



### **Effective Utilization and Needs**

As unoriginal as it sounds, I wrote in my undergraduate application to college at Wake Forest University that my academic passion was learning. It did not matter the topic, but I had a general interest in many aspects of life whether it be business and how organizations work to the off-the-wall trivia applicable only on Jeopardy. What I have grown to understand is that my academic passion was authentic. I have learned how to define and express my passion.

My academic passion is for learning. Furthermore, in the past decade of work with 4-H and Cooperative Extension, I have honed my passion to understanding how, why and what other people learn. I am fascinated by motivations to learning. I implore people to explore *their* passions for learning.

Because of my passion, I enrolled in a doctoral program at the University of Georgia in Adult Education, Learning and Organizational Development. This program allows me to examine my passion—how individuals learn, grow and develop within organizations. The doctoral program has allowed me to grow and develop personally as well as professionally. Although my degree is in Adult Education, the theories of Adult Education fundamentally support the experiential education process we encourage through 4-H Youth Development.

I began my program in 2010 and will likely complete my studies in 2014. My dissertation examines adults working in Cooperative Extension and community engagement. Community engagement is the “partnership of college and university knowledge and resources with those of the public and private sectors to enrich scholarship, research, and creative activity; enhance curriculum, teaching and learning; prepare educated, engaged citizens; strengthen democratic values and civic responsibility; address critical societal issues; and contribute to the public good” (Carnegie Foundation for the Advancement of Teaching, n.d.). Specifically, I aim to explore university employees, the majority who are Cooperative Extension faculty and staff members who interact and span boundaries between the military community and university/extension organization.

The profession of 4-H youth development is sometimes misunderstood. 4-H is not only an audience within Cooperative Extension (inclusive of all program areas), but also is a content area that 4-H professionals need to promote and highlight. My



doctoral program has, and with continued support, will enable me to support better the scholarship of 4-H.

As 4-H will likely continue to face budgetary constraints in the future, the need for an effective, powerful group of 4-H youth development professionals grows even more important as the number of paid staff members may have plateaued or may even decrease in the future. These future youth development professionals will serve as youth programming experts but evermore so as volunteer managers. Thus youth development professionals will serve as boundary spanners between and among other youth development organizations. Additional scholarship is needed in the behaviors of those who communicate, interact, protect and negotiate between organizations and communities. My research interest and doctoral program will assist in filling this gap in the theoretical knowledge of boundary spanners and also the practical experience of these individuals to perform successfully and effectively.

#### *Budget*

\$350 – Course fees and Tuition

\$250 – Books, journal articles and associated expenses

\$400 – Registration fee to share knowledge generated at the Engagement Scholarship Consortium (Edmonton, Alberta, Canada)

#### **Leadership Ability**

Since appointment as a 4-H Specialist in a public service faculty role in 2009, the applicant has served in leadership roles at national, regional, and state levels. The applicant joined the state 4-H staff in 2006 as a classified staff member coordinating military programming statewide.

In 2009, the applicant accepted a national appointment to serve as one of three 4-H / Air Force Youth Specialists, supporting programming on air force bases worldwide. He has served as a subject matter expert on numerous task forces within Air Force Child & Youth Programs to expand and support positive youth development occurring nationwide. In 2012, Mull was appointed to the 4-H Military Partnership Evaluation Think Tank coordinated by USDA.

Within NAE4HA, the applicant has previously served as a specialty awards judge, 2007 Conference Programs Committee member and workshop reviewer for several years. Within his state association, he has served as both Junior and Senior Director for his district, educational exhibits judge, policy and resolutions committee member, awards and recognitions judge and the state staff awards chair.



At the state level, the applicant leads the Georgia 4-H Military Programs initiative. Georgia 4-H enrolls approximately 20% of the world's military 4-H'ers. Additionally, the applicant coordinates, co-coordinates or supports camping programming for approximately 1,000 military youth at exclusive weeks of camp for military dependents each year. About 600 of these youth arrive from 51 states and territories. Recognized for his marketing acumen, the applicant was appointed by the Director of 4-H / State 4-H Leader as the chair of the 4-H Marketing Committee.

#### Other National and Regional Leadership

- Emerging Scholars Program Committee, National Outreach Scholarship Conference; Southern Region Biennial Conference Event Team; Univ of Florida External Promotion Reviewer; National 4-H Curriculum Reviewer; DoD/USDA Partnership Committee Co-Chair;

#### Other State Leadership

- Advisory for Family Impact Seminar to the Georgia State Legislature; Georgia National Guard Family Readiness Conference Workshop Coordinator; Cooperative Extension Marketing Committee Member; National Guard Agribusiness Development Team Training Member; Walk Georgia Committee Member

#### Associations

National Association of Extension 4-H Agents; Georgia Association of Extension 4-H Agents; American Evaluation Association; American Camping Association; American Association of Adult and Continuing Education; University of Georgia Lifelong Learning Association;

#### **Extension Experience and Career Interest**

2013 – Present	Public Service Associate State 4-H Military Liaison / 4-H – Air Force Specialist
2009 – 2013	Public Service Assistant State 4-H Military Liaison / 4-H – Air Force Specialist
2006 – 2009	State Military Coordinator

The applicant found an Extension career through a back door. Initially, he never thought of himself as a 4-H / youth development professional. He took a position in order to get a masters degree, but he never left. He found a career in improving the



lives of others through research-based education and extension opportunities. In 2009, he was approached by the US Air Force to assume a national appointment as one of three 4-H / Air Force Youth Specialists to train, assist and develop programming at air force bases worldwide using a 4-H positive youth development model.

The applicant feels that the most important line in the Extension Workers Creed is “the greatest university is the home” and that empowering others to identify their own strengths, issues and solutions is the greatest equalizer an extension worker can provide in his or her community. Great communities are made by a collection of great individuals and extension workers develop great individuals. Our youngest citizens are often the ones easiest to accept new ideas and try new things. Therefore, youth development can lead to the greatest societal changes espoused by community engagement. The applicant feels his role in his career is developing young people to identify these individual strengths and building upon them, regardless of what position or title he may hold.

### **Sharing the Information Gained**

Currently plans for sharing the information gained through my doctoral program include highlighting to my state association the scholarship of 4-H, attempting to demystify the process of knowledge generation and sharing. In addition to these statewide efforts, I plan to share through NAE4-HA research and poster sessions the behaviors that boundary spanners such as Cooperative Extension staff members play in balancing the needs between our universities and our communities. Through the pilot study of my proposed dissertation, I will have data from one state regarding these boundary spanners and the impact they make in our communities.

Future plans include at least two articles submitted to the *Journal of Extension* and/or the *Journal of Youth Development*. Two articles currently under review in the topic have been submitted to the *Journal of Higher Education Outreach and Engagement* and the *Journal of Community Engagement and Scholarship*. By taking hold of the scholarship of our profession and expanding the boundaries that we share this knowledge, we will equip other researchers and practitioners in the value and scholarship of 4-H.



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February 28, 2014

Stiles Memorial Scholarship Selection Committee  
c/o Awards and Recognition Chair  
National Association of Extension 4-H Agents  
20423 State Road 7  
Suite F6-491  
Boca Raton, FL 33498

Dear Selection Committee:

It is with great pleasure that I support Casey Mull's application for the Stiles Memorial Scholarship and encourage the committee to examine in detail his package. I am confident the committee will concur that the quality of the applicant's work and his scholarship make him a qualified recipient of