

**NAV R. GHIMIRE, Ph.D.**

**CURRICULUM VITAE**

October 2023

**I. CONTACT INFORMATION**

Associate Director and Program Evaluation Leader  
University of Idaho Extension  
Professor (with tenure), Department of Agricultural Education, Leadership and Communication  
College of Agricultural and Life Sciences | University of Idaho  
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**II. EDUCATION**

**Ph.D. Agricultural Education and Extension**, Iowa State University

**M.Sc. Agriculture**, University of Melbourne, Australia

**B.Sc. Agriculture**, Tribhuvan University, Nepal

Doctoral Dissertation:

*Educational Process Competencies of Extension Educators in the North Central Region (USA)*

Educational processes included in the study: needs assessment / program development; delivery strategies; learning methods; and, program evaluation.

The dissertation has been downloaded more than 1776 times in 82 countries by 91 institutions.

**Certification:**

LEAD 21: Leadership for the 21st Century, 2021

Leadership Idaho Agriculture, 2018

**III. PROFESSIONAL SYNOPSIS**

**University of Idaho Extension**

April 2017-present: Associate Director and Program Evaluation Leader

**University of Wisconsin-Extension (UW-Extension)**

July 2010-March 2017: Agriculture Extension Educator

July 2011-March 2017: Evaluation Consultant, Evaluation Leadership and Support Team

Oct 2016-March 2017: Co-leader, Quantitative Evaluation Methods Resources Development

Sept 2012-May 2016: Department Head (County Extension Director)  
Nov 2013-July 2015: Team Member, Local Department Head Expectations, Accountability, Rewards, and Support System Work Group  
July 2013-July 2015: Team Member, Professional Development Framework Taskforce

**Iowa State University**

Aug 2007-May 2010: Teaching Assistant, Department of Agricultural Education  
July 2008-June 2010: Research Assistant, Leopold Center for Sustainable Agriculture

**Pacific Gas and Electric Company (PG&E), California**

July 2006-July 2007: Utility Forester, Davis, CA

**Nepal**

July 1995-Nov 2005: Agriculture Extension Officer, Department of Agriculture  
Dec 1993-July 1995: Extension Officer, Herbs Production and Processing Co. Ltd.  
May 1989-Oct 1993: Assistant Soil Scientist, Nepal Agricultural Research Council

**IV. HONORS & AWARDS**

Most Approachable and Teamwork Award, offered by the University of Idaho Extension Faculty at the Extension Annual Conference, Sun Valley, April 2023.

3<sup>rd</sup> Place National Winner, Innovative Youth Development Programming Award, National Extension Association of Family and Consumer Sciences, September 2022.

1<sup>st</sup> Place Western Region Winner, Innovative Youth Development Programming Award, National Extension Association of Family and Consumer Sciences, September 2022.

Excellence in Extension Evaluation Training Award, American Evaluation Association, November 2018.

Tenure and Promotion to Professor of Agricultural and Extension Education, University of Idaho, April 2017.

Outstanding Service Award Recognition, Green Lake County (WI) Extension Advisory Committee, April 2017.

Certificate of Honor, for successful agricultural programming in Green Lake County, Wisconsin State Legislators, October 2015.

Certificate of Appreciation, for successful agricultural programming in Green Lake County, Green Lake County (WI) Board, October 2015.

Excellence in Community Engagement Award, UW-Colleges and UW-Extension Chancellor, September 2015.

Tenure and Promotion to Associate Professor, UW-Extension, July 2015.

Excellence in Young, Beginning, or Small Farmers / Ranchers Program, Regional Winner, North Central Region Association of County Agriculture Agents, April 2013.

Communication Award-Bound Book, Regional Winner, North Central Region Association of County Agriculture Agents, April 2013.

Communication Award-Bound Book, Regional Winner, North Central Region Association of County Agriculture Agents, April 2012.

Team / Workgroup Leadership and Responsiveness Award, for responding to clients' needs in fresh market vegetable production, State Winner, UW-Extension, October 2011.

Research Excellence Award for Doctoral Research, Iowa State University, May 2010.

The Honor Society of Agriculture, Gamma Sigma Delta Recognition of High Scholarship, for academic achievement in the Doctoral Program, Iowa State University, 2010.

Nominee - Golden Key International Honor Society Award, for academic achievement in the Doctoral Program, Iowa State University, 2009 and 2010.

Teaching Learning Process Appreciation Award, Department of Agricultural Education and Studies, Iowa State University, May 2009.

High Commendation Award for Master's Research, University of Melbourne, Australia, 2004.

World Bank Graduate Scholarship Award (global competition), to study Master of Agricultural Sciences at the University of Melbourne, Australia, 2002-2004.

## V. PUBLICATIONS AND EXTENSION SCHOLARSHIPS

### Books

**Ghimire, N. & Jones, R. L.** (In preparation - projected for December 2025). *Program evaluation: A workbook for Extension and community development workers.*

**Ghimire, N. & Martin, R.** (2011). *A model for applying educational process competencies: An American Extension system perspective.* Germany: Lambert Academic Publishing.

**Ghimire, N.** (2011). *Participatory agricultural development - Policies, views, and experiences: An example from Nepal.* Germany: Lambert Academic Publishing.

**Refereed Journal Articles**

**Ghimire, N.** (2023). Program reporting in Cooperative Extension. *Journal of Extension*, 61(2). Available online at: <https://tigerprints.clemson.edu/joe/vol61/iss2/12/>

Mahler, R. L. & **Ghimire, N.** (2023). Public perceptions and responses to water resource issues over the last 35 years in Idaho, USA. *International Journal of Environmental Impacts*, 6(2): 65-72.

**Ghimire, N.**, Koundinya, V., Kumar Chaudhary, A., Diaz, J., & Hogge, J. (2023). A model for integrated approach to professional development of Extension educators: Implications of adult education principles and practices. *Journal of Human Sciences and Extension*, 11(1).

Mahler, R. L., **Ghimire, N.** & Agenbroad, A. (2022). Adding an agricultural component to sustainable tourism in Idaho, USA. *International Journal of Environmental Impacts*, 5(2): 116-127. DOI:10.2495/EI-V5-N2-116-127. Available online at: <https://www.witpress.com/elibrary/ei-volumes/5/2/2888>

Usabel, N., Greenway, S., Robertson, A., Jensen, J., **Ghimire, N.** (2021). Plan the garden, preserve the harvest. *Journal of the National Association of County Agricultural Agents*, 14(2). Available online at: <https://www.nacaa.com/journal/cb64d700-5ab8-4172-8331-6330929790e3>

Henderson, B., Baker, S., Dalton, N., **Ghimire, N.**, Rickman, J., Roland, T., Silkwood, G., Willmore, C. (2021). 4-H rangeland skills-a-thon makes impact on youth. *Journal of the National Association of County Agricultural Agents*, 14(2). Available online at: <https://www.nacaa.com/journal/e0cf49d3-09f7-4ab6-bab5-97109172cb93>

Lee, S. G., Manaker, G., **Ghimire, N.**, Foist, L., Buck, J. (2021). School pantry cook-off: An approach to educate youth on food insecurity. *Journal of Extension*, 59(4), available online at: <https://tigerprints.clemson.edu/joe/vol59/iss4/9/>

Werlin, J., West, A., Findlay, R., & **Ghimire, N.** (2020). Using hybrid learning to grow the Idaho master gardener program and adapt to the COVID-19 environment. *Journal of the National Association of County Agricultural Agents*, 13(2). Available online at: <https://www.nacaa.com/journal/index.php?jid=1148>

Thomas, J., Packham, J., & **Ghimire, N.** (2020). Money doesn't always matter: Low-cost ways to increase the longevity of Southern Idaho's Hispanic agricultural employees. *Journal of the National Association of County Agricultural Agents*, 13(2). Available online at: <https://www.nacaa.com/journal/index.php?jid=1133>

**Ghimire, N.** & Martin, R. A. (2015). To what degree Extension educators self-assess their needs for building evaluation capacity: A case study of the North Central Region of the United States. *The International Journal of Adult, Community and Professional Learning*, Volume 21(1): 1-8. Available online at: <https://www.researchgate.net/publication/311931658>

**Ghimire, N., Koundinya, V., & Holz-Clause, M. (2014).** Government-run versus university-managed agricultural Extension: A review of Nepal, India, and the United States. *Asian Journal of Agricultural Extension, Economics & Sociology, Volume 3(5)*: 461-472. Available online at: <http://www.sciencedomain.org/abstract/4885>

**Ghimire, N. & Martin, R. A. (2013).** Does evaluation competence of Extension educators differ by their program area of responsibility? *Journal of Extension, Volume 51(6)*. Available online at: <http://www.joe.org/joe/2013december/rb1.php>

**Ghimire, N. & Martin, R. A. (2013).** Extension educators' self-assessed professional development needs in learning methods. *The International Journal of Assessment and Evaluation, Volume 19(2)*, 13-23. Available online at: <https://www.researchgate.net/publication/289698598>

