

John William Norris

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Education

Auburn University; Auburn, AL | Graduate Certificate: Educational Leadership; Graduated: 2021

- **GPA: 4.00**

Mississippi State University; Starkville, MS | Doctor of Philosophy (Ph.D.); Agricultural Science; Graduated: 2021

- **GPA: 3.80;** Program Concentration: Agricultural and Extension Education
- **Dissertation Title:** Perceptions of career and technical education administrators on STEM and employability skills integration into school-based agricultural education.

Auburn University; Auburn, AL | Education Specialist (Ed.S.): Adult Education; Graduated: 2018

- **GPA: 3.67**

Auburn University; Auburn, AL | Master of Education (M.Ed.): Agriscience Education; Graduated: 2017

- **GPA: 4.00**

Auburn University; Auburn, AL | Bachelor of Science (B.S.): Agriscience Education; Graduated: 2016

- **GPA: 3.80;** *Summa Cum Laude*; Dean's List – Spring 2015; Summer 2015; Summer 2016

Central Alabama Community College; Alexander City, AL | Associate of Science (A.S.); Graduated: 2016

- **GPA: 3.37;** *Academic Scholar*; Dean's List – Spring 2014

Academic Employment Experience

New Mexico State University- Assistant Professor; Las Cruces, NM | 2022 - Present

- **Appointment:** 75% Teaching, 25% Research (2024 - Present)
- **Appointment:** 75% Teaching, 12.5% Research, 12.5% Extension (2022 - 2023)

Non-Academic Employment Experience

Wetumpka High School- Agriscience Instructor; Wetumpka, AL | 2018 - 2022

- Instruct and educate over 125 high school students per day on agricultural topics.
- Advise the local chapter of the National FFA Organization.
- Manage school farm and land lab facilities, including wood/metal shop, greenhouse, swine facilities, five ponds, 12+ acres of pasture, cattle facilities, and rabbit breeding program.
- The Wetumpka FFA won numerous awards, including four state-winning CDE/LDE teams, six national agricultural proficiency award finalists, two national proficiency award winners, two American star finalists, and two state officers.
- Designed and implemented Farm to School initiative with the Elmore County Child Nutrition Program (CNP) where the CNP purchased meat products raised by the Wetumpka High School Agriscience Program.
- Designed and implemented a PCA/IPRA sanctioned rodeo with an annual attendance of 5000+ in conjunction with the Wetumpka FFA Alumni Chapter to provide annual funding for FFA activities.

Leadership Experience

Supervised Agricultural Experience Awards Committee- National FFA Organization; Indianapolis, IN | 2019 - Present

- Assist in the facilitation and implementation of judging national agricultural proficiency awards, SAE grants, and other SAE-based awards.
- Provide insight to the revision process of the FFA awards program.
- Collaborate with national, state, and local agricultural education leaders to ensure a high-quality awards process.

Alternate Director- Elmore County Farmers Federation; Wetumpka, AL | 2020-2022

- Assist in managing the finances of the county organization.
- Attend all county director meetings and member meetings.
- Assist in directing the endeavors of the young farmers committee.

CTE Course of Study Committee- Alabama Department of Education; Montgomery, AL | 2019-2020

- Assisted in developing theoretical framework for course of study curriculum.
- Aligned five science-credit bearing agriscience courses with science course of study.
- Assisted in presenting completed course of study to Alabama State Board of Education.

China-U.S. People to People Exchange and E.T. York Fellow; Yangling, Shaanxi, China | 2017

- Learned from Auburn University Agronomy faculty by studying plant genetics and crop improvement in five-week graduate credit bearing course.
- Collaborated with Northwest A&F University faculty on academic engagements such as active research projects, field testing, etc.
- Took subsequent seminars on Chinese culture and conversational Mandarin Chinese.

Awards and Recognition

- **Outstanding Abstract-** International AIAEE Conference, Inverness, Scotland | 2025
- **Distinguished Abstract-** International AIAEE Conference, Inverness, Scotland | 2025
- **Distinguished Abstract-** Western Region AAAE Conference, Chico, CA | 2024
- **Distinguished Manuscript-** National AAAE Conference; Raleigh, NC | 2023
- **Outstanding Abstract-** Western Region AAAE Conference; Logan, UT | 2023
- **New Alabama Agriscience Teacher/FFA Advisor of the Year;** Montgomery, AL | 2021
- **Auburn University College of Agriculture Study Abroad Scholarship;** Auburn, AL | 2017

Certifications

- **Alabama State Department of Education Class B Work-Based Learning Certification;** 2021
- **Alabama State Department of Education Class A Instructional Leadership Certification;** 2021
- **Alabama State Department of Education Class A Agriscience Education Certification;** 2017
- **Certified in the National Curriculum for Construction Education and Research;** 2016
- **Alabama State Department of Education Class B Agriscience Education Certification;** 2016

Teaching Experience at New Mexico State University

<u>Course</u>	<u>Enrollment</u>	<u>Year</u>
AXED 4220/5220- Methods for Teaching Agricultural Education	-	Fall 2025
AXED 1130- Techniques in Agricultural Mechanization	-	Fall 2025
AXED 5155- Youth Program Development and Management	-	Fall 2025
AXED 5160- Teaching Adults in Non-Formal Settings	10	Summer 2025
AXED 5165- History and Philosophy of Ag. and Ex. Ed.	11	Summer 2025
AXED 2110- Metal Fabrication	11	Spring 2025
AXED 3150- Philosophy and Methods of Contests	9	Spring 2025
AXED 4215/5215- Developing Excellent Programs in CTE	19	Spring 2025
AXED 4220/5220- Methods for Teaching Agricultural Education	12	Fall 2024
AXED 1110- Intro to Agricultural, Extension, and Technology Education	17	Fall 2024

