

I. Introduction

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Biographical Narrative

Working as a 4-H Youth Development Educator for OSU Extension, I provide primary leadership to the Warren County 4-H Youth Development program. This position is an Extension teaching appointment and provides expertise and leadership to develop, plan, and implement research-based Extension educational programming in areas that address community needs on a local, state, and national level. I began my appointment as Assistant Professor on January 1, 2022. Prior to my most recent appointment, I served the county as a 4-H Extension educator for 21 years. All my work has been within the Extension system and has evolved and been refined to focus my efforts where I make the greatest impact.

Warren County is in southwestern Ohio and 2020 census data show it has a population of 242,337. There are 9 school districts and a strong community 4-H Club program with 912 youth members, 164 adult volunteers and over 1900 youth and adults involved yearly in 4-H youth development programming within local schools and community organizations. As a county based educator, I work with a local 4-H staff to enhance and increase involvement in 4-H programming efforts and provide training and support to the 4-H teen and adult volunteer leaders. I am responsible for the development, implementation, and oversight of the 4-H camp program (includes four county-wide camp programs). This includes the yearly selection, training, and management of 14 Adult staff and more than 70 teen counselor leaders.

While my primary job responsibilities are to oversee and manage the Warren County 4-H program, I also work collaboratively with a team of local community leaders and statewide OSU Extension professionals to provide program leadership and direction that address local and statewide needs and priorities. I provide leadership to statewide 4-H teams and initiatives that reach youth throughout Ohio. Additionally, I am known for my work and expertise in creating innovative diversity and leadership programming.

My Program and scholarly works have been refined and focused to develop educational programs and curriculum to support youth and adults. Over the course of my time in this position I have developed and improved my programming and teaching delivery methods to engage new audiences and implement innovative youth programming in the local community and throughout the state. My primary leadership of the 4-H program works in the following core areas of specialization:

Educational Design – Camp Counselor Training – 50%

As a part of my camping specialization, I recruit, select, and train camp adult and teen volunteers to give leadership to countywide 4-H camping program, including programming and training tools to enhance and develop their leadership abilities. I work with other Extension professionals in the Ohio 4-H Camping Design Team to improve and develop additional educator resources in the areas of camper behavior management and counselor training. I provide expertise and subject material to enhance statewide and regional camp programming efforts, including participation in the Ohio Camping Design team. I collaborate and implement camp programming for youth audiences that emphasize the experiential learning model and address emerging issues in the youth development field. In addition, I serve as an executive board officer of the 4-H Camp Graham Board of Directors.

Leadership and Diversity Programming – 30%

I provide subject matter emphasis to the youth development field including decision-making, social skills, leadership, and team building. I work to develop, deliver, and evaluate county 4-H programs including teen leadership initiatives, diversity awareness, and workforce preparation skill training. I provide leadership and support to local and statewide teen diversity awareness initiatives and work cooperatively with area 4-H educators to develop and implement programming that engages 4-H youth broadening their understanding of relevant global issues. I provide leadership to enhance youth development opportunities for Ohio 4-H teens through innovative programming like the Urban and Cultural Immersion Projects. In addition, I collaborate with Extension professionals through Ohio 4-H and the broader College of Food Agriculture and Environmental Sciences Diversity Action Council to design and develop new diversity initiatives and conferences impacting audiences within and outside the college unit.

School and Community Prevention Program Partnerships – 20%

Through membership in several community wide coalitions and councils, I work with local and regional youth serving organizations to provide leadership to county-wide school aged youth programming efforts. These partnerships work to identify gaps in services to youth and families to address emerging needs and provide prevention programming. I also work with community partners to administer the yearly Warren County Youth Wellness and Mental Health survey within Warren County schools.

Current Appointments

- 2022 - Present. OSU Extension Assistant Professor, 100%, OSU Extension County Operations, United States

Academic Appointments

None

Other Appointments

- 2014 - 2021. OSU Extension Educator IV, 100%, OSU Extension County Operations, United States
- 2009 - 2013. OSU Extension Educator III, 100%, OSU Extension County Operations, United States
- 2001 - 2008. OSU Extension Educator II, 100%, OSU Extension County Operations, United States

Degrees

- 1999 MDiv., Bethany Theological Seminary, Theology and Ministry.
- 1993 BA, Appalachian State University, Sociology, Business, Japanese, Geography

Fellowships, Internships, Residency

None

Certifications

- 2022-Present. Qualified Administrator: Part of an Ohio 4-H Professional team to deliver and train Ohio 4-H Professionals in the **Intercultural Development Inventory (IDI)**. As a Qualified Administrator I am certified to train, manage, and generate IDI reports for participants of the course. The Intercultural Development Inventory is a nationally recognized research-based curriculum that has been used for the past 50 years by thousands of individuals and organizations to build intercultural competence.
- 2021-Present. **Coming Together for Racial Understanding** is a 32-hour facilitation certification in curriculum developed through the Southern Rural Development Center. Certification trains participants in the art of facilitation of dialogue around issues of race and inclusion within groups and organizations.
- 2020-Present . **Trauma Informed Care**: Member of the Statewide team of instructors who went through a 30-hour training and am qualified to teach and deliver this Nationally certified Mental Health curriculum to youth professionals across the state of Ohio. The curriculum teaches educational professionals, parents, and citizens how to recognize and address trauma to be more effective and shift their approach with clientele who have experienced trauma.

Licensures

None

II. Core Dossier

Teaching

1) Undergraduate, graduate, and professional courses taught

None

2) Involvement in graduate/professional exams, theses, and dissertations, and undergraduate research

None

a) Graduate Students: Number Completed and Number Current

None

b) Describe any noteworthy accomplishments of graduate students for whom you have been the advisor of record, for example, publications during or emanating from graduate program, awards for graduate work, prestigious post-docs or first post-graduate positions (...)

None

c) Undergraduate Research Mentoring

None

d) Describe any noteworthy accomplishments of undergraduate students, in particular related to research, for whom you have been the advisor of record (publications, posters, honors or student awards).

