	Diversity & Inclusion	Finance/Capacity Funding	Grant	HR/Organizational Development	Minority-Serving	Program Reporting & Accountability
	Participants in this track will explore how we interact with different dimensions of Diversity and Inclusion through University, regulatory,	Primary focus is the fiscal management of the capacity funds for extension and research. This track is devoted to financial	This track focuses on the USDA-NIFA grant lifecycle. Note that the session descriptions will describe if a topic pertains to Competitive	Influencing organizational change and performance through the expansion of professional skills and knowledge in the workplace	The focus of this track is to offer the opportunity for minority serving institutions to collaborate and out forth ideas to	This track focuses on providing information, examples, and tools for robust programmatic reporting and improved accountability.
	and individual points of view	management, which includes the planning, directing, monitoring,	and/or Capacity grants.	expansion of professional skills and knowledge in the workplace	serving institutions to collaborate and put forth ideas to nositively address common issues and concerns	robust programmatic reporting and improved accountability.
	and individual points of view.	organizing and controlling the monetary resources at our	and/or Capacity grants.		positively address common issues and concerns.	
Monday, April 15		institutions.				
Concurrent Session A	1	2	3	4	5	6
	A Minority's Perspective on Diversity & Inclusion in this Era	Capacity Fund Management: Institutional Approaches	NIFA/OGFM Overview	Federal Benefits Update	Introducing Higher Education Options to Indigenous People in	
1:15 - 2:30 p.m.	. , ,		,		New Mexico	Perspectives on Annual Program Reporting for Capacity Funds
Learning Objective	The workplace tone and atmosphere has recently changed in this	The presentation will provide institutional perspectives on	NIFA senior staff will update attendees on new developments in	This exciting session is a presentation and open discussion on the	The New Mexico state legislature recognized the lack of	LGU representative(s) will discuss their perspective regarding annual
	era. Reggie Rivers will share examples of how this change has	managing capacity funds. The differences in ways to manage	Agency grant policies and processes, as well as any new or	changes in Federal Retirement policies and procedures. The focus of	participation in higher education opportunities by young	reporting for capacity funds. The discussion should yield insights and
	manifested itself in various workplace settings, and he'll encourage	common points and must haves. We hope to get interactive	upcoming changes to government wide policies that will impact our	the discussion will be to provide up to date information on Federal	members of indigenous groups in the 1970s. Legislation passed	lessons for building stronger partnerships in pursuit of common
	conversation about how we can transform it.	discussion with other institutions and what works and what	grantees.	policies and procedures, and retirement, that impact the CES former	to enable three state universities to reach out to the young	goals.
		doesn't.		federal appointees. We will also be able to discuss issues and	people in NM tribes. The intent is to introduce them to various	
				questions Universities may encounter processing federal paperwork. Participants will have an opportunity to discuss issues with the group.	disciplines in academia hoping they would choose to pursue college educations. This session explains the programs and	
				Participants will have an opportunity to discuss issues with the group.	describes the challenges, successes, and future endeavors.	
					describes the challenges, successes, and luture endeavors.	
	Reggie Rivers	Catherine Harris and Sean Munday	Cynthia Montgomery	Keith Neimann, Kaela Black, Celia Rainville, and Mary Fran San Soucie		Dr. Scott Cummings and Dr. Teresa K. McCoy
			, ,	, , , ,	Claudia Trueblood	
Speaker						
Panel or Speaker(s)	Speaker	Speakers	Speaker	Speakers	Speaker	Speaker(s)
Level of Complexity (Beg,	Beginner / Intermediate / Advanced ("All")	Intermediate / Beginner	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")
Intermediate, Advanced)		2. 1. 11.				
Committee POC	Joanna Holliday	Stephen Kleiber	Erin Daly	Del Johnson	Tim Nesbitt	Sharon Lumpkin
Concurrent Session B	7	8	9	10	11	12
Concurrent Session B	Working to Support Each Other: Introducing the Feminist Fight Club	ezFedGrant	Farm Bill	Equal Access/Equal Opportunity in the Workplace	1890 Facilities Grants Program	Best Practices for Reporting Accomplishments in REEport
3:00 -4:15 p.m.	at Colorado State University			,		The second secon
Learning Objective	In the interest of improving the culture and climate around gender,	NIFA and its capacity grants recipients have been managing	Nearly all of NIFA's grant programs are authorized in the Research	This session will cover topics of discrimination, harassment,	The purpose of this session is to provide information about the	This session will provide tools to help everyone involved in reporting.
