

Chyi-Lyi (Kathleen) Liang, Kellogg Distinguished Professor and Director of the Center for Environmental Farming Systems, North Carolina Agricultural and Technical State University

Dr. Chyi-Lyi (Kathleen) Liang is an award winning scholar who has developed a community entrepreneurship curriculum and service/experiential learning programs that integrate science-based research and innovative teaching into outreach. She is an expert in multifunctional farm research, food insecurity issues, food system and network analysis, and community entrepreneurship. Dr. Liang's research analyzes the opportunities and challenges for sustainable food systems and food networks regarding small-scale farmers, mixed style farming operations, rural/urban interface, and innovative opportunities and resource equilibrium. Her work has been published in *Agricultural Finance Review*, *Agricultural Research and Technology*, and the *Journal of Business and Entrepreneurship*.

One teaching tool that Dr. Liang has used the longest is Dollar Enterprise which she created, designed, and implemented. It is an integrated experiential learning, service learning, and self-paced innovation curriculum. More about this can innovative program be found [here](#). For a teaching seminar during an academic interview, she recommends to keep it simple and easy. Demonstrate your ability to effectively communicate your topic and engagement of the audience while adding a sense of humor.

Zoë Plakias, Assistant Professor, Department of Economics, Western Washington University

Dr. Zoë Plakias is an assistant professor at Western Washington University (WWU), a regional public university in Bellingham, WA, with about 15,000 students. She had the opportunity to return to the university where she obtained her undergraduate degree as a tenure-track faculty member in the Department of Economics in the College of Business and Economics. Due to the department having only undergraduate students, she mentors and advises undergraduate students. Her courses are in microeconomics and environmental and resource economics ranging in size from 10-60 students with no TA support. As WWU is on the quarter system, her teaching load is 2-2-2 with an expectation to publish a minimum of one paper every other year. Greater weight is placed on single-authored and general economics journal publications relative to co-authored publications and those in field journals, respectively. From 2016 to 2022, Dr. Plakias was a tenure-track assistant professor with a research/teaching/Extension appointment in the Department of Agricultural, Environmental, and Development Economics at Ohio State University. She received her Ph.D. in Agricultural and Resource Economics from the University of California, Davis in 2016.

Dr. Plakias' teaching philosophy is focused on: (1) Cultivating a love of learning; (2) Modeling a love of learning; (3) Making students feel welcome in the classroom; (4) Facilitating data and information literacy; and (5) Supporting career and life preparation.

To support her teaching philosophy and improve her pedagogy, Dr. Plakias is committed to being a lifelong learner. Some of her favorite books on teaching are *Cheating Lessons* (James Lang) and *Teaching to Transgress* (bell hooks). A workshop on course design at Ohio State allowed her to receive feedback from diverse faculty colleagues to develop a new course. At WWU, she participated in a fantastic workshop on active learning techniques that exposed her to a lot of new pedagogical tools that she continues to use. Dr. Plakias has started using Perusall and believes social annotation tools like it (e.g., hypothes.is) are really fabulous! Academic journal articles are assigned for students to read and comment on prior to in-class discussions.

To improve your teaching effectiveness, Dr. Plakias encourages you get more feedback than what is provided on the evaluations at the end of the term. An anonymous midterm survey and follow up with students allows her to adjust for the second part of the term, as well as conversations at the end of the term helps provide a more nuanced picture than the official evaluations. Students really appreciate the opportunity to contribute and knowing their input is taken seriously, even if Dr. Plakias decides not to change things. Her reasoning for not changing is communicated to students.

For a new teaching faculty member, Dr. Plakias strongly encourages you to keep track of everything even remotely teaching related, including but not limited to professional development, guest speakers, and guest lectures in others' classes. She has an "Add to CV" folder in my e-mail that she dump things into her CV is updated. Dr. Plakias encourages you take time to pull quotes from student evals to tell your teaching story effectively in your packet. Don't

be afraid to have faculty outside of your department read any evaluation materials you submit while giving them time to read your materials and you time to incorporate their feedback.

Ross Pruitt, Professor, Department of Agriculture, Geosciences, and Natural Resources, University of Tennessee at Martin

Dr. Ross Pruitt is a Professor in the Department of Agriculture, Geosciences, and Natural Resources at the University of Tennessee-Martin. He has taught variety of courses including introduction to agribusiness, agricultural finance, agribusiness management, agricultural price analysis, and agriculture and natural resource policy. His classes seek to enhance students' knowledge of the course topic, improve students' teamwork skills, and their ability to communicate their knowledge. Improvement in these areas aid in student's marketability post-graduation. Frequent use of guest speakers aids in students' connection of classroom discussion with how these ideas are implemented in a job setting. These efforts have seen him be named UTM's Outstanding Teacher in the College of Agriculture and Applied Sciences on two different occasions. In addition to these efforts, he has developed two international travel studies to increase students' understanding of the global nature of agriculture.

