

**BRADD ANDERSON, Ed.D.**

University of Missouri Extension 4-H Center for Youth Development  
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**DEGREES EARNED**

*Doctorate of Education*, Educational Leadership and Policy Analysis. University of Missouri, May 2019.  
Dissertation Title: *Impacts of the State 4-H Council Experience: A Phenomenological Study*.

*Master of Arts*, Human Development and Family Studies. University of Missouri, August, 1994.

*Bachelor of Science*, Human Environmental Sciences. University of Missouri, Columbia. August 1992.

**BIOGRAPHY**

Dr. Bradd Anderson is an assistant extension professor in the Department of Human Development & Family Science at the University of Missouri and serves as a state 4-H youth development specialist. His primary research interests include contemporary positive youth development theory, youth-driven leadership, and organizational transitions towards diversity and inclusiveness.

As a practitioner, Dr. Anderson specializes in leadership development, with expertise in communication, developmental relationships, and youth leadership councils. He founded the National 4-H film festival, provides leadership to Missouri's statewide 4-H Teen Conference and State 4-H Public Speaking Contest events, and coordinated Missouri's State 4-H Council for 13 years. Anderson's experience in developing youth councils in rural county, statewide, garrison, and national military contexts spans over 20 years and informs his perspective as a research-practitioner.

During Anderson's service as Youth Development Coordinator, the 4-H/Army Youth Development Project (AYDP) was recognized by USDA Secretary Michael Johanns with the USDA Secretary's Honor Award for 2006, the highest honor that can be bestowed by the USDA. Anderson's other awards include a group commendation from the United States Department of Defense for the work of the 4-H/AYDP, the Outreach & Extension Teamwork Award for his work on Missouri's Aerospace Camp, and various individual certificates of appreciation.

**RESEARCH INTERESTS**

Positive youth development  
Leadership development  
Pre-adolescence and Adolescence

Youth Communication  
Youth voice in organizations  
Military children and teens

## PROFESSIONAL EXPERIENCE

### **Assistant Extension Professor**

University of Missouri Dept. of Human Development and Family Science  
University of Missouri Extension 4-H Center for Youth Development  
Columbia, MO. September 2019 – Present

### **State 4-H Youth Development Specialist, *Youth Leadership & Communication***

University of Missouri Extension 4-H Center for Youth Development  
Columbia, MO. May 2007 – September 2019

### **Youth Development Coordinator, *4-H/Army Youth Development Project***

Headquarters Department of the Army, University of Missouri Extension, and Cooperative State Research, Education, and Extension Service (CSREES).  
Washington D.C. and Newport News, VA. September 2005 – May 2007

### **4-H/Army Youth Development Specialist**

U.S. Army Training and Doctrine Command (TRADOC) and Northeast Regional Office (NERO),  
University of Missouri, and Cooperative State Research, Education, and Extension Service (CSREES).  
Fort Monroe, Virginia, September 2000 – Present.

### **4-H Youth Development Specialist, *Crawford, Dent, and Phelps counties.***

University of Missouri Extension 4-H.  
Steelville, Missouri, January 1998 – September 2000.

## VOLUNTEER SERVICE

Trustee, Columbia and Boone County Library System Board of Directors (2020 – present)

College of Human Environmental Sciences Diversity Task Force (2019 – present)

4-H Volunteer, Adventurer's Club 4-H Public Speaking Project (2019 – present)

Gateway Mission Center Camp Planning Team (2016 – present)

## HONORS AND AWARDS

Nominated for the Dan H. Cockrell Dissertation of the Year Award (February 2020 – pending)

Group Honor Award for Excellence, United States Department of Agriculture (October 2006)

Certificate of Merit, United States Department of Agriculture (October 2005)

Certificate of Commendation, United States Department of Defense (2005)

Teamwork Award, University of Missouri Outreach and Extension (October, 1999)

## SCHOLAR-PRACTITIONER CONTRIBUTION

Anderson, B. (2020). *It Gets You Ready Faster: State 4-H Council service, leadership, and career readiness*. Manuscript accepted for publication, Journal of Youth Development (Dec 2020).

Anderson, B. (2020). *Impacts of Joining a State 4-H Council: A Phenomenological Study*. Manuscript submitted for publication.

Anderson, B. (2019). *Impacts of the state 4-H council experience: A phenomenological study* (Doctoral dissertation). Retrieved from MOspace. <https://mospace.umsystem.edu/xmlui/handle/10355/69927>.