	the Feminist Fight Club at Colorado State University offers shared	agreements and reports in the USDA Shared Services system	Title of the Farm Bill. Come and learn about new grant programs and	disabilities, religious accommodation, and retaliation. The discussion	1890 Institution Facilities Grant Program. There will be a	The end result should be higher quality of information.
	language and resources to better inform how we can support each	known as ezFedGrants for two and a half years. This session will	changes to existing programs included in the most recent farm bill.	will also include updates at the federal level relating to these issues,	discussion of issues relating to the administration of the 1890	
	other in our professional roles. We seek to develop our skills in	discuss the lessons learned and highlight changes on the horizon.	NIFA will describe its implementation plans and respond to	including Equal Employment Opportunity Commission (EEOC) activity	Facilities Program funds to include information about updates to	
	identifying and addressing problematic behaviors that disadvantaged	Come learn about the upgrades to the external user portal and	questions from the audience.	and current areas of focus.	the terms and conditions of the award and allowable and/or	
	women and other marginalized groups face by building upon research and strategies presented in the book, Feminist Fight Club,	flexibility in user roles that USDA is expected to deploy in late spring 2019.			unallowable costs with time for questions and discussions.	
	by Jessica Bennett.	spring 2019.				
	by Jessica Bennett.					
Speaker	Dr. Cori Wong	Elizabeth Ley and Chris Coppenbarger	Erin Daly	Jennifer Mayhew	Adriene Woodin	Lynn Khadiagala
Panel or Speaker(s)	Speaker	Speakers	Speaker	Speaker	Speaker	Speaker
Level of Complexity (Beg,	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("AII")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginning	Beginner / Intermediate / Advanced ("All")
Intermediate, Advanced)						
Committee POC	Joanna Holliday	Lynne Smejdir	Erin Daly	Lori Bates	Jessi Fuentes	Sharon Lumpkin
4:15 - 5:15 p.m.			Regiona			
4:15 - 5:15 p.m.			Regiona	Weetings		
Tuesday, April 16						
Concurrent Session C	13	14	15	16	17	18
	Limited English Proficiency	Capacity Grant Update / New Budget Implementation Plan	Preparing USDA/NIFA Applications in Grants.gov	Leadership in Dealing with Difficult Multicultural Discussions - Part I	Biased? Certainly Not Me!	Plan of Work - System Redesign Update and Implementation
8:30 - 9:45 a.m.						
Learning Objective	Presentation providing partners and stakeholders an opportunity to	NIFA staff will provide a deeper dive into the information about	How to use the online system, tips and tricks for filling out forms,	Have you found yourself wanting to speak up to address hurtful	Research has shown that increasing diversity in organizations is	To inform and educate users about the POW redesign.
	understand the laws and governing regulations surrounding	the budgets that will be required in FY2020.	and how roles work. Participants would be new users and learn how	language or behaviors, but you didn't know how to respond? These	not just the right thing to do. Diverse groups are more	
	Executive Order 13166 and the Civil Rights Act of 1964 regarding		to complete the application process, including submitting all	two consecutive sessions provide frameworks and practical	knowledgeable, sensitive, efficient, creative, and successful. Yet,	
i contract of the contract of					#	
	compliance objectives. The session will be an interactive small group		required forms.	experiences to explore difficult discussions as opportunities for	efforts to increase recruitment and retention of diverse	
	facilitated practical exercise and opportunity to engage other land-		required forms.	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to	efforts to increase recruitment and retention of diverse individuals to organizations often has lukewarm results. This	
	compliance objectives. The session will be an interactive small group facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation.		required forms.	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and	efforts to increase recruitment and retention of diverse individuals to organizations often has lukewarm results. This session will show some of the ways that bias inhibits our success	
	facilitated practical exercise and opportunity to engage other land-		required forms.	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficult multicultural discussions, and	efforts to increase recruitment and retention of diverse individuals to organizations often has lukewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will	
	facilitated practical exercise and opportunity to engage other land-		required forms.	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and	efforts to increase recruitment and retention of diverse individuals to organizations often has lukewarm results. This session will show some of the ways that bias inhibits our success	
Speaker	facilitated practical exercise and opportunity to engage other land-	Allison Owens and Brenda Barnett	required forms. Catherine Douras, Chris Carsten, and Antonio McLaren	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficult multicultural discussions, and	efforts to increase recruitment and retention of diverse individuals to organizations often has lukewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will also be explored.	Michael Utwack
Panel or Speaker(s)	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobble Moore Speaker	Speakers	required forms. Catherine Dourss, Chris Carsten, and Antonio McLaren Speaker	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficult mititudizutural discussions, and ways to support social justice. Disparato Pizalia Speaker	efforts to increase recruitment and retention of diverse individuals to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker	Speaker
