

Getting the most out of NERAOC - Description: session for new attendees and any attendees wanting a refresher. Session will include history, types of LGUs and the regional structure. The value and content of the NERAOC conference will be discussed and each conference track highlighted. Presenter(s) Jessi Fuentes (Colorado State Univ), track chairs and co-chairs. (POC - Matt Clawson & Cliff Schulenberg)						
Sunday, April 30						
2:00 p.m.-5:00 p.m.						
	Diversity & Inclusion	Finance/Capacity Funding	Grant	HR/Organizational Development	Minority-Serving	Program Reporting & Accountability
Monday, May 1	Participants in this track will explore how we interact with different dimensions of Diversity and Inclusion through University, regulatory, and individual points of view.	Primary focus is the fiscal management of the capacity funds for extension and reserach. This track is devoted to financial management, which includes the planning, directing, monitoring, organizing and controlling the monetary resources at our institutions.	This track focuses on the USDA-NIFA grant lifecycle. Note that the session descriptions will describe if a topic pertains to Competitive and/or Capacity grants.	Influencing organizational change and performance through the expansion of professional skills and knowledge in the workplace	In addition to collaborating on ideas to address common issues and concerns this track will offer oportuntjities for various Minority Serving Institutions to get to know each other, share institutional history, and discuss what has made each MSI successful. This track will allow MSI to interact directly with our federal partners related to developing effective and efficient business practices and programming to meet the needs of our divers audiences.	This track focuses on providing information, examples, and tools for robust programmatic reporting and improved accountability
General Session						
1:30 - 2:45 p.m.	NIFA Update - NIFA Director					
Concurrent Session A						
3:15 -4:30 p.m.	Regional Meetings					

	Diversity & Inclusion	Finance/Capacity Funding	Grant	HR/Organizational Development	Minority-Serving	Program Reporting & Accountability
Tuesday, May 2						
Concurrent Session B	1	2	3	4	5	6
8:30 - 9:45 a.m.	Getting Prepared for a NIFA Visit	Conversations with NIFA	Competitive Grants Management	Federal Benefits Update	NIFA Competitive Grant Opportunities for MSI & TCU Institutions	Plan of Work and Report of Accomplishments
Learning Objective	Participants will learn what data needs to be available for a NIFA visit and overall best practices	Introduction of NIFA personnel, what they do, contacts, etc. Plus institutional perspective on how they interact with NIFA.	Introduction into managing USDA NIFA competitive awards. Topics include the award life cycle from proposal development (budgeting), award notification, subrecipient monitoring, documenting match, and fiscal management	Federal benefits changes and updates required for federally benefited employees	NIFA staff will discuss the various opportunities available to our MSI and TCU stakeholders including, but not limited to, the Agriculture & Food Research Initiative (AFRI) and other competitive grant programs across NIFA.	This session will provide an overview of the Plan of Work which outlines planned research and extension activities and the Annual Report of Accomplishments which highlights achievements for research projects and extension programs.
Speaker	Ericks Dunens (Penn State Univ)	Drenda Williams (NIFA Associate Director of Operations), Matt Faulkner (NIFA) Dr. Dionne Toombs (NIFA); and LGU representative	Mark Heap (NIFA), Janette Jensen (NIFA), Beth Siple (Purdue University)	Keith Neimann (University of Nebraska)	Venu Kalavacharla (NIFA), Manoharan Muthusamy (NIFA), Erin Riley (NIFA), Irma Lawrence (NIFA)	Joi Greene (NIFA), LGUs Jessica McCord (Univ of Tennessee - 1862) and Tracie Bishop (Univ of Maryland Eastern Shore - 1890)
Panel or Speaker(s)	Speaker	Speaker(s)	Speaker	Speaker	Speaker	Speakers
Level of Complexity (Beg, Intermediate, Advanced)	All	All	Beginner	All	All	All
Committee POC	Paul Lessick	Matt Clawson & Chris Shotwell	Chris Knight-Gipe	Kim Rogers	Nick Gawal	Linda/Kylie, Rubie/Cindy