Anderson, B. (2018). In Hill, P. A. & Seger, J. M. (Ed.), *We've tried that before: 500 years of Extension wisdom* (pp. 41, 81, 84, 113). Kansas City, MO: eXtension

Anderson, B. (2016). *Building public speaking skills*. Retrieved from <https://extensiondata.missouri.edu/Pro/4h/Docs/Projects/ArtsComm/PublicSpeaking/Y2420-building-public-speaking-skills.pdf>

New Media Consortium, Horizon Report (2016). *NMC Technology Outlook for Cooperative eXtension 2016-2021*. Retrieved from <http://www.nmc.org/publication/nmc-technology-outlook-cooperative-extension-2016-2021/> (Contributing author)

eXtension Committee on Organization and Policy (2016). *eXtension task force innovation report*. Retrieved from <https://www.dropbox.com/s/b60wf849zb5smhp/Innovation%20Task%20Force%20Report.pdf?dl=0> (Contributing author)

Army Child, Youth and School-Age Services (2010). *Youth leadership forums: A handbook for Army Child, Youth & School Services Staff*. Retrieved from <http://www.4-hmilitarypartnerships.org/doc8990.ashx> (Contributing writer-editor)

Army Child, Youth and School-Age Services (2010). *Camp management handbook: A practical guide to managing camp programs*. Retrieved from <http://www.4-hmilitarypartnerships.org/doc11519.ashx> (Contributing writer)

Army Child, Youth and School-Age Services (2009). *imAlone facilitator's guide*. Retrieved from <http://www.4-hmilitarypartnerships.org/doc10708.ashx>. (Contributing writer)

Army Child, Youth and School-Age Services (2009). *imAlone parent guide*. Retrieved from <http://www.4-hmilitarypartnerships.org/doc10709.ashx> (Contributing writer)

Army Child, Youth and School-Age Services (2009). *imAlone youth workbook*. Retrieved from <http://www.4-hmilitarypartnerships.org/doc10710.ashx> (Contributing writer)

Army Child, Youth and School-Age Services (2007). *4-H/Army Child & Youth Services instructor babysitting guide*. Retrieved from <http://www.4-hmilitarypartnerships.org/doc2861.ashx> (Contributing writer)

Army Child, Youth and School-Age Services (2007). *4-H/Army Child & Youth Services student babysitting guide*. Retrieved from <http://www.4-hmilitarypartnerships.org/doc2862.ashx> (Contributing writer)

*Enhance Your Youth Program with Service-Learning: A Guide for Army Child & Youth Services Staff* (2007). <http://www.4-hmilitarypartnerships.org/p.aspx?tabid=79> (Contributing writer, editor)

## **RESEARCH ACTIVITY**

National 4-H Program Leaders Working Group (PLWG) Task Force: *Advancing the Thrive Model of Positive Youth Development, 2020 – present*. Co-leader, Research Team, leading colleagues from 14 Land Grant Universities.

Anderson, B. (2019). Impacts of the state 4-H council experience: A phenomenological study (Doctoral dissertation). Retrieved from MOspace. <https://mospace.umsystem.edu/xmlui/handle/10355/69927>. Designed and conducted hermeneutic phenomenological study of Missouri's State 4-H Council. Findings suggest Council service provides youth experience that includes (a) initial exposure to diversity (rural/urban, racial/ethnic, and thought); (b) changing individual contexts; (c) growth in decision-making (self-efficacy); (d) changing view of self as a leader; (e) developing leadership and career skills; and (f) empowerment to pursue individual sparks.

## **GRANT REVENUE GENERATION**

### *GRANTS AWARDED*

2016 Ag Innovators Experience (\$20,000). National 4-H Council.

2015 MAC Strategic Grant (\$1,130). Missouri Arts Council

2013 MAC Monthly Strategic Grant (\$1,200). Missouri Arts Council.

### *GRANTS NOT AWARDED*

2020 Zero Hunger Challenge (96,000) – Partnered with University of Missouri College of Agriculture and Natural Resources (CAFNR). National Science Foundation.

2020 Show Me Your Heartland Journalism Grant (\$100,000) - partnered with University of Missouri School of Journalism). Woodrow Wilson National Fellowship Foundation.

2019 Boys and Young Men of Color (\$150,000). Robert Wood Johnson Foundation.  
Funded seven proposals, out of 197 received.

2019 Military 4-H Partnerships (\$800,000). NIFA, USDA, Children, Youth and Families at Risk (CYFAR). Funded one of five proposals received.

## NATIONAL JURIED PRESENTATIONS

Anderson, B. (2020, October 19-22). *Ten Years of FilmFest 4-H: The national 4-H film festival*. National Association of Extension 4-H Youth Development Professionals 2020 Convention. Boise, ID (moved online due to COVID-19).

