

EMILY ROE BROWN

University of Kentucky | 859.218.3661 | e.brown@uky.com

EDUCATION

Western Kentucky University

Doctor of Education, Educational Leadership

2023, exp. graduation

Areas of Concentration: Workforce development, human resource management in agriculture

Western Kentucky University

Master of Arts, Organizational Leadership

2020

Areas of Concentration: Generational Differences, Workplace Culture, Female Leaders in Agriculture, Leadership Ethics

Magna Cum Laude

University of Kentucky

Bachelors of Science, Communication

2009

Area of Concentration: Health Communication, Ethics

Minor: Business

Magna Cum Laude, Departmental Honors in Communication

Communication Honors Society President 2007-2008

EMPLOYMENT

University of Kentucky

Kentucky Agricultural Leadership Program Coordinator

2015 – present

The Kentucky Agricultural Leadership Program (KALP) is an intensive two year program designed for young agricultural producers and agribusiness individuals who want to further develop their leadership skills. The program consists of eleven sessions devoted to important/timely issues affecting agriculture and sessions focusing on improving participant's communication, leadership, and management skills. Seven seminars will be held in varying regions of Kentucky to compare and contrast challenges and solutions in agricultural practices. Classes also visit Frankfort, Washington DC, another area of the United States, and other nation(s).

WLEX-TV

Broadcast Sales

2010 – 2015

Strategized with local and regional businesses and agencies on how to best reach their goals, using a blend of broadcast and digital advertising means. Organized creative direction and production, including, but not limited to, writing television commercials and editing digital elements, including banner ads, e-mail blasts, text offers, etc. Keyed, tracked, and evaluated effectiveness of campaign deliverables.

CERTIFICATIONS

Kirton Adaption-Innovation Assessment Practitioner

October 2019

TEACHING EXPERIENCE

University of Kentucky, Agricultural Economics Department

Instructor – AEC 340, Human Resource Management in Agriculture

Fall 2021, 2020

Created my own unique course with major components including the acquisition, training, motivation, compensation, performance evaluation, and retention of the agricultural labor force. Other topics include motivation, leadership, organizational culture, and working with a multi-cultural and multi-generational work force. Teaching in a hybrid (in person & online, asynchronous & synchronous) modality for COVID-19 safe delivery.

Instructor, Field and Main University

2021

Developing, teaching, and facilitating a seminar on peer mentorship, including a 14-week mentorship plan. The session is one of many included in the onboarding curriculum of Field and Main Bank in Kentucky.

Teaching Support – AEC 340, Human Resources in Agriculture

Spring 2021, 2020

Supporting Dr. Steve Isaacs in the administration of AEC 340 with preparation of assignments, grading and record keeping, finding and assigning supplemental reading, administering weekly comprehension assessments, and co-lecturing.

Teaching Assistant – AEC 340, Human Resources in Agriculture

Spring 2019

Supporting Dr. Steve Isaacs in the administration of AEC 340 with grading and record keeping, suggesting articles as supplemental readings, participating in lecture discussion, and suggesting exam questions.

PRESENTATIONS

National Ag HR Study Group

“Feedback for Millennials and Gen Z”

April 2021

Presented insights gained on workplace feedback from a literature review, with special examination of Millennial and Gen Z workers, with Dr. Bob Milligan, Professor Emeritus at Cornell University. The National Ag HR Study Group has approximately 30 participants across the USA working in faculty and extension roles with agricultural human resources.

Colorado Agricultural Leadership Program

“Understanding Your Style”

February 2021

Led three hour workshop focused on current issues facing Colorado agriculturalists and how to engage cognitive diversity in the potential solutions. Presented adaption-innovation theory and individual assessment results. Presented in-person.

National Ag HR Study Group,

“It’s the Manager”

January 2021

Presented insights gained from *It’s the Manager: From Boss to Coach*, with special examination of Millennial and Gen Z workers, with Dr. Bob

Milligan, Professor Emeritus at Cornell University. The National Ag HR Study Group has approximately 30 participants across the USA working in faculty and extension roles with agricultural human resources.

Agricultural Leadership Foundation of Hawai'i

“Understanding Your Style”

December 2020

Administered the KAI assessment to participants. Conducted lecture on cognitive diversity, adaption-innovation theory, and individual assessment results. Presented virtually with Dr. Megan Seibel.

International Association of Programs for Agricultural Leadership

“Understanding Your Style”

October 2020

Administered the KAI to IAPAL Director Network. Conducted lecture on cognitive diversity, adaption-innovation theory, and individual assessment results. Presented virtually with Dr. Megan Seibel.

KyCorn CORE Program

“Understanding Your Style”

February 2020

Administered the KAI to CORE program's Class V. Conducted lecture on cognitive diversity, adaption-innovation theory, and individual assessment results. Materials adapted from Dr. Megan Seibel, VA Tech & Dr. Steve Isaacs.

Kentucky Agricultural Leadership Program

“Leadership Ethics”

December 2019

Conducted lecture on basic ethical positions and their origins, pros, and cons. Led discussion about two ethical cases I developed titled “GMOs and Ethical Eating” and “Illegal Immigration and the Farmer's Responsibility.”

Kentucky Agricultural Leadership Program

Lominger Competencies Activity

December 2019

Led competency sort exercise for six groups, having participants rank essential leadership competencies in order of importance. Facilitated discussion with Dr. Steve Isaacs' assistance.

Kentucky Agricultural Leadership Program

“Turning Points”

October 2018

Facilitated self-reflection activity and discussion. Materials adapted from Dr. Jean Lonie, Nuffield USA.

MEMBERSHIPS

Kentucky Women in Agriculture

OTHER

Active participant and instructor in Dr. Bob Milligan's, Professor Emeritus from Cornell, bi-monthly Agricultural Human Resources study group