

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

## **CURRICULUM VITAE**

**January 2018**

### **I. CONTACT INFORMATION**

Associate Director of Extension  
Professor of Agricultural and Extension Education  
College of Agricultural and Life Sciences | University of Idaho  
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### **II. EDUCATION**

**Ph.D. Agricultural Education and Extension**, Iowa State University, 2010

**M.Sc. Agriculture**, University of Melbourne, Australia, 2005

**B.Sc. Agriculture**, Tribhuvan University, Nepal, 1988

#### Doctoral Dissertation:

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

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

Dissertation has been downloaded more than 1349 times in 70 countries by 62 institutions.

### **III. PROFESSIONAL SYNOPSIS**

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

April 2017-present: Associate Director

#### **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, 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**

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 Appreciation, 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 of Supervisors, 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.

Join Japan / World Bank Graduate Scholarship (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 2020). *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.** & 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: <http://ijlaccp.cgpublisher.com/product/pub.255/prod.60>

**Ghimire, N.,** Koundinya, V., & Holz-Clause, M. (2014). Government run vs. 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: <http://ijlae.cgpublisher.com/product/pub.251/prod.11>

**Ghimire, N. & Martin, R. A. (2011).** A professional competency development model: Implications to Extension educators. *Journal of International Agricultural and Extension Education, 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: <http://ijl.cgpublisher.com/product/pub.30/prod.3147>

**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\\_Farmer\\_participation\\_in\\_agricultural\\_development\\_in\\_Nepal\\_A\\_case\\_study](https://www.researchgate.net/publication/287189267_Farmer_participation_in_agricultural_development_in_Nepal_A_case_study)

### **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)

### **Conference Papers (Refereed)**

Moore, C.L.W. & **Ghimire, N. (2019, February).** *A blueprint for establishing a robust leadership development and succession planning initiative.* 45-minute session. Paper will be 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. R.**, & 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. R.**, 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. R.**, 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 18<sup>th</sup> International Conference on Learning, Mauritius.

**Ghimire, N.** & Martin, R. A. (2011, November). *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 (ACTER) Conference, Las Vegas, NV.

**Ghimire, N.** (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, Puerto Rico, PR.

## Evaluation Professional Development Sessions

**Ghimire, N.** (August 14, 2018 & August 16, 2017). Logic model and program evaluation. Moscow, ID. 150-minute session, 15 participants in 2018 & 12 participants in 2017. Offered by University of Idaho Extension, New Colleagues Orientation Program.

**Ghimire, N.** (May 31, 2018). Thinking evaluatively right from needs assessment to program completion: How does it affect your program success? Davis, CA. 120-minute session, 32 participants. **Invited presentation**, Department of Human Ecology, UC Davis.

**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-minute 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 theoretical framework of needs assessment. Madison, WI. 60-minute session, 6 participants. Offered by 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-minute 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-minute 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-minute session, 27 participants. Offered by Joint Council of Extension Professionals Conference.

## **VI. PROFESSIONAL EXPERIENCE (EXTENSION)**

### **Current Professional Appointment**

**Associate Director**, 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 for the annual impact reporting on CALSPlan (online reporting tool) and assist educators and specialists in reporting their program outcomes.
- Provide leadership on planning, development, and redesign of CALSPlan.
- Review, revise, and manage the process of writing federal report, including management of annual reporting requirement templates for faculty and planning teams.
- Provide leadership to develop and submit Extension annual reports to NIFA, including multistate and integrated activity supplemental report.
- Work with CALS Marketing and Communication units on Extension publications and contribute to the development of UI Extension communication and marketing materials.
- Take responsibility for Affirmative Action and Civil Rights compliance.
- 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, develop support, and evaluate proposals that enhance Extension programs.
- Coordinate statewide Extension professional development programs to build evaluation capacity of faculty and staff with an objective to develop their ability in documenting the program impacts that meet the needs of local, state, and federal stakeholders.
  - Periodically conduct evaluation needs assessments with Extension educators and state specialists.
  - Plan and deliver evaluation workshops for faculty and staff to ensure they have necessary knowledge / skills in evaluation relevant to their positions.

- Provide mentoring / coaching and individualized evaluation assistance to faculty and staff based on their programming priorities.
- Develop and disseminate resources to support evaluation learning.
- Built synergies within and across the program areas to implement the quality evaluation.
- Assist district and program directors in understanding type and quality of evaluations in order to facilitate high level of impact evaluation.
- Promote the value of evaluation for program improvement, accountability, and organizational learning.
- Provide leadership for onboarding and professional development of faculty and staff focused on educational needs expressed by clientele, advisory groups, Extension faculty and administration, as well as results of planning activities to facilitate faculty success.
- Provide leadership to plan, implement and organize new faculty orientation program.
- Serve on the Extension Administrative Leadership Team (EALT) to identify program priorities, develop interdisciplinary teams, and address personnel and policy issues.
- Develop and maintain public relations with key stakeholders at all levels, and represent the Director of Extension at agency and organizational events.
- Advocate the value of CALS and UI Extension to agricultural industry, legislators, local communities, and stakeholders.
- Manage the operation of 13 offices in Boise CALS Center including staff and facilities:
  - 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 logistical support for the center.
  - Supervise administrative coordinator and oversee his/her work.
- Participate in state and regional Extension meetings, workshops, and conferences.
- Serve on committees to hire Extension educators and specialists.
- Attend professional development meetings to enhance leadership skills.
- Become a professional member of the American Evaluation Association (AEA).

