

	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, and individual points of view.	Primary focus is the fiscal management of the capacity funds for extension and research. This track is devoted to financial management, which includes the planning, directing, monitoring, organizing and controlling the monetary resources at our institutions.	This track focuses on the USDA-NIFA grant lifecycle. Note that the session descriptions will describe if a topic pertains to Competitive and/or Capacity grants.	Influencing organizational change and performance through the expansion of professional skills and knowledge in the workplace	The focus of this track is to offer the opportunity for minority serving institutions to collaborate and put forth ideas to positively address common issues and concerns.	This track focuses on providing information, examples, and tools for robust programmatic reporting and improved accountability.
<b>Monday, April 15</b>						
<b>Concurrent Session A</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
	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 New Mexico	Perspectives on Annual Program Reporting for Capacity Funds
<b>Learning Objective</b>	The workplace tone and atmosphere has recently changed in this era. Reggie Rivers will share examples of how this change has manifested itself in various workplace settings, and he'll encourage conversation about how we can transform it.	The presentation will provide institutional perspectives on managing capacity funds. The differences in ways to manage common points and must haves. We hope to get interactive discussion with other institutions and what works and what doesn't.	NIFA senior staff will update attendees on new developments in Agency grant policies and processes, as well as any new or upcoming changes to government wide policies that will impact our grantees.	This exciting session is a presentation and open discussion on the changes in Federal Retirement policies and procedures. The focus of the discussion will be to provide up to date information on Federal policies and procedures, and retirement, that impact the CES former federal appointees. We will also be able to discuss issues and questions Universities may encounter processing federal paperwork. Participants will have an opportunity to discuss issues with the group.	The New Mexico state legislature recognized the lack of participation in higher education opportunities by young members of indigenous groups in the 1970s. Legislation passed to enable three state universities to reach out to the young people in NM tribes. The intent is to introduce them to various disciplines in academia hoping they would choose to pursue college educations. This session explains the programs and describes the challenges, successes, and future endeavors.	LGU representative(s) will discuss their perspective regarding annual reporting for capacity funds. The discussion should yield insights and lessons for building stronger partnerships in pursuit of common goals.
<b>Speaker</b>	Reggie Rivers	Catherine Harris and Sean Munday	Cynthia Montgomery	Keith Neimann, Kaela Black, Celia Rainville, and Mary Fran San Soucie	Claudia Trueblood	Dr. Scott Cummings and Dr. Teresa K. McCoy
<b>Panel or Speaker(s)</b>	Speaker	Speakers	Speaker	Speakers	Speaker	Speaker(s)
<b>Level of Complexity (Beg, Intermediate, Advanced)</b>	Beginner / Intermediate / Advanced ("All")	Intermediate / Beginner	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")
<b>Committee POC</b>	Joanna Holliday	Stephen Kleiber	Erin Daly	Del Johnson	Tim Nesbitt	Sharon Lumpkin
<b>Concurrent Session B</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
	Working to Support Each Other: Introducing the Feminist Fight Club at Colorado State University	e2e2Grants	Farm Bill	Equal Access/Equal Opportunity in the Workplace	1890 Facilities Grants Program	Best Practices for Reporting Accomplishments in REEport
<b>Learning Objective</b>	In the interest of improving the culture and climate around gender, the Feminist Fight Club at Colorado State University offers shared language and resources to better inform how we can support each other in our professional roles. We seek to develop our skills in identifying and addressing problematic behaviors that disadvantaged women and other marginalized groups face by building upon research and strategies presented in the book, Feminist Fight Club, by Jessica Bennett.	NIFA and its capacity grants recipients have been managing agreements and reports in the USDA Shared Services system known as e2e2Grants for two and a half years. This session will discuss the lessons learned and highlight changes on the horizon. Come learn about the upgrades to the external user portal and flexibility in user roles that USDA is expected to deploy in late spring 2019.	Nearly all of NIFA's grant programs are authorized in the Research Title of the Farm Bill. Come and learn about new grant programs and changes to existing programs included in the most recent farm bill. NIFA will describe its implementation plans and respond to questions from the audience.	This session will cover topics of discrimination, harassment, disabilities, religious accommodation, and retaliation. The discussion will also include updates at the federal level relating to these issues, including Equal Employment Opportunity Commission (EEOC) activity and current areas of focus.	The purpose of this session is to provide information about the 1890 Institution Facilities Grant Program. There will be a discussion of issues relating to the administration of the 1890 Facilities Program funds to include information about updates to the terms and conditions of the award and allowable and/or unallowable costs with time for questions and discussions.	This session will provide tools to help everyone involved in reporting. The end result should be higher quality of information.