AXED 5155- Youth Program Development and Management	26	Fall 2024
AXED 5165- History and Philosophy of Ag. and Ex. Ed.	10	Summer 2024
AXED 5170- Keys for Agricultural and Rural Development	5	Summer 2024
AXED 2110- Metal Fabrication	23	Spring 2024
AXED 3150- Philosophy and Methods of Contests	12	Spring 2024
AXED 4215/5215- Developing Excellent Programs in CTE	25	Spring 2024
AXED 1110- Intro to Agricultural, Extension, and Technology Education	19	Fall 2023
AXED 2130- Early Field-Based Experience	15	Fall 2023
AXED 5155- Youth Program Development and Management	17	Fall 2023
AXED 5165- History and Philosophy of Ag. and Ex. Ed.	5	Summer 2023
AXED 5170- Keys for Agricultural and Rural Development	3	Summer 2023
AXED 2110- Metal Fabrication	21	Spring 2023
AXED 3150- Philosophy and Methods of Contests	12	Spring 2023
AXED 4215/5215- Developing Excellent Programs in CTE	21	Spring 2023
AXED 5155- Youth Program Development and Management	11	Fall 2022

Peer-Reviewed Regional Conference Presentations

*Designates Student Involvement in Research

Darby, C. *, Norris, W., & Robert-Hill, L. (2025, September 15–17). *Am I competent in what I value? Discrepancies in preservice teachers' ability and importance ratings in special education* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Baldock, K., & Norris, W. (2025, September 15–17). *The joys and discomforts of agricultural education: A qualitative evaluation of agricultural educators' experiences teaching animal science* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Norris, W., & Baldock, K. (2025, September 15–17). *Saddle up for science: Measuring growth in animal science knowledge among educators in a professional development cohort* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Strock, L. *, Norris, W., Roberts-Hill, L., & Robinson, C. (2025, September 15–17). *From the Capitol to the classroom: An investigation of the perceptions of Alabama legislators regarding FFA and agricultural education* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Whitney, O. *, & Norris, W. (2025, September 15–17). *Growing futures: The role of agricultural education in middle school employability skill development* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Adeoti, A. *, Norris, W., & Skelton, P. (2025, September 15–17). *Planting Seeds of Change: Assessing the Contribution of 4-H and FFA Programs on Local Food Systems in New Mexico* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Parker, A. *, & Norris, W., & Norris-Parish, S. (2025, September 15–17). *Bridging understanding for program support: Perceptions of rural-district administrators regarding agricultural education* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Norris, W., Roberts-Hill, L., Adeoti, A. *, & Devine, J. * (2025, September 15–17). *Belonging in an unknown world: Assessing students' perceptions of agricultural faculty's abilities to teach diverse audiences at a Hispanic Serving Institution* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Norris, W., & Norris-Parish, S. (2025, September 15–17). *The effects of agricultural education on students battling adverse childhood experiences: A phenomenological case study* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Norris, W., Hanagriff, R., Edgar, D., & Swartzel, K. (2025, September 15–17). *Serving a diverse population: Describing gender and racial parity in agricultural education engagement* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

- Norris, W., Hanagriff, R., Edgar, D., & Swartzel, K. (2025, September 15–17). *Measuring involvement: Describing student engagement in the three components of agricultural education* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.
- Norris, W., Hanagriff, R., Edgar, D., & Swartzel, K. (2025, September 15–17). *Work-based learning across the United States: Describing the regional differences in SAE implementation and economic impact* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.
- Crayton, T.*, & Norris, W. (2024, September 9–11) *Turning the gears: A quantitative analysis assessing the perceptions of agricultural educators regarding the importance and competence to teach agricultural mechanics* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, Chico, CA.
- Norris, W., Hanagriff, R., Edgar, D., & Swartzel, K. (2024, September 9–11). *Evaluating the local, state, and national economic impact of supervised agricultural experiences: A national perspective* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, Chico, CA. **Received Top Three Distinguished Abstract Award.**
- Norris, W., Spears, L., & Frazee, S. (2023, September 18–20). *Effectiveness in the classroom: A quantitative evaluation of agricultural educators' competence levels regarding the qualities of an effective teacher* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, Logan, UT.
- Norris, W., Spears, L., & Frazee, S. (2023, September 18–20). *Agricultural education for all: Importance and ability of agricultural educators to integrate special education competencies into professional practice* [Paper Presentation]. Western Region Conference for the American Association for Agricultural Education, Logan, UT. **Received First Place Outstanding Abstract Award.**
- Norris, W. (2023, February 5–7). *Meaningful skills for the agricultural workforce: Assessing the confidence levels of agricultural educators to integrate STEM into their curriculum* [Paper Presentation]. Southern Region Conference for the American Association for Agricultural Education, Oklahoma City, OK.
- Norris, W. & Norris-Parish, S. (2023, February 5–7). *The emotional duties of an agricultural educator: Evaluating the confidence levels of agricultural educators to support students with adverse childhood experiences* [Paper Presentation]. Southern Region Conference for the American Association for Agricultural Education, Oklahoma City, OK.
- Norris, W. & Norris-Parish, S. (2023, February 5–7). *Educational Law: How do superintendents perceive the relevance of educational law issues to agricultural educators* [Paper Presentation]. Presented at the Southern Region Conference for the American Association for Agricultural Education, Oklahoma City, OK.
- Norris, W. & Swartzel, K. (2022, February 12–14) *Perception of Alabama and Georgia local CTE administration on the integration of employability skills into agricultural education* [Paper Presentation]. Southern Region Conference for the American Association for Agricultural Education, New Orleans, LA.