None

3) Involvement with Postdoctoral Scholars and Researchers

None

None

4) Extension and Continuing Education Instruction

a) Teaching in Group Settings

These tables provide a summary of group teaching activities from January 2022 to March 2023. The participants include youth and adults and include teaching in workshops, trainings, and on-going groups. My teaching occurs mainly in Warren County and Southwest Ohio. Groups include audiences within workshops, classrooms, and on-going teen and adult group sessions.

Educational Design: Camp Counselor Training:

Total Number of Events: 55

Total Number of Contacts: 1,669

Leadership and Diversity Programming:

Total Number of Events: 43

Total number of contacts: 1,133

School and Community Prevention Program Partnerships:

Total Number of Events: 29

Total Number of Contacts: 1,480

Group Teaching Total Number of Courses Offered: 127

Group Teaching Total Number of Participants: 4,282

b) In addition to formal instruction, I also provide clientele individual instruction to youth and adults through phone calls, face-to-face meetings, email, and zoom video calls.

Educational Design - Camp Counselor Training:

Total Number of Contacts: 31

Leadership and Diversity Programming:

Total Number of Contacts: 23

School and Community Prevention Program Partnerships:

Total Number of Contacts: 14

Total Individual Contacts: 68

Extension Programs and Events

Date	Title	Audience	Enrolled	% Taught	Candidate's Role	Formal Eval.	Times Offered
2023							
2023 February -	4-H Horse Camp Counselor Training (Educational Design)	4-H Horse Camp Counselors	64	100	Discussion Leader, Organizer, Presenter	Yes Post Program	4
2023 February -	4-H County Camp Counselor Training (Educational Design)	4-H County Camp Counselors	156	100	Organizer, Activity Leader, Presenter	Yes Post Program	5
2023 February -	4-H Day Camp Counselor Training (Educational Design)	4-H Day Camp Counselors	88	100	Presenter, Organizer, Discussion Leader	Yes Post Program	5
2023 February - March	4-H Counselor Training - Camp Risk Management, Team-Building, Communication, Camper Behavior Management (Educational Design)	Warren County 4-H Camp Counselors	267	100	Presenter, Organizer, Activity Leader	No	4
2023 January - March	Opening Leadership Activity (Leadership and Diversity Programming)	Substance Abuse Prevention Coalition	92	100	Activity Leader, Presenter, Organizer	No	3
2023 January – March	Teen Leadership Development Training - Vaping Prevention Team (Leadership and Diversity Programming)	Mason High School Students	35	65	Organizer, Presenter	No	4
2023 January	Workforce Development: Critical Thinking and Problem-Solving Skills (School and Community)	Springboro High School Students	149	100	Presenter, Organizer	No	4
2023 January	4-H Advisors - Diversity, Equity, and Inclusion Workshop (Leadership and Diversity Programming)	Seneca County 4-H Advisors	19	100	Presenter, Organizer	Yes Post-Program evaluation	2
2023 January	Webinar – Counselor Training (Educational Design)	4-H State Camp Design Team	31	50	Co-Presenter, Organizer	No	1
2023 January - February	Training – Conflict Management (Leadership and Diversity Programming)	Warren County 4-H Adult Advisors	186	30	Activity Leader, Organizer, Co-presenter	Yes Post Program evaluation	2

2023 January – March	Pop-up Prevention Education - Vaping Prevention Seminar (School and Community)	Various County Schools Students	670	30	Activity Leader, Organizer	No	8
2023 January	4-H Counselor Training - Leadership Team Training (Educational Design)	4-H Camp Counselor Leadership Team	22	100	Presenter, Organizer	No	1
2023 January	Youth Activity Programs – Mandatory Training (Leadership and Diversity Programming)	Ohio State University Extension Statewide Advisors	79	100	Presenter, Organizer	Yes, Post In- Service Evaluation	1
2022							
2022 December	Countywide Teen Summit - Vaping Prevention Workshop (School and Community)	Warren County Schools (5 school districts)	80	50	Discussion Leader, Co-presenter	Yes, Post Summit survey	4
2022 November - December	Ohio 4-H Professionals Cultural Immersion Project - Puerto Rico (Leadership and Diversity Programming)	Ohio 4-H Professionals	45	100	Organizer, Presenter	Yes, Qualtrics Participant Post Event Survey	5
2022 November	Orientation / Training -Counselor Responsibilities (Educational Design)	County 4-H Teen Camp Counselor Applicants	72	100	Organizer, Presenter	No	1
2022 November	Understanding Islam and the Muslim Perspective -Bridging the Gap (School and Community)	Greater Islamic Center / Warren Butler- 4-H	18	50	Co-presenter, Organizer	No	2
2022 October	Supporting LGBTQ Youth - Part 2 (School and Community)	Warren County Residents	8	30	Co-presenter, Organizer	Yes, Online EEET	1
2022 September	Hands-on Science - Making Ice Cream (School and Community)	Farm Science Review attendees	65	20	Activity Leader, Co- presenter	No	1
2022 September	Navigating Your Way in the Urban Landscape - Washington DC	4-H Urban Immersion	55	100	Presenter	Yes,	5