Panel or Speaker(s) Level of Complexity (Beg,	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobbie Moore		required forms. Catherine Douras, Chris Carsten, and Antonio McLaren	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficult multicultural discussions, and ways to support social justice.	efforts to increase recruitment and retention of diverse individuals to organizations often has lukewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will also be explored. Shannon Archibeque-Engle	
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced)	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobbie Moore Speaker Intermediate / Advanced	Speakers Intermediate/Advanced	required forms. Catherine Dourss, Chris Carsten, and Antonio McLaren Speaker Beginner	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficult mitituitural discussions, and ways to support social justice. Disnardo Pizalta Speaker Beginner / intermediate / Advanced ("AII")	efforts to increase recruitment and retention of diverse individuals to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical slifts for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker Beginner / Intermediate / Advanced ("All")	Speaker Beginner / Intermediate / Advanced ("All")
Panel or Speaker(s) Level of Complexity (Beg,	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobble Moore Speaker	Speakers	required forms. Catherine Dourss, Chris Carsten, and Antonio McLaren Speaker	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficult mititudizutural discussions, and ways to support social justice. Disparato Pizalia Speaker	efforts to increase recruitment and retention of diverse individuals to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker	Speaker
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced) Committee POC	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobbie Moore Speaker Intermediate / Advanced David Leibovitz	Speakers Intermediate/Advanced Callie Glascock	required forms. Catherine Dourss, Chris Carsten, and Antonio McLaren Speaker Beginner Cliff Schulenberg	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficul mitituditural discussions, and ways to support social justice. Dionardo Pizahla Speaker Beginner / intermediate / Advanced ("AII") Del Johnson	efforts to increase recruitment and retention of diverse individuals to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical slids for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker Beginner / Intermediate / Advanced ("All") Claudine Gee	Speaker Beginner / Intermediate / Advanced ("All") Sharon Lumpkin
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced)	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobbie Moore Speaker Intermediate J. Advanced David Leibovitz 19	Speakers Intermediate/Advanced Callie Glascock 20	required forms. Catherine Douras, Chris Carsten, and Antonio McLaren Speaker Beginner Cliff Schulenberg 22	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when delaing with difficult miticultural discussions, and ways to support social justice. Discussion Fixal Discussions of Parallel Septiment of Parallel Septiment ("All") Dear of Parallel Septiment ("All "Septiment ("All "Sept	efforts to increase recruitment and retention of diverse individuals to organizations often has lukewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will also be explored. Shannon Archiberge-Engle Spearer Beginner / Intermediate / Advanced ("All") Claudine Gee 23	Speaker Beginner / Intermediate / Advanced ("All") Sharon Lumpkin
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced) Committee POC Concurrent Session D	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobbie Moore Speaker Intermediate / Advanced David Leibovitz	Speakers Intermediate/Advanced Callie Glascock 20 State Funding of Experiment Stations: Why Leadership Needs to	required forms. Catherine Dourss, Chris Carsten, and Antonio McLaren Speaker Beginner Cliff Schulenberg	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficul mitituditural discussions, and ways to support social justice. Dionardo Pizahla Speaker Beginner / intermediate / Advanced ("AII") Del Johnson	efforts to increase recruitment and retention of diverse individuals to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical slids for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker Beginner / Intermediate / Advanced ("All") Claudine Gee	Speaker Beginner / Intermediate / Advanced ("All") Sharon Lumpkin
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced) Committee POC Concurrent Session D 10:15 - 11:30 a.m.	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobble Moore Speaker Intermediate / Advanced David Leibovitz 19 Recruitment, Hiring, Retention, and Promotion of Diverse Faculty and Sufficiency Staff	Speakers Intermediate/Advanced Callle Glascock Calle Glascock State Funding of Experiment Stations: Why Leadership Needs to be Engaged in Making Political Sausage	required forms. Catherine Douras, Chris Carsten, and Antonio McLaren Speaker Beginner Cliff Schulenberg 22	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when deling with difficult miticultural discussions, and ways to support social justice. Dionardo Pizafia Speaker Beginner / Intermediate / Advanced ("All") Del Johnson 2 Leadership in Dealing with Difficult Multicultural Discussions - Part II	efforts to increase recruitment and retention of diverse individuable to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker Beginner / Intermediate / Advanced ("All") Claudine Gee 23 1890 Capacity Building Grants	Speaker Beginner / Intermediate / Advanced ("All") Sharon Lumpkin 24 REEport Plan of Work Integration Initiative