Peer-Reviewed National Conference Presentations

- Garcia, E.*, & Norris, W. (2025, May 19–22). *Insights from the frontlines: Evaluating recent teacher preparation graduates' satisfaction with their pedagogical content knowledge* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Lubbock, TX.
- Norris, W., & Baldock, K. (2025, May 19–22). *Voices from the classroom: Identifying animal science professional development needs of early-career agricultural educators who teach predominantly minority students in low-income schools* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Lubbock, TX.
- Norris, W., Hanagriff, R., Edgar, D., & Swartzel, K. (2024, May 20–23). *Professional rededication to SAE: Describing SAE implementation in the United States* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Manhattan, KS.
- Norris, W., & Norris-Parish, S. (2024, May 20–23). *More Than a Lesson: A Qualitative Analysis of Agricultural Educators' Impact on Students with Adverse Childhood Experiences* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Manhattan, KS.

- Norris, W., & Norris-Parish, S. (2024, May 20–23). *Rising above the suffering: Assessing agricultural educators' with traumatic situations involvement in supporting students with adverse childhood experiences* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Manhattan, KS.
- Norris, W., Spears, L., & Frazee, S. (2024, May 20–23). *Agricultural education for all: Importance and ability of agricultural educators to integrate special education competencies into professional practice* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Manhattan, KS.
- Norris, W. & Norris-Parish, S. (2023, May 15–18). *The emotional duties of an agricultural educator: Evaluating the confidence levels of agricultural educators to support students with adverse childhood experiences* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Raleigh, NC. **Received Distinguished Manuscript Award.**
- Norris, W., Norris-Parish, S., & Crayton, T.* (2023, May 15–18). *Educational law: How do superintendents perceive the relevance of educational law issues to agricultural educators* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Raleigh, NC.
- Norris, W., Swortzel, K., & McCubbins, O. (2022, November 28–30). *What motivates agricultural educators to stay in the profession? A quantitative analysis of factors influencing educators' decision to remain a classroom teacher* [Paper Presentation]. National Conference for the Association of Career and Technical Education Research, Las Vegas, NV.
- Norris, W., Swortzel, K., & McCubbins, O. (2022, November 28–30). *A quantitative analysis of the perceptions of CTE administrators on the integration of employability skills into agricultural education* [Paper Presentation]. National Conference for the Association of Career and Technical Education Research, Las Vegas, NV.
- Norris, W. & Swortzel, K. (2022, May 16–19). *A quantitative analysis of consistency between CTE administrators on the importance of employability skills integration into agricultural education* [Paper Presentation]. National Conference for the American Association for Agricultural Education. Oklahoma City, OK.
- Norris, W. & Swortzel, K. (2022, May 16–19). *What motivates agricultural educators to stay in the profession? A quantitative analysis of factors influencing educators' decision to remain a classroom teacher* [Paper Presentation]. National Conference for the American Association for Agricultural Education, Oklahoma City, OK.

Peer-Reviewed International Conference Presentations

- Norris, W., Spears, L., & Frazee, S. (2025, April 14–17). *Effectiveness in the global classroom: A quantitative evaluation of agricultural educators' competence levels regarding the qualities of an effective teacher* [Paper Presentation]. International Conference for the Association of International Agricultural and Extension Education, Inverness, Scotland.
- Norris, W. (2025, April 14–17). *Stress versus eustress in a global setting: Evaluating the effects of compassion fatigue and secondary traumatic stress on agricultural educator burnout.* [Paper Presentation]. International Conference for the Association of International Agricultural and Extension Education, Inverness, Scotland. **Received First Place Distinguished and Outstanding Oral Presentation Award.**
- Norris, W., Adeoti, A.*, & Devine, J.* (2025, April 14–17). *Preparing for a global future: Evaluating the employability skills of 4-H extension agents* [Paper Presentation]. International Conference for the Association of International Agricultural and Extension Education, Inverness, Scotland.
- Norris, W. & Roberts-Hill, L. (2023, June 20–24). *The product is in the training: Describing the deficiencies in agricultural teacher preparation programs as reported by agricultural educators* [Paper Presentation]. International Conference for the North American Colleges and Teachers of Agriculture, Las Cruces, NM.
- Norris, W. & Norris-Parish, S. (2023, April 26–29). *Meaningful skills for the global agricultural workforce: Assessing the confidence levels of agricultural educators to integrate STEM into their curriculum* [Paper Presentation]. International Conference for the Association of International Agricultural and Extension Education, Guelph, Ontario, Canada.

Norris, W. & Norris-Parish, S. (2023, April 26–29). *Employing the next global generation: Defining the need for employability skills integration through the lens of school district superintendents* [Paper Presentation]. International Conference for the Association of International Agricultural and Extension Education, Guelph, Ontario, Canada.