<b>Speaker</b>	Dr. Cori Wong	Elizabeth Ley and Chris Coppenbarger	Erin Daly	Jennifer Mayhew	Adrienne Woodin	Lynn Khadijaga
<b>Panel or Speaker(s)</b>	Speaker	Speakers	Speaker	Speaker	Speaker	Speaker
<b>Level of Complexity (Beg, Intermediate, Advanced)</b>	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginning	Beginner / Intermediate / Advanced ("All")
<b>Committee POC</b>	Joanna Holliday	Lynne Smejdir	Erin Daly	Lori Bates	Jessi Fuentes	Sharon Lumpkin
<b>4:15 - 5:15 p.m.</b>	<b>Regional Meetings</b>					
<b>Tuesday, April 16</b>						
<b>Concurrent Session C</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
	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
<b>Learning Objective</b>	Presentation providing partners and stakeholders an opportunity to understand the laws and governing regulations surrounding Executive Order 13186 and the Civil Rights Act of 1964 regarding 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.	NIFA staff will provide a deeper dive into the information about the budgets that will be required in FY2020.	How to use the online system, tips and tricks for filling out forms, and how roles work. Participants would be new users and learn how to complete the application process, including submitting all required forms.	Have you found yourself wanting to speak up to address hurtful language or behaviors, but you didn't know how to respond? These two consecutive sessions provide frameworks and practical 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.	Research has shown that increasing diversity in organizations is not just the right thing to do. Diverse groups are more knowledgeable, sensitive, efficient, creative, and successful. Yet, 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.	To inform and educate users about the POW redesign.
<b>Speaker</b>	Bobbie Moore	Allison Owens and Brenda Barnett	Catherine Douras, Chris Carsten, and Antonio McLaren	Dionardo Pizala	Shannon Archibeque-Engle	Michael Litwack
<b>Panel or Speaker(s)</b>	Speaker	Speakers	Speaker	Speaker	Speaker	Speaker
<b>Level of Complexity (Beg, Intermediate, Advanced)</b>	Intermediate / Advanced	Intermediate / Advanced	Beginner	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")
<b>Committee POC</b>	David Leibovitz	Callie Glascock	Cliff Schulenberg	Del Johnson	Claudine Gee	Sharon Lumpkin
<b>Concurrent Session D</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
	Recruitment, Hiring, Retention, and Promotion of Diverse Faculty and Staff	State Funding of Experiment Stations: Why Leadership Needs to be Engaged in Making Political Savagage	Grants Management 101 (Competitive and Capacity)	Leadership in Dealing with Difficult Multicultural Discussions - Part II	1890 Capacity Building Grants	REEport Plan of Work Integration Initiative
<b>Learning Objective</b>	University leaders know well the importance of a diverse unit to enhance efficiency and creativity. Yet, efforts to increase recruitment and retention of diverse individuals within units has often had lukewarm results. This session will highlight best practices to enhance efforts and broaden capacity. Participants will walk away with practical next steps that can be implemented immediately.	State funding of agricultural experiment stations reached its peak nationally 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 set out to understand and identify the political-economic factors that have driven funding. Results demonstrate the importance of AES leadership involvement in the political process.	This session is intended for staff new to USDA federal awards, or as a refresher 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 segregating funds in accounting systems and payments), program income requirements, and management of capital assets (equipment, intangible property) and supplies.	Have you found yourself wanting to speak up to address hurtful language or behaviors, but you didn't know how to respond? These two consecutive sessions provide frameworks and practical 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.	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 FY 2019 application cycle. Highlights will include project/grant type descriptions, changes from previous fiscal year, and other pertinent information for interested applicants.	NIFA will discuss what has been developed so far and what is being developed with an emphasis on user engagement.