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced) Committee POC Concurrent Session D	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobbie Moore Speaker Intermediate / Advanced David Lebovitz Becruitment, Hiring, Retention, and Promotion of Diverse Faculty and Saff University leaders know, and creatively, reflorts to increase and even such contacts of the contact of	Speakers Intermediate/Advanced Callie Glasock Callie Glasock State Funding of Experiment Stations: Why Leadership Needs to be Engaged in Making Political Sausage State Funding of agricultural experiment stations reached its peak authorally in the 1990s and his been trending downward since	required forms. Catherine Douras, Chris Carsten, and Antonio McLaren Spasker Beginner CIFF Schulenberg 22 Grants Management 101 (Competitive and Capacity) This session is intended for staff new to USDA federal awards, or as a reflesher for experienced staff. This session will review the	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when deling with difficult mitituitural discussions, and ways to support social justice. Donardo Pizaña Beginner / Intermediate / Advanced ("All") Del Johnson 22 Leadership in Dealing with Difficult Multicultural Discussions - Part II have pos found yourself wanting to speak up to address hurtifilate language or behavior, but you didn't show how for responders, but you didn't show how for responders.	efforts to increase recruitment and retention of diverse individuals to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker Beginner / Intermediate / Advanced ("All") Claudine Gee 23 1890 Capacity Building Grants The purpose of this session is to provide information about the BBO Capacity Building Grants Forgan, Information and updates	Speaker Beginner / Intermediate / Advanced ("All") Sharon Lumpkin
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced) Committee POC Concurrent Session D 10:15 - 11:30 a.m.	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobbie Moore Speaker Intermediate / Advanced David Leibovitz 19 Recruitment, Hring, Retention, and Promotion of Diverse Faculty and Saff University leaders know well the importance of a diverse unit to enhance efficiency and creativity. Yet, efforts to increase recruitment and retention of diverse to increase recruitment and retention of diverse individuals within units has	Speakers Intermediate/Advanced Callie Glascock 200 State Funding of Experiment Stations: Why Leadership Needs to be Engaged in Making Political Sussiage State funding of agricultural experiment stations reached its peak nationally in the 1990s and has been trending downward since them. This varies by state, with a handful of states experiencing	required forms. Catherine Dourss, Chris Carsten, and Antonio McLaren Speaker Beginner Cliff Schulenberg 21 Grants Management 101 (Competitive and Capacity) This session is intended for staff new to USDA federal awards, or as a refresher for experienced staff. This session will review the assential compliance tenson contained in the Uniform Guidance (2	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when dealing with difficul miticultural discussions, and ways to support social justice. Discussion of Pizzalia Speaker	efforts to increase recruitment and retention of diverse individuals to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical stills for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker Beginner / Intermediate / Advanced ("All") Claudine Gee 23 1890 Capacity Building Grants The purpose of this session is to provide information adoug the 1890 Capacity Building Grants will be shared relative to the PY 2019 application cycle. Highlights will be shared relative to the PY 2019 application cycle. Highlights	Speaker Beginner / intermediate / Advanced ("All") Sharon Lumplin 24 REEport Plan of Work Integration initiative NIFA will discuss what has been developed so far and what is being
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced) Committee POC Concurrent Session D 10:15 - 11:30 a.m.	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobble Moore Speaker Intermediate / Advanced David Lebovitz Becruitment, Hiring, Retention, and Promotion of Diverse Faculty and Safe Saff University leaders known, and Promotion of diverse and diverse unit to enhance efficiency and creativity. Leef forts to increase recruitment and retention of diverse individuals within units has contended in the processor of the p	Speakers Intermediate/Advanced Callie Glascock Callie Glascock State Funding of Experiment Stations: Why Leadership Needs to be Engaged in Making Political Sausage State Funding of agricultural experiment stations reached its peak authorally in the 1990s and has been trending downward since then. This varies by state, with a handful of states experiencing real growth in funding. The study sect unto understanding	required forms. Catherine Douras, Chris Carsten, and Antonio McLaren Spasker Beginner Cliff Schulenberg 21 Grants Management 101 (Competitive and Capacity) This session is intended for staff new to USDA federal awards, or as a refereable for experienced staff. This session will review the essential compliance items contained in the Uniform Guidance [2 CFR 200] including standards for financial systems (including standards for financial systems).	experiences to explore difficult discussions as opportunities for transformative diseigne. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when deling with difficul miticultural discussions, and ways to support social justice. Donardo Pizaha Beginner / Intermediate / Advanced ("All") Del Johnson 22 Leadership in Dealing with Difficult Multicultural Discussions - Part II Have you found yourself wanting to speak up to address hurful language or behaviors, but you didn't show how for respond't between two consecutive sessions provide frameworks and practical experiences to experie efforts discossions as apportunities for	efforts to increase recruitment and retention of diverse individuals to organizations often has bluewarm results. This session will show some of the ways that bias inhibits our success and thwarts our efforts. Practical skills for dealing with bias will also be explored. Shannon Archibeque-Engle Speaker Beginner / Intermediate / Advanced ("All") Claudine Gee 23 1890 Capacity Building Grants The purpose of this session is to provide information about the 1890 Capacity Building Grants Forgan, Information and updates will be shared relative to the PT 2013 application cycle. Highlights will include proceed/grant type descriptions, changes frolly.	Speaker Beginner / intermediate / Advanced ("All") Sharon Lumplin 24 REEport Plan of Work Integration initiative NIFA will discuss what has been developed so far and what is being
Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced) Committee POC Concurrent Session D 10:15 - 11:30 a.m.	facilitated practical exercise and opportunity to engage other land- grant partners on best practices for plan implementation. Bobbie Moore Speaker Intermediate / Advanced David Leibovitz 19 Recruitment, Hiring, Retention, and Promotion of Diverse Faculty and Sofformotion of Dive	Speakers Intermediate July and Callie Glascock Callie Glascock State Funding of Experiment Stations: Why Leadership Needs to be Engaged in Making Political Suosige. State Funding of agricultural repetiment stations reached Its peaks the Callie of the Cal	required forms. Catherine Douras, Chris Carsten, and Antonio McLaren Speaker Speaker Beginner Cliff Schulenberg Grants Management D1 (Competitive and Capacity) Bris session is intended for cliff new to USDA federal awards, or as a reflexiber for experienced staff. This session will review the sessential compliance tensor contained the tulliform dealers (CCFR 200) including standards for financial systems (including segregating funds in accounting systems and payments), program geogregating funds in accounting systems and payments), program	experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to positive confrontation, explore the impact of social identities and emotions when design with directul miticitural discussions, and ways to support social justice. Discussion Probable Speaker Beginner / Intermediate / Advanced ("AII") Del Johnson Del Johnson Del Johnson These upon Lond quarget wanting to speak up to address harful language or behaviors, but you disn't show how to respond? These two consecutive sessings provide frameworks and practical experiences to explore difficult discussions as opportunities for transformative dialogue. Participants will learn approaches to transformative dialogue. Participants will learn approaches to transformative dialogue. Participants will learn approaches to	efforts to increase recruitment and retention of diverse individuals to organizations often has theverain results. This session will show some of the ways that bias inhibits our success and thworts our efforts. Practical skills for dealing with bias will also be explored. Shanon Archibeute Edgle Spraker Beginner / International / Advanced ("All") Claudine Gee 23 1890 Capacity Building Grants The purpose of this session is to provide information about the 1890 Capacity Building Grants Program information and updates will be shared relative to the PT 2013 Edglication cycle: Inglish will include project/grant type descriptions, ranages from previous fiscal eyes, and other perinent information for previous fiscal eyes, and other perinent information for	Speaker Beginner / intermediate / Advanced ("All") Sharon Lumplin 24 REEport Plan of Work Integration initiative NIFA will discuss what has been developed so far and what is being
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Level of Complexity (Beg, Intermediate, Advanced)	intermediate / Advanced	intermediate	beginner / intermediate / Advanced (All)	beginner / intermediate / Advanced (Air)	beginning	beginner
Committee POC	Joanna Holliday	Stephen Kleiber	Rubie Mize	Lori Bates	Claudine Gee	Sharon Lumpkin
Comment Constant	31	32	33	34	35	36
Concurrent Session F 3:15 - 4:30 p.m.	Working with Youth and Families in LGBTQ+ Communities	Off Campus Research & Extension Centers Overview	Farm Bill	Reporting for Civil Rights Review - Data Perspective	Willy Nilly - Getting past "No"	REEport Advanced
Learning Objective	This presentation will provide participants with opportunities to	Overview of management, financial and operational practices /	Nearly all of NIFA's grant programs are authorized in the Research	After going through a recent Civil Rights Review, the University of	Educate and Orientate new PI's and Leadership on fiscal	This session will help participants become more adept at using the
	explore how Cooperative Extension can address challenges, needs,		Title of the Farm Bill. Come and learn about new grant programs and		responsibility and compliance with appropriate fiscal guidance -	REEport tool for administrators and users (i.e., best practices for
	and interests for youth of all genders and sexual orientations, as well as their families. Anticipated outcomes include establishing shared	extension centers.	changes to existing programs included in the most recent farm bill. NIFA will describe its implementation plans and respond to	data was collected and how to organize for a Civil Rights Review.	solutions approach - training programs - questions that you are afraid to ask will be welcomed in this session	reporting outcomes and importance of proper financial reporting).