Anderson, B. (2020, June 17). One Year Later: Expanding Diversity and Inclusiveness on Missouri's State 4-H Council. *Cambio de Colores conference* (moved online due to COVID-19).

Anderson, B. (2019, June 7). Impacts of the State 4-H Council experience and the path forward to expanding opportunity. *Cambio de Colores conference*. Columbia, MO.

Anderson, B. (2017, Nov. 14). FilmFest 4-H: The national 4-H film festival. *National Association of Extension 4-H Agents (NAE4-HA) annual conference*. Indianapolis, IN.

Anderson, B. (2016, Nov. 10). Making films with smartphone technology. *Missouri School Age Community Coalition (MOSAC2) conference*. St. Louis, MO.

Anderson, B. (2015, Nov. 6). Filmmaking 101. *Missouri School Age Community Coalition (MOSAC2) conference*. Springfield, MO.

Anderson, B. (2014, Nov. 14). Jump cut to filmmaking. *Missouri School Age Community Coalition (MOSAC2) conference*. Springfield, MO.

Anderson, B. (2014, Oct. 22). Is that a thing? Engaging generation Z in the work of extension. *University of Missouri Extension Annual Summit*. Columbia, MO.

Anderson, B. (2013, Sept. 15). You too can YouTube: Creating your own films as educational tools. *Pre-conference seminar at National Association of Extension 4-H Agents (NAE4-HA) annual conference*. Pittsburgh, PA.

Anderson, B. (2012, Oct. 22). Incorporating communications and expressive arts into all aspects of 4-H programming. *National Association of 4-H Extension Agents (NAE4-HA) annual conference*. Orlando, FL.

Anderson, B. (2011, April 28). Mission ready: Developing youth through the Teen Chain of Communication. *Department of Defense/USDA Family Resilience Conference*. Chicago, IL.

Anderson, B. (2006, Feb. 2). Developing dynamic public speaking skills in youth. *Boys & Girls Clubs of America European Youth Development Conference*. Wilingen, Germany.

Anderson, B. (2006, Jan. 30). Essential elements of 4-H. . *Boys & Girls Clubs of America European Youth Development Conference*. Wilingen, Germany.

Anderson, B. (2002, May 30). 4-H partnerships are a community of one. *National Association of Extension 4-H Agents (NAE4-HA) annual conference*. Norfolk, VA.

Anderson, B. (2002, May 30). Involving youth in youth development: A military experiential model. *Children, Youth and Families at Risk (CYFAR) Education and Research Conference*. New Orleans, LA.

Anderson, B. (2001, Mar. 23). As a matter of fact I AM a rocket scientist: Integrating technology into educational programs. *Youth and Families at Risk (CYFAR) Education and Research Conference*. San Diego, CA.

### **ISE's AND TRAININGS DELIVERED**

Anderson, B. (2019, October). The thrive model of positive youth development. *Missouri 4-H Fall Conference*, Osage Beach, MO.

Anderson, B. (2019, September). The science of positive youth development. *Northeast Region faculty and staff meeting*, Macon, MO.

Anderson, B. (2018, Feb. 13). Data analysis for 4-H professionals. *Web-based ISE for MU Extension 4-H faculty*. <http://uoeshare.ext.missouri.edu/share/MUCampus/4-H/Human-Resources/ISE%20Trainings/Data%20Analysis/>.

Anderson, B. (2017, Aug. 29). The Thrive Model of Positive Youth Development: An early look. *Web-based ISE for MU Extension 4-H faculty*.

Anderson, B. (2016, Mar. 29). The Science of 4-H Positive Youth Development. *Web-based ISE for MU Extension faculty*. <http://uoeshare.ext.missouri.edu/share/MUCampus/4-H/Positive-Youth-Development/PYD-Research-Base/PYD-PowerPoints/>.

Anderson, B. (2015, Dec. 1). Youth leadership research: Does altitude breed aptitude? *Web-based ISE for MU Extension faculty*. <http://uoeshare.ext.missouri.edu/share/MUCampus/4-H/Human-Resources/ISE%20Trainings/Leadership/>.

Anderson, B. (2012, April 11-12). Building and wielding social media skills. *ISE training conducted at Missouri Association of 4-H Youth Workers Summit*. Camdenton, MO.

Anderson, B., & Deprez-Garrity, N. (2006, Jan 31). Developing dynamic public speaking skills in youth. *Training delivered at Boys & Girls Clubs of America European Youth Development Conference*. Willingen, Germany.