**Ghimire, N. & Martin, R. A. (2011).** A professional competency development model: Implications for Extension educators. *Journal of International Agricultural and Extension Education (AIAEE), Volume 18(2)*, 5-17. Available online at: <https://www.aiaee.org/attachments/article/1406/Ghimire%2018.2-1.pdf>

**Ghimire, N. & Martin, R. A. (2011).** Learning systems competencies: Their importance to Extension educators. *The International Journal of Learning, Volume 18(3)*, 95-112. Available online at: [https://www.researchgate.net/profile/Nav\\_Ghimire/publication/289176963](https://www.researchgate.net/profile/Nav_Ghimire/publication/289176963)

**Ghimire, N. & Martin, R. A. (2011).** Needs assessment competencies: Are they important for Extension educators? *International Journal of Agricultural Management and Development, Volume 1(3)*, 139-155. Available online at: [http://ijamad.iaurasht.ac.ir/article\\_514184.html](http://ijamad.iaurasht.ac.ir/article_514184.html)

**Ghimire, N. & Martin, R. A. (2011).** Educational process competencies: Importance to Extension educators. *Educational Research Journals, Volume 1(2)*, 14-22. Available online at: <http://resjournals.com/journals/educational-research-journal/Jul2011table.html>

**Ghimire, N. (2009).** Farmer participation in agricultural development in Nepal: A case study. *Journal of Agricultural, Food, and Environmental Sciences, Volume 3(1)*. Available online at: <https://www.researchgate.net/publication/287189267>

### **Non-Refereed Article**

**Ghimire, N. & Martin, R. A. (2008).** Systematic approaches to leadership development: What are you doing? *Agricultural Education Magazine, Volume 81(1)*, 21-23. Available online at: [https://www.naae.org/profdevelopment/magazine/archive\\_issues/Volume81/2008\\_07-08.pdf](https://www.naae.org/profdevelopment/magazine/archive_issues/Volume81/2008_07-08.pdf)

### **University of Idaho Extension Publications**

Roland, T. & **Ghimire, N. (2021).** Using Zoom to fulfill 4-H project requirements during pandemic constraints. Impact Statement.

Patterson, R. & **Ghimire, N. (2021).** Pest alert newsletter targets eastern Idaho pest concerns. Impact Statement.

Hutchings, B., Hansen, L., Buck, J., Greenway, S., Robertson, A., & **Ghimire, N.** (2020). Statewide training helps Idahoans realize the benefits of cooking at home. Impact Statement.

Hogge, J., Nunn, L., Eborn, B., Sagers, J., & **Ghimire, N.** (2019). Agriculture technology boot camp launching food producers into the future. Impact Statement.

Westerhold, A., Packham, J., Hines, S., Willmore, C., & **Ghimire, N.** (2018). Succession planning workshop impacted farmers and ranchers in the Magic Valley. Impact Statement.

Lee, S. G., Manker, G., Ettesvold, S., Jayo, C., Roe, A., & **Ghimire, N.** (2018). School pantry “mystery box cook-off” increased students’ food insecurity awareness. Impact Statement.

**Ghimire, N.** & West, A. (2018). Zoom video technology for master gardener class evaluation survey. Published by Extension Master Gardener National Committee.  
<https://drive.google.com/file/d/1JbK6LUU747qiU2ohCa5xIDWqcMTHsAVX/view?usp=sharing>

### Conference Papers (Refereed)

Elgeberi, N., **Ghimire, N.**, Koundinya, V., Sayama, K., Sanders, C., Norris, A. (2022, November). Using a regional evaluation capacity building model to strengthen evaluation practices: Experiences from Western Regional Evaluation Network. 90-minutes session, 30 participants. Roundtable discussion presented at the National Association of Extension Program and Staff Development Professionals (NAEPSDP) Conference, Ft. Lauderdale, FL.

Siegelin, S. D., **Ghimire, N.**, Koundinya, V., Spears, L., Elgeberi, N., Halbleib, M., Norris, A., Reaman, K., Sayama, K., & Sanders, C. (2022, October). *Facing challenges of evaluation capacity building when working with Extension educators, not trained in evaluation.* 60-minutes session, 28 participants. Panel discussion presented at American Evaluation Conference, New Orleans, LA.

Mahler, R. L., **Ghimire, N.** & Agenbroad, A. (2022). *Adding an agricultural component to sustainable tourism in Idaho, USA.* 25-minute session, 198 participants. Paper presented at the 10<sup>th</sup> International Conference on Sustainable Tourism. Virtual presentation.

**Ghimire, N.**, Koundinya, V., Kumar Chaudhary, A., Diaz, J., & Hogge, J. (2021, December). *How can we use adult education principles and practices for professional development of Extension educators?* 35-minute session, 20 participants. Paper presented at the National Association of Extension Program and Staff Development Professionals (NAEPSDP) Conference. Virtual presentation.

Kumar Chaudhary, A., Sadique, F., Assan, E., Diaz, J., Jayaratne, K. S. U., Koundinya, V., **Ghimire, N.**, & Chazdon, S. (2021, November). *Seeking Extension administrators’ perspective to assess feedback on and understanding about broader applicability of an evaluation competency development model.* 45-minute session, 18 participants. Paper presented at the 35<sup>th</sup> Annual Conference of American Evaluation Association. Virtual presentation.



Kinder, C. A., Vaughan, C., **Ghimire, N.**, & Settlage, B. (2021, November). *Innovative methods to evaluate a 4-H shooting sports youth summer camp*. 45-minute session, 33 participants. Paper presented at the 35<sup>th</sup> Annual Conference of American Evaluation Association. Virtual presentation.

Kumar Chaudhary, A., Assan, E., Diaz, J., Jayaratne, K. S. U., Koundinya, V., **Ghimire, N.**, & Chazdon, S. (2020, December). *Guiding evaluation capacity building of Extension professionals using the perspective of Extension educators*. 35-minute session, 19 participants. Paper presented at the 10<sup>th</sup> annual meeting of the National Association of Extension Program & Staff Development Professionals (NAEPSDP), Virtual presentation.

**Ghimire, N.**, Hogge, J., Hines, S., Hansen, L., Ewers, T., Glaze, B., Buck, J., Dalton, N., De Haro Marti, M., Hart, K., Norell, R., Olsen, N., Ruth, A., & Roe, A. (2020, February). *Program reporting in the Cooperative Extension: Focus, expectations, practices, and views*. 60-minute session, 12 participants. Paper presented at the Extension Leadership Conference, San Antonio, TX.

Kumar Chaudhary, A., Assan, E., Diaz, J., Jayaratne, K. S. U., Koundinya, V., **Ghimire, N.**, & Chazdon, S. (2019, December). *Evaluation capacity building of Extension professionals through an evaluation competency model: Voices of Extension educators and Extension administrators*. 60-minute session, 14 participants. Roundtable session presented at the 9<sup>th</sup> annual meeting of the National Association of Extension Program & Staff Development Professionals (NAEPSDP), Savannah, GA.

Koundinya, V., **Ghimire, N.**, Norris, A., Sero, R. & Spears, L. (2019, November). *Evaluation capacity building (ECB) through a regional model: Experiences from a multistate Extension effort*. 45-minute session, 20 participants. Roundtable session presented at the 33<sup>rd</sup> Annual Conference of American Evaluation Association, Minneapolis, MN.

Kumar Chaudhary, A., Diaz, J., Jayaratne, K. S. U., Koundinya, V., & **Ghimire, N.** (2019, October). *Development and applicability testing of a context-driven evaluation competency model for nonformal educators*. 100-minute session, 32 participants. Paper presented at the 7<sup>th</sup> Biennial Conference of the South African Monitoring and Evaluation Association (SAMEA), Gauteng, South Africa.

Lee, S. G., Manker, G., Ettesvold, S., Jayo, C., Roe, A., & **Ghimire, N.** (2019, May). *School food pantry mystery box cook-off: An approach to educate teens on food security*. 30-minute session, 30 participants. Paper presented at the National Urban Extension Conference, Seattle, WA.

Moore, C. L.W. & **Ghimire, N.** (2019, February). *A blueprint for establishing a robust leadership development and succession planning initiative*. 45-minute session, 24 participants. Paper presented at the Extension Leadership Conference, San Antonio, TX.

**Ghimire, N.**, Koundinya, V., Jayaratne, J., Benghe, M., Kelly, M., O'Neill, M., & Varner, D. (2018, December). *A critical analysis of the evaluation capacity building in the Cooperative Extension System: Needs, issues, and practical solutions*. 90-minute session, 14 participants. Roundtable session presented at the National Association of Extension Program and Staff Development Professionals (NAEPSDP) Conference, Alexandria, VA.