Peer-Reviewed Regional Poster Presentations

Molinar, N.*, Brock, A.*, Norris-Parish, S., Wilson, M., Dean, T., Hanosh, T., Giever, D., Williams, J., **Norris, W.**, & Roberts-Hill, L. (2025, September 15–17). *Live on livestock! Hosting an agricultural preparedness training for emergency responders using mock broadcasts* [Poster Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Brock, A.*, Molinar, N.*, Norris-Parish, S., Wilson, M., Dean, T., Hanosh, T., Giever, D., Williams, J., **Norris, W.**, & Roberts-Hill, L. (2025, September 15–17). *Posters for protection and prevention: Integrating case study posters to help law enforcement understand agroterrorism in an emergency training* [Poster Presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Rybolt, E.*, Roberts-Hill, L., & **Norris, W.** (2025, September 15–17). *Branching out: A content analysis of master gardener program websites* [Poster presentation]. Western Region Conference for the American Association for Agricultural Education, San Marcos, TX.

Norris, W. (2024, September 9–11). *Stress versus eustress: Evaluating the effects of compassion fatigue and secondary traumatic stress on agricultural educator burnout* [Poster Presentation]. Western Region Conference for the American Association for Agricultural Education, Chico, CA. **Received Top Ten Research Poster Award.**

Garcia, E.*, & **Norris, W.** (2024, September 9–11). *Insights from the frontlines: Evaluating recent teacher preparation graduates' satisfaction with their pedagogical content knowledge* [Poster Presentation]. Western Region Conference for the American Association for Agricultural Education, Chico, CA.

Garcia, E.*, & **Norris, W.** (2024, September 9–11). *Pedagogical content knowledge: Describing teacher preparation programs' required curriculum within AFNR pathways and standards* [Poster Presentation]. Western Region Conference for the American Association for Agricultural Education, Chico, CA.

Tetteh, R.*, **Norris, W.**, & Roberts-Hill, L. (2024, September 9–11). *The daily grind: Assessing male and female agricultural educators' perceived job satisfaction* [Poster Presentation]. Western Region Conference for the American Association for Agricultural Education, Chico, CA.

Norris, W., Adeoti, A.*, & Devine, J.* (2024, September 9–11). *Preparing for the future: Evaluating the employability skills of 4-H extension agents* [Poster Presentation]. Western Region Conference for the American Association for Agricultural Education, Chico, CA.

Norris, W. (2023, February 5–7). *The product is in the training: Describing the deficiencies in agricultural teacher preparation programs as reported by agricultural educators* [Poster Presentation]. Southern Region Conference for the American Association for Agricultural Education, Oklahoma City, OK.

Norris, W., & Sampson, E.* (2023, February 5–7). *Defining the employability skills of agricultural educators: A quantitative look into the confidence levels of agricultural educators on their personal employability skills* [Poster Presentation]. Southern Region Conference for the American Association for Agricultural Education, Oklahoma City, OK.

Peer-Reviewed National Poster Presentations

Diaz, V.*, Roberts-Hill, L., & **Norris, W.** (2025, May 19–22). *Beefing up websites: A content analysis of extension websites' vaccination communication efforts for beef producers* [Poster Presentation]. National Conference for the American Association for Agricultural Education, Lubbock, TX.

Norris, W., & Edgar, D. (2023, May 15–18). *Determining the effects of a professional development workshop on the confidence of agricultural educators to implement proficiency awards and AET into their programs* [Poster Presentation]. National Conference for the American Association for Agricultural Education, Raleigh, NC.

Norris, W., Swortzel, K., & McCubbins, OP. (2022, November 28–30). *Perception of local CTE administration on STEM skills integration into agricultural education* [Poster Presentation]. National Conference for the Association of Career and Technical Education Research, Las Vegas, NV.

Peer-Reviewed International Poster Presentations

Norris, W., Roberts-Hill, L., & Tetteh, R.* (2025, April 14–17). *Global insights: Gender-based variations in agricultural educator job satisfaction* [Poster Presentation]. International Conference for the Association of International Agricultural and Extension Education, Inverness, Scotland.

Norris, W., Garcia, E.* (2025, April 14–17). *Employability skills for a global industry: A quantitative analysis of agricultural educators' perceptions regarding their personal employability skills* [Poster Presentation]. International Conference for the Association of International Agricultural and Extension Education, Inverness, Scotland.

Norris, W., & Norris-Parish, S. (2023, June 20–24). *The emotional duties of an agricultural educator: Evaluating the confidence levels of agricultural educators to support students with adverse childhood experiences* [Poster Presentation]. International Conference for the North American Colleges and Teachers of Agriculture, Las Cruces, NM.

Norris, W., & Norris-Parish, S. (2023, June 20–24). *Educational law: How do superintendents perceive the relevance of educational law issues to agricultural educators* [Poster Presentation]. International Conference for the North American Colleges and Teachers of Agriculture, Las Cruces, NM.

Norris, W., & Sampson, E.* (2023, June 20–24). *Defining the employability skills of agricultural educators: A quantitative look into the confidence levels of agricultural educators on their personal employability skills* [Poster Presentation]. International Conference for the North American Colleges and Teachers of Agriculture, Las Cruces, NM.