Anderson, B., Bowman, D., Brittain, D., Deprez-Garrity, N., & Jordan, J. (2006, Jan 30). Essential elements of 4-H. *Training delivered at Boys & Girls Clubs of America European Youth Development Conference*. Willingen, Germany.

### **PROGRAMMATIC LEADERSHIP HIGHLIGHTS**

*Coordinator, State 4-H Council* (2008 – present). Create developmental opportunities and training for growth in leadership, management, and communication skills; establish and maintain developmental youth-adult relationships with Council members; recruit and coordinate faculty advisors; guide Council in planning/leading the state 4-H Teen Conference (ages 11-13) and State 4-H Congress (ages 14-18).

<https://extension2.missouri.edu/programs/missouri-4-h/get-involved-with-4-h/state-4-h-council>

Advisor, *Army Teen Panel* (2001 – 2007). Provided leadership to youth ambassadors from all U.S. Army regions in 16 different time zones, meeting four times annually. Activities included participation in the Army Family Action Planning (AFAP) process and annually outbriefing the Army Chief of Staff. Wash DC.

Coordinator, *Army Child & Youth Services Northeast Regional Teen Panel* (2002 – 2005). Established the Army's first regional teen panel, consisting of two youth from each of NERO's 23 installations. Youth weighed in on Army Child & Youth Services policy issues, installation Youth Services program needs, and helped plan the annual regional Youth Leadership Forum. This model was implemented Army-wide in 2002. Fort Monroe, Virginia.

Director, *FilmFest 4-H* (2010 – present). Designed and produced national 4-H film festival, in partnership with Missouri Film Commission. Youth learn directly from working members of the film and television industry, who volunteer their time. Branson, MO; Columbia, MO; Kansas City, MO; and St. Louis, MO. <http://filmfest4h.org>.

Coordinator, *State 4-H Teen Conference* (2008 – 2019). Guided State 4-H Council and adult advisors in designing, implementing, and evaluating leadership event for statewide audiences, ages 11-13. Organized Council youth into committees and workgroups, and prepared them to assume leadership roles. Columbia, MO (MU Campus). <https://extension2.missouri.edu/programs/missouri-4-h/4-h-opportunities/4-h-camps-and-conferences/state-4-h-teen-conference>

Coordinator, *State 4-H Public Speaking Contest* (2008 – 2019). Designed contest public speaking categories, competition rules, scoring rubrics, and tabulation room procedures for statewide audience, ages 8-18. Identified, recruited, and trained adults to serve as judges, time keepers, and in other support roles. Columbia, MO (MU Campus). <https://extension2.missouri.edu/programs/missouri-4-h/4-h-opportunities/4-h-arts-and-communication-events/4-h-public-speaking-contest>

Leader, *New Faculty and Staff Onboarding* (2019 – present) and *New Employee Orientation* (2018 – present). Design and conduct monthly webinar for new faculty and staff, delivering content focused on orientation and skills tied to statewide 4-H event calendars and the NIFA PRKC taxonomy. Conduct follow-up to MU Extension Human Resources orientation.

Coordinator, *Youth as Professionals* (2010-2013). Designed and conducted career readiness event, partnering with MU Human Resources, the College of Human Environmental Sciences (Textile and Apparel Management). Topics included interview skills, appropriate dress, problem-solving, and conflict resolution. Columbia, MO (MU Campus).

Leader, *Missouri Citizenship in Action (MCIA) Media Track* (2010-2014). Led the rebrand of traditional

Citizenship Youth Forum to become MCIA. Added media track, to established judicial and legislative tracks, training in the role of media in govt oversight and accountability. Jefferson City, MO.

Coordinator, *Youth Leadership Forum* (2000 – 2005), U.S. Army Northeast Region Child & Youth Services Command. Designed and coordinated annual leadership development event for military youth in the Northeast Region of Operations (NERO), engaging regional teen panel youth in the planning process. Virginia (various locations): Fort Leonard Wood, Missouri; The Big Island of Hawaii.

