

JEFFERY A. YOUNG

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EDUCATION

University of Louisville - 2012

Ph.D., Education Leadership & Organizational Development
Higher Education Administration Focus

University of Louisville - 1995

Master of Public Administration

University of Kentucky -1985

Bachelor of Science, Agricultural Economics
Finance and Credit Track

LEADERSHIP EXPERIENCES, FELLOWSHIPS AND AWARDS

NATIONAL URBAN EXTENSION LEADERS (NUEL) – SOUTHERN REGION LEADERSHIP AWARD – 2025

THIS AWARD RECOGNIZES EXTENSION LEADERS WHO HAVE MADE EXCEPTIONAL CONTRIBUTIONS TO URBAN PROGRAMMING WITH A STATE, REGIONAL AND/OR NATIONAL IMPACT.

ESP STATE & SOUTHERN REGION ADMINISTRATIVE LEADERSHIP AWARDS - 2022

Recognizes an Extension Professional who has shown noteworthy administrative enthusiasm, performance, and accomplishment during their Extension careers.

Food Systems Leadership Institute - Cohort 13 - 2017-2019

The Food Systems Leadership Institute (FSLI) offers leadership development to upper-level leaders in higher education, government, and industry. FSLI provides Fellows with strategies to handle the leadership challenges and opportunities for the future.

North Central Region Administrative Boot Camp - 2019

The purpose of the North Central Region Administrative Boot Camp is to enhance the administrative skillsets for new or newly promoted Assistant and Associate Deans/Directors. One of three representatives selected from the Southern Region Extension Directors to take part in this unique professional development opportunity.

DIVERSITY AWARD - 2008–2009

Recognizes Kentucky Extension employees who are making strides to understand, reach, and include diverse and underrepresented audiences and promote pluralism in Extension.

FARM FOUNDATION FELLOWSHIP - 1993-1995

Awarded to leaders in the agricultural community to promote professionalism and extend knowledge of current agricultural issues.

LEADERSHIP PROGRAMS CREATED AND SUPPORTED

Kentucky Epsilon Sigma Phi – LEADS Program - 2018-Present

The primary purpose of ESP LEADS is to develop knowledge, skills, and abilities of ESP members, equipping them to make more significant contributions to Kentucky's land grant institutions and their communities, both in their present roles and roles they may aspire to in the future.

Kentucky Urban Extension Initiative – UEI Leadership Fellows - 2020-Present

Hosted by University of Kentucky faculty, the mission of UEI is to support the professional development of Extension professionals at the county and state levels by developing urban education and research opportunities that advance the knowledge base of urban Extension and

Louisville Agribusiness Leadership Academy – KALA - 2024

To recognize, develop and empower early-career agribusiness and food systems professionals for effective community leadership.

COOPERATIVE EXTENSION ADMINISTRATIVE EXPERIENCE

The University of Kentucky

Director for Urban Extension – August 2019 – Present

- Interact and develop positive relationships with urban stakeholders
- Utilize opportunities to advocate for Extension
- Assess client needs by creating new or changing existing programming and publications
- Create agent professional development opportunities
- Evaluate programs to determine their effectiveness

Coordinator for Extension Disaster Preparedness and Relief – January 2022 – Present

- Strengthening the Extension system to better respond to extreme weather and other disasters
- Coordinating Extension relief efforts
- Incorporate Land-Grant University expertise to address community challenges

Associate Director of Extension / Director of County Operations – March 2016 - August 2019

- Provide leadership for budget development and management of expenditures
- Provide operational guidance for county Extension personnel and facilities
- Provide leadership to State Extension Advisory Council
- Supervise seven district-level middle managers
- Work closely with Extension program leaders, promoting program development models for county and state staff
- Designed a series of online and face to face learning modules for county-level administrators
- Provide leadership for agent career ladder process

Interim Extension Human Resource Director – March 2018 – August 2018

- Provided leadership in the recruitment of Extension Agents and county support staff
- Guided recruitment and hiring of Assistant Director for 4-H Youth Development and Extension Human Resource Director
- Reviewed and screened applicants based on preferred attributes identified by our county partners
- Lead remote and face to face interviews
- Determined salary and extended offers to successful candidates
- Collaborated with the leadership team to ensure successful onboarding of new employees

District Extension Director – May 2009- February 2016

- Provided leadership, coaching, and mentoring for County Extension Agents in fifteen of the state's most populous counties
- Served as a link between on-campus Extension administration, county-level professionals and support staff
- Provided timely and supportive coaching, guidance, and advice to foster agent professional development and performance
- Guided agents in analyzing the needs of their community and delivering educational programs to meet those needs
- Collaborated with local Extension leaders and the Director of Extension to create the first county level management positions in the state

Extension Agent Experience

The University of Kentucky, Cooperative Extension Service - 1990-2009

County Extension Agent for 4-H Youth Development (Urban and Rural)

- Responsible for non-traditional educational programs directed at youth ages 9-19
- Developed youth and adult leadership programs and activities
- Collaborated on the creation and implementation of a comprehensive Client Protection policy for the state –widely used within the Cooperative Extension Service