Prior to teaching at the University of Tennessee at Martin, Dr. Pruitt was an Associate Professor and Extension Economist for livestock marketing and farm management at the Louisiana State University Agricultural Center. His development of decision-making tools has aided his teaching as he is able to transform the theory into practical applications for undergraduate students. Students appreciate the focus on answering the "so what" question in course content due to his time as an Extension economist.

Given the diversity of learning styles present in the classroom, Dr. Pruitt uses a variety of techniques to aid each student in reaching their potential. He's never too busy to aid a student in understanding course material. The use of simulations, games, case studies, and frequent lectures outside aid in breaking up the monotony of sitting in a classroom to keep material fresh and dynamic. Every interaction with a student is an opportunity to connect the ability to recognize problems with the soft skills needed to navigate a career path.

Dr. Pruitt has used the Purdue Agribusiness Simulator the longest due to the simulator aiding in improving teamwork, analytical, and financial skills in students. There are many different simulators available which aid students in understanding consequences of decisions which can work for you in the classroom. To improve your effectiveness, remember that undergraduates may have little experience with individuals who are subject matter experts that professors often are. Their prior education experiences has been with individuals who are often trained in teaching strategies and pedagogical approaches. This differs from the experiences many of us have in our respective doctoral programs. Find a way to connect with your audience, whether in a teaching seminar or in the classroom.

For new faculty members, universities whose primary focus is teaching often offer opportunities not present at land-gran universities. You may find yourself in a department that has faculty in other agricultural disciplines. This provides the opportunity for unique collaboration in teaching, research, and service. Spend time thinking about how to effectively communicate your contributions and ways you can collaborate with individuals in other disciplines which may include research in the area of scholarship of teaching and learning.

Misti Sharp, Instructional Associate Professor and Undergraduate Coordinator, University of Florida

Dr. Misti Sharp is currently an Instructional Associate Professor and Undergraduate Coordinator at the University of Florida in the Food and Resource Economics Department. Her courses emphasize real-world problem solving, the use of technological tools for analysis and communication, and extensive teamwork to simulate an economist's role in a professional environment. Dr. Sharp has an active teaching research program where she shares what she has learned about pedagogy through workshops, published teaching notes and case studies, and ongoing scholarship of teaching and learning.

Current projects include an investigation into intentional team formation and student outcomes and global learning gains through virtual exchange. Dr. Sharp is a mentor to students and faculty, actively publishing with both. She guides undergraduate students in honor's research, teaches in a study abroad and virtual exchange context, and serves as advisor for the UF Academic Quizbowl team. Dr. Sharp has garnered recognition for innovative classes and her teaching program with awards from SAEA, NACTA, and the University of Florida including the College of Agricultural and Life Sciences Teacher of the Year in 2021. She is highly engaged in the teaching profession and the AAEA Teaching, Learning, and Communication Section and proudly serves as a champion for teaching careers in agricultural economics.

Dr. Sharp's teaching philosophy includes a focus on active learning and meaningful applications of course content. This includes development of international travel experiences and exchanges for students.

Impactful training programs for Dr. Sharp have been team-based learning certifications and certificate to great teaching. Dr. Sharp recommends you find a teaching style that suits you as you prepare for annual review, promotion and tenure. Build a program that supports your style. Depth can be more important than breadth in order to develop synergies across teaching, research, and extension if you are at a land-grant university.

Julianne Treme, Teaching Professor, Department of Agricultural and Resource Economics, North Carolina State University

Dr. Julianne Treme, currently a teaching professor at NC State, began her academic journey with a BA in Economics from Elon University, where she was valedictorian. She completed her Ph.D. in Economics at North Carolina State University in 2006, supported by the Andrews Fellowship. After spending two years at Wake Forest University as a Visiting Teaching Professor, Dr. Treme joined the faculty at UNC-Wilmington in 2008, earned tenure by 2014, and returned to NC State that same year.

Throughout her career, she has been dedicated to integrating technology into teaching and mentoring students. As a DELTA Faculty Fellow from 2020 to 2022, she introduced digital tools like PlayPosit, Yellowdig, and Gradescope to faculty, while earning a Quality Matters certification for her introductory economics course. Her efforts in education have been recognized with the USDA's Excellence in College and University Teaching Award in 2020 and as an Alumni Distinguished Undergraduate Professor at NC State in 2022.