Koundinya, V., **Ghimire, N.**, & Klink, J. (2017, December). *Asking appropriate questions to collect evidence of programming impact*. 45-minute session, 10 participants. Paper presented at the National Association of Extension Program and Staff Development Professionals (NAEPSDP) Conference, Las Vegas, NV.

Klink, J., Kushner, J., Pratsch, S., Bakken, L., Row, K., Ohlrogge, P., & **Ghimire, N.** (2017, November). *Learning from one state's capacity-building workshops and discussing models and goals for Extension evaluation capacity building*. 45-minute session, 12 participants. Roundtable session at the American Evaluation Association Conference, Washington D.C.

**Ghimire, N.** (2017, April). *The use of nonparametric 'Wilcoxon Signed-Rank Test' to compare pre-and-posttest data with Likert-type scale using an Excel program*. 90-minute session, 8 participants. **Professional development session** presented at the Association for International Agricultural and Extension Education (AIAEE) Conference, Minneapolis, MN.

**Ghimire, N.**, Dolly, D., Barry, T., & Martin, R. A. (2017, April). *Evaluation competencies: Self-assessment by Extension Officers in Jamaica and Tobago*. 20-minute session, 8 participants. Paper presented at the Association for International Agricultural and Extension Education (AIAEE) Conference, Minneapolis, MN.

Dolly, D., **Ghimire, N.**, Barry, T., & Martin, R. A. (2017, April). *Competency assessment in learning methods: A study of Agricultural Extension Officers in Jamaica and Tobago*. 20-minute session, 9 participants. Paper presented at the Association for International Agricultural and Extension Education (AIAEE) Conference, Minneapolis, MN.

**Ghimire, N.** & Martin, R. A. (2013, May). *Learning methods – Inquiring Extension educators for professional development needs*. 20-minute session, 12 participants. Paper presented at the Association for International Agricultural and Extension Education (AIAEE) Conference, Fort Worth, TX.

**Ghimire, N.** & Martin, R. A. (2011, July). *Learning systems competencies: Their importance to educators of adults*. Virtual paper presentation at the 18th International Conference on Learning, Mauritius. Virtual presentation.

**Ghimire, N.** & Martin, R. A. (2010, November-December). *The four educational process competencies and professional development needs of Extension educators in the North Central Region of the United States*. 20-minute session, 13 participants. Paper presented at the Association of Career and Technical Education Research Conference, Las Vegas, NV.

**Ghimire, N.**, Pethram J., and Perkins, J. M. (2009, May). *Participatory agricultural development in Nepal: Discrepancies between policies, views, and experiences*. 20-minute session, 15 participants. Paper presented at the Association for International Agricultural and Extension Education (AIAEE) Conference, San Juan, PR.



## Evaluation Professional Development Sessions Offered

**Ghimire, N.** (Oct 27, 2022). Needs assessment to program planning. Caldwell, ID. 210-minutes session, 4 participants. Invited by the University of Idaho Extension Canyon County Chair.

**Ghimire, N.** (August 16, 2023; August 17, 2022; August 19, 2020; August 2019; August 14, 2018; August 16, 2017). Logic model and program planning. Moscow, ID. 60-minutes session, 11 participants in 2023; 16 participants in 2022; 12 participants in 2020; 10 participants in 2019; 15 participants in 2018; 12 participants in 2017. Offered by University of Idaho Extension, New Faculty Orientation Program.

**Ghimire, N.** (April 24, 2019). Evaluative thinking with Extension programs. Rupert, ID. All-day session, 22 participants. Offered by University of Idaho Extension Central and Eastern District Directors.

**Ghimire, N. & Koundinya, V.** (October 17, 2016). Applications of quantitative evaluation methods and data analysis. Green Lake, WI. All-day session, 5 participants. Offered by UW-Extension Evaluation Leadership and Support Team.

**Ghimire, N.** (April 19, 2016). Tools for needs assessment - Implications for program planning and evaluation. Wisconsin Dells, WI. 60-minutes session, 8 participants. Offered by Joint Council of Extension Professionals Conference.

Bakken, L., Trechter, D., **Ghimire, N.**, Schmieder, C., & Pratsch, C. (December 10, 2015). Basic applications of qualitative and quantitative data collection and analysis. Madison, WI. All-day session, 17 participants. Offered by UW-Extension Evaluation Leadership and Support Team.

Bakken, L., Trechter, D., **Ghimire, N.**, Zierl, L., & Klink, J. (December 9, 2015). Designing and implementing your evaluation. Madison, WI. All-day session, 17 participants. Offered by UW-Extension Evaluation Leadership and Support Team.

**Ghimire, N.** (November 12, 2015). Understanding the theoretical framework of needs assessment. Madison, WI. 60-minutes session, 6 participants. Offered by University of Wisconsin Cooperative Extension State Conference.

**Ghimire, N.**, Kushner, J., Ohlrogge, P., & Zaleski, K. (November 20, 2014). Evaluation essentials. Madison, WI. All-day session, 24 participants. Offered by UW-Extension Evaluation Leadership and Support Team.

**Ghimire, N.** (March 19, 2014). Linking evaluation to program objectives. Green Lake, WI. 60-minutes session, 14 participants. Offered by UW-Extension North Central Region All-Colleagues Conference.

**Ghimire, N.** (March 12, 2014). Thinking evaluatively - How to construct an evaluation framework for measuring program outcomes. La Crosse, WI. 75-minutes session, 28 participants. Offered by Joint Council of Extension Professionals Conference.

**Ghimire, N.,** Kushner, J., Ohlrogge, P., & Zaleski, K. (February 27, 2014). Evaluation essentials. Wausau, WI. All-day session, 27 participants. Offered by UW-Extension Evaluation Leadership and Support Team.

**Ghimire, N.,** Kushner, J., Ohlrogge, P., & Zaleski, K. (January 30, 2014). Evaluation essentials. Eau Claire, WI. All-day session, 13 participants. Offered by UW-Extension Evaluation Leadership and Support Team.

**Ghimire, N.,** Kushner, J., Ohlrogge, P., & Zaleski, K. (December 18, 2013). Evaluation essentials. Madison, WI. All-day session, 24 participants. Offered by UW-Extension Evaluation Leadership and Support Team.

**Ghimire, N.** (April 18, 2013). Program evaluation - Policies, views, and experiences: A University of Wisconsin-Extension System perspective. Wisconsin Dells, WI. 75-minutes session, 27 participants. Offered by Joint Council of Extension Professionals Conference.

### **UW-Extension – Soil, Water and Nutrient Management Meeting Presentation**

Ruark, M, **Ghimire, N.,** Lauer, J., Diallo, J. (2013). Controlled and delayed-release nitrogen fertilizer trials. Soil, Water and Nutrient Management Meetings (presented at 8 regions). UW-Extension. Available online at: <https://slideplayer.com/slide/4216283/>

### **Invited Presentations**

Koundinya, V., & **Ghimire, N.** (December 23, 2021). The structure and functioning of the United States Extension System. Paper presented at the TAESERE National Extension Conference, Acharya N. G. Ranga Agricultural University, S. V. Agricultural College, Tirupati, India. 60-minutes session, 96 participants.

**Ghimire, N.** & Burlakoti, D. (October 20, 2021). Agricultural education in Nepal. University of Idaho, Department of Agricultural Education, Leadership and Communications. Guest lecture to class of Ag Ed 406. 60-minutes session, 38 participants.

Kinder, C. A., Vaughan, C., **Ghimire, N.,** and Settlege, B. (May 25, 2021). Innovative methods to evaluate higher learning by youth. Epsilon Sigma Phi Professional Development Webinar. 60-minutes session, 32 participants.

Vaughan, C., Kinder, C. A., **Ghimire, N.** (April 22, 2021). Evaluation of youth summer camp. University of California, Davis, Department of International Agricultural Development, Outreach and Science Communication - PLS 298. Graduate Class Webinar. 60-minutes session, 10 participants.

Kinder, C. A., Vaughan, C., **Ghimire, N.,** & Settlege, B. (April 22, 2021). Innovative evaluation results of youth summer camp. National eXtension Evaluation Community of Practice (EECoP) Webinar. 60-minutes session, 12 participants.

Koundinya, V., & **Ghimire, N.** (July 31, 2021). The structure of the Extension System in the United States and the role of evaluation specialists in the system. School of Agriculture and Rural

Development, Ramakrishna Mission Vivekananda Educational and Research Institute, Kolkata, India.

Kinder, C.A., Vaughan, C., **Ghimire, N.**, and Settlage, B. (March 25, 2021). Innovative evaluation methods of youth summer camp. National eXtension Evaluation Community of Practice (EECoP) Webinar. 60-minutes session, 24 participants.

**Ghimire, N.** (November 9, 2020). Agricultural Extension System in Nepal compared to the United States Cooperative Extension System. Iowa State University, Department of Agricultural Education and Studies. Guest Lecture. 60-minutes session, 8 participants.