	(Leadership and Diversity Programming)	Project – DC - Participants				Qualtrics Pre/Post	
2022 August - September	4-H Professionals Webinar - Opening Diversity Activity (Leadership and Diversity Programming)	Ohio State University Extension State-wide	174	100	Presenter, Organizer	Yes Pre/Post	2
2022 August	The Stages of the Butterfly -Tech Free Tuesday in the Park (School and Community)	Warren County Citizens	37	50	Co-presenter, Activity Leader	No	1
2022 January – November	Leadership Activity Series (Leadership and Diversity Programming)	Substance Abuse Prevention Coalition	162	30	Activity Leader, Organizer, Presenter	No	5
2022 May	Leadership 101: Critical Thinking and Problem Solving (Leadership and Diversity Programming)	Lebanon High School	85	100	Presenter, Organizer	No	4
2022 May	Life skills - Money Management - (School and Community)	Little Miami Elementary (1 st Grade)	112	100	Presenter, Organizer	No	4
2022 April - May	Financial Literacy - Real Money, Real World (School and Community)	Lebanon, Kings, High School	267	20	Co-presenter	Yes, Post Program evaluation	1
2022 April - December	Teen Leadership Development Training - (Leadership and Diversity Programming)	Mason High School -Vaping Prevention Team	81	50	Organizer, Activity Leaders, Presenter	Yes	8
2022 March	Facilitating Learning Through Camp Games -Counselor Training Retreat (Educational Design)	Miami Valley Area Camp Counselors	98	100	Organizer, Presenter	Yes	2
2022 February – June	4-H Horse Camp Counselor Training (Educational Design)	4-H Horse Camp Counselors	150	100	Discussion Leader, Organizer, Presenter	Yes Post Program	8
2022 February – August	4-H County Camp Counselor Training (Educational Design)	4-H County Camp Counselors	489	100	Organizer, Activity Leader, Presenter	Yes Post Program	14
2022 March – June	4-H Day Camp Counselor Training (Educational Design)	4-H Day Camp Counselors	174	100	Presenter, Organizer, Discussion Leader	Yes	11

						Post Program	
2022 March	4-H Counselor Training - Camp Risk Management, Communication, Camper Behavior Management (Educational Design)	Warren County 4-H Camp Counselors	233	100	Presenter, Organizer	No	4
2022 February	Engaging Children (School and Community)	Warren County Expo Participants	66	100	Activity Leader, Organizer, Presenter	No	1
2022 February – March	In-service Training - School Resource Development (School and Community)	Springboro High School Teachers	8	35	Discussion Leader, Organizer, Co-presenter	No	2
2022 January	Leadership Focus for Camp (Educational Design)	4-H Camp Counselor Leadership Team	26	100	Presenter, Organizer	No	1
2022 January – February	Effective Communication in Your Club Training (Leadership and Diversity Programming)	Warren County 4-H Advisors	115	50	Activity Leader, Organizer, Co-presenter	Yes Post Program evaluation	2
2022 January	Camp Seasonal Adult Staff Training (Educational Design)	4-H Camp Adult Staff	5	100	Activity Leader, Discussion Leader, Presenter	No	1

Extension Individual Contacts

Date	Title	Audience	Enr.	% Taught	Candidate's Role	Times Offered
2022 JAN-2023 MAR	Individual Instruction (Educational Design)	School and Community Partners	31	100	Provided educational Content to individuals via telephone, email or zoom video call.	31
2022 JAN - 2023 MAR	Individual Instruction (Leadership and Diversity Programming)	Local and State Partners	23	100	Provided educational Content to individuals via telephone, email or zoom.	23
2022 JAN - 2023 MAR	Individual Instruction (School and Community)	Local school Districts	14	100	Serve to help school administrators and community leaders in the design of more inclusive programming	14

Guest Lecture

Date	Title	Sponsor	Enr.	% Taught	Candidate's Role	Formal Eval.	Times Offered
2021 NOV	Strategic and Program Planning for Visionary Change		16	100	Guest Lecturer	No	1

5) Curriculum Development

Ohio 4-H Virtual Camping Curriculum 3.0 (not yet available online)

Year Developed: 2021-2022

Overview: Camp is a high-risk activity. To ensure counselors and staff are equipped with the necessary information to be prepared and have a successful camp, 4-H professionals must have the background knowledge of how to plan for, train counselors and staff, and properly evaluate the programs.

Overall Objectives: The objectives for this curriculum include:

Provide online resources and materials for planning, implementing, and evaluating camp in a virtual setting to 4-H professionals who serve as camp directors.

Provide resources for 4-H professionals who serve as camp directors to use when training camp counselors.

Target Audience: The target audience for this curriculum is 4-H professionals throughout Ohio, and the nation.

Curriculum Description: This curriculum provides information and best practices for camp directors in their delivery of training to their teen counselors when planning for camp. This is Volume 3.0, which adds 29 more lessons to the initial curriculum distributed in 2016 and 2.0 released in 2018. Items included in this curriculum are:

- * Counselor Training Lessons (29 Total Lessons)

- * Camp Evaluations (counselor)

Role: This educator was 100% responsible for creating 1 lesson: "Expanding Your Leadership through Cultural Intelligence"

Use by Others:

Impact: Currently in Technical editing for publication

6) Brief Description of your approach to and goals in teaching, major accomplishments, plans for the future in teaching

Approach and Goals to Teaching

The discipline of teaching involves first the acknowledgement that teaching is as much about the learner as it is the subject matter or the teacher. Whether instructing a group or an individual, I value each participant and their potential contributions to the learning process. When teaching in a group setting, particularly among those unfamiliar to me, I observe closely the group dynamics present among participants. Observable dynamics could include individual body language, meeting time, main purpose for group assembly, and how well or poorly individuals are treating each other. No matter how prepared or grounded in the subject material, if I am not in tune and connected with the group, my methods and subject matter delivery fall short of their intended goals and expectations. My approach to teaching is grounded in knowing and understanding the audience in which I serve.

Through my teaching, I use a variety of methods including – individual instruction, interactive activities, multi-media/technology, group processing, and facilitated dialogue. I blend lecture/information sharing and group interaction which helps the group stay engaged. I open each session with content-connecting activities. These meeting starters are meant to help me connect with the learner. I value and learn from the educator / learner collaboration. Whenever possible I practice the art of facilitation and group dialogue to address real audience needs that arise in the session. Diversity and Inclusion is a central focus of my work as an educator.

Major Accomplishments

Two programs I created which highlight my commitment to Diversity and Inclusion programming include: The 4-H Cultural Immersion Project – Puerto Rico (CIP) and the 4-H Urban Immersion Project – Washington DC (UIP).

Since initiated in 2015, 27 4-H youth and 22 4-H Professionals have experienced the 4-H Cultural Immersion Project – Puerto Rico (CIP). This project's main goal is to immerse participants in Puerto Rican culture and customs and provide a hands-on service-learning experience in a foreign culture. Activities and projects designed to build skills and abilities to better work with others who are different were central in this 7-day cultural immersion experience.