Dr. Treme has also contributed nationally as the chair of the teaching section of the American Agricultural and Applied Economics Association (AAEA). Her research insights have been featured in media outlets such as Marketplace, Bloomberg, and Harper's Magazine, covering topics from Hollywood economics to global income trends.

Inspired by her teachers at Elon University, Dr. Treme remains dedicated to creating engaging, student-centered learning environments. She continually enhances her courses by integrating innovative teaching methods and technology, promoting critical thinking, and fostering a collaborative learning community. Dr. Treme's commitment to excellence ensures she seeks the best educational outcomes for her students, shaping the future of Wolfpack students with her passion for teaching and mentorship.

Major points of Dr. Treme's teaching philosophy are:

1. **Student-Centered Learning:** Prioritizing the needs and perspectives of students, ensuring that they are active participants in their learning journey.
2. **Engagement and Interaction:** Creating dynamic and interactive classroom environments that encourage student engagement and participation.
3. **Critical Thinking and Problem-Solving:** Fostering critical thinking skills and promoting problem-solving through real-world applications and case studies.
4. **Innovative Teaching Methods:** Utilizing contemporary pedagogical techniques and integrating technology to enhance learning experiences and outcomes.
5. **Collaborative Learning:** Encouraging collaboration among students through group projects, discussions, and peer-to-peer learning opportunities.
6. **Mentorship and Support:** Providing guidance and support to students beyond the classroom, including mentoring for research projects, presentations, and career development.
7. **Continuous Improvement:** Continuously seeking feedback and reflecting on teaching practices to improve and adapt to the evolving educational landscape.

8. Inclusivity and Diversity: Creating an inclusive classroom environment that respects and values diverse perspectives and backgrounds.

Completion of the Quality Matters certification has significantly enhanced her ability to organize her class. This training helped align learning objectives for each unit with corresponding questions and assignments, ensuring that assessments accurately reflected the objectives. It improved the accessibility of the course for students with disabilities, making the learning environment more inclusive and supportive for all students. Dr. Treme has extensively used PlayPosit, an interactive video platform, to enhance her teaching. PlayPosit allows for the integration of various powerful interactions within videos, making the learning experience more engaging for students. The analytics provided by PlayPosit are invaluable, as they help pinpoint areas of weakness and identify questions that take longer for students to complete, allowing for targeted interventions and improvements in instructional design. Additionally, PlayPosit supports diverse question types and interactive elements, which keep students actively engaged with the content.

To improve your teaching effectiveness, Dr. Treme encourages you to find an experienced teacher and observe how they teach. Pay attention to how they interact with the class, organize their materials, and structure a typical class session. Alternatively, look up economists who explain concepts well, like Jacob Clifford. Analyze how they present topics and consider if you could adapt their methods for your class. Additionally, arrange for a peer evaluation, either informal or formal, to get constructive feedback on your teaching.

To prepare for a teaching seminar, ensure you stick to the time limit and the given topic. If you have an assignment, include clear student instructions or scaffolding to help students achieve the learning objectives. Incorporate a few interactive points in the lecture to explain how you would maintain student engagement. Additionally, be prepared to demonstrate your ability to adapt your teaching to different learning styles and to answer questions about your teaching philosophy and methods. Practice your presentation to ensure clarity and confidence.

Dr. Treme recommends you look at the CVs of other faculty in your position to understand their paths. Meet with them and ask what they found most helpful in their journey. If you don't have anyone in your position, seek out the CVs of faculty at other institutions to see their paths. This research should start in your first year. Having several CVs to reference will help you identify a path that appeals to you and could even reveal new paths that align with your goals. Regularly consulting these examples can guide your progress and strategic planning for reviews, promotion, and tenure.

Christine Wilson, Senior Associate Dean & Director of Academic Programs College of Agriculture, Purdue University

Dr. Christine Wilson is Senior Associate Dean and Director of Academic Programs for the College of Agriculture at Purdue University and a Professor in the Department of Agricultural Economics. Her current leadership responsibilities include articulating a clear, ambitious vision to students, faculty/administration, and stakeholders regarding academic programs within the College of Agriculture and encouraging and facilitating the creation of innovative learning environments to provide a world-class experience for students that is aligned with the College and University vision and values. Under her direction, the Office of Academic Programs oversees all academic programs in the College including curricula, instruction, recruitment and retention, student services, scholarships, career services, transfer student services, faculty development and recognition, and College of Agriculture Transformational Experiences (CATE) such as student leadership development, undergraduate research, issues engagement initiatives, and honors programming. She engages in strategic planning, recommends allocation of academic resources, and is the primary liaison with the University regarding academic program issues. She works closely with the Office of Multicultural Programs in Agriculture, Agricultural Research and Graduate Education, Purdue Online Education, Cooperative Extension, International Programs in Agriculture, state government, industry, international institutions, other Colleges/Schools across the University, the Office of the Registrar, the Office of Student Success, the Undergraduate Education Advisory Council, and two-year educational partners including Ivy Tech Community College and Vincennes University.