	meaning around basic concepts and language; helping create		questions from the audience.		arraid to ask will be welcomed in this session	
	organizational change; and conducting a SWOT analysis to identify		4			
	existing strengths and weaknesses, as well as our opportunities and					
	threats.					
Speaker	Dr. Katherine E. Soule	Troy Bauder and Brian Mealor	Erin Dalv	Charity Buchert	Belinda Mack, Vanessa Wright, and Jessi Fuentes	Adam Preuter
Panel or Speaker(s)	Speaker	Speakers	Speaker	Speaker	Panel	Speaker
Level of Complexity (Beg,	Intermediate / Advanced	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Intermediate and Advanced
Intermediate, Advanced) Committee POC	David Leibovitz	Sarah Solano	Erin Daly	Charle Bushasi	Gina Eubanks	Channel Luncolite
Committee POC	David Leibovitz	Saran Solano	Erin Daiy	Charity Buchert	GINA EUDANKS	Sharon Lumpkin
Wednesday, April 17						
Concurrent Session G	37	38	39	40	41	42
0.20 0.45	A Tour of Civil Rights Reviews and Discovery of State Best Practices	Capacity Grant Update / New Budget Implementation Plan	Pre Award Panel for Competitive Grants	Dealing with Difficult People - Part I	Managing 1994 Tribal Awards - Pre and Post Award	Best Practices for Getting Beyond the Report on the Shelf
8:30 - 9:45 a.m. Learning Objective	Provide a strategic approach for the foundational aspects of Civil	NIFA staff will provide a deeper dive into the information about	This session will feature a panel of university and NIFA presenters	This class recognizes that we have interactions with other people in	This session will be an interactive session that will cover post-	This session will discuss ways that aligning evaluation and
coming objective	Rights compliance regarding federal financial assistance. By	the budgets that will be required in FY2020.	that will discuss the NIFA pre-award process. It is designed to	the workplace that sometimes can be quite challenging. We will look	award management, how to prevent losing grant funds and	communication efforts can improve internal and external
	facilitating discussions and outlining best practices for Civil Rights		address several questions/themes, including what drives various	at the role you play and explore some specific steps you can use to	sharing grant management strategies between recipients.	organizational processes and products. He will discuss how doing so
	Reviews pertaining to the impact of measured outcomes of		RFA language; common submission mistakes; Program Review Panel	deal with difficult situations at work that can lead to more positive		results in improved reporting to USDA, supports data use, especially
	quantitative and qualitative efforts and the level of influence of		Insight, PI notification of award, but various documents still need	outcomes.		around decision-making and establishes a platform for robust
	concise goals.		revised; what common revisions are requested; transfer process to Awards Management and other topics.			organizational capacity building efforts.