BREAK						
Concurrent Session C	7	8	9	10	11	12
10:15 - 11:30 a.m.	Theories of Diversity in Recruiting	ROUNDTABLE - ASAP	Capacity Grants Management 101	Hot Topics in Employment Law	Let's Talk Land Grant: Communicating the Land Grant Value to Internal Stakeholders	NIFA Reporting System (NRS)
Learning Objective	Session will assist supervisors and managers attract a wide range of diverse qualified candidates for various positions within their department	Open Discussion and Q&A with NIFA staff and LGU rep on ASAP	Introduction into managing USDA NIFA capacity funds. Key concepts will include the award life cycle from award notification, prior approvals and key dates for reporting. (Fiscal information will be provided in Finance Track, GM102.)	This session provides an opportunity for you to hear from a professional in the field of higher ed employment law.	This session provides an opportunity for extension and research staff to learn effective communication strategies and techniques to help you communicate your institution's Land Grant value to executive leadership and administration.	This session will provide a live demonstration of how to use the NRS system for Research and Extension. This will include any new updates to the system. Update on the new financial system.
Speaker	Craig Pickett (Univ of Tennessee)	Tara Warner (NIFA), Betty McGaughey (NIFA); and a LGU representative	Alicia Simon (NIFA), Callie Glascock & Kathy Haynes (University Missouri)	Mike Fitzgerald (Univ of Tennessee)	Albert Essel (Association of Extension Administrators) & Alton Thompson (Association of 1890 Research Directors)	Adam Preuter (NIFA)
Panel or Speaker(s)	Speaker	Speaker	Speakers	Speaker	Speakers	Speaker
Level of Complexity (Beg, Intermediate, Advanced)	Beginner	All	All	All	Beginner	All
Committee POC	John Toman	Matt Clawson	Linda Cambron & Chris Knight-Gipe	Kim Rogers	Adonica Williams	Linda/Kylie, and Cyndie N.

LUNCH BREAK 11:30AM - 1:30PM

	Diversity & Inclusion	Finance/Capacity Funding	Grant	HR/Organizational Development	Minority-Serving	Program Reporting & Accountability
Concurrent Session D	13	14	15	16	17	18
1:30 - 2:45 p.m.	Reaching out to LEP audiences	NIFA Grants Modernization Initiative	Preparing for a NIFA Compliance Review	HR Round Tables	Capacity Building and Facilities Grants	Roundtable Discussion: NIFA Reporting System
Learning Objective	Effectively reaching program participants with Limited English Proficiency is always a goal for Extension offices. This course will explain how this can be accomplished in an effective and meaningful way	Where we are with EZ-Fed Grants or what new systems might be coming in the future.	Preparing for the visit, tips for a seamless audit, timelines for reviews, etc.	Learn from other Extension professionals and have the opportunity to share your insights into some of the pressing Human Resource issues facing Extension.	Introduction and discussion on the 1890 Capacity Building Program, 1890 Facilities Program, and the Tribal College Endowment Program. Information will include NIFA and an institutional perspectives on applying for and managing these funds.	Participants will share their experience, problems/issues and best practices in using the NIFA Reporting System. A panel, composed of NIFA staff and LGU users from 1862, 1890 and research and extension, will answer questions from attendees.
Speaker	Dominic Ledesma (Univ of Wisconsin)	Matt Faulkner (NIFA)	Gift Torkonoo (NIFA), Patty Ortiz-Gameros (NIFA), Matt Clawson (Purdue)	Kim Rogers (Auburn), Cindy Canfield (Alabama A&M)	Mark Heap (NIFA), Rizana Mahroof (NIFA) & LGU representative	Alexis Nazario-Negron (NIFA), Joi Greene (NIFA), Adam Preuter (NIFA), LGUs: Carleen Bailey (AAMU), Tracie Bishop (UMES) Paul Brown (ACES)
Panel or Speaker(s)	Speaker	Speaker	Speaker	Facilitators	Speakers	Speaker(s), moderator, roundtable q&a
Level of Complexity (Beg, Intermediate, Advanced)	Intermediate	All	All	All	Intermediate	All
Committee POC	Paul Lessick	Matt Clawson	Susan Rice & Chris Knight-Gipe	Kim Rogers	Nick Gawal	Cindy O'Donnell