During her career, Dr. Wilson has taught numerous graduate and undergraduate courses including agricultural finance, agribusiness risk management, small business operations, decision tools for agricultural economics and agribusiness, international agribusiness and policy analysis, agricultural economics and agribusiness orientation, general agriculture freshman orientation, freshman honors research, and sophomore honors research. Other courses taught have included agribusiness marketing management, capstone courses in advanced business marketing planning, accounting/finance for farm business management, sophomore-junior honors research methods, academic bowl preparation seminar, Ph.D. agricultural finance, Executive MBA (EMBA) risk management, Executive MBA policy and trade analysis, and undergraduate study abroad courses. Additionally, her Extension and outreach program work has included courses, workshops, and trade press publications related to her research and teaching expertise in finance, marketing, and farm and business management, and land use value appraisal.

Dr. Wilson has earned a national reputation for her commitment to students, teaching, and advising. She has held leadership positions in several professional organizations and has been recognized as an outstanding educator and leader with numerous honors and awards for teaching and advising throughout her career. In 2021, Dr. Wilson was recognized with the Distinguished Alumni Award by the Department of Agricultural Economics at Kansas State University, and in 2023 she was inducted into the Purdue University Book of Great Teachers. Dr. Wilson's excellence in teaching and advising has been recognized with the David Mugler Outstanding Teaching Award from the Kansas State Ag Alumni Association, the Kansas State University Presidential Award for

Excellence in Undergraduate Teaching, and the Agricultural & Applied Economics Association Distinguished Teaching Award More Than Ten Years' Experience in 2019; the Charles B. Murphy Outstanding Undergraduate Teaching Award from Purdue University in 2008 and the Richard L. Kohl's Outstanding Undergraduate Teacher Award from Purdue's College of Agriculture in 2007, and the Agricultural & Applied Economics Association Distinguished Teaching Award Less Than Ten Years' Experience in 2006.

Dr. Wilson first joined the agricultural economics faculty at Purdue University as an assistant professor in 2001. She earned promotion to associate professor with tenure at Purdue University in 2007. She returned to Kansas State University to serve as assistant dean for academic programs for student services and retention in the College of Agriculture in 2008 and earned promotion to full professor with tenure in 2013. In 2015, Dr. Wilson fully rejoined the faculty in the agricultural economics department as Professor and Director of Undergraduate Programs. Dr. Wilson began her role as Associate Dean and Director of Academic Programs for Purdue University's College of Agriculture and Professor in February 2020 and was promoted to Senior Associate Dean in 2023.

Dr. Wilson's teaching approach has generally focused on demonstrating relevance and importance, making learning interesting and fun, involving students, exhibiting enthusiasm, setting and communicating expectations, being rigorous and motivational, being organized and prepared, using teaching tools effectively, and being genuine and caring and giving of her time. Every interaction is an opportunity to inspire and have an impact. Early in her career, Dr. Wilson learned from a successful associate dean that students don't care how much you know until they know how much you care.

Early in her career, she attended several teaching workshops offered on her campus. She sought excellent faculty as teaching mentors to discuss ideas issues in addition to seek their advice when situations arose. Now as part of her leadership positions, she and others provide teaching conversations and other opportunities for learning and engagement for faculty, staff and students. To improve your teaching effectiveness, be organized and prepared. Communicate your expectations clearly. Early in your career and/or when teaching a new course, seek feedback early in the semester from students so you understand how the course is going. Seek out mentors and use them.

To prepare for an interview, understand the expectations for the seminar; stay within the time limit given to you. Prepare your seminar using content you are passionate about and that you can make engaging for the audience. Practice your seminar in front of others and seek feedback. Practice your seminar multiple times on your own.

For a new faculty member at her institution Dr. Wilson recommends asking questions of others. Try to learn the expectations and seek good mentors. Track and document your work so that you can build and tell a story with your program and work. Make your documents clear and organized reflecting summary of data that is used well.