**Ghimire, N.** (May 31, 2018). Thinking evaluatively right from needs assessment to program completion - How does it affect your program success? Davis, CA. 120-minutes session, 32 participants. Department of Human Ecology, UC Davis. Link to the presentation video: <https://www.youtube.com/watch?v=9eAU0V6nXG0&feature=youtu.be>

**Ghimire, N.** (2010). Agricultural education in Nepal. Iowa State University, Department of Agricultural Education and Studies. Guest Lecture. 60-minutes session, 18 participants.

**Ghimire, N.** (2009). Agricultural education in Nepal. Iowa State University, Department of Agricultural Education and Studies. Guest Lecture. 60-minutes session, 24 participants.

## Reports

**Ghimire, N.** (2022). Preparing the pipeline of next-generation STEM professionals (NSF-HBCU-UP Award # HRD 2011917). **External evaluator's** report submitted to NSF on behalf of the College of Agriculture, Community and the Sciences, Kentucky State University, Frankfort, KY.

**Ghimire, N.** (2022). Enhancing research-and-Extension capability by studying land cover change, quality of life, and microclimate variation in Kentucky's Appalachian Region (USDA/NIFA-CBG 2020-38821-31102). **External evaluator's** report submitted to NIFA on-behalf of the College of Agriculture, Community and the Sciences, Kentucky State University, Frankfort, KY.

**Ghimire, N.** (2021). Preparing the pipeline of next-generation STEM professionals (NSF-HBCU-UP Award # HRD 2011917). **External evaluator's** report submitted to NSF on-behalf of the College of Agriculture, Community and the Sciences, Kentucky State University, Frankfort, KY.

**Ghimire, N.** (2021). Enhancing research-and-Extension capability by studying land cover change, quality of life, and microclimate variation in Kentucky's Appalachian Region (USDA/NIFA-CBG 2020-38821-31102). **External evaluator's** report submitted to NIFA on-behalf of the College of Agriculture, Community and the Sciences, Kentucky State University, Frankfort, KY.

**Ghimire, N.** (2019). Enhancing research-and-Extension capability by studying land cover change, quality of life, and microclimate variation in Kentucky (USDA-NIFA project 2014-38821-22398). **External evaluator's** report submitted to NIFA on-behalf of the College of Agriculture, Communities, and the Environment, Kentucky State University, Frankfort, KY.

**Ghimire, N.** (2017). Extension's involvement, outreach & engagement opportunities, staffing requirements, and leveraging of existing programs and resources for the 'Center for Agriculture, Food and Environment' (CAFE) initiative. **University of Idaho Extension's** report submitted to College of Agricultural and Life Sciences, University of Idaho.

## VI. GRANTS

<b>Year</b>	<b>Title &amp; Team</b>	<b>Role</b>	<b>Funder &amp; Amount</b>
2023 Awarded	Sustainable agriculture founded by energy-green upgrading ammonia and carbon dioxide. Iowa State University  Wenzhen Li, <b>Nav Ghimire</b> and Others	External Evaluator	NSF \$4 Million
2023 Awarded	Stimulating 4-H youth for future workforce development through hands-on non-formal STEM learning in rural settings. University of Idaho  Jae Ryu, <b>Nav Ghimire</b> and others	Evaluator	USDA-AFRI \$748,965
2022 Awarded	Partnership for climate-smart commodities. University of Idaho  Sanford Eigenbrode, Erin Brooks, <b>Nav Ghimire</b> and Others	Co-PI, Evaluator & Extension Program Coordinator	\$55 Million USDA-NRCS
2022 Awarded	Sustainable undergraduate program for Extension/research/management in data science, University of Idaho  Xiaoxue Du, <b>Nav Ghimire</b> and Others	Co-PI	\$700,000 USDA-AFRI
2022 Awarded	Building negotiation knowledge and skills for enhanced economic and environmental sustainability of western farm businesses. University of Idaho  Patrick Hatzenbuehler, <b>Nav Ghimire</b> , and Others	Evaluator	SARE \$86,000
2022 Awarded	Adult Computer Literacy Program  Paul Lewin & Nav Ghimire	Evaluator	Idaho State \$1.2 Million

2022 Not Awarded	Providing Educational Agriculture to Rural Schools, University of Idaho  Xiaoli Etienne, Nav Ghimire and Others	Co-PI	\$225,000 USDA-NIFA
2021 Awarded	Crop protection and pest management. University of Idaho  Arash Rashed, <b>Nav Ghimire</b> , & Others	Evaluator	NIFA \$900,000
2021 Awarded	Cereal-pea intercropping systems as a profitable cropping strategy to organic transitions and soil health. University of Idaho  Xi Liang, <b>Nav Ghimire</b> , & others	Co-PI	NIFA \$660,000
2021 Not Awarded	Systems approach to controlling nematodes in U.S. potato production. University of Idaho  Louise-Marie Dandu Rand, <b>Nav Ghimire</b> , & others	Co-PI	NIFA \$8 Million
2021 Not Awarded	Dairy modernization project. University of Idaho  Chris McIntosh, <b>Nav Ghimire</b> and Others	Evaluator	NIFA \$1.8 Million
2021 Not Awarded	Artificial intelligence and controlled environment agriculture based-systems to support sustainable water use, nutrient, and footprint management in the U.S. agri-food systems. Virginia Tech  Reza Ovissi, <b>Nav Ghimire</b> , & others	Co-PI	NIFA \$10 Million
2020 Awarded	Strengthening research and teaching capacity of KSU by studying interrelationships and disruptions in landscape change and ecosystems functions in Kentucky's Appalachia. Kentucky State University  Buddhi Gyawali, <b>Nav Ghimire</b> , & others	External Evaluator	NIFA \$300,000
2019 Awarded	HBCU-UP implementation program: Preparing the pipeline of next-generation STEM professionals at Kentucky State University  Buddhi Gyawali, <b>Nav Ghimire</b> , & others	External Evaluator	NSF \$1.25 Million
2019 Awarded	Fine fuels reduction project. Joint project of Oregon, Idaho, and Nevada Extension  Sergio Arispe, <b>Nav Ghimire</b> , & others	External Evaluator	NIFA-AFRI \$300,000

2019 Not Awarded	Idaho Drone (iDrone) League to stimulate STEM community and informational learning. University of Idaho  Jae Ryu, <b>Nav Ghimire</b> , & others	External Evaluator	NSF \$3 Million
2019 Not Awarded	Rural education agricultural leadership (REAL) program. Morningside College, Iowa  Tom Paulsen, Nav Ghimire, & others	External Evaluator	NIFA REAL REEU \$500,000
2016 Not Awarded	Agency-farmer interface coalition for soil & water conservation. University of Wisconsin  Nav Ghimire	PI	NCR-SARE Partnership Grant \$30,000
2016 Awarded	Agency-farmer interface coalition for soil & water conservation. University of Wisconsin  Nav Ghimire	PI	UW-Extension \$6,600
2014 Awarded	Forming Wisconsin Hickory Association  <b>Nav Ghimire &amp; Mike Starshak</b>	Co-PI	UW-Center for Cooperatives \$1,700
2013 Awarded	Fresh market vegetable crop nutrient management. University of Wisconsin  Nav Ghimire	PI	UW- Extension \$4,600
2010 Awarded	Research paper presentation at the Career and Technical Education Research and Professional Development Conference. University of Wisconsin  Nav Ghimire	PI	ESP Grant \$1,200

## VII. PROFESSIONAL EXPERIENCE (EXTENSION)

### Current Professional Appointment

**Associate Director and Program Evaluation Leader**, University of Idaho (UI) Extension, April 2017-present

#### *Relevant Duties:*

- Coordinate statewide Extension programs, system-wide program planning and accountability, including preparation of Plan of Work (POW).
- Provide leadership and vision to 7 UI Extension program teams – Priority Extension Themes (PETs) Teams.
  - Select, onboard, and train co-leaders - one specialist and one educator for each team.
  - Provide guidance and facilitate the development of team structures (subgroups) to



accomplish the work of the team.