BREAK

Concurrent Session E	19	20	21	22	23	24
3:15 - 4:30 p.m.	Diversity Book Club Group Discussion	Capacity Funds Management	Indirect Costs Panel Discussion	NIFA Civil Rights Compliance & Reviews	Telling an HSI Success Story	How to write impactful annual accomplishment reports
Learning Objective	Implementation of book clubs and social media discussion groups can help foster a passionate community of Extension professionals committed to DEI work. This session will discuss strategies used, lessons learned, and practical ideas to build a community of allies committed to creating meaningful change in their spheres of influence.	Attendees will learn how other institutions manage their federal capacity funds - both research and extension. Topics covered will include best practices, allocation, oversight & management of funds. Session will help share how institutions differ in their management of capacity funds.	How are other institutions capturing their indirect (facilities & administrative) costs when capped at 30% of Total Federal Funds? What drives this determination? Will there be a change in legislation any time soon?	This session will provide a general overview of civil rights compliance for grantees, including frequently issued civil rights recommendations and common areas of concern. It will also highlight best practices for civil rights compliance, and discuss external-facing DEIA efforts at NIFA and considerations for grantees implementing and tweaking DEIA efforts at their institutions.	What H S I stand for, good question and a really good answer awaits you at this session in which one Hispanic Serving Institution will tell it's amazing story. Institutional history, mission focus, high profile success stories and discussion of intriguing outcomes of work will be highlighted. The hope is you will walk away enticed to plan a vacation to a city at or near one of several H S I's in our great country.	In this session presenters will provide tips and tools on how to write good annual accomplishment reports and how to select the projects to highlight in the accomplishment reports.
Speaker	Elevate Team - Tamera Adjei, Brandi Berven, Eglá Delvo-Lopez and Kevin Treadway (UT Extension)	Casey Hillmer (Univ of Wisconsin), Vanessa Wright (Prairie View A&M), Callie Glascock (Univ of Missouri), Marcy Fisher- (LSU)	Panel Discussion: Laura Postma (Bay Mills Community College, 1994), Cliff Schulenberg (Colorado State, 1862) & Kim Lai (NIFA)	Jessica Creighton (NIFA)	Irma Lawrence (NIFA) & Tim Nesbitt (NMSU)	Faith Peppers (NIFA), LaRachelle Samuel-Smith (NIFA), Hannah Wright, Jessica McCord (Univ of Tennessee)
Panel or Speaker(s)	Elevate Team	Panel	Panel	Speaker	Speaker	Speaker
Level of Complexity (Beg, Intermediate, Advanced)	Beginner	All	Intermediate	All	Beginner	All
Committee POC	John Toman	Chris Shotwell	Cliff Schulenberg	Kim Rogers	Tim Nesbitt	Rubie Mize