	Bobbie Moore	Allison Owens and Brenda Barnett	Antonio McLaren, Lisa Read, Evan Hughes, and Adriene Woodin,	Marsha Benedetti	Susan Bowman and Erin Riley	Dr. Scott Cummings
Speaker Panel or Speaker(s)	Speaker	Speakers	Facilitated by Cliff Schulenberg Panel	Speaker	Speakers	Speaker
Level of Complexity (Beg,	Beginner / Intermediate / Advanced ("All")	Intermediate/Advanced	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginning	Beginner / Intermediate / Advanced ("All")
Intermediate, Advanced)						
Committee POC	David Leibovitz (NERA)	Callie Glascock	Bryan Arnell	Lori Bates	Claudine Gee	Celeste Allgood
Concurrent Session H	43	44	45	46	47	48
Concurrent Session II	An Overview of 508 (ADA Accessible Web Sites) Guidance and	NIFA Site Visit/Desk Audit: What Really Happens?	Post Award Panel	Dealing with Difficult People - Part II	Partnership Roundtable with 1994, HSIs, 1862s	Reporting for Civil Rights Review - Data Perspective
10:15 - 11:30 a.m.	Compliance					
Learning Objective		Participates will hear from both NIFA and Universities on the areas of focus/scope and timeline of a NIFA compliance review.	This panel discussion will involve NIFA Competitive and Capacity grant personnel on topics, as follows: personnel changes and	This class recognizes that we have interactions with other people in the workplace that sometimes can be quite challenging. We will look	This session will act as a forum for Land Grant Institutions to discuss connections, commonalities, collaborations, and	After going through a recent Civil Rights Review, the University of Idaho and Washington State University will provide insight into what
1	suggested best practices for 508 compliance from the NIFA	Universities will share their experience, what was found, and what				
	suggested best practices for 508 compliance from the NIFA perspective.	Universities will share their experience, what was found, and what was the outcome.	contacting NIFA, training new Awards Management Staff, transfer process to Awards Management – what holds up awards, common	at the role you play and explore some specific steps you can use to deal with difficult situations at work that can lead to more positive	partnering. Presenters will offer insight on their practices, as well as, describing some of the challenges and successes they have	
			contacting NIFA, training new Awards Management Staff, transfer process to Awards Management – what holds up awards, common award mistakes, common documentation pitfalls (expenses or	at the role you play and explore some specific steps you can use to	partnering. Presenters will offer insight on their practices, as well as, describing some of the challenges and successes they have experienced. Specifically, panel members will offer their	
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			contacting NIFA, training new Awards Management Staff, transfer process to Awards Management — what holds up awards, common award mistakes, common documentation pitfalls (expenses or other), releasing funds — potential issues, close-outs, and other	at the role you play and explore some specific steps you can use to deal with difficult situations at work that can lead to more positive	partnering. Presenters will offer insight on their practices, as well as, describing some of the challenges and successes they have experienced. Specifically, panel members will offer their perspective on what this has allowed them to accomplish and the	
Speaker	perspective.	was the outcome.	contacting NIFA, training new Awards Management Staff, transfer process to Awards Management — what holds up awards, common award mistakes, common documentation pitfalls (expenses or other), releasing funds—optential issues, close-out, and other suggestions/perspectives to support the process.	at the role you play and explore some specific steps you can use to deal with difficult situations at work that can lead to more positive outcomes.	partnering. Presenters will offer insight on their practices, as well ea, describing some of the hallenges and successes they are experienced. Specifically, panel members will offer their perspective on what his has allowed them to accomplish and the future of expanded collaborative opportunities.	data was collected and how to organize for a Civil Rights Review.
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Panel or Speaker(s) Level of Complexity (Beg, Intermediate, Advanced) Committee POC Concurrent Session I 1:30 - 2:45 p.m.	Aunica Brockel Aunica Brockel Speaker Beginner / Intermediate / Advanced ("All") David Leibouriez 49 Mindfulness in the Workplace Exploration of mindfulness trategies and practices for being present in work activities and workforce interactions for a more inclusive,	was the outcome. Maggie Ewell, Marry Fisher, and Callie Glascock Speakers Beginner / Intermediate / Advanced ("AII") Callie Glascock On Act Generation Financial Shared Services Redesign for University of Wisconsin Cooperative Extension went through University of Wisconsin Scoperative Extension went through and proproject name /PECF Generation for that began in February or 2016 with the goal of building a new organizational structure that would make Cooperative Extension more relevant, Results and Igigital, while addressing a structural budget deficit. The PCT Generation project includes assessments of administrative	contacting NIFA, training new Awards Management Staff, transfer process to Awards Management—who holds up awards, common award mistakes, common documentation pitfalls (sepenses or other), releasing funds—potential