The Urban Immersion Project – Washington DC (UIP) was developed and first implemented in 2013. To date 106 Ohio 4-H youth have completed the 4-Day service-learning immersion experience. The UIP is an experience that combines cross-cultural learning, team work and service learning in the urban environment of Washington D.C.. Youth live and work in a variety of neighborhoods throughout the city and learn about the realities and challenges of living in an urban environment. This program has evolved into a state-wide program that involves youth around the state and is now an official Ohio 4-H program.

As the Extension professional who oversees the Warren County 4-H camping program I value the Director - Teen Camp Counselor relationship. Yearly, I develop, plan, and facilitate more

than 30 counselor skill-building training events for more than 70 teen camp counselors in 3 different summer camp programs. Training topics included risk management, camper behavior, teambuilding strategies, leadership skills, conflict resolution, decision making, and problem solving. With a focus on skill development, camp counselors are given additional leadership responsibilities as they mature and move through the program.

When working with local schools and community partners, I manage the Real Money, Real World Financial Literacy Program. As an original 2012 Extension team member who created this 6 Lesson Real Money. Real World. Financial Literacy curriculum, I work with business and school partners to deliver the program in six of the nine school districts in the county.

Plans for Future Teaching

I plan to improve and expand my knowledge of the latest innovative and engaging teaching methods, especially utilizing online video (Zoom) platform technology as well as iPad and mobile devices. I am open to learning from other presenters in the field and adapting my teaching and delivery efforts to reach and include newer audiences. I want to expand and involve my audience in research-based curriculum that works to better the community and wider Extension organization.

7) Evaluation of Teaching

The Evaluation of Effective Extension Teaching (EEET) is the current preferred method of evaluating programming efforts and improving future teaching. The EEET instrument measures nine teaching abilities on a five-point Likert-type scale with five being the highest and one being the lowest. EEET's are used after a program has been delivered and are collected by colleagues or participants who are present at the program. They, in turn, send the evaluations to the state Extension Evaluation office to be documented.

Through this evaluative process I have changed my teaching over time based on participants feedback and suggestions. One area of strength that was identified was my use of hands-on activities that were relevant to the subject matter. Participants appreciated that I included several different learning methods in my presentations. This helps better integrate the learning process for participants. One written suggestion noted on several participant evaluations that I particularly took note of was to develop more written materials that participants could take with them and use. Now I consistently have written presentation materials and/or online resource links for participants to utilize.

In addition, I plan to continue to present and deliver high level quality research-based subject matter through all my creative and scholarly works.

8) Awards and Formal Recognition for Teaching

2022 – Present. **Team Teaching Award**, Collaboration with non-Extension professionals. Award presented by the Ohio Joint Council of Extension Professionals / Epsilon Sigma Phi

9) Other Academic Advising

None

10) Teaching Professional Development

None

Research

1) List of Books, Articles, and Other Published Papers

Published Work Type	Number of Publications
Peer-Reviewed Journal Articles	1

None

a) Books (Other than Edited Volumes)

None

b) Edited Books

None

c) Chapters in Edited Books

None

d) Bulletins, Tech Reports, Fact Sheets

None

e) Peer-Reviewed Journal Articles

1. Stanton, L.; Taylor, L.M.; Lobb, J., Brady, S.; Scruggs, I.; Holmes, P. (2022). Book Review: Why Are All the Black Kids Sitting at the Cafeteria Table? And Other Conversations About Race. *Journal of Youth Development*. Volume 17 (3). Retrieved from: <https://jyd.pitt.edu/ojs/jyd/article/view/22-17-3-RR-01>

Publication Status: Published, Type of Review: Peer Review, Acceptance Rate: Unknown, Percentage of Authorship: 30%, Description of Effort: Contributed to content, review, and revisions.

f) Editor-Reviewed Journal Articles

None

g) Reviews (Indicate Whether Peer Reviewed)

None

h) Abstract and Short Entries (Indicate Whether Peer Reviewed)

None

i) Papers in Proceedings (Indicate Whether Peer Reviewed)

None

j) Unpublished Scholarly Presentations (Indicate Whether Peer Reviewed)

Invited Presentations

International

1. Brady, S.D. (2023). *STEM Challenge – Building Your Leadership Team. 4-H Fusion – STEM CHALLENGE Conference – Puerto Rico*. Invited workshop presentation delivered to University Garden High School Students via Live Zoom Video in San Juan, Puerto Rico
Percent Authorship: 100%, Description of Effort: Developed and Delivered content at conference via live interactive zoom video format. Your Role: Organizer and Presenter.

2. Brady, S.D. (2022). *Advancing Your Cultural Intelligence: Increasing Connections with Your Audience. International Conference on Diversity in Organizations, Communities & Nations*. Lecture delivered to conference participants in Willemstad, Curaçao. https://cgscholar.com/cg_event/events/D22/accepted_proposals#

Percent Authorship: 100%. Peer Reviewed. Description of Effort: Developed and Delivered content at conference via a zoom video format.
Your Role: Organizer and Presenter.

State

1. Brady, S.D. (2023). *Exploring the Urban Landscape: 4-H Urban Immersion Project - Washington DC. Ohio 4-H Conference*. Lecture conducted from Columbus, Ohio. <https://ohio4h.org/events/ohio-4-h-conference> .

Percent Authorship: 100%, Description of Effort: Developed and Delivered content at the statewide conference in Columbus. Peer Reviewed. Your Role: Organizer and Presenter

2. Brady, S.D., Cole, K., Fowler A., Garner S. (2023) *Working with First Year Students in areas of Cultural Intelligence. Focusing on the First Year Conference – The Ohio State University.* Conducted presentation to staff, faculty and administrative professionals who work to retain and support first year OSU students succeed.

Percent Authorship: 75%, Description of Effort: Developed PowerPoint presentation and talking points for co-presenters and delivered at Ohio Union. Peer Reviewed. Acceptance Rate 82%: Your Role: Organizer and co-presenter.