	Diversity & Inclusion	Finance/Capacity Funding	Grant	HR/Organizational Development	Minority-Serving	Program Reporting & Accountability
Wednesday, May 3						
Concurrent Session F	25	26	27	28	29	30
8:30 - 9:45 a.m.	Implicit Biases	Effort Reporting	International Programming	Health and Well-Being in the Workplace	What If?	NIFA Reporting System (NRS)
Learning Objective	A discussion of ways we all hold personal biases that can carry over into the workplace. This course will examine the personal biases and beliefs we all have and how to recognize the impact they have in our daily work	Institutional perspective on effort reporting and the pain points or successes they have experienced. NIFA feedback during session.	How some of the LGU's are managing their international programming and budgets. Have you had to send money to Pakistan? Swapped a chicken for providing a drainage system? Let us help you.	Learn tips and strategies for leading a healthy lifestyle as well as ways to support others in their health journeys. This session will also include a discussion on mental health challenges that many Americans (young and old) are currently facing and ways that we can help them. Plan to leave this session with actionable items that you can take back to your state!	Be prepared to gain deeper insight into the role our brains play in shaping our thoughts and actions, and what we can do to be more curious and open-minded in our diverse world. The goal is that you walk out of this session with an unpretentious guide for yourself and your organization that will help break down defenses and shine a helpful light on human behavior in a world filled with differences.	This session will provide a live demonstration of how to use the NRS system for Research and Extension. This will include any new updates to the system. Update on the new Financial System. This is a repeat of session 12.
Speaker	Bonnie Ownley (Univ of Tennessee)	Gifty Torkorno (NIFA), Patty Ortiz-Gameros (NIFA); at least 2 institutional perspective	Jessica Means & Geneva Jahnke (Kansas State), Michele Rogers (Iowa State)	Nikki Kurdys (NC State Univ)	Laura Bittner & Karim Martinez (NMSU)	Joi Greene (NIFA)
Panel or Speaker(s)	Speaker	Speakers	Speaker	Speaker	Speaker	Speakers
Level of Complexity (Beg, Intermediate, Advanced)	Beginner	Intermediate	Intermediate	All	Beginner	All
Committee POC	Paul Lessick	Matt Clawson	Kathy Dalton	Kim Rogers	Tim Nesbitt	Linda/Kylie, Rubie

BREAK

Concurrent Session G	31	32	33	34	35	36
10:15 - 11:30 a.m.	Participative Leadership Promoting Diversity, Equity, and Inclusion	Do More with Less	Spreading the Word: Grant Funding Opportunities	Employing Cultural Competency to Promote Adaptive Programming within Extension, Outreach, and Research	Meet the 1890 Universities Foundation	Managing Capacity Fund Programs
Learning Objective	Participants will learn to develop strategies to promote diversity, equity and inclusion through committee work to address stakeholders needs within a College setting.	Institutional perspective on efficiency, shared services models and whether it adds efficiencies or creates problems.	What resources are available to help your staff find funding opportunities, within USDA and other agencies? Plan to come and hear how other institutions are sharing and motivating staff to apply for internal and external grant opportunities to grow research and extension programming.	As we work towards enhancing the lives of those within our local communities through research, outreach, and engagement, it is imperative that researchers and administrators identify ways to employ cultural competency and adaptive programming within our daily practices. With our nation continuing to diversity, it is vital that our employees and colleagues develop the necessary competencies to communicate, engage, and impact the lives of those from all walks of life, as we strive to promote real life solutions regarding many of the nation's most pressing issues. This workshop will provide attendees with insightful information regarding cultural competence, strategic adaptive programming, and tips/skills to revitalize current endeavors to meet the growing needs within extension and research.	This session will provide an overview of the 1890 Universities Foundation, a 501 c(3) non-profit organization that supports the 1890 land-grant institutions. The presentation will highlight the Foundation's history, goals and objectives, priority programs and initiatives, and significant accomplishments.	NIFA will explain administrative processes related to the 'Capacity Grant Life Cycle Flowchart' to understand what actions individuals are responsible for during Pre-Award, Award and Post-Award activities. This session will include match, prior approval for equipment purchases, etc.
Speaker	Dr. Tricia Braxton Perry (Univ of Nevada)	Matt Clawson (Purdue), Andrea Lutter (Iowa State)	Faith Peppers (NIFA), LaRachelle Smith (NIFA) & Ásrún Kristmundsdóttir (Iowa State)	Craig Pickett (Univ Of Tennessee)	Dr. Antonio McLaren (The 1890 Universities Foundation)	Bridget Zeller (NIFA)
Panel or Speaker(s)	Speaker	Speakers	Speaker	Speaker	Speakers	Speakers
Level of Complexity (Beg, Intermediate, Advanced)	Beginner	All	Beginner	All	All	All
Committee POC	Paul Lessick	Missy Kitts	Chris Knight-Gipe	Kim Rogers	Adonica Williams	Rubie Mize and Cyndie Nichols