- Inspire teams to develop plans that incorporate a multi-faceted approach to program planning, delivery and evaluation while meeting the needs of our stakeholders as well as the faculty members.
- Ensure that teams are inclusive of all team members to utilize the strengths of each member.
- Provide guidelines so that co-leaders, educators, specialists, and program coordinators are connected to overall team planning during the team meetings.
- Coordinate with academic departments and Extension specialists to enhance research-Extension and teaching interface.
- Provide leadership in planning, designing, development, and execution of Digital Measures (the online reporting system).
- Provide leadership for the annual impact reporting in Digital Measures and assist faculty in reporting their program outcomes.
- Develop annual reporting requirement templates for faculty and planning teams.
- Provide leadership to develop and submit Extension annual reports to NIFA, including multi-state and integrated activity supplemental reports.
- Work with CALS Marketing and Communication units to develop UI Extension communication and marketing materials.
- Develop Affirmative Action and Civil Rights compliance templates to collect data.
- Serve as Agricultural and Natural Resource program liaison between NIFA-USDA and departmental unit administrators and facilitate collaborative efforts between state specialists and county faculty.
- Foster awareness of granting sources, provide support and review innovative grant proposals.
- Provide leadership to review and update the County Operations Handbook to revise the policy and procedures for effective programming and administration at the local level.
- Provide leadership for the statewide professional development of Extension faculty focused on building evaluation capacity to enhance their ability to document program impacts that meet the needs of local, state, and federal stakeholders.
  - Conduct evaluation needs assessments with Extension educators and state specialists.
  - Plan and deliver evaluation workshops to ensure that faculty have the necessary knowledge/skills in evaluation relevant to their positions.
  - Provide mentoring / coaching and individualized evaluation assistance to faculty based on their programming priorities.
  - Develop and disseminate resources to support evaluation learning.
  - Build synergies within and across the program areas to implement the quality evaluation.
  - Assist district and program directors in understanding the type and quality of evaluations to facilitate a high level of impact assessment.
  - Promote the value of evaluation for program improvement, accountability, and organizational learning.

- Lead ‘Professional Development Network of Idaho Extension’ to design and implement on-the-job and in-service training for faculty based on educational needs expressed by clientele, advisory groups, Extension faculty, and administration, as well as results of the planning activities.
- Provide leadership to plan, implement, and organize a new faculty orientation program.
- Serve on the Extension Administrative Leadership Team (EALT) to identify program priorities, develop interdisciplinary teams, and address personnel, policy, and fiscal issues.
- Develop and maintain public relations with key stakeholders (e.g., commodity groups, Idaho Association of Counties), at all levels and represent the Director of Extension at the agency and organizational events.
- Advocate the value of CALS and UI Extension to the agricultural industry, legislators, local communities, and stakeholders.
- Participate in state and regional Extension meetings, workshops, and conferences.
- Serve on committees to hire Extension educators and specialists.
- Serve on department, college, and university committees as requested.
- Provide professional services as needed to enhance the Extension scholarships.
- Attend professional development meetings to enhance leadership skills.
- Become a professional member of the American Evaluation Association (AEA).
- **Superintendent, College of Agricultural and Life Sciences (CALS) Center, Boise:**
  - Act as a liaison between CALS and academic departments, faculty, administrators, students, staff, and other public/private entities. Work with department chairs, UI administrators, other colleges, and academic units on and off campus and constituents utilizing effective public relations skills.
  - Oversee the day-to-day operation of 11 offices.
  - Inform faculty and staff of university policy and procedures.
  - Connect faculty and staff with stakeholders.
  - Support faculty and staff in their efforts to strengthen CALS presence in the region.
  - Coordinate and ensure logistic support for the center.
  - Supervise administrative coordinator.

*Major Accomplishments:*

- Provided leadership to evaluate the educational programs and introduced the concept of public value, return on investment (ROI), and condition change. For example - 2022 UI Extension programs participants reported: increased knowledge 15,666 times; learned new skills 4,552 times; changed practices 25,427 times; experienced the ROI 6,760 times with a cumulative total of \$21.32 Million.
- Created and executed the new online reporting system using Digital Measures platform in collaboration with ‘Planning and Reporting Team’ engaging 14 educators and specialists.
- Created ‘Professional Development Network of Idaho Extension’ team.
- Engaged faculty to plan, design, and evaluate 82 Extension projects.

- Developed 82 survey instruments to evaluate educational programs.
- Designed and implemented new innovative evaluation plan for 4-H Youth Development – Shooting Sports Camp. The result was presented in 5 different venues.
- The evaluation results have boosted the self-esteem and confidence of the faculty to design better programs and measure outcomes.
- Provided leadership for a three-day workshop engaging 139 educators and specialists to develop a strategic plan of work (POW) 2020-2024.
- Developed and submitted 2017-2021 annual report to NIFA.
- Engaged educators, specialists, and administrators to conduct face-to-face ‘evaluation training needs assessment’ in eastern, central, and northern Extension districts.
- Completed the revision of ‘County Operations Handbook’ in 2020 for effective programming and administration at the local level.

Table 1: List of Extension projects with evaluation designed, survey developed and implemented

<b>County / Department</b>	<b>Program Name</b>	<b>Coverage</b>
Madison County	Cereal Field Day 2017	Multi-County
Ada County	Farmway Village 4-H Youth 2017	Countywide
Adams County	Rangeland Skill-A-Thon Context 2017	Statewide
Natural Resources Dept.	Sagebrush Saturday 2018	Regional
Twin Falls Research and Extension Center	Idaho Rangeland Livestock Symposium 2018	Statewide
Madison County	Ag Boot Camp 2018	Regional
Madison County	Cereal School 2018	Regional
Bear Lake County	Farm and Ranch Management School 2018	Regional
Owyhee County	Beef Quality Assurance 2018	Statewide
Oneida County	Beef School 2018	Countywide
Lemhi County	Youth Empowerment - Bicycle Pumptrack 2018	Regional
Bannock County	4-H Volunteer Toolbox Series 2018	Multi-County
Cassia County	Farm Succession Planning 2018	Regional
Twin Falls County	School Pantry Mystery Box Cook-Off 2018	Multi-County
Minidoka County	Ag. Needs Assessment Survey 2018	Regional
Minidoka County	Hispanic Workers Longevity at Farms 2018	Countywide
Minidoka County	Cooking School 2019	Regional
Bannock County	Science Behind Cooking 2019	Regional
Twin Falls Research and Extension	Animal and Veterinary Science Genetics of Livestock 2018	Statewide
Twin Falls County	Zoom Video Effectiveness in MG Training 2019	Regional

Natural Resources	Rangeland-Skill-A Thon for Youth 2019	Statewide
Soil and Water Dept.	iDrone Summer Camp for Youth 2019	Statewide
Madison County	Employment Feud for Youth 2019	Regional
Gooding County	4-H Camp Evaluation 2019	Regional
Gooding County	Shooting Sports Training 2019	Countywide
Gooding County	Livestock Judgement Training 2019	Countywide
Natural Resources	Google Earth Pro 2019-2020	Interstate
Madison County	Employment Feud – Student Evaluation 2019	Countywide
UI Extension	Quarterly Zoom Training Survey 2019	Statewide
UI Extension	Public Library Extension Programs 2019	Statewide
Ag. Economics Dept.	Farm Bill Decision Aid Training 2020	Statewide
Natural Resources Dept.	Tri-State Fine Fuels Field Day 2019	Tri-State
Soil and Water Dept.	Idaho Drone (iDrone) League to Stimulate STEM Community and Informational Learning 2020	Statewide
Bingham County	Reusable Water Bottle Cleaning Education 2020	Regional
Franklin County	Fighting Alzheimer’s Disease with Food 2020	Regional
Ada County	Personal Finance 2020	Multi-County
Family and Consumer Sciences Dept.	Food Safety Training 2020	Statewide
Gooding County	Food Science 2020	Countywide
Adams County	Impact of COVID to 4-H Families 2020	Countywide
Natural Resources Dept.	Google Earth Pro – 7 Modules 2020	Tri-state
Canyon County	Plant Diagnostics Clinic 2020	Countywide
Kimberly Research and Extension Center	Weed Management Practices in Idaho 2021	Regional
Bonneville County	Eastern Idaho Pesticide Alert 2021	Multi-County
Aberdeen Research and Extension Center	Small Grain Producers’ Survey 2021	Statewide
Virginia Tech	Artificial Intelligence in Agriculture 2021	Multi-State
Aberdeen Research and Extension Center	Organic Transition Program, USDA-NIFA 2021	Statewide
Plant Science Dept.	IPM Program, USDA-NIFA 2021	Statewide
Plant Science Dept.	Potato Nematode Control, USDA-NIFA-ARS 2021	Multi-State
Fremont County	Certified Crop Advisor Training - 4 Modules 2021	Countywide

