

NICOLE S. WEBSTER

EDUCATION

Michigan State University, Ph.D. Agricultural & Extension Education, International Development (2002)
Michigan State University, M.S., Agricultural & Extension Education, International Development (1996)
University of Florida, B.S., Food and Resource Economics & Marketing (1993)

PROFESSIONAL EXPERIENCES

2002-Present

Associate Professor, **Pennsylvania State University**

Conduct quantitative and qualitative analysis of research projects centered on the impact of positive youth development experiences on marginalized communities in US, African and Caribbean communities; Design trainings and curricula to address issues related to vocational and technical agricultural training, develop and coordinate extension trainings and workshops, and community driven programming; Acquire and manage state and federal level grants to support research and programming.

2002

Lecturer, **University of Limpopo, Limpopo South Africa**

Instructor in the Faculty of Agricultural Sciences; Taught courses on Women in Agriculture and Qualitative Research Methods; Technical advisor on agriculture entrepreneurship projects

1999-2002

4H Youth Development Agent, **Virginia Tech University, Cooperative Extension**

Served as an extension agent in Northern Virginia; Developed agricultural programs and activities to build capacity and skills of youth, communities and families

PROGRAM PLANNING AND EVALUATION EXPERIENCE

Program Planning & Facilitation

- Lead evaluation planning processes for educational and nonprofit organizations – identified intended outcomes, indicators, key audiences, strategies, activities, outputs, and data collection methods for agriculture based programs in domestic and international locations
- Facilitate program planning consultations with staff members and advisory councils, delivering multi-year work plans, action memos, and comprehensive meetings notes

Program Monitoring & Evaluation

- Conduct all phases of comprehensive process and outcome evaluations for government and nonprofit clients – create logic models, theories of change, evaluation plans, and data collection tools (including surveys, interview guides, and focus groups guides); conduct interviews, site visits, surveys, and focus groups with multiple stakeholders; and analyze and write evaluation reports featuring key findings, conclusions, and recommendations

Evaluation Teaching, Training, & Technical Assistance

- Lead multiple training sessions in aspects of program evaluation on outcomes and results data analysis for community members, government officials, extension staff, and stakeholders
- Co-teach graduate courses in qualitative program evaluation

Project Management

- Manage large scale grants to implement results-based programming for agricultural communities, at-risk youth and communities in domestic and international locations
- Launched a multi country evaluation project at Penn State University with support from the University of the West Indies to identify youth development frameworks for schools and organizations that invest in youth development and out of school time

SELECT INTERNATIONAL AGRICULTURAL RESEARCH PROJECTS

Location	Research Area	Outcomes
Africa		
South Africa	Positive youth development, school attachment and academic attainment in rural settings	Collaboration with National 4H Council national SA study; commissioned white paper; collaboration with University of Venda and Limpopo; continuous work effort with Provincial Ministry of Education and Ministry of Agriculture
Morocco	Rural agriculture and vocational training	Assisting OCP in the expansion of the College of Agriculture at the Mohammed VI University
Cameroon	Capacity building and technical training	Served as a consultant to develop land-grant university agricultural training partnership
Ivory Coast	Capacity building / private sector networking	Served as a consultant to discuss expansion of watershed project with University of Limpopo and African Development Bank
Rwanda	Economic stability and entrepreneurship	Served as a technical advisor for a Michigan State University International Institute of Agriculture and USIAD project on coffee bean production. (USAID/Michigan State University)
Nicaragua (Fulbright Award)	Positive youth development, vocational education and rural youth populations and comparisons between Latino and Afro-Latino/Creole populations	Developing an training and pedagogical program to target vocational and technical strategies to improve rural and youth livelihoods

SELECT ACTIVE, SUBMITTED AND COMPLETED GRANTS

Active

2012-17. innovATE: Innovation for Agricultural and Training Education. USAID-funded. (Co-investigator role related to youth and workforce development). Grant is in collaboration with Virginia Tech and consortium partners University of Florida and Tuskegee University. \$6,000,000

2015-2018. Transforming the Agricultural Sector in Cameroon. World Bank funded. (Co-investigator role related to improving the agricultural industry and sector in Cameroon). \$100,000,000.

Submitted

Building Capacity in Post-Harvest and Food Processing Technology for Limited Resource Farmers. USDA. (Collaboration with Tuskegee University). \$500,000

Building Capacity for the Development of an Integrated International Post harvest Technology and Food processing Course. USDA. (Collaboration with UC Davis and Tuskegee). \$50,000

Completed

2010-2013. Strengthening Food Science through Experiential Learning for Middle School Youth (External Evaluator). USDA. (Collaboration with Tuskegee University). \$350,000.

2011- 2013. Mentoring Youth and Communities. (Principal Investigator). OJJDP/National 4H Council \$170,000.

2010- 2011. Youth Mentoring and Urban Communities. (Principal Investigator). Pennsylvania Department of Education. \$90,000

2011- 2011. Limits to Adaption. (Co-investigator). Worldwide Universities Network. \$22,460

SELECT PUBLISHED ARTICLES IN REFEREED JOURNALS/BOOKS

Webster, N., Ganpat, W., & Chester, C. (2013). Towards a model of promoting youth development in the Caribbean through agriculture investment. *Vulnerable Children and Youth Studies*, (8)4, pp. 336-374.

Webster, N. & Ganpat, W. (2013). St. Vincent Youth and Careers in Agriculture. *Journal of Agriculture and Extension Education*, DOI. 10.1080/1389224X.2013.775952.

Webster, N., Ward, S. (2012). Pathways for Youth Mentoring: Merging Communities of Practice. *Journal of Community Positive Practices*, Nr. 3/2012, 345-360

Stewart, T. & Webster, N. (Eds.). (2011). Cultural tensions and dynamics in service learning. Information Age Publishing.

Ganpat, W. & Webster, N. (2010). An agricultural apprenticeship program for youth in Trinidad, West Indies: Can it meet the Caribbean's urgent need for younger farmers? *Journal of Youth Development, Bridging Research & Practice*, 5(1), pp. 43-53.

SELECT AWARDS; AFFILIATIONS; APPOINTMENTS

Appointed gender and youth agriculture specialist for Cameroon agriculture transformation project, 2014; Fulbright Specialist, Managua, Nicaragua, Spring 2013; Appointed external reviewer, University of the West Indies; Visiting faculty scholar, Ministry of Agriculture, Limpopo South Africa, Spring 2011
Invited University Speaker on Civic Engagement in Higher Education Symposium University of Limpopo, Limpopo, South Africa, June 2010

PROFESSIONAL MEMBERSHIPS/AFFILIATIONS

Phi Delta Kappa Professional Education Fraternity; Phi Beta Kappa International Honor Society; American Education Research Association (2008-present); Association for International Agricultural & Extension Education (1996-2005); National Association of Food and Economics in the West Indies (2008-present)

LANGUAGES SPOKEN

English (fluent); Kriol (fluent); Spanish (fluent); French (basic)