LUNCH BREAK 11:30AM - 1:00PM

	Diversity & Inclusion	Finance/Capacity Funding	Grant	HR/Organizational Development	Minority-Serving	Program Reporting & Accountability
Concurrent Session H	37	38	39	40	41	42
1:00 - 2:15 p.m.	Civil Rights Engagement Strategy	How to successfully navigate the post award compliance review.	Work Smarter Not Harder 2.0: The High Notes	Redefining Leadership Development	MSI Finance Roundtable	NIMSS and How to Manage Multistate Research and Extension Activities
Learning Objective	Encorporating a Civil Rights component to all areas of your college by engaging staff and the community	Discussions to help prepare institutions for compliance reviews and to identify best practices related to fiscal/compliance. Institutions providing their experiences along with NIFA feedback during session.	Learn the overall concept and benefits of adopting a Work Smarter Not Harder mentality. Learn a few key Work Smarter Not harder strategies to implement in their own work or personal environment. Learn a few key software tools that will enable them to Work Smarter Not Harder	This session will focus on improving employee engagement by awakening the leader in every employee. Learn how to help your employees realize that they have leadership ability AND responsibility.	This session will allow participants to ask those touchy financial questions you don't want to ask in front of the entire conference population. We will have representatives from our federal partner there to provide authoritative answers to questions specific to your MSI.	This session will review the National Information Management and Support System (NIMSS) and how it is used to manage Multistate Research and Extension Activities.
Speaker	Ana Lu Fonseca (Oregon State University)	Sean Munday (NC State)	Hollie Schrieber and Amy Oaks (Univ of Tennessee)	Izetta Slade (Univ of Tennessee)	Linda Cambron (NIFA), Alicia Simon (NIFA), Laura Givens (NIFA)	Rubie Mize (UMD) and Lynn Zerba (UCONN)
Panel or Speaker(s)	Speaker	Speaker	Speaker	Speaker	Panel	Speaker
Level of Complexity (Beg, Intermediate, Advanced)	Beginner	All	All	All	Intemediate	All
Committee POC	Paul Lessick	Chris Shotwell	Kathy Dalton	Kim Rogers	Nick Gawel	Cindy O'Donnell

BREAK						
Concurrent Session I	43	44	45	46	47	48
2:30 - 3:45 p.m.	Inclusive Excellence for Extension Volunteers	Grants Management 102 - Capacity Funding	Policy Update	Reimagining employee retention: How to identify and value your talent before someone else does	A Rural Workforce Academy Success Story	AFRI Overview
Learning Objective	To create awareness of our Land Grant mission	Capacity Grants Management 102 - Capacity Funding	This session is designed to highlight changes to grants policies and how these changes will be implemented by NIFA.	Understanding how to retain and nurture employees has become critical for organizations to survive in a volatile labor market. Implementing strong recruitment initiatives is not enough and employers should not ignore talent and employee potential that already exists within their organization. This session will focus on strategies that organizations can utilize to proactively identify talent and leverage employee potential to boost retention and overall employee satisfaction.	Participants will learn about the Rural Workforce Academy (TRWA) established by Prairie View A&M's Cooperative Extension Program and gain insight into what has made this a successful program.	The Session will include description of the NIFA Competitive Grant Programs, and specifically on AFRI. How much funding is available, what deadlines to expect, review process, how many proposals are submitted, success rate, etc. Top ten successful applicants/universities. Dos and Don'ts in submitting proposals.
Speaker & Moderator	Elsa Frey and Ana Lucia Fonseca (Univ of Oregon)	Linda Cambron (NIFA)	Laura Givens (NIFA), Susan Rice (NIFA)	Kim LeCompte (Univ of Missouri)	Laura Jones (Prairie View A&M Univ)	Deb Hamernik (NIFA)
Panel or Speaker(s)	Speakers	Speaker	Speakers	Speaker	Speaker	Speaker
Level of Complexity (Beg, Intermediate, Advanced)	Beginner	All	All	All	Beginner	All
Committee POC	Paul Lessick	Chris Shotwell	Susan Rice	Callie Glascock	Cindy Canfield	Rubie Mize & Cindy O'Donnell

CLOSING SESSION
4:00 - 5:00 p.m.

CLOSING EVENT
6:00 p.m.