<b>Speaker</b>	Dr. Shannon Archibeque-Engle	Gregory Perry	Melanie Kzrmanich	Dionardo Pizala	Antonio McLaren	Michael Litwack and Aaron Corbett
<b>Panel or Speaker(s)</b>	Speaker	Speakers	Speaker	Speaker	Speaker	Panel
<b>Level of Complexity (Beg, Intermediate, Advanced)</b>	Beginner / Intermediate	Intermediate / Advanced	Beginner	Beginner / Intermediate / Advanced ("All")	Beginning	Beginner / Intermediate / Advanced ("All")
<b>Committee POC</b>	Joanna Holliday	Sarah Solano	Erin Daly	Del Johnson	Jessi Fuentes	Sharon Lumpkin
<b>Concurrent Session E</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
	Incorporating and Considering Diversity in the Search and Recruitment Process	Compensation Reporting	NIFA AFRI Competitive Program	The Essential Element of Trust	Evolution of 1994 Land Grant Colleges and Universities	REEport for Beginners
<b>Learning Objective</b>	Attendees will learn about actions steps that incorporate and consider diversity in the search and recruitment process ensuring an open and equitable search leading to hiring the best talent. Specific focus will be placed on learning about federally protected identities, ensuring non-discrimination, identifying and addressing unconscious bias, implementing affirmative action, and avoiding common pitfalls and errors leading to biased recruiting practices.	The Agricultural Improvement Act of 2018 made changes to time and effort reporting requirements for Smith-Lever, Hatch, 1890 research and extension, and McIntire Stennis in Section 7613 of the law. NIFA is charged with reviewing and revising current reporting requirements related to compensation or "time and effort" reporting to reduce burden. Further, the law requires collaboration with our 1862 and 1890 land-grant partners. This session will be the first of several NIFA led stakeholder-feedback sessions to discuss ways to revise the current requirements. Facilitated by NIFA and University staff, the session will focus on proposing and examining concrete ways to revise current standards to reduce burden. All participants will provide input and reactions.	The Session will include description of the NIFA Competitive Grant Programs, and specifically on AFRI. How much funding is available, what deadlines to expect, review process, how many proposals are submitted, success rate, etc. Top ten successful applicants/universities. Dos and Don'ts in submitting proposals.	Research has shown a culture of trust makes a meaningful difference in the workplace. What strategies can you use to build trust among colleagues, in departments, and within the university? This workshop will explore the foundational concepts critical for the building of trust, explore various benefits from working in an environment built on trust, and learn various strategies to increase trust in your work environment.	This presentation will provide an general overview about the evolution of Tribal colleges and universities that were recognized in 1994 by the US Congress as Tribal land grant institutions. Recent developments at Sinte Gleska University in South Dakota will offer a perspective about how these institutions are growing.	This session will introduce users to the REEport system and discuss the life of a project, from project initiation to the final report. The presentation will also cover the purpose, requirements, and due dates of submitting reports for a project through REEport.