Articles in Peer-Reviewed Journals- Summary

Journal Title	Published/In Press	In Review	Under Development
<i>Journal of Agricultural Education</i>	14	1	4
<i>Career and Technical Education Research</i>	1	0	0
<i>Journal of Research in Technical Careers</i>	1	0	0
<i>NACTA Journal</i>	1	1	0
<i>Journal of Southern Agricultural Education Research</i>	1	0	0
<i>Journal of Agricultural Systems, Technology, and Management</i>	0	1	0
<i>Journal of Agricultural Education and Extension</i>	0	0	1
<i>Advancements in Agricultural Development</i>	1	0	1
<i>School Mental Health</i>	0	0	1
<i>Journal of Hispanic Higher Education</i>	0	0	1
<i>Journal of Experiential Education</i>	0	0	1
<i>Education Sciences</i>	0	0	1
<i>Frontiers in Education</i>	0	0	1
<i>Career Development and Transition for Exceptional Individuals</i>	0	0	1
<i>Journal of Extension</i>	0	0	1
<i>Journal of Applied Communication</i>	0	0	1
Total	19	3	14

Articles in Peer-Reviewed Journals- Published/In Press

Norris, W., & Roberts-Hill, L. (In Press, 2025). The product is in the training: Describe the deficiencies in agricultural teacher preparation as reported by agricultural educators in different career phases. *NACTA Journal*.

Crayton, T.*, & **Norris, W.** (2025). Turning the gears: Assessing agricultural educators' perceptions of importance and competence to teach agricultural mechanics. *Journal of Agricultural Education*, 66(3), Article 6. <https://doi.org/10.5032/jae.v66i3.3185>

Norris, W. (2025). Stress versus eustress: Evaluating the effects of compassion fatigue and secondary traumatic stress on agricultural educator burnout. *Advancements in Agricultural Development*, 6(2), 73–85. <https://doi.org/10.37433/aad.v6i2.595>

- Garcia, E.*, & Norris, W. (2025). Insights from the frontlines: Evaluating recent teacher preparation graduates' satisfaction with their pedagogical content knowledge. *Journal of Agricultural Education*, 66(2), Article 19. <https://doi.org/10.5032/jae.v66i2.3190>
- Norris, W., Roberts-Hill, L., & Tetteh, R.* (2025). The daily grind: Assessing gender and experience-based differences in agricultural educators' perceived job satisfaction. *Journal of Agricultural Education*, 66(2), Article 15. <https://doi.org/10.5032/jae.v66i2.3175>
- Norris, W., & Baldock, K. (2025). Voices from the classroom: Identifying animal science professional development needs of early-career agricultural educators who teach predominantly minority students in low-income schools. *Journal of Agricultural Education*, 66(2), Article 18. <https://doi.org/10.5032/jae.v66i2.3188>
- Norris, W., Norris-Parish, S., & Greene-Lippard, P.* (2025). Rising above the suffering: Assessing agricultural educators with traumatic situations involvement in supporting students with adverse childhood experiences. *Journal of Agricultural Education*, 66(1), Article 47. <https://doi.org/10.5032/jae.v66i1.2930>
- Norris, W., Spears, L., & Frazee, S. (2025). Agricultural education for all: Importance and ability of agricultural educators to integrate special education competencies into professional practice. *Journal of Agricultural Education*, 66(1), Article 31. <https://doi.org/10.5032/jae.v66i1.2835>
- Norris, W., Hanagriff, R., Edgar, D., & Swartzel, K. (2025). Evaluating the local, state and national economic impact of supervised agricultural experiences: A national perspective. *Journal of Agricultural Education*, 66(1), Article 8. <https://doi.org/10.5032/jae.v66i1.2837>
- Norris, W., Hanagriff, R., Edgar, D., & Swartzel, K. (2025). Professional rededication to SAE: Describing SAE implementation in the United States. *Journal of Agricultural Education*, 66(1), Article 7. <https://doi.org/10.5032/jae.v66i1.2895>
- Norris, W., Norris-Parish, S., & Greene, P.* (2024). More than a lesson: A qualitative analysis of agricultural educators' impact on students with adverse childhood experiences. *Journal of Agricultural Education*, 65(4), 225-243. <https://jae-online.org/index.php/jae/article/view/2900>
- Norris, W., & Norris-Parish, S. (2024). Employing the next generation: Defining the need for employability skills integration through the lens of school district superintendents. *Journal of Research in Technical Careers*, 8(2), 17-31. <https://doi.org/10.9741/2578-2118.1156>
- Norris, W., Norris-Parish, S., & Crayton, T.* (2024). The administrative paradox: Assessing how teaching experience affects superintendents' perceptions of the importance of educational law to agricultural educators. *Journal of Agricultural Education*, 65(3), 75-93. <https://doi.org/10.5032/jae.v65i3.2597>
- Norris, W., Swartzel, K., & McCubbins, OP. (2024). Stability in a transitional time: Factors contributing to agricultural educator's decision to remain in the profession. *Journal of Agricultural Education*, 65(2), 35-53. <https://doi.org/10.5032/jae.v65i1.84>
- Norris, W., & Roberts-Hill, L. (2024). Meaningful skills for the agricultural workforce: Assessing the confidence levels of male and female agricultural educators to integrate STEM into their curriculum. *Journal of Southern Agricultural Education Research*, 73(1), 1-18. <http://jsaer.org/wp-content/uploads/2024/03/74-Norris-Robert-Hill.pdf>
- Norris, W., & Norris-Parish, S. (2024). The emotional duties of an agricultural educator: Evaluating the confidence levels of agricultural educators to support students with adverse childhood experiences. *Journal of Agricultural Education*, 65(1), 193-209. <https://doi.org/10.5032/jae.v65i1.2460>
- Norris, W., Swartzel, K., McCubbins, OP., VanLeeuwen, D., & Edgar, D. (2024). Keeping agricultural education relevant for the 21st century: Assessing the perceptions of local CTE administration on STEM skills integration. *Journal of Agricultural Education*, 65(1), 23-39. <https://doi.org/10.5032/jae.v65i1.83>
- Norris, W., Swartzel, K., & McCubbins, OP. (2023). A quantitative analysis of the perceptions of CTE administrators on the integration of employability skills into agricultural education. *Journal of Agricultural Education*, 64(3), 243-260. <https://doi.org/10.5032/jae.v64i3.85>
- Norris, W., Swartzel, K., & McCubbins, OP. (2023). Practical and pertinent: Describing the need for meaningful professional development among agricultural educators. *Career and Technical Education Research*, 48(1), 21-41. <https://doi.org/10.5328/cter48.1.21>