## **CAREER IMPACTS**

### **Assistant Extension Professor**

University of Missouri Dept. of Human Development and Family Science  
University of Missouri Extension 4-H Center for Youth Development  
Columbia, MO. September 2019 – Present

### **State 4-H Youth Development Specialist, *Youth Leadership & Communication***

University of Missouri Extension 4-H Center for Youth Development  
Columbia, MO. May 2007 – September 2019

- Engaged with eXtension contributions through the Innovation Task Force (2014-2018), and Horizon Project Cooperative Extension Panel of Experts (2016).
- Served on Nat 4-H Communication & Expressive Arts working group (2011-pres, chair 2013).
- Created FilmFest 4-H, a national event that attracted over 500 youth from 26 states (2011-).
- Coordinated Missouri's State 4-H Council (2007-present), expanding presence at all major state 4-H events. Conducted training in leadership and communication competencies.
- Restructured State 4-H Council policies and governing documents in 2019 to incorporate greater diversity and inclusiveness into its programmatic DNA.
- Coordinated/developed Missouri's state 4-H Teen Conference, guiding State 4-H Council in its development. Program has grown to become one of the largest Missouri 4-H events.
- Coordinated Missouri's State 4-H Public Speaking Contest (2007-present), expanding to five competition categories, adding structure, and strengthening the rigor of this event.
- Established and coordinated Missouri 4-H social media presence (2007-2019) on Facebook, Twitter, Instagram, Snap Chat, LinkedIn, and Pinterest.

### **Youth Development Coordinator, *4-H/Army Youth Development Project***

Headquarters Department of the Army, University of Missouri Extension, and Cooperative State Research, Education, and Extension Service (CSREES).

Washington D.C. and Newport News, VA. September 2005 – May 2007

- Led international team of youth development specialists based in Korea, Germany, Texas, Illinois, Virginia, Hawaii, and Georgia, in support of Army Child & Youth Services programs.
- Created plan of work, provided training, and expanded specialist roles in Army CYS ops.
  - Specialist team helped 4-H enrollment grow to 11,147 Army youth, with 28,202 project enrollments, in 429 4-H clubs Army-wide.
  - Helped Army achieve 100% NAA accreditation in School Age Services programs.



- Wrote Army-wide CYS standard operating procedures on middle school & teen topics.
- Served as a liaison between 4-H and Army Child & Youth Services, Installation Management Agency, Boys & Girls Clubs of America, and other partner agencies.
- Regularly interfaced with Army leaders ranging from garrison commanders to the Army Chief of Staff, providing reports, communicating findings, and issuing recommendations.
- Served on the Virginia 4-H Leadership Council, an advisory team for the state's 4-H program.

**4-H/Army Youth Development Specialist**

U.S. Army Training and Doctrine Command (TRADOC) and Northeast Regional Office (NERO), University of Missouri, and Cooperative State Research, Education, and Extension Service (CSREES). Fort Monroe, Virginia, September 2000 – 2005

- Trained and supported diverse teams of staff and volunteers, in support of youth development programming and NAA school age services program accreditation.
- Facilitated implementation of 4-H clubs on every Army installation within my assigned areas.
- Served as Advisor to the Army Teen Panel, an Army-wide youth advisory council.
- Conducted two training & technical assistance visits (TAV's) and one inspection annually for Child & Youth Services programs at the following TRADOC installations (2000-2002):
 

|                             |                     |                         |
|-----------------------------|---------------------|-------------------------|
| - Fort Benning              | - Fort Jackson      | - Fort Monroe           |
| - Fort Bliss                | - Fort Knox         | - Presidio of Monterrey |
| - Carlisle Barracks         | - Fort Leavenworth  | - Fort Rucker           |
| - Fort Eustis               | - Fort Lee          | - Fort Sil              |
| - Fort Gordon Fort Huachuca | - Fort Leonard Wood |                         |
- Conducted two training & technical assistance visits (TAV's) and one inspection annually for Child & Youth Services programs at the following NERO installations (2003-2005):
 

|                           |                 |                        |
|---------------------------|-----------------|------------------------|
| - Aberdeen Proving Ground | - Fort Eustis   | - Picatinny Arsenal    |
| - Fort Belvoir            | - Fort Hamilton | - Tobyhanna Army Depot |
| - Carlisle Barracks       | - Fort Lee      | - Walter Reed          |
| - Fort Detrick            | - Fort Meade    | - West Point           |
| - Fort Dix                | - Fort Monmouth |                        |
| - Fort Drum               | - Fort Monroe   |                        |
|                           | - Fort Myer     |                        |

**4-H Youth Development Specialist, Crawford, Dent, and Phelps counties.**

University of Missouri Extension 4-H. Steelville, Missouri, January 1998 – September 2000.

- Maintained the largest 4-H program in Missouri's south central region.
- Managed volunteer, fundraising, program expansion and community partnerships.
- Directed statewide Aerospace Camp (2000) in partnership with University of Missouri, Rolla.
- Served on MU Extension technology team, assisting with transition to county web pages.