<b>Speaker</b>	Diana Prieto	Maggie Ewell, William Chesborough, Sadie Brown and Jennifer Hanlon	Mark Miranda	Dr. Therese Lask	Phil Baird	Adam Preuter
<b>Panel or Speaker(s)</b>	Speaker	Speakers	Speaker	Speaker	Speaker	Speaker

Level of Complexity (Beg, Intermediate, Advanced)	Intermediate / Advanced	Intermediate	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginning	Beginner
Committee POC	Joanna Holliday	Stephen Kleiber	Rubie Mize	Lori Bates	Claudine Gee	Sharon Lumpkin
Concurrent Session F	31	32	33	34	35	36
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"	REPort Advanced
Learning Objective	This presentation will provide participants with opportunities to explore how Cooperative Extension can address challenges, needs, and interests for youth of all genders and sexual orientations, as well as their families. Anticipated outcomes include establishing shared meaning around basic concepts and language; helping create organizational change; and conducting a SWOT analysis to identify existing strengths and weaknesses, as well as our opportunities and threats.	Overview of management, financial and operational practices / models related to other universities' off-campus research and/or extension centers.	Nearly all of NIFA's grant programs are authorized in the Research Title of the Farm Bill. Come and learn about new grant programs and changes to existing programs included in the most recent farm bill. NIFA will describe its implementation plans and respond to questions from the audience.	After going through a recent Civil Rights Review, the University of Idaho and Washington State University will provide insight into what data was collected and how to organize for a Civil Rights Review.	Educate and Orientate new P's and Leadership on fiscal responsibility and compliance with appropriate fiscal guidance - solutions approach - training programs - questions that you are afraid to ask will be welcomed in this session	This session will help participants become more adept at using the REPort tool for administrators and users (i.e., best practices for reporting outcomes and importance of proper financial reporting).
Speaker	Dr. Katherine E. Soule	Troy Bauder and Brian Mealar	Erin Daly	Charly 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)	Intermediate / Advanced	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Intermediate and Advanced
Committee POC	David Leibovitz	Sarah Solano	Erin Daly	Charly Buchert	Gina Eubanks	Sharon Lumpkin
Wednesday, April 17						
Concurrent Session G	37	38	39	40	41	42
8:30 - 9:45 a.m.	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
Learning Objective	Provide a strategic approach for the foundational aspects of Civil Rights compliance regarding federal financial assistance. By facilitating discussions and outlining best practices for Civil Rights Reviews pertaining to the impact of measured outcomes of quantitative and qualitative efforts and the level of influence of concise goals.	NIFA staff will provide a deeper dive into the information about the budgets that will be required in FY2020.	This session will feature a panel of university and NIFA presenters that will discuss the NIFA pre-award process. It is designed to address several questions/themes, including what drives various RFA language; common submission mistakes; Program Review Panel Insight, PI notification of award, but various documents still need revised; what common revisions are requested; transfer process to Awards Management and other topics.	This class recognizes that we have interactions with other people in the workplace that sometimes can be quite challenging. We will look at the role you play and explore some specific steps you can use to deal with difficult situations that can lead to more positive outcomes.	This session will be an interactive session that will cover post-award management, how to prevent losing grant funds and sharing grant management strategies between recipients.	This session will discuss ways that aligning evaluation and communication efforts can improve internal and external organizational processes and products. He will discuss how doing so results in improved reporting to USDA, supports data use, especially around decision-making and establishes a platform for robust organizational capacity building efforts.
Speaker	Bobbie Moore	Allison Owens and Brenda Barnett	Antonio McLaren, Lisa Read, Evan Hughes, and Adriene Woodin, Facilitated by Cliff Schulenberg	Marsha Benedetti	Susan Bowman and Erin Riley	Dr. Scott Cummings
Panel or Speaker(s)	Speaker	Speakers	Panel	Speaker	Speakers	Speaker
Level of Complexity (Beg, Intermediate, Advanced)	Beginner / Intermediate / Advanced ("All")	Intermediate/Advanced	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginning	Beginner / Intermediate / Advanced ("All")
Committee POC	David Leibovitz (NERA)	Callie Glascock	Bryan Arnell	Lori Bates	Claudine Gee	Celeste Allgood
Concurrent Session H	43	44	45	46	47	48
10:15 - 11:30 a.m.	An Overview of 508 (ADA Accessible Web Sites) Guidance and Compliance	NIFA Site Visit/Desk Audit: What Really Happens?	Post Award Panel	Dealing with Difficult People - Part II	Partnership Roundtable with 1994, HSI, 1862s	Reporting for Civil Rights Review - Data Perspective
Learning Objective	Attendees will be presented with an overview of current issues and suggested best practices for 508 compliance from the NFA perspective.	Participants will hear from both NIFA and Universities on the areas of focus/scope and timeline of a NIFA compliance review. Universities will share their experience, what was found, and what was the outcome.	This panel discussion will involve NIFA Competitive and Capacity grant personnel on topics, as follows: personnel changes and 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 suggestions/perspectives to support the process.	This class recognizes that we have interactions with other people in the workplace that sometimes can be quite challenging. We will look at the role you play and explore some specific steps you can use to deal with difficult situations that can lead to more positive outcomes.	This session will act as a forum for Land Grant Institutions to discuss connections, commonalities, collaborations, and 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.	After going through a recent Civil Rights Review, the University of Idaho and Washington State University will provide insight into what data was collected and how to organize for a Civil Rights Review.