Articles in Peer-Reviewed Journals- In Review

- Norris, W.**, & Garcia, E. (in review). Skills for the agricultural industry: A quantitative analysis of agricultural educators' perceptions regarding their personal employability skills. *Journal of Agricultural Systems, Technology, and Management*
- Garcia, E.*, & **Norris, W.** (in review). Pedagogical content knowledge: Describing teacher preparation programs' required curriculum within AFNR pathways and standards. *Advancements in Agricultural Development*.
- Norris, W.**, Adeoti, A.*, & Devine, J.* (in review). Preparing for the Future: Evaluating the employability skills of 4-H extension agents. *Journal of Agricultural Education*.

Articles in Peer-Reviewed Journals- Under Development

- Darby, C.*, **Norris, W.**, & Robert-Hill, L. (under development). Am I competent in what I value? Discrepancies in preservice teachers' ability and importance ratings in special education. *Career Development and Transition for Exceptional Individuals*
- Baldock, K., & **Norris, W.** (under development). The joys and discomforts of agricultural education: A qualitative evaluation of agricultural educators' experiences teaching animal science. *Advancements in Agricultural Development*
- Norris, W.**, & Baldock, K. (under development). Saddle up for science: Measuring growth in animal science knowledge among educators in a professional development cohort. *Journal of Agricultural Education*
- Strock, L.*, **Norris, W.**, Roberts-Hill, L., & Robinson, C. (under development). From the Capitol to the classroom: An investigation of the perceptions of Alabama legislators regarding FFA and agricultural education. *Journal of Agricultural Education and Extension*
- Whitney, O.*, & **Norris, W.** (under development). Growing futures: The role of agricultural education in middle school employability skill development. *Journal of Agricultural Education*
- Adeoti, A.*, **Norris, W.**, & Skelton, P. (under development). Planting Seeds of Change: Assessing the Contribution of 4-H and FFA Programs on Local Food Systems in New Mexico. *Journal of Agricultural Education*
- Parker, A.*, & **Norris, W.**, & Norris-Parish, S. (under development). Bridging understanding for program support: Perceptions of rural-district administrators regarding agricultural education. *Journal of Agricultural Education*
- Norris, W.**, Roberts-Hill, L., Adeoti, A.*, & Devine, J.* (under development). Belonging in an unknown world: Assessing students' perceptions of agricultural faculty's abilities to teach diverse audiences at a Hispanic Serving Institution. *Journal of Hispanic Higher Education*
- Norris, W.**, & Norris-Parish, S. (under development). The effects of agricultural education on students battling adverse childhood experiences: A phenomenological case study. *School Mental Health*
- Norris, W.**, Hanagriff, R., Edgar, D., & Swartzel, K. (under development). Serving a diverse population: Describing gender and racial parity in agricultural education engagement. *Education Sciences*
- Norris, W.**, Hanagriff, R., Edgar, D., & Swartzel, K. (under development). Measuring involvement: Describing student engagement in the three components of agricultural education. *Frontiers in Education*
- Norris, W.**, Hanagriff, R., Edgar, D., & Swartzel, K. (under development). Work-based learning across the United States: Describing the regional differences in SAE implementation and economic impact. *Journal of Experiential Education*
- Roberts-Hill, L., Diaz, T.*, **Norris, W.** (under development). Beefing up websites: A content analysis of extension websites' vaccination communication efforts for beef producers. *Journal of Extension*
- Rybolt, E.*, Roberts-Hill, L., & **Norris, W.** (under development). Branching out: A content analysis of master gardener program websites. *Journal of Applied Communication*.