Teaching Experience

The University of Kentucky, College of Agriculture Food and Environment - 2017-present

- Online Master of Science Translation and Outreach Executive Sub-Committee and Adjunct Assistant Professor (graduate)
- CLD 401 – Principles of Cooperative Extension (undergraduate)
- AFE 100 – Issues in Agriculture, Food and Environment (undergraduate)

Indiana Wesleyan University - 2012 - 2020

Adjunct Assistant Professor

- Organizing and presenting graduate courses, using a variety of learning experiences, both face to face and online, for Master of Science in Business Communication, Master of Business Administration, and Master of Public Administration programs.
- Courses taught include:
 - Leadership and Organization Development
 - Statistics for Business Decision Making
 - Research Methods and Inquiry
 - Business Administration Capstone
 - Applied Management Theory
 - Human Resources Management
 - Foundations of Graduate Business

Research Experience

- Conducted study to examine job embeddedness of Extension Agents in Kentucky and Kansas
- Past and current member of dissertation committees for Extension staff
- Article reviewer for Journal of Human Science and Extension
- Institutional Delegate – Journal of Extension
- Editorial Board for the National Urban Extension Leaders eXtension – eFieldbook
- Creation of “Urban Extension Initiative” to support Research, Advocacy, Professional Development, and Community Engagement of urban Extension agents and specialists
- Designated evaluator on two Farm Service Agency, Urban Agriculture Grant submissions

GRANTS

- Co-Principal Investigator - KY Farm Launch: A Beginning Farm Accelerator Program for Kentucky
- Principal Investigator – Extension Foundation, Extension Disaster Education Network, Strike Team Development
- Principal Investigator - Extension Foundation, New Technologies in Agricultural Extension Grant (NTAE)
- Principal Investigator - NIFA – Rapid Response to Extreme Weather Grant – East Ky Flood Relief

REGIONAL AND NATIONAL EXTENSION ROLES

- ECOP - Urban Agriculture and Food System – Program Action Team – Co-Chair – 2022-present
- USDA/NIFA Reviewer for Rapid Response to Extreme Weather Grant Program
- USDA/NRCS Advisory Council Member – Office of Urban Agriculture and Innovative Production
- Southern Region Middle Managers PLN – Chair (second term) 2023-24
- Southern Region Middle Managers PLN – Co-Developed a Regional Mentoring Program - 2023
- National Urban Extension Leaders - Southern Region Network Chair – 2020-present
- National Urban Extension Leaders - Southern Region Conference Chair - 2023
- National Urban Extension Leaders - Steering Committee – 2020 - present
- ECOP Program Committee – 2023 – present

ADDITIONAL STATE AND LOCAL LEADERSHIP PROJECTS AND EXPERIENCES

- Facilitated partnerships between University of Kentucky Extension, colleges, and state government to address disaster preparedness
- Leading efforts in Extension Emergency and Disaster Preparedness
- Kentucky ESP – President
- Louisville Agriculture Club – President
- Kentucky Extension Disaster Preparedness Conference Extension Disaster Preparedness Regional Trainings

PUBLICATIONS

Robinson, M. S., Cunningham, K. V., Young, J. A., Breazeale, N. D., Jones, K. R., & Zimmerman, J. N. (2025). The New American Farmer – Extension Engagement with Urban Agriculture and Food Systems. *The Journal of Extension*, 63(1), Article 20. <https://open.clemson.edu/joe/vol63/iss1/20>

Fox, J., Madhosingh-Hector, R. & Young, J. A. (2024). Everyday entrepreneurial leadership in Extension. Extension Leadership Conference, Joint Council of Extension Professionals. Tampa, FL.

Scully, D.J., Young, J.A., Hains, B.J., Hains, K.G. (2023). The Development of a Backyard Composting Project Through Community Engagement. *The Journal of Extension*, 61(1), Article 15. <https://doi.org/10.34068/joe.61.01.15>

Young, J. A., & Jones, K. R. (2022). Extension and Faith-Based Organizations – Understanding Past and Present Linkages and Future Opportunities for Urban Communities. *Journal of Human Sciences and Extension*, 10(2), 11. DOI: <https://doi.org/10.54718/CMVB9880>

Hains, K.; Young, J.A.; Reinhard, A. & Hains, B. (2021). *Extension Reconsidered: Defining Urban Extension in Kentucky*. Journal of Human Sciences and Extension [On-line], Available at <https://www.jhseonline.com/issue/view/111/jhse09-02>

Young, J.A. (2019). in Norman, J. and Pierfax, C. (2019). *Urban Extension eFieldbook* (1st ed., 1st rev.). Kansas City: eXtension Foundation. ISBN: 978-1-7340417-1-2.

Young, J.A. (2019). *Kentucky's Outreach to Locally Elected Officials*.