Speaker	Aunica Brockel	Maggie Ewell, Marcy Fisher, and Callie Glascock	Susan Bowman, Garland Robinson, and Antonio McLaren	Marsha Benedetti	Jessi Fuentes and Tim Nesbitt	Charly Buchert
Panel or Speaker(s)	Speaker	Speakers	Panel	Speaker	Panel	Speaker
Level of Complexity (Beg, Intermediate, Advanced)	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Intermediate	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")
Committee POC	David Leibovitz	Callie Glascock	Rubie Mize & Erin Daly	Lori Bates	Tim Nesbitt	Mary Weimzweig
Concurrent Session I	49	50	51	52	53	54
1:30 - 2:45 p.m.	Mindfulness in the Workplace	nEXT Generation: Financial Shared Services Redesign for University of Wisconsin - Cooperative Extension	NIFA - Improving Our Customer's Experience	Working in a Multi-Generational Workforce	LEAD21: True Leaders Must Know Themselves and Others	Planning, Accountability and Reporting Hot Topics
Learning Objective	Exploration of mindfulness strategies and practices for being present in work activities and workforce interactions for a more inclusive, less judgmental work environment for everyone.	University of Wisconsin's Cooperative Extension went through a major project named "nEXT Generation" that began in February of 2016 with the goal of building a new organizational structure that would make Cooperative Extension more relevant, flexible, and digital, while addressing a structural budget deficit. The nEXT Generation project includes assessments of administrative operations, including financial activities and services.	NIFA's Office of Grants and Financial Management will describe ongoing and planned efforts to enhance customer service for grantees, including streamlining processes. Attendees will be able to provide feedback, and ideas for future initiatives. This will be an opportunity for valuable discussion between Agency personnel and business officers.	Are you baffled at times by the behavior of your co-workers? Do you believe generational differences could be a part of the misunderstanding? This workshop will explore the predominant three generations in today's workforce. Through examining generational personalities, participants will learn how various cohorts approach work along with opportunities and strategies to use in the workplace.	True leaders must know themselves, as well as, the people they are attempting to lead. This is the fundamental learning outcome of LEAD21. Are you fully aware of WHY you do what you do? Are you conscious of how you interact with others as a leader or as a team player? How do you really handle conflict and change? Who is in your life? Board of Directors? These many questions and more will be revealed during this discussion. Come learn about how LEAD21 can ultimately change your life.	The "hot topics" panel consisting of all track speakers will discuss Planning, Reporting and Accountability emerging issues and challenges.
Speaker	Debra Colbert	Brian Diebling	Tara Hayes, Erin Daly, Lisa Read, Facilitated by Rubie Mize	Dr. Therese Lask	LaShunda Anderson Hodges, Nick Gaweil, Courtney Owens, and Carolyn Williams	S. Cummings, L. Khadijaga, M. Litwack, A. Corbett, A. Preuter, C. Buchert
Panel or Speaker(s)	Speaker	Speaker	Speakers	Speaker	Panel	Panel
Level of Complexity (Beg, Intermediate, Advanced)	Beginner / Intermediate / Advanced ("All")	Intermediate/Advanced	Beginner / Intermediate / Advanced ("All")	Beginner / Intermediate / Advanced ("All")	Beginning to Intermediate	Beginner / Intermediate / Advanced ("All")
Committee POC	Joanna Holliday	Callie Glascock	Erin Daly	Lori Bates	Gina Eubanks	All Committee