. (2023). Long-term outcomes of early adult 4-H alumni. *The Journal of Extension*, 61(2), Article 2.
<https://doi.org/10.34068/joe.61.02.02>

Direct link: <https://tigerprints.clemson.edu/joe/vol61/iss2/2/>

Summary: This publication is a peer-reviewed journal article on the long-term outcomes of the 4-H youth development program in early adult 4-H alumni. This effort allowed my colleagues and I to focus on the impact of the 4-H program, which can be difficult to quantify. My colleagues and I created infographics based on the data we found, which the California 4-H Foundation has used for marketing the 4-H program. As the lead author, I wrote much of the manuscript and handled edits from co-authors. This paper has been downloaded 239 times since its publication in August 2023.

2. **Marshall-Wheeler, N.,** Meng, Y., & Worker, S.M. (2022). Exploring public speaking self-efficacy in the 4-H presentation program. *Journal of Extension*, 60(4), Article 12.
<https://doi.org/10.34068/joe.60.04.12>

Direct link: <https://tigerprints.clemson.edu/joe/vol60/iss4/12/>

Summary: This publication is a peer-reviewed journal article which explored the impact 4-H has on youths' public speaking self-efficacy. This research supports work the 4-H program does regarding public speaking and informed necessary changes to the 4-H program presentation event cycle. I've written several popular press articles and a factsheet based on this research. As the lead author, I wrote much of the manuscript and handled edits from co-authors. This paper has been downloaded 766 times since its publication in December of 2022.

3. **Marshall-Wheeler, N.,** Miner, G., Worker, S.M., Espinoza, D., Miller, J. & Kok, C.M. (2023). UC 4-H volunteer educators' guide: For those facilitating educational experiences. UC ANR Publications [8724]. <https://doi.org/10.3733/ucanr.8724>

Direct link: <https://anrcatalog.ucanr.edu/pdf/8724.pdf>

Summary: This publication is a peer-reviewed guide for 4-H adult volunteer educators. It was written to fill the need for up-to-date, high quality, research-based resources for 4-H volunteer educators. The publication of this guide led to a 4-part workshop series further extending its information to 4-H volunteer educators statewide. I was the lead author, writing two sections, doing most of the revisions and coordination, and was the co-technical editor.