suses, close-outs, and other suggestions/perspectives to support the process. Susan Bowman, Carland Robinson, and Antonio McLaren Panel Intermediate Ruble Mize & Erin Daly SI NIFA - Improving Our Customer's Experience NIFA's Office of Grants and Financial Management will describe ongiong and planned efforts to enhance customer service for grantes, including streamlining processes. Attendees will be able to provide feedback, and ideas for future initiatives. This will be an opportunity for Aubable discussion between Agency personnel and opportunity for Aubable discussion between Agency personnel and	at the role you play and explore some specific steps you can use to deal with difficult situations at work that can lead to more positive outcomes. Marsha Benedetti Speaker Beginner / Intermediate / Advanced ("All") Lori Bates Vorking in a Multi Generational Workforce Are you baffled at times by the behavior of your co-workers? Dr. you believe generational differences could be a part of the misundestranding? This workshop will explore the predominant three generations in today's workforce. Through examining generational personalities, participants will learn how various chorks approach work along with opportunities and startegles	partnering. Presenters will offer Insight on their practices, as well as, describing some of the challenges and successes they have experienced. Specifically, panel members will offer their perspective on what this has allowed them to accomplish and the future of expanded collaborative opportunities. Jesis Fuentes and Tim Nesbitt Panel Beginner / Intermediate / Advanced ("All") Tim Nesbitt Tim Nesbit	data was collected and how to organize for a Civil Rights Review. Charity Buchert Speaker Beginner / Intermediate / Advanced ("All") Mary Weimzweig Planning, Accountability and Reporting Hot Topics The "hot topics" panel consisting of all track speakers will discuss. The "hot topics" panel consisting of all track speakers will discuss.
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Panel or Speaker() Level of Competity (Reg. Intermediate, Advanced) Committee PDC Concurrent Session I 1:30 - 2:45 p.m. Learning Objective	Aunica Brockel Aunica Brockel Speaker Beginner / Intermediate / Advanced ("All") David Leibouriez 49 Mindfulness in the Workplace Exploration of mindfulness trategies and practices for being present in work activities and workforce interactions for a more inclusive,	was the outcome. Maggie Ewell, Marry Fisher, and Callie Glascock Speakers Beginner / Intermediate / Advanced ("AII") Callie Glascock On Act Generation Financial Shared Services Redesign for University of Wisconsin Cooperative Extension went through University of Wisconsin Scoperative Extension went through and proproject name /PECF Generation for that began in February or 2016 with the goal of building a new organizational structure that would make Cooperative Extension more relevant, Results and Igigital, while addressing a structural budget deficit. The PCT Generation project includes assessments of administrative	contacting NIFA, training new Awards Management Staff, transfer process to Awards Management—who holds up awards, common award mistakes, common documentation pitfalls (sepenses or other), releasing funds—potential suses, close-outs, and other suggestions/perspectives to support the process. Susan Bowman, Carland Robinson, and Antonio McLaren Panel Intermediate Ruble Mize & Erin Daly SI NIFA - Improving Our Customer's Experience NIFA's Office of Grants and Financial Management will describe ongiong and planned efforts to enhance customer service for grantes, including streamlining processes. Attendees will be able to provide feedback, and ideas for future initiatives. This will be an opportunity for Aubable discussion between Agency personnel and opportunity for Aubable discussion between Agency personnel and	at the role you play and explore some specific steps you can use to deal with difficult situations at work that can lead to more positive outcomes. Marsha Benedetti Speaker Beginner / Intermediate / Advanced ("All") Lori Bates Vorking in a Multi Generational Workforce Are you baffled at times by the behavior of your co-workers? Dr. you believe generational differences could be a part of the misundestranding? This workshop will explore the predominant three generations in today's workforce. Through examining generational personalities, participants will learn how various chorks approach work along with opportunities and startegles	partnering. Presenters will offer Insight on their practices, as well as, describing some of the challenge and successes they have experienced. Specifically, panel members will offer their perspective on what this has allowed them to accomplish and the future of expanded collaborative opportunities. Jessi Fuentes and Tim Nesibitt Panel Beginner / Intermediate / Advanced ("All") Tim Nesbitt LEAD21: True Leaders Must know Themselves and Others Turue leaders must know themselves, as well as, the people they are attempting to lead. This is the fundamental learning outcome value of the properties o	data was collected and how to organize for a Civil Rights Review. Charry Buchert Speaker Beginner / Intermediate / Advanced ("All") Marry Weimzweig 4 Planning, Accountability and Reporting Hot Topics The "hot topics" panel consisting of all track speakers will discuss Planning, Reporting and Accountability emerging issues and challengers. 5. Cummings, L. Khadalagala, M. Litwack, A. Corbett, A. Preuter, C.
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