Service to the Profession

(2025)

National

- Manuscript Reviewer for the *Journal of Agricultural Education*
- Manuscript Reviewer for the *Journal of Agricultural Systems, Technology, and Management*
- Manuscript Reviewer for *Advancements in Agricultural Development*
- AAAE Representative to Serve as an Adult Consultant for the National FFA Officer Nominating Committee (Three Year Term)
- National FFA Organization- Supervised Agricultural Experience (SAE) Award Committee (125+ Hours Annually)
- National FFA Organization National Officer Selection Process Think Tank Member
- Guest Speaker on Owl Pellets Podcast (Podcast Designed to Bring Practical Knowledge to Agricultural Educators)
- Judge for National FFA Equine Entrepreneurship Proficiency Awards

Regional

- Western Region AAAE Research Committee
- Judge for San Antonio Junior Agricultural Mechanics (JAM) Show (Seven Collegiate FFA Students to Serve as Judge Assistants)

State

- Superintendent of New Mexico FFA Agricultural Mechanics CDE
- SAE for All Representatives for NM FFA
- Superintendent for the Agricultural Education LDE Event
- Assisted with Three Proficiency Applications from NM Advancing to National Judging
- Judge for NM FFA State Star Candidates

Local

- Served as Collegiate FFA Advisor
- Ran Year-Long Collegiate FFA Poster Board Fundraiser That Profits \$5,000+ Annually
- Search Committee Chair to hire an Assistant Professor in Agricultural Communications
- Search Committee Member to hire Agricultural Education Program Director
- Ran NMSU Recruitment at the Alabama FFA Convention
- Completed Course Development Institute (CDI) to improve AXED 5165, AXED 5160, and AXED 5155 course.

(2024)

National

- Manuscript Reviewer for the *Journal of Agricultural Education*
- Manuscript Reviewer for the *Journal of Agricultural Systems, Technology, and Management*
- Abstract Reviewer for Association for International Agricultural and Extension Education (AIAEE) Conference
- AAAE Representative to Serve as an Adult Consultant for the National FFA Officer Nominating Committee (Three Year Term)
- National FFA Organization- Supervised Agricultural Experience (SAE) Award Committee (125+ Hours Annually)
- Guest Speaker on Owl Pellets Podcast (Podcast Designed to Bring Practical Knowledge to Agricultural Educators)
- Attended 'SAE for All' Training held in Indianapolis, IN.

Regional

- Western Region AAAE Research Committee
- Judge for San Antonio Junior Agricultural Mechanics (JAM) Show (Seven Collegiate FFA Students to Serve as Judge Assistants)
- Served as American Star in Agricultural Business Judge for Texas FFA
- Western Region AAAE Poster Reviewer

State

- Superintendent of New Mexico FFA Agricultural Mechanics CDE
- Assisted with Five Proficiency Applications from NM Advancing to National Judging
- SAE for All Representatives for NM FFA (Traveled to Indianapolis, IN for SAE for All Training)
- Serves as a Proficiency and National Star Reviewer for NM FFA
- Superintendent for the Agricultural Education LDE Event
- Judge for NM FFA State Star Candidates
- Judge for Junior High Creed Speaking at the New Mexico Leadership Conference (NMLC)
- Traveled with Five Collegiate FFA Members to NMLC to Assist with Junior High LDEs
- Host for NM FFA District Six Leadership Development Events (LDE)
- Hosted Future Agricultural Educator Dinner at State FFA Convention to Recruit Undergraduates to NMSU
- Presented 'SAE for All' training to 32 NM Agricultural Educators.

Local

- Ran NMSU Recruitment at the Alabama FFA Convention
- Search Committee Chair to hire an Assistant Professor in Agricultural Communications
- Search Committee Member to hire Agricultural and Extension Education Department Head
- Served as Collegiate FFA Advisor
- Ran Year-Long Collegiate FFA Poster Board Fundraiser That Profits \$5,000+ Annually
- Completed Course Development Institute (CDI) to improve AXED 5215 course.

(2023)

National

- National Sheep Production Proficiency Finalist Interview Room Host
- Selected as the AAAE Representative to Serve as an Adult Consultant for the National FFA Officer Nominating Committee
- Manuscript Reviewer for the National Conference of the American Association for Agricultural Education
- Manuscript Reviewer for the Journal of Agricultural Education
- National FFA Organization- Supervised Agricultural Experience (SAE) Award Committee (125+ Hours Annually)

Regional

- Serve as a Member of the Western Region AAAE Research Committee
- Poster Reviewer for the Southern Region Conference of the American Association for Agricultural Education
- Abstract Reviewer for the Southern Region Conference of the American Association for Agricultural Education

State

- Served as an Assistant for NM FFA Agricultural Mechanics CDE Event
- Serves as NM FFA Superintendent for the Agricultural Education LDE Event
- Serve as Proficiency Reviewer for NM FFA (Led to NM FFA's First National Proficiency Winner in 22 Years)
- Workshop Presenter at Winter Conference for New Mexico Agriculture Education Teachers Association

Local

- Search Committee Chair to Hire an Assistant/Associate Professor in Agricultural Education/Agricultural Systems Management
- Ran NMSU Recruitment at the Alabama FFA Convention (Led to Five Educators Enrolling in the Graduate Program)
- Assisted with Booth at Agricultural Festival for New Mexico Legislators and Agricultural Professionals.
- Served as Collegiate FFA Advisor
- Ran Year-Long Collegiate FFA Poster Board Fundraiser That Profits \$5,000+ Annually

(2022)

National

- Manuscript Reviewer for the National Conference of the American Association for Agricultural Education
- National FFA Organization- Supervised Agricultural Experience (SAE) Award Committee (125+ Hours Annually)

Regional

- Abstract Reviewer for the Southern Region Conference of the American Association for Agricultural Education

State

- Led Professional Development for Agricultural Educators on Proficiency Awards and using AET for Record Keeping
- Agricultural Mechanics Show Judge for Southern New Mexico State Fair

Local

- Supervised NMSU Collegiate FFA Members at National FFA Convention Recruitment Booth
- Recruitment Volunteer for “Plan My Future” with Las Cruces Public Schools
- Served as Collegiate FFA Co-Advisor

Extramural Funding Proposals- Total Funded as a PI/Co-PI- \$1,352,524; NMSU Portion- \$548,859

PI, (2024). *Agricultural Science Teacher Industry-Aligned Education and Development (AGRI-TED)*. USDA NIFA. Education and Workforce Development- Professional Development for Agricultural Literacy (PDAL) for \$490,000; NMSU’s Portion: Subaward for \$161,452. (Funded).