*Major Accomplishments:*

- Provided leadership for a three-day workshop engaging 139 educators and specialists to develop 2020-2024 strategic plan of work (POW).
- Developed and submitted 2017 annual report to NIFA; 2018 annual report and 2020-24 POW development are in progress.
- Engaged educators and specialists to jointly plan, design, and evaluate 15 different Extension projects with a primary focus on return on investment (ROI). College of Agriculture and Extension administrations have utilized the results to demonstrate accountability and communicate public value. The evaluation results have boosted morale and increased confidence of faculty.
- Developed 15 survey instruments (e.g., Rangeland Symposium, Beef School, Farm Financial Management, BQA, Farm Succession Planning, Cereal School, 4-H Volunteer



Toolbox Series, Cook-Off Training, University Fair etc.) to assess program outcomes. They are listed under the UI Extension website.

- Engaged educators, specialists, and administrators to conduct face-to-face evaluation training needs assessment in eastern, central, and northern Extension districts.
- Established a 'Planning and Reporting Team' engaging 14 educators and specialists to redesign the current online reporting systems - the CALSPlan.
- Provided leadership to evaluate 'Farm and Ranch Management School' (2009-2017) program, which demonstrated an economic impact of \$1,687,850.
- As requested by the dean of College of Agriculture, developed a report on the following: *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.*

### **Previous Professional Appointments (EXTENSION)**

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

##### *Major Duties Performed:*

- Conducted needs assessment in coordination with local Extension Advisory Committee using surveys, evaluations, and individual suggestions; and based on issues identified at the county, state, and national levels.
- Developed 'plans of work' based on the assessed needs.
- Educated farmers and delivered agricultural and natural resource educational programs.
- Conducted on-farm research and demonstrations.
- Designed and conducted impact evaluations of educational programs.
- Communicated Extension's public value by reporting program outcomes to 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 MAQA 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.
- Reached diverse audiences and ensured equal access to programs and facilities.

#### **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 development.

*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 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 program facilitation (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 I offered (2011-2016), Amish growers reported 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).

**Extension Evaluation Leadership**

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 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 Accomplishment:*

- Developed survey and conducted evaluation training needs assessment with faculty.
- Based on the needs assessment report, developed curriculum and organized evaluation trainings.
- 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 Program

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

*Major Duties Performed:*

- Created work environment that foster 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, positive office climate.
- Developed budgets, supervised fiscal operations, and submitted financial reports.
- Represented UW-Extension to county government to secure funds and design programs.
- Approved leave, vouchers, travel authorization, and educational resources purchase.
- Coordinated with Extension Advisory Committee for hiring and supervising faculty and staff.
- Conducted performance reviews, provided feedback, and assisted faculty and staff in selecting professional development events to be successful in their positions.
- Based on their quality of work and programming impacts, 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 elected officials, county departments, and community partners to communicate the value of Extension.

**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 description 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 the 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 dean of Extension.

**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 and hazard trees, estimated growth rates, and prescribed proper trim types.
- Contacted property owners regarding planned pruning and/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:*

- Involving farmer groups designed and implemented 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.

## VII. PROFESSIONAL EXPERIENCE (RESEARCH)

**Research Assistant**, Leopold Center for Sustainable Agriculture, Iowa State University  
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  
May 1989-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.

### **Extension Research Project Leadership**

**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. (2012-2013). Evaluate the effect of different sources of nitrogen fertilizer on corn yield. UW-Extension.

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.

## VIII. 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.

## IX. GRANTS

<b>Year</b>	<b>Title &amp; Team</b>	<b>Role</b>	<b>Funder &amp; Amount</b>
2016 Funded	Agency-Farmer Interface Coalition for Soil & Water Conservation. Nav Ghimire	PI	UW-Extension Innovative Grant. \$6,600
2014 Funded	Forming Wisconsin Hickory Association Nav Ghimire & Mike Starshak	Co-PI	UW-Center for Cooperatives Grant. \$1,700

2013 Funded	Fresh Market Vegetable Crop Nutrient Management  Nav Ghimire	PI	UW-Extension Innovative Grant. \$4,600
2010 Funded	Research Paper Presentation at the Career and Technical Education Research and Professional Development Conference.  Nav Ghimire	PI	Epsilon Sigma Phi (ESP) Grant. \$1,200

## X. SERVICE

### Professional Service

**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 Journal Reviewer / Editor**

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

Association for International Agricultural and Extension Education Conference  
Reviewer, 2011-2013, 2018

International Journal of Assessment and Evaluation  
Associate Editor, 2012

### University Service

<b>University of Idaho Extension</b>	<b><u>Role</u></b>	<b><u>Dates</u></b>
Western Extension Leadership Development (WELD), Planning Committee	Representative	2017-present
Western Region Evaluation Network	Representative	2018-present



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**

<b><u>Student</u></b>	<b><u>Degree</u></b>	<b><u>Role</u></b>	<b><u>Grad. Date</u></b>
Wes Bauer	M.S. Family and Consumer Sciences	Committee Member	05/2019

#### **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 Quality Incentive Program, Green Lake County	Representative	2010-2017
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, Family Living Agent	Member	2014
Search Committee, 4-H Agent	Member	2013
Search Committee, CNRED Agent	Member	2013

**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 club president to conduct meetings.
- Maintained communications between department and club members.
- Coordinated and managed fund-raising programs for the club.

## **XI. PROFESSIONAL ACADEMIC MEMBERSHIP**

- American Evaluation Association
- The Association for International Agricultural and Extension Education

## **XII. PROFESSIONAL DEVELOPMENT**

- 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 modelling” 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.

**Certification:** Leadership Idaho Agriculture, 2017-18