3. Brady, S.D., Scruggs I., Supinger R., Baca J., Baca S., Isner R., Stone R. (2022). *Intercultural Development Inventory Training for 4-H Professionals. Ohio 4-H Professionals State Conference.* Day long workshop conducted from Columbus, Ohio. Nationwide and Ohio Farm Bureau 4-H Center, Columbus, OH.

Percent Authorship: 35%, Description of Effort: Developed and Delivered training to Ohio 4-H professionals at statewide conference. Peer Reviewed. Your Role: Organizer and Presenter

4. Brady, S.D. (2022). *Expanding the 4-H Family: Attracting 4-H members from Underrepresented and Under Served Communities. Ohio 4-H Teen and Adult Volunteer Conference.* Lecture conducted from Columbus, Ohio.
<https://ohio4h.org/events/ohio-4-h-conference>.

Percent Authorship: 100%, Description of Effort: Developed and Delivered content at the statewide conference in Columbus. Peer Reviewed. Your Role: Organizer and Presenter

5. Brady, S.D. (2022). *Out of Your Comfort Zone: 4-H Urban Immersion Project - Washington DC. Ohio 4-H Teen and Adult Volunteer Conference.* Lecture conducted from Columbus, Ohio. <https://ohio4h.org/events/ohio-4-h-conference> .

Percent Authorship: 100%, Description of Effort: Developed and Delivered content at the statewide conference in Columbus. Peer Reviewed. Your Role: Organizer and Presenter

6. Brady, S.D. (2022). *Applying Cultural Intelligence to Expand Connections with Your 4-H Audience. Ohio 4-H Professionals conference.* Lecture conducted from Columbus, Ohio.

Percent Authorship: 100%, Description of Effort: Developed and Delivered content at the statewide Ohio 4-H Professionals in-service in Columbus. Peer Reviewed. Your Role: Organizer and Presenter

k) Potential publications under review (indicate authorship, date of submission, and to what journal or publisher the work has been submitted)

Lobb, J.; Brady, S.; Stanton, L.; Taylor L.; Holmes, P.; Scruggs, I.; Samadi, K. (2023)
Expanding the Conversation About Race through a Professional Development Book Club.
Journal of Extension

Publication Status: Manuscript submitted for Publication. Type of Review: Peer Review.
Percent Authorship: 35%. Description of effort: Collaborated in 12-month OSU Extension
Book Club project. Contributed content, wrote article sections and participated in revisions.

2) List of creative works pertinent to your professional focus

Creative Work Type	Number
Multimedia, Database and Website	5
Other Creative Works	5
Total	10

a) Artwork

None

b) Choreography

None

c) Collections

None

d) Compositions

None

e) Curated Exhibits

None

f) Exhibited Artworks

None

g) Inventions and Patents

None

h) Moving Image

None

i) Multimedia / Database / Website

1. Brady, S.D. (2023). *Making Life Better – Session 1 (The Power of Looking Beyond What Others See)* [Online broadcast/recording]. Distributed By: Franklin High School, Ohio – Social Emotional Learning Curriculum.

Percent of authorship: 100%, Description of effort: Created written lesson plan, teachers guide, and produced video content for classroom use for Franklin High School Students.

Available from: <https://www.youtube.com/watch?v=e-apVJoUSIk>

2. Brady, S.D. (2023). *Making Life Better – Session 2 (The Power of Communication)* [Online broadcast/recording]. Distributed By: Franklin High School, Ohio – Social Emotional Learning Curriculum.

Percent of authorship: 100%, Description of effort: Created written lesson plan, teachers guide, and produced video content for classroom use for Franklin High School Students.

Available from: <https://www.youtube.com/watch?v=-WVOJvNhMLM>

3. Brady, S.D. (2023). *Making Life Better – Session 3 (Looking Beyond Stereotypes)* [Online broadcast/recording]. Distributed By: Franklin High School, Ohio – Social Emotional Learning Curriculum.

Percent of authorship: 100%, Description of effort: Created written lesson plan, teachers guide, and produced video content for classroom use for Franklin High School Students.

Available from: <https://www.youtube.com/watch?v=IHaf360GAT0>

4. Brady, S.D. (2022). *4-H Professionals 102 Resources - Urban Immersion Project* (Version: 102) [On-line resource]. Percent of authorship: 100%, Description of effort: Wrote article.

Retrieved from <https://ohio4h.org/intranet/new-4-h-professionals#102>. Publisher: Ohio State University Extension, Last updated on: 2022-03-04

5. Brady, S.D. (2022). *Career Development and Exploration - 4-H Educator* [Online broadcast/recording]. Distributed By: Steve Brokamp – Junior Achievement. Percent of authorship: 100%, Description of effort: Created and produced video content.

Available from: <https://www.youtube.com/watch?v=a9MVPdMketM>

j) Radio and Television

None

k) Recitals and Performances

None

l) Recordings

None

m) Other Creative Works

1. Brady, S.D. (2022). *4-H Cloverbud Day Camp: Creating a Welcoming Environment*. Online Article, Start date: 2022-3-10, Percent of authorship: 100% , Description of effort: Developed content and wrote article.

Retrieved from <https://u.osu.edu/cloverbudconnections/2022/03/10/4-h-cloverbud-day-camp-creating-a-welcoming-environment/>

Publisher: Ohio State University Extension, Last updated on: 2022-03-10

2. Sellers, K, Bendtsen, S, Dingus, C, Brady, S. (updated 2022). *An Informational Booklet for Warren County School Personnel: Quick Facts: Post Traumatic Stress* [Pamphlet]. Lebanon, Ohio. Percent of authorship: 15%, Description of effort: Wrote cross-cultural training section of booklet.

Booklet Start date: 2010-4-1

3. Sellers, K, Bendtsen, S, Dingus, C, Brady, S. (updated 2022). *An Informational Booklet for Warren County Educators: Quick Facts: Asperger Syndrome* [Educator Pamphlet Series]. Lebanon, Ohio. Percent of authorship: 10%, Description of effort: Wrote cross-cultural training section of booklet.