Co-PI, (2024). *ADPROS: Animal Disease Preparedness and Response Training for Law Enforcement Officers and Emergency Stakeholders*. National Animal Disease Preparedness and Response Program (NADPRP) for \$247,319. (Funded).

Co-PI, (2024). *SAVVY: Strengthening AgVocacy for IPM technologies through Venturing Youth*. USDA NIFA. Education and Workforce Development- Food and Agriculture Non-Formal Education (FANE) Resubmission for \$750,000. (Not Funded).

Co-PI, (2023). *Youth AGvocates in Underserved Communities: Investigating and Evaluating Smart Farming for Pest Management*. USDA NIFA. Education and Workforce Development- Food and Agriculture Non-Formal Education (FANE) for \$750,000. (Not Funded).

Co-PI, (2022). *An Integrative Approach to Expanding Agricultural Opportunity*. USDA NIFA. New Beginnings for Tribal Students Program for \$615,205; NMSU’s portion: Subaward for \$140,088. (Funded).

Co-PI, (2022). *Cultivating the Next Generation of Diverse Food and Agriculture Professionals (NEXTGEN): A National Inclusion, Diversity, Equity, and Access (IDEA) Program*. USDA NIFA. NEXTGEN for \$20,000,000; NMSU’s portion: Subaward for \$4,000,000. (Not Funded)

Graduate Students- *Alabama Agricultural Educators Recruited to Complete Degree at NMSU

<u>Name</u>	<u>Major</u>	<u>Degree Type</u>	<u>Role</u>	<u>Year</u>
Yesenia Palma	Interdisciplinary Doctorate (IDOC)	Dissertation	Committee Co-Chair	2027
Shalyn Odom*	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2026
Sherry Little*	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2026
Carson Littleton*	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2026
Jake Devine	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2026
Sunshine Tso	M.A. In Agricultural and Extension Education	Creative Component	Committee Member	2025
Shaylee Owen	M.A. In Agricultural and Extension Education	Thesis	Committee Member	2025
Greg Brooks	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2025

Alan Parker	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2025
Heath Golden*	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2025
Olivia Whitney*	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2025
Logan Strock*	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2025
Dale Etsitty	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2025
Susan Swope	Ph.D. in Educational Leadership	Dissertation	Committee Member	2025
Adebayo Adeoti	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2025
Chad Smith*	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2025
Sanchez Salarisani	M.S. in Family and Consumer Sciences	Creative Component	Committee Member	2024
Adedapo Adewode	M.S. in Agricultural Economics	Thesis	Committee Member	2024
Denise Molina	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2024
Savannah Dimas	M.Ag. In Agribusiness	Creative Component	Committee Member	2024
Terrance Crayton*	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2024
Megan Tindal	M.A. In Agricultural and Extension Education	Creative Component	Committee Member	2024
Noël Braudt	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2024
Emily Sampson*	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2024
Brandon Francis	M.A. in Agricultural and Extension Education	Thesis	Committee Member	2024
Stephanie Swope	M.A. In Agricultural and Extension Education	Creative Component	Committee Member	2023
Kendall Gonzalez	M.A. In Agricultural and Extension Education	Creative Component	Committee Member	2023
Joel Gilb	M.A. in Agricultural and Extension Education	Thesis	Committee Member	2023
Bethany Myers	M.A. In Agricultural and Extension Education	Thesis	Committee Member	2023
Raul Perea	M.A. in Agricultural and Extension Education	Creative Component	Committee Member	2022
Carolyn Stanzione	M.A. in Agricultural and Extension Education	Creative Component	Committee Member	2022
Amber Ortiz	M.A. in Agricultural and Extension Education	Creative Component	Committee Member	2022

Student Teaching Evaluations

<u>Year</u>	<u># of Student Teachers Evaluated</u>	<u>Placement Locations</u>
2026	10	New Mexico
2025	8	New Mexico
2024	17	New Mexico, Colorado, and Texas
2023	10	New Mexico, Arizona, and Texas

Program Management Projects

- In the Spring of 2024, I successfully collaborated with the New Mexico Public Education Department (PED) to include agricultural education student teachers in a state sponsored program that provides a \$12,000 stipend to each student, a \$1,000 stipend to their cooperating teacher, and a \$1,000 stipend to the school principal. This program will continue throughout subsequent student teaching cohorts.
- In the Summers of 2024 and 2025, I successfully planned a professional development for agricultural educators called the “Tour of Southwest Agriculture.” This professional development opportunity provided educators with a unique perspective on agriculture from a different region in the U.S. Overall, 34 individuals (educators and their families) from seven states– Alabama, Kansas, Indiana, Illinois, Utah, Nevada, and Arizona– have attended the event.
- In 2024, I developed a new course (ACES 1130, Agricultural Industry Certifications) that provides academic credit for prior learning through industry certifications. Students can utilize this course if they gain an industry-aligned certification through a third-party, such as iCEV.