Young, J.A. & Jones, K. (2017). *Urban Extension – Reflections on the Past – A Look to the Future*. Journal of Human Sciences and Extension [On-line], Available at <https://www.jhseonline.com/article/view/714>

Young, J.A. & Jones, K. (2015). *Examining the Impact of Community Size on Retention of County Extension Agents*. Journal of Extension [On-line], Available at <http://www.joe.org/joe/2015june/rb2.php>

De Ciantia, D.; Fox, J.; Gaolack, B.; Jacobsen, J.; Obropta, C.; Proden, P.; Ruemenapp, M.A.; Squires, J.; Vavrina, C.; Wagoner, S.; Willis, M.J.; Young, J. (2015). *A national framework for urban Extension: a report from the National Urban Extension Leaders*. [Online], Available at https://cityextension.osu.edu/sites/urban/files/imce/NUELUrbanInitiativeFramework_032716FINAL.pdf

Young, J.A. & Vivrina, C. (2014). *Kentucky's Urban Extension Focus*. Journal of Extension [On-line], Available at <http://www.joe.org/joe/2014june/iw3.php>

Young, J. A., Stone, J., Aliaga, O., & Shuck, B. (2013). *Job embeddedness theory: Can it help explain employee retention among Extension Agents?* Journal of Extension [On-line], 51(4), Available at www.joe.org/joe/2013august/a7.php

PRESENTATIONS

- Hains, B., Hains, K., & Young, J.A. (2024) *Philosophical Shifts in Extension: The Urban Extension Initiative (UEI)*, National Urban Extension Conference (accepted).
- Young, J.A. (2024). Public Issues Leadership Development Conference. Urban Agriculture and Food Systems Program Action Team Update.
- Young, J. A. (2024). Farm Credit Mid-America, Mastering your Capital Workshop.
- Young, J.A. (2024) Moderator - NUEL Professional Development Webinar – *The Four P's*
- Young, J.A. (2023). National Association of Extension Program and Staff Development Professionals, Virtual Summer School. *Job Embeddedness – How Sticky is Your Web?*
- Gaolach, B. & Young, J.A. (2023). Public Issues Leadership Development Conference. Urban Agriculture and Food Systems Program Action Team Update.
- Ruemenapp, M. & Young, J.A. (2023). Southern Region NUEL Conference Presentation. Strategic Planning.
- Young, J.A. (2022). Texas A&M AgriLife Extension, Family and Consumer Sciences Agents. Introduction to National Urban Extension Leaders. Online
- Young, J.A. (2021). National Extension Directors Association (NEDA). Urban Extension Panel. (Online)
- Hains, B., Hains, K., & Young, J.A. (2021). Kentucky State Extension Conference. Urban Extension Initiative Leadership Fellows. Lexington, KY.
- Young, J.A. (2021). Kentucky State Extension Conference. ESP LEADS. Lexington, KY.
- Young, J.A. (2019). Building Awareness of Extension with Locally Elected Officials, Sarasota, FL
- Young, J.A. (2016-2019). Successful Extension Programming – Kentucky Association of Counties. Frankfort, KY.
- Young, J.A. & Tyler, Q. (2017). Diversity 2.0. University of Kentucky Office of Diversity, Hopkinsville, KY.
- Young, J.A. & Jones, K. (2015). Evaluating and Rewarding Extension Agent Performance. 2015, National Association of Extension Program and Staff Development Professionals, San Diego, CA.
- Young, J.A. (2015). Evaluating and Rewarding Extension Agent Performance. 2015 Southern Region Extension Middle Managers Conference, Charleston, SC.
- Young, J. A. (2012). Job embeddedness: Can it help explain the retention of Extension Agents? Extension Program Leadership Network, Orlando, FL.
- Young, J. A. (2012). Job embeddedness: Can it help explain the retention of Extension Agents? National Extension and Research Administrative Officers Conference, Charleston, WV.
- Young, J. A. (2011). Job embeddedness: Can it help explain the retention of Extension Agents? Spring Research Conference, Cincinnati, OH.
- Young, J. A. (2009). Kentucky's Client Protection Policy. Presented at Southern Region 4-H Volunteer Forum, Rockeagle, GA.

PROFESSIONAL AFFILIATIONS

U.S.D.A. Federal Advisory Committee for Urban Agriculture and Innovative Production

Extension Committee on Programming – Co-Chair of Urban Agriculture and Food Systems Program Action Team

Current Southern Region NUEL Network Chairperson

National Urban Extension Conference Steering Committee

NUEL Steering Committee – 2019-present

Martin-Gatton College of Agriculture Food and Environment, Diversity Committee

Louisville Agribusiness Club –President – 2023-present

Epsilon Sigma Phi – President (2024), Member, Past State Treasurer, Mid-Career Distinguished Service award

Southern Region Program Leaders Network - Middle Managers Committee – Chairperson (2023-24), Past Secretary, Past Vice-Chair, and Past Chairperson

National Association of Extension Program and Staff Development Specialists – Member and Past Treasurer (two Terms)

2015 National Urban Extension Leaders – ECOP White Paper Writing Team
<https://app.box.com/s/23q00e89nistyg5jgf6cvrod9e3o1nwu>

2015 National Urban Extension Conference Administrative Track Planning Committee

2013 Southern Region Extension Middle Managers Conference – Co-Chair Planning Committee