Booklet Start date: 2011-2-1

4. Sellers, K, Bendtsen, S, Dingus, C, Brady, S. (updated 2022). *An Informational Booklet for Warren County School Personnel: Quick Facts: Attention Deficit/Hyperactivity Disorder (ADHD)* [Pamphlet]. Lebanon, Ohio. Percent of authorship: 10%, Description of effort: Wrote cross-cultural training section of booklet.

Booklet Start date: 2010-4-1

5. Brady, S. (updated 2022). *Cultural Competency: Tips and Resources for Educators* [Educator Pamphlet Series]. Lebanon, Ohio. Percent of authorship: 100%, Description of effort: Developed and Wrote resource sheet.

Booklet Start date: 2011-1-1

3) Brief Description of the Focus of the Candidate's Research, Scholarly or Creative Work, Major Accomplishments, and Plans for the Future, including Works in Progress

Focus of research, scholarly and creative works

My scholarly and creative work focuses on improving the lives and practices of youth and adults through skill building and hands-on learning. The essential design and implementation of my teen and adult leader programming efforts include utilizing multiple formats and delivery methods. Ultimately my effectiveness depends on knowing the audience and selecting the best delivery curriculum and tools to utilize. My programming design focus relies heavily on having learners practice the tools they are learning while having time to reflect and evaluate their actions in real-time.

To address the reach and scope of OSU Extension's mission in bettering lives and communities, it is important that my creative work addresses efforts to increase my reach to underserved and underrepresented audiences. I collaborate with local and state partners to expand my reach into diverse communities and select and develop curriculum that addresses issues of diversity and inclusion. I value active partnerships and service to community wide committees, councils, and coalitions. These positive relationships further advance the role and relevance of OSU Extension helping communities thrive.

Providing teen leaders with valuable content and training spaces to practice learned skills is important as they mature into responsible adults. Developing relevant lessons and training modules to deliver to teen camp counselors is important to the overall success of the camping program.

Major Accomplishments

I have created camp training lesson plans and a 4-H project book to advance this mission. These resource publications help educators and youth further understand others who are different and how to work with new audiences more effectively.

Future Plans

I am working with a national funding and program development professional to develop a comprehensive plan for implementing cross-cultural immersion activities/programs throughout the Ohio Extension system. This proposal would impact employees at all levels within the OSU Extension system. The impacts would specifically focus on local leadership and expanding diversity and inclusion programming efforts.

I am working with an Ohio 4-H team of collaborators to publish Volume 3 of the Ohio 4-H Camp Curriculum in 2022. As part of the publishing process, I serve as a peer reviewer and have written two lesson plans to be included in the curriculum.

Locally, I am working with countywide prevention group leaders to develop and implement a Mental health behavioral and wellness assessment survey to all students in the 9 school districts in Warren County. Data results will guide our group efforts to fill gaps in prevention services needed within each school district. The coalition will solicit grant funding from the Ohio Department of Education and other prevention partners to provide dollars for implementation of needed programming and support.

4) Description of Quality Indicators of Your Research, Scholarly or Creative Work Such as Citations, Publication Outlet Quality Indicators Such as Acceptance Rates, Ranking or Impact Factors of Journal or Publisher

My experience and training in Cross-Cultural Leadership and Diversity provided an opportunity in May 2022 to be part of a statewide team to provide cross cultural training to all 160 Ohio 4-H Professionals. The Intercultural Development Inventory (IDI) is a tool used to provide valuable information about the mindset/skillset toward cultural difference and commonality found within a group of people. The assessment survey was distributed to all Ohio 4-H Professionals in September 2022 and a seminar session was presented to 155 Ohio 4-H Professionals in November. The survey's purpose is to increase cultural self- and other-understanding around differences and commonalities among others.

As a result of a 4-H Leadership and club training to 42 teachers in rural Honduras, 6 4-H clubs have formed in 2021/2022 and continue in 4 regional areas near the capital Tegucigalpa. I developed the initial teacher training to share the Extension mission and help local teachers learn about how to start 4-H clubs in their classroom. In 2020 and 2021 youth participants from the 6 school regions participated, via video submission, in the newly formed 4-H Agricultural fair. Another agricultural fair is planned in fall of 2022. I continue to be a part of the Ohio 4-H team to support this endeavor.

I have had the opportunity to share my creative works in 5 state and two international conferences. I was also selected for the Emerging Scholar Award at the International Diversity of Nations Conference on the island nation of Curaçao.

I have received statewide recognition through various awards for my scholarly and creative works. In 2022 I received the Ohio 4-H Charles Lifer award which is the highest award given to

an Ohio 4-H Professional. The 4-H Lifer Award recognizes outstanding excellence in 4-H programming and leadership.

Journal Name	Impact Factor	# of Pubs
Journal of Youth Development		1

Article Citations

None

5) Research Funding

My funding has focused on education and prevention programming to meet the needs of local and statewide youth and families.

Number of grants funded and total amount: **4 for \$138,200.**

a) Funded Research, including Contracts and Clinical Trials, on Which the Candidate is or has been the Principal Investigator

None

b) Funded Research, including Contracts and Clinical Trials, on Which the Candidate is or has been the Co-Investigator

None

c) Proposals for Research Funding that are Pending or were Submitted but not Funded

None

d) Funded Training Grants on Which the Candidate is or has been the Equivalent of the Principal Investigator

1. 1/2023 - 12/2023. 4-H Urban Immersion Project – Washington DC. Ohio 4-H Foundation. (USD 2,200 By Year) Training Grant. 12/2022

PI: Brady, Stephen

Description and explanation of Role: Principal Investigator for 4-H Foundation Grant. 100% effort in grant writing and management

2. 1/2022 - 12/2022. Warren County 4-H Member Mystery Tours. Ohio 4-H Foundation. (USD 1,000 By Year) Training Grant. 11/2021

PI: Brady, Stephen

Description and explanation of Role: Principal Investigator for 4-H Foundation Grant. 100% effort in grant writing and management.