Oregon State University	Google Earth Pro-Rangeland Management - 7 Modules 2021	Multi-State
Fremont County	Backyard Chicken Raising 2021	Statewide
Fremont County	Backyard Greenhouse 2021	Statewide
Fremont County	Building Soils 2021	Statewide
Fremont County	Growing Vegetables 2021	Statewide
Fremont County	Landscaping 2021	Statewide
Fremont County	Large Fruit Production 2021	Statewide
Fremont County	Organic Gardening 2021	Statewide
Fremont County	Raised Bed Garden 2021	Statewide
Fremont County	Seedling at Home 2021	Statewide
Fremont County	Raised Bed Garden 2021	Statewide
Fremont County	Small Fruit Production 2021	Statewide
Fremont County	Vegetable Gardening Methods 2021	Statewide
Ag. Economics Dept.	Dairy Modernization 2021	Multi-State
Ag. Economics Dept	Building Negotiation Knowledge and Skills 2021	Multi-State
Gooding County	4-H Youth Livestock Management Program 2022	Multi-State
Central Extension District	4-H Program Needs Assessment with Central District Volunteer 2022	District-Wide
Hagerman School District	Hagerman School District 4-H Science Fair 2022	Countywide
Pant Science Dept.	Pesticide Resistance Management 2022	Statewide
University of Oregon	Virtual Tour Highlighting Fine Fuels Management - 5 Modules 2022	Multi-State
Animal, Veterinary & Food Sciences Dept.	Improving UI Extension Beef Program 2022	Statewide
Iowa State University	Sustainable Agriculture Founded by Energy-green Upgrading Ammonia and Carbon Dioxide 2022	Multi-State
Soil and Water Dept.	Stimulating 4-H Youth for Future Workforce Development through Hands-on Non-formal STEM Learning in Rural Settings 2022	Statewide
Ag Economics Dept.	Sustainable Undergraduate Program for Data Science 2022	Statewide
Madison County	Reclaiming Acidifying Soils, 2022	Countywide
Soil and Water Dept.	Partnership for Climate-Smart Commodities 2023	Statewide
Soil and Water Dept.	Impromptu Field Day – Cover Crop 2023	Regional
Animal, Veterinary & Food Sciences Dept.	Advanced Ranch Management School, 2023	Regional

Ag Economics Dept.	Providing Educational Agriculture to Rural Schools, 2023	Regional
Ag Economics Dept.	Extension Risk Management Education 2023	Multi-State
Ag Economics Dept.	Agricultural Outlook Seminar 2023	Statewide
Madison County	Stress Awareness Training 2023	Statewide
Bannock County	Firefighter Post Survey 2023	Countywide
Idaho County	Young Cattle Producers Conference, 2023	Statewide
Gooding County	Hagerman Science Fair, 2024	Multi-County
Ag Economics Dept	Negotiation Skills in Agriculture 2023	Multi-State
Ada County	Urban 4-H Program 2023	Multi-County

### Evaluation Leadership

External Evaluator: Fine fuels reduction project (Joint project of University of Idaho, Oregon, & Nevada Extension), May 2019-May 2021

*Major Duties:*

- Develop and design the evaluation plan for the proposal.
- Engage Co-PIs to implement project evaluation.
- Develop surveys and assess the outcomes of the project activities.
- Analyze data and interpret results.
- Prepare a project report with achievements, strengths, weaknesses, and recommendations.

External Evaluator: Preparing the pipeline of next-generation STEM professionals, NSF (2020-2024), Kentucky State University, Frankfort, KY.

*Major Duties:*

- Design an evaluation framework for the grant in concert with the project team.
- Implement the evaluation plan as outlined in the grant work plan: periodic interviews of team members, mentors, administrators, and students; analyze survey data and share written results with the project team and external evaluator; assess models used for teaching effectiveness and active learning and assist with planning and facilitation of annual project team retreats as it relates to evaluation efforts.
- Attend and contribute to monthly project team meetings.
- Prepare and submit quarterly written reports for formative and developmental purposes of the grant's implementation; and prepare and submit a final summative report.



External Evaluator: Strengthening research and teaching capacity of KSU by studying interrelationships and disruptions in landscape change and ecosystem functions in Kentucky's Appalachia. KSU, USDA-AFRI (2020-2022), Kentucky State University, Frankfort, KY.

*Major Duties:*

- Serve as an external evaluator for the project.
- Work in conjunction with Dr. Gyawali, the Principal Investigator, and the project team, and Dr. Keshav Bhattarai, who is a summative evaluator of the project for research and education components.
- Develop an evaluation framework for the grant and use it to evaluate the project every year.
- Assist the project team to implement the recommendations from the annual evaluations and attend periodic meetings.
- Visit the KSU campus and the project site once a year to evaluate the project.
- Visit the KSU campus at the end of the project and prepare a final report as an external evaluator.

External Evaluator: Enhancing research-and-Extension capability by studying land cover change, quality of life, and microclimate variation in Kentucky, USDA-NIFA (2014-2019), Kentucky State University, Frankfort, KY. August 12-17, 2019.

*Major Duties Performed:*

- Reviewed the grant proposal, goals and objectives, plan of activities, evaluation plan, criteria, and logic model.
- Reviewed annual progress reports submitted, articles published, presentations made during the project period.
- Assessed the project using an evaluation plan as stated in the proposal.
- Met with the PI and the project team, students involved in the project, Dean and Research Director, Director of Sponsored Programs, post-doc, and other staff.
- Visited the project site, field staff, and clients served.
- Prepared and submitted an assessment report highlighting the project's achievements, strengths, weaknesses, remediation measures, and recommendations.

Evaluation Consultant, Evaluation Leadership and Support Team (ELST), UW-Extension, July 2011-March 2017

*Major Duties Performed:*

- Planned, delivered, and facilitated evaluation workshops for faculty and staff to ensure they have the necessary knowledge / skills in evaluation relevant to their positions (core competencies).
- Provided mentoring / coaching and individualized evaluation assistance to faculty and staff.
- Developed and disseminated resources to support evaluation learning.

- Built synergies within and across the program areas to implement quality evaluation.
- Assisted program directors in understanding the type and quality of evaluation.
- Promoted the value of evaluation for organizational learning.

*Major Accomplishments:*

- Developed survey and conducted evaluation training needs assessment study with faculty.
- Based on study outcomes, developed curriculum, and implemented evaluation training.
- Educated 215 training participants to plan, design, and evaluate their educational programs.

*Advised Evaluation Projects:*

- Nutrient Management Team Educational Programming
- Grow Wisconsin Dairy Farm Management Team Programming

**Previous Professional Appointments (EXTENSION)**

**Agriculture Extension Educator**, Green Lake County UW-Extension, WI, July 2010-March 2017

*Major Duties Performed:*

- Conducted needs assessment in coordination with local Extension Advisory Committee, volunteers, individuals, and based on the issues identified at local, state, and national levels.
- Designed and delivered agricultural and natural resource educational programs to diverse audiences and ensured equal access to programs and facilities.
- Conducted on-farm research and demonstrations.
- Designed evaluations and assessed outcomes of the educational programs.
- Communicated public value of Extension to various stakeholders.
- Developed, published, and shared articles, curricula, and program designs.
- Built community coalitions and partnerships to address local issues.
- Identified and recruited volunteers to implement educational programs.
- Conducted Meat Animal Quality Assurance and Tractor Safety programs for youth.
- Advised youth to plan and implement their livestock projects for the county fair.
- Provided professional guidance to program-related groups and organizations.

**Agricultural Extension Project Leadership**

**Agency-Farmer Interface Coalition (AFIC) for Soil and Water Conservation in the Fox River Watershed**, May 2015-March 2017

*Major Duties Performed:*

- Encouraged active dialogue among local, state, and federal agencies, and farmers as to local water quality challenges and soil and water conservation practices.
- Identified socio-economic factors influencing nutrient management and soil conservation

practices development and adoption by farmers.

- Increased agency / farmer interactions to foster cooperation, coordination, and implementation of nutrient management and conservation practices.
- Promoted farmer-led nutrient management and natural resource conservation system.

*Major Accomplishments:*

- I created, developed, and coordinated the AFIC program.
- Over the period of two years, facilitated four one-day collaborative dialogue between farmers and agencies on challenges, issues and solutions of nutrient management.
- The program revealed a gap in agencies' understanding of local farm management practices, as well as farmers' culture, priorities, and principles of operation.
- The program also highlighted lack of farmers' understanding and participation in agencies' research, educational program design, and agricultural policy planning.

Nutrient and Manure Management Education Program, July 2010-March 2017

*Major Duties Performed:*

- Educated farmers on soil fertility and nutrient management practices.
- Educated farmers on Wisconsin Soil Nutrient Application Planner (SNAP-Plus) software.
- Conducted on-farm nutrient management and soil fertility research.
- Increased state-recommended nutrient management plan adoption at the farm level.

*Major Accomplishments:*

As a result of my educational programs (2011-2016), farmers reported saving a total of \$793,327 in nutrient expenditures when farming a cumulative 36,884 acres (average net savings of \$21/acre).

Fresh Market Vegetable Production Program with Amish Growers,  
July 2010-March 2017

*Major Duties Performed:*

- Involved Tri-County Produce Auction Co-op Board to identify needs and to plan and implement educational programs for Amish growers.
- Educated growers on vegetable production and management practices.
- Provided on-farm one-on-one technical assistance to growers on their requests.
- Planned and delivered "good agricultural practices" (GAP) training to growers.
- Promoted the value of local foods to the communities-at-large, e.g., individuals, businesses, schools, and legislators.

*Major Accomplishments:*

As a result of the programs that I offered (2011-2016), Amish growers reported an increase in

their vegetable production by 10-25%, which increased their total net income by \$419,446 while farming a cumulative 981 acres (average net income increase of \$427/acre).

**Department Head (County Extension Director)**, Green Lake County UW-Extension,  
September 2012-May 2016

*Major Duties Performed:*

- Created a work environment that fosters creativity, innovation, excellence, teamwork, shared leadership, collegiality, and personal responsibility to achieve Extension's mission.
  - Divided program, travel, and professional development budgets equally among educators and delegated to them the authority and flexibility to spend.
  - Delegated autonomy to educators and staff to organize and implement educational programs based on their knowledge, skills, and community needs.
  - To facilitate the team approach, encouraged each colleague to share her / his approach to work, workplace, working style, and cultural background during office conferences.
  - Provided leadership to promote five conditions at the workplace: professionalism, respect, relationship building, teamwork, and a positive office climate.
- Developed budgets, supervised fiscal operations, and submitted financial reports.
- Represented UW-Extension to county government, engaged county commissioners to secure funds, design programs, and ensure a strong Extension system at the local level.
- Approved leave, vouchers, travel authorization, and educational resources purchase.
- Coordinated with the Extension Advisory Committee for hiring faculty & staff.
- Conducted performance reviews, provided feedback, and assisted faculty and staff in selecting professional development events to be successful in their positions.
- Recommend faculty and staff for tenure, promotion, and salary increment.
- Provided leadership for planning, development, and delivery of high-quality programs.
- Carried out Cooperative Extension's core values at the local level to serve citizens.
- Provided leadership to develop positive relationships with various stakeholders.

**Utility Forester**, Pacific Gas and Electric Company (PG&E), Davis, California,  
July 2006-July 2007

*Major Duties Performed:*

- Performed tree inspection and evaluation along utility lines.
- Identified trees, hazard trees, estimated growth rates, and prescribed proper trim types.
- Contacted property owners regarding planned pruning or tree removals.
- Educated client customers on the importance and benefits of routine trims.
- Submitted inspection results to clients with recommendations.
- Negotiated line-clearance crew access with customers.
- Planned, directed, and coordinated the activities of assigned tree clearance crews.

**Agriculture Extension Officer**, Department of Agriculture, Harihar Bhawan, Lalitpur, Nepal,  
July 1995-November 2005

*Major Duties Performed:*

- Involved farmer groups in designing and implementing agricultural extension programs.
- Evaluated program outcomes and reported the impact to stakeholders.
- Collaborated with agricultural research centers to conduct outreach field trials and to verify the impacts of research-generated technologies in the farmers' field.
- Assisted farmer groups with their institutional development.
- Coordinated with community-based organizations to implement agricultural programs.

**Extension Officer**, Herbs Production and Processing Co. Ltd., Kathmandu, Nepal,  
Dec1993-July 1995

*Major Duties Performed:*

- Planned and implemented on-farm and outreach herbs production programs.
- Educated farmers on the cultivation and management of aromatic plants.
- Managed the distillation of herb plants to produce aromatic oils.

## VIII. PROFESSIONAL EXPERIENCE (RESEARCH)

**Research Assistant**, Leopold Center for Sustainable Agriculture, Iowa State University, Ames,  
July 2008-June 2010

*Major Duties Performed:*

- Summarized organic agriculture research findings published in peer-reviewed journals.
- Wrote more than 170 summaries of organic farming research and published on the “Scientific Findings about Organic Agriculture” site (<http://www.organicag.org>).

**Assistant Soil Scientist**, Nepal Agricultural Research Council, Lalitpur, Nepal,  
May1989-October 1993

*Major Duties Performed:*

- Conducted soil fertility trials on cereal and legume crops.
- Analyzed, compiled, and evaluated field data and developed reports.
- Collaborated with Extension to disseminate research-generated technologies to farmers.

## Research Project Leadership

Raul, E. I. E., Diaz, J., **Ghimire, N.**, (2019-2021). Agricultural manager's competency study in Peru. University of Peru.

Kumar Chaudhary, A., Assan, E., Diaz, J., Jayaratne, K. S. U., Koundinya, V., **Ghimire, N.**, & Chazdon, S. (2019). Evaluation capacity building of Extension professionals through an evaluation competency model: Voices of Extension educators and Extension administrators. Pennsylvania State University.

**Ghimire, N.** & Dolly, D. (2016). Educational process competencies and training needs of Agricultural Extension officers in Jamaica and Tobago for successful program implementation. The University of the West Indies.

Ruark, M., **Ghimire, N.**, Lauer, J., & Diallo, T. (2012-2013). Evaluate the effect of controlled and delayed-release nitrogen fertilizer on no-till corn. UW-Extension. Available at: <https://slideplayer.com/slide/4216283/>.

Ruark, M., & **Ghimire, N.** (2012). Evaluate the effect of different rates of nitrogen fertilizer on sweet corn yield. UW-Extension.

**Ghimire, N.** & Trechter, D. (2012). Extension educators and program evaluation: Results of a UW-Extension survey. UW-Extension.

**Ghimire, N.** & Martin, R. A. (2011). Extension educators' knowledge and skills in educational processes and their needs for further training: A North Central Region (USA) Extension System perspective. Iowa State University.

**Ghimire, N.** (2010). The relative importance of educational process competencies to Extension educators in the North Central Region of the United States. Doctoral Research. Iowa State University.

**Ghimire, N.** (2005). Participatory agricultural development: A case study of Nepal. Master's Research. University of Melbourne, Australia.

## IX. PROFESSIONAL EXPERIENCE (TEACHING)

### UW-Extension Teaching

<u>Course</u>	<u>City</u>	<u>Year</u>
Spring Gardening	Green Lake	2017
Inter-planting in Gardens	Berlin	2016
Raised Bed and Container Gardening	Princeton	2015
Integrated Pest Management (IPM) in Vegetables	Montello	2015
Nitrogen Crediting	Montello	2014
Potassium Management in Soils	Montello	2014
Understanding Soil Test Reports	Dalton	2013



Phosphorous and Potassium Management in Soils	Green Lake	2013-2017
Components of A Nutrient Management Plan	Green Lake	2012-2017
SNAP-Plus for Nutrient Management Planning	Green Lake	2012-2017
Nitrogen Crediting	Green Lake	2012-2017
IPM in Vegetables	Dalton	2012
IPM & Organic Farming in Vegetables	Mauston	2012
IPM & Organic Farming in Vegetables	Stevens Point	2012, 2014, 2017

### **Iowa State University Teaching**

Graduate Teaching Assistant, Iowa State University, Department of Agricultural Education and Studies, Ames, IA, Aug 2007-May 2010

Courses: Presentation Strategies for Agricultural and Business Audiences; Career Seminar

*Major Duties Performed:*

- Graded student presentations and quizzes, provided feedback, and developed tests.
- Served as the primary contact for students outside of the classroom.
- Developed research posters and papers for conference presentations.

## **X. SERVICE**

### **Professional Service**

**Extension Committee on Organization and Policy (ECOP)** - Workforce and Economic Development Program Action Team, November 2021 to present.

**USDA-NIFA Federal Grant Peer Review Panelist** – Food and Agricultural Sciences Education Grants Program, June 2023. 10 grant proposals reviewed.

**USDA-NIFA Grant Peer Review Panelist** - Food, Agricultural, Natural Resources, and Human Sciences Grant Programs, March 2023. 10 grant proposals reviewed.

**USDA-NIFA Grant Peer Review Panelist** - 1890 Institutions Capacity Building Grants Program, March 2022. 8 grant proposals reviewed.

**Equipping Western Rangeland Managers to Create Land Management Plan, 2020-2022**

**Key Informant**, Impact Collaborative Summit, Extension Foundation, January 17-19, 2023; January 18-20, 2022; October 5-7, 2021; October 13-14, 2020.

**USDA- NIFA – Federal Grant Peer Review Panelist** - Food, Agriculture, Natural Resources, and Human Sciences Grant Programs, April 2021. 12 grant proposals reviewed.

**USDA-NIFA Grant Peer Review Panelist** - Teaching and Extension Panel for 1890 Institutions Capacity Building Grants Program, January 2021. 14 grant proposals reviewed.

**Member**, New Technology for Agricultural Extension - Equipping Western Rangeland Managers to Create Land Management Plans, May 2020 to May 2021.

**Planning Committee**, Western Region Leadership Development (WELD), May 2017 to present.

**Member**, Western Region Evaluation Network (WREN), October 2018 to present.

**USDA-NIFA Grant Peer Review Panelist** - Food, Agricultural, Natural Resources, and Human Sciences Grant Programs, September 2020. 13 grant proposals reviewed.

**USDA-NIFA Grant Peer Review Panelist** - Rapid Response to Novel Coronavirus Grant Program, November 2020. 14 grant proposals reviewed.

**Member**, Conference Committee, National Association of Extension Program & Staff Development Professionals (NAEPSDP), November 2018-2020.

*Major Duties Performed:*

- Develop and send out the call for conference poster and presentation proposals.
- Select posters and presentations for the annual conference; notify presenters and confirm attendance.
- Set meal and break menus for the conference.
- Plan pre / post-conference and evening activity options for the conference.
- Plan and implement the program for the annual conference.
- Communicate closely with Marketing Committee regarding this event.
- Evaluate and report on the individual sessions and overall NAEPSDP annual conference.

**Board Member**, Extension Journal Inc. Board of Directors (Representing: North Central Region Extension Directors), January 2016-May 2017

*Major Duties Performed:*

- Maintained communications among constituency group and board.
- Served on the editorial committee.
- Provided guidance and procedure to enhance the scholarship of the journal.

**Academic Reviewer / Editor**

National Association of Extension Program & Staff Development Professionals Conference Abstract Reviewer 2019, 2022

Association for International Agricultural and Extension Education (AIAEE) Conference Abstract Reviewer, 2011-2013, 2018, 2020, 2021

American Evaluation Association Conference  
Abstract Reviewer, 2019-2020

Journal of Hunger and Environmental Nutrition  
Reviewer, 2014-2016

Asian Journal of Agricultural Extension, Economics & Sociology  
Academic Editor, 2013-2017

International Journal of Agricultural Management & Development  
Editorial Board, 2013-2016

Journal of Annual Review and Research in Biology  
Reviewer, 2012-2016

International Journal of Assessment and Evaluation  
Associate Editor, 2012

### **University Service**

<b>University of Idaho Extension Teams / Committees</b>	<b><u>Role</u></b>	<b><u>Dates</u></b>
Professional Development Network of Idaho	Team Leader	2019-present
National Impact Data Base, APLU	Coordinator	2018-present
Planning and Reporting Team	Team Leader	2018-present
UI Boise Cabinet	Representative	2017-present
Search Committee, Administrative Coordinator	Chair	2018
Search Committee, Extension Soil Scientist, Twin Falls Research and Extension Center	Member	2018
Search Committee, Family and Consumer Sciences Educator, Madison County	Member	2018
Search Committee, Horticulture Educator, Twin Falls County	Member	2018
Search Committee, Horticulture Educator, Franklin County	Member	2018
Search Committee, Horticulture Educator, Bonneville County	Member	2018
Search Committee, Agricultural Educator, Caribou County	Member	2018
Search Committee, Family and Consumer Sciences Educator, Bingham County	Member	2017
Search Committee, Agricultural Educator, Oneida County	Member	2017
Search Committee, Family and Consumer Sciences Educator, Ada County	Member	2017
Search Committee, Family and Consumer Sciences Educator, Twin Falls County	Member	2017

**University of Idaho Academic Advising Committee**

<b><u>Student</u></b>	<b><u>Degree</u></b>	<b><u>Role</u></b>	<b><u>Grad. Date</u></b>
Kimberly Tate	M.S. Environmental Science	Member	5/2022
Wes Bauer	M.S. Family and Consumer Sciences	Member	12/2020

**Tenure and Promotion Committee, University of Idaho**

<b><u>Department</u></b>	<b><u>Promotion Rank</u></b>	<b><u>Role</u></b>	<b><u>Assessment Date</u></b>
Ag. Education	Associate Professor	Member	08/31/2021
Ag. Education	Associate Professor	Member	03/20/2021
Ag. Education	Full Professor	Member	08/04/2020

**Invited Examiner to Assess the Dossier for Tenure and Promotion**

<b><u>Department</u></b>	<b><u>Promotion Rank</u></b>	<b><u>Role</u></b>	<b><u>Assessment Date</u></b>
UC Davis	Associate Specialist, Evaluation	External Examiner	07/19/2020
University of Arizona	Full Rank of Specialist, Evaluation	External Examiner	07/3/2019

**UW-Extension Teams / Committees**

	<b><u>Role</u></b>	<b><u>Dates</u></b>
Amish Tri-County Produce Auction Board, Dalton, WI	Representative	2010-2017
Livestock Committee, Green Lake County Fair	Representative	2010-2017
Emergency Planning Committee, Green Lake County	Representative	2010-2017
Natural Resource Conservation Service-Environmental	Representative	2010-2017
Quality Incentive Program, Green Lake County		
Central Wisconsin Agriculture Specialization Team	Member	2010-2017
Fresh Market and Commercial Vegetable Crops Team	Member	2010-2017
Nutrient Management Team	Member	2010-2017
Team Grains	Member	2010-2017
Evaluation Leadership and Support Team (ELST)	Consultant	2011-2017
Farmland Preservation Steering Committee, Green Lake	Representative	2014-2015
Search Committee, 4-H Intern	Chair	2015
Search Committee, Family Living Agent	Member	2014
Search Committee, 4-H Intern	Chair	2014
Search Committee, 4-H Agent	Member	2013
Search Committee, CNRED Agent	Member	2013
Search Committee, 4-H Intern	Chair	2013

**Team Member**, Central Wisconsin Agriculture Specialization Team, UW-Extension  
July 2010-March 2017

*Major Duties Performed:*

- Designed and implemented agriculture extension programs in the seven-county areas.
- Provided agricultural expertise to producers who were becoming more specialized and looking for ways to be profitable and competitive.
- Coordinated with UW-Extension administration in developing position descriptions and hiring agriculture Extension educators in seven counties.

**Team Member**, Professional Development Framework Taskforce, UW-Extension  
July 2013-July 2015

*Major Duties Performed:*

- Identified framework, purpose, guidelines, and model for professional development.
- Developed guidelines to provide equitable access to professional development for all.
- Integrated key organizational processes, e.g. civil rights and the colleague support system.
- Identified professional development needs and priorities in collaboration with department heads, program liaisons, topic team leaders, classified staff, and academic staff.
- Developed best practices for delivering professional development offerings.
- Developed an implementation plan for professional development that is aligned with Cooperative Extension's core values, strategic directions, and programming.
- Submitted professional development recommendations to Dean of Extension.

**Team Member**, Local Department Head Expectations, Accountability, Rewards, and Support System Work Group, UW-Extension, November 2013-July 2015

*Major Duties Performed:*

- Defined expectations and accountability of the County Extension department heads.
- Identified resources needed for department heads to work effectively and efficiently.
- Determined the types of orientation and trainings required for department heads.
- Determined the compensation and equity for department heads for their contribution.
- Determined reasonable expectations, accountability, reward, and support systems.
- Submitted recommendations to the Dean of Extension.

**Iowa State University**

**Vice-President**, Graduate Organization in AgEd Club, Department of Agricultural Education and Studies, Iowa State University, Ames, IA, January 2008-May 2010

*Major Duties Performed:*

- Assisted the club president to conduct meetings.
- Maintained communications between department and club members.

- Coordinated and managed fund-raising programs for the club.

## **XI. PROFESSIONAL MEMBERSHIP**

American Evaluation Association

National Association of Extension Program & Staff Development Professionals (NAEPSDP)

## **XII. PROFESSIONAL DEVELOPMENT**

- Applied measurement for evaluation: Optimizing accurate evaluation results. American Evaluation Association Annual Conference, (Instructor: Ann Doucette), November 2019.
- Bringing diversity into impact evaluation: Towards a broadened view of design and methods for impact evaluation. American Evaluation Association Annual Conference, (Instructor: Sanjeev Sridharan & Mel Mark), October-November 2018.
- Overcoming traditional weaknesses of logic models with a novel “condition modeling” approach. American Evaluation Association Annual Conference, (Instructor: Kirk Knestis), October-November 2018.
- New colleagues’ orientation. University of Idaho, August 2017.
- Developmental evaluation. Minnesota Evaluation Studies Institute Spring Training Workshops, (Instructor: Michael Patton), March 2016.
- Global systems change evaluation: The world as the evaluand. Minnesota Evaluation Studies Institute Spring Training Workshops, (Instructor: Michael Patton), March 2016.
- Emotional intelligence training. UW-Extension, May 2014.
- Applications of multiple regression for evaluators: Mediation, moderation, and more. American Evaluation Association Annual Conference, (Instructor: Dale Berger), October 2013.
- Improving evaluation questions and answers: Getting actionable answers for real-world decision-makers. American Evaluation Association Annual Conference, (Instructor: Jane Davidson), October 2013.
- Evaluative thinking: Principles and practices to enhance evaluation capacity and quality. American Evaluation Association Annual Conference, (Instructor: Jane Buckley and Thomas Archibald), October 2013.
- Multicultural Awareness Training. UW-Extension, March 2013.
- Training for Nutrient Management Planners. UW-Extension and Wisconsin Department of Agriculture, September 2011.
- Grant Writing Workshop. Northeast Technical College, Green Bay, WI, November 2010.
- Volunteer Supervisor Training. AmeZone Youth Service Learning, Ames, IA, April 2010.