3. 10/2022 - 9/2023. Drug-Free Communities Support Grant. Centers for Disease Control and Prevention. (USD 125,000 By Year) Training Grant. 9/2022
Grant/Contract Number: NH28CE003280-03-00

PI: Brady, Stephen; Dooley, Kimberly

Explanation of Role: Contributed content and help manage grant as the 2022 Council Chairperson of Substance Abuse Prevention Coalition of Warren County.

Description: Contributed content for grant submission and help oversee budget and as Chair of the Substance Abuse Prevention Coalition I help manage and supervise grant funds for paid coalition staff. Additionally, I and other executive committee members contribute content to quarterly grant reporting.

e) Proposals for Training Grants that are Pending or were Submitted but not Funded

None

f) Any other Funding Received for the Candidate's Academic work

Funded

1. 1/2023 – 12/2023. **Richard R. Angus Professional Development Grant.** National Epsilon Sigma Phi Organization. (USD \$1,000). Program Grant. Global Engagement Certificate Program, International Site development. 1/2023

Description and Explanation of Role: Principal Investigator and 100% effort in grant writing and management.

Goal: The Global Engagement Certificate Program is an opportunity for OSU Extension professionals to improve their culturally relevant community engagement competencies.

2. 3/2022 - 12/2022. **State 4-H Program Leader Grant Application for National Priorities.** National Association of Extension 4-H Youth Development Professionals. (USD \$10,000) Training Grant. Received 1/2023. PI: Bloir, Kirk

Relationship to Grant: Grant collaborator and part of Intercultural Development Inventory (IDI) team to develop program and training.

Explanation of Role: As part of the 4-H State Educator team, I provided programmatic input to shape the direction of the grant application, financial estimates of grant activities, and contributed to the grant timeline development.

Goal: Five Ohio 4-H educators will take the Intercultural Development Inventory (IDI) training in spring of 2022 to become IDI Qualified Administrators (QA). The IDI is a tool that assesses intercultural competencies. These five QAs will move forward with assessing approximately 150 Ohio 4-H professionals with the IDI tool. Results from this survey will help individuals better understand their own approach to dealing with both differences and commonalities. This will be completed by September 1, 2022.

Description: As part of the 4-H State Educator team, I provided programmatic input to shape the direction of the grant application, financial estimates of grant activities, and contributed to the grant timeline development. Percentage effort 30%

3. 9/2020 - Present. **Apple Community Education Initiative, Apple Inc.** (USD \$24,000) Training Grant. PI: Light, Mark Co-I: Bloir, Kirk; Hogan, Sue

Relationship to Grant: Site PI

Explanation of Role: I serve as the program manager for this grant.

Description: Participated in Training with Apple for a 10-week training series. Programming continues in 2022. Goal: State equipment donation is valued over \$700,000 with \$24,000 in local equipment donation.

6) List of Prizes and Awards for Research, Scholarly or Creative Work

- 2022. **Charles Lifer Excellence in 4-H Award**, Ohio State University Extension
Ohio's highest 4-H Educator Award is presented annually to the Ohio 4-H educator who has demonstrated exceptional achievement. The nominee must have made a major contribution to 4-H programs with new and innovative offerings or an effort that improves existing programs.
- 2022. **International Diversity Emerging Scholar Award**, Diversity in Organizations Communities and Nations, Common Ground Research Networks. Willemstad, Curaçao. Award given to outstanding early-career scholars who demonstrate early promise in scholarship and significant future achievements.

Service

1) List of Editorships or Service as an Editorial Reviewer or Board Member for Journals, University Presses, or Other Learned Publications

Journal Peer Reviewer

- 2021 - Present. Invited Journal Reviewer, *Journal of Extension*, (Journal). Reviewed 3 journal articles in 2022.

2) List of Offices Held and Other Service to Professional Societies. List of Organization in Which Office was Held or Service Performed. Describe Nature of Organization (Open or Elected Membership, Honorary)

- 2010 - Present. Active Member. Ohio Joint Council of Extension Professionals - Global Relations Committee, Ohio JCEP.
- 2002 - Present. Member. Diversity Committee, National Association of Extension 4-H Youth Development Professionals: Columbus, United States. Description of Effort: Serve as the Diversity Committee representative for the North Central Region.

3) List of Consultation Activity

None

4) Clinical Services State Specific Clinical Assignments

None

5) Other Professional/Public Community Service directly related to the Candidate's Professional Expertise, if not Listed Elsewhere

Community Service

- 2022 - Present. President. **Substance Abuse Prevention Coalition of Warren County**. Lebanon, OH. Description of Effort: Coalition President and Executive Board member.
- 2021 – 2022. Past-President, Ohio Chapter - **Ohio Epsilon Sigma Phi (ESP)**, Columbus. Description of Effort: responsible for communication information and organizing committees with Ohio's 400+ ESP members.
- 2018 - 2020. Board Secretary. **MainStreet Lebanon**, Lebanon, OH. Description of Effort: organization responsible to revitalizing and supporting downtown businesses and events that promoted wellness and vitality in the city. I was the board secretary and served on the operations team
- 2018 - Present. Committee Member. Education. **Warren County Career Center Advisory Team**. Warren County Career Center: Lebanon, Ohio. Description of Effort: Selected among county professionals/educators as an adviser/mentor for a teacher at the Warren County Career Center with the intent to guide and advise on program and professional development future direction.
- 2006 - Present. Local Government. **Warren County Family and Children First Council** (Success for School Age Youth Committee). Lebanon, Ohio. Description of Effort: Chairperson of committee with the task of working with county agencies, governmental entities, and non-profits to identify gaps and services and develop resources for the success of school age youth in Warren County.

- 2005 - Present. Advisory Board Member. **New Community Project**: Blue Ridge, Virginia Description of Effort: Board chair 2005 – 2013. The New Community Project is a faith-based nonprofit organization created to address awareness of global poverty, woman's rights, and equitable justice. It works to develop and train community leaders with the United States in the areas of sustainable agriculture and environmental justice.
- 2002 - Present. Education. **4-H Camp Graham Board of Directors**. 4-H Camp Graham Inc. : Clarkesville, OH. Description of Effort: Serve as the Board secretary and executive officer 2011 - 2023.

Conference Leadership / Participation

- 2005 - 2019. Executive Board member. **National Land-Grant Diversity Conference**. Description of Effort: 2010, 2012, 2014 - Conference Chairperson - responsible designing conference schedule, developing and selection of all conference presenters, and all program logistics during the conference. Responsible for leadership of all conference sub-committees and all conference logistics.

Other

- 2014 - 2021. **Washington Fellowship for Young African Leaders**. Young African Leaders Initiative (YALI) - Program Initiative from President Barak Obama: Washington DC, District of Columbia, United States. Description of Effort: Reviewer for the Washington Fellowship for Young African Leaders program initiated by President Obama in 2010. As a reader and reviewer, I scored 40+ applicants from Africa who desire to be part of this fellowship program here in the United States.

6) Administrative Service

a) Unit Committees

Department

- 2012 - Present. Member, **Ohio 4-H Camping Design Team**. Description of Effort: I worked with a team of state 4-H camp professionals to develop camp and counselor training resources and in-service opportunities to enhance the Ohio 4-H Camping program.
- 2020 - 2022. Invited Member, **OSU Extension Director's Diversity, Equity, Inclusion Work Group**, Columbus, United States. Description of Effort: Working with Extension colleagues to address diversity issues within the OSU Extension system.

Institute

Program

- 2020 - Present. Active Member, **4-H True Leaders in Equity**, Columbus, United States. Description of Effort: Working with Ohio 4-H professionals to strategize how to work together to address inequity and discrimination in Ohio 4-H

- 2022. Member, Executive Committee. 2022 **Juneteenth Celebration Event Committee**, Springboro, OH.
Description of Effort: Part of a community organizing group to organize, plan and implement a 2022 Juneteenth event in the Springboro community.

b) College or University Committees

College

- 2021 - Ongoing. Active Member, **College of Food Agriculture and Environmental Sciences Diversity Action Council**. Columbus
Description of Effort: Member of the committee representing county Extension professionals to look at equality and access in all areas of the college.

c) Initiatives Undertaken to Enhance Diversity in your Unit, College, or the University

The College of Food, Agricultural, and Environmental Sciences and its academic programs, including OSU Extension, embraces human diversity and is committed to ensuring that all research and related educational programs are available to clientele on a nondiscriminatory basis without regard to age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, or veteran status. This statement is in accordance with United States Civil Rights Laws and the USDA. Programming efforts are consistent with all university policies and affirmative action laws.

- 2014 - Present. **Cultural Intelligence Certification Program**. Certified Facilitator.
Description of Effort: Completed a two-day training as a facilitator in the OSU Cultural Intelligence Certification Program
- 2012 - 2018. **Diversity Initiatives and Awareness for the College**. Collaborator.
Description of Effort: As a member of the Diversity Catalyst Team, I worked with other committee members to provide recommendations to VP Cabinet addressing issues raised in the climate survey and concerns from the University Diversity Plan Analysis, serve as role models and was an ambassador of diversity and inclusion to the wider college. I also worked to develop professional development opportunities for faculty and staff.

d) Administrative Positions Held, e.g. Graduate Studies Chair

None

e) Service as a Graduate Faculty Representative on a Dissertation in another Unit or University

None

7) Advisor to Student Groups and Organizations

None

8) Office of Student Life Committees

a) List Office of Student Life Committees on which You have served

None

b) Summarize participation in Student Life programs such as fireside discussions, lectures to student groups outside of our unit, addresses or participation at student orientation

None

9) List of prizes and awards for service to your profession, the university, or your unit

- 2021-2022. **Mid-Career State Award**, Ohio Alpha Eta Chapter - Epsilon Sigma Phi. Ohio State University Extension
- 2020 **International Service Award** – National Winner. Extension Epsilon Sigma Phi.

10) Brief elaboration that provides additional information about service activities listed above

As a county Extension professional, I continually seek new opportunities to work with local, state and National committees to advance Extension's purpose and mission. Locally, I work with the county 4-H Extension advisory committee to assess the effectiveness and impact of local programming as well as fundraise for local efforts. Since 2011, I have served on the Executive board of 4-H Camp Graham. Since 2011 4-H Camp Graham has served 17,447 participants and had an operating budget averaging \$198,000.

At the state level, I am part of the Ohio 4-H Camping Design Team with the goal of equipping Ohio 4-H camping colleagues with tools and support to fulfill the mission of 4-H camping in every county in the state. For two years (2020-2022) I served as the President of the Ohio chapter of Epsilon Sigma Phi (ESP). ESP is the Nationally recognized professional development organization of the National Land-Grant Extension system. Ohio has 424 active ESP members. The mission of ESP is to foster standards of excellence in the Extension system and to develop the Extension Profession and professionals. As president, I worked to promote national professional development opportunities to all Ohio Extension professionals. I currently serve on the Ohio and national ESP Global Relations committee. I am an active board member with the Ohio Joint Council of Extension Professionals (JCEP) and serve as regional diversity committee member with the National Association of Extension 4-H Youth Development Professionals (NAE4-HYDP)

At the college level, I serve as chair of the Professional development work group for the College of Food Agricultural and Environmental Sciences Diversity Equity and Inclusion Action Council. In this role, I work with the college Assistant Dean of Diversity to convene committee meetings and draft and review recommendations for the Faculty Advisory Council regarding diversity related matters. In addition, I currently mentor and provide support to 4 new OSU Extension employees. The Mentor, Impact. Network. Excel (MINE) program was designed to provide opportunities to connect with experienced mentors, peers, and resources within the

university. Mentors guide mentees through discussion and reflection while equipping them with the tools and characteristics to be successful in their OSU Extension career.

Internationally in the summer of 2022, I was selected for the Emerging Scholar Award at the 22nd International Conference on Diversity in Organizations, Communities and Nations in Willemstad, Curaçao. Emerging Scholars serve as a lead facilitator at the yearly conference by leading discussions and chairing parallel sessions and are offered a publication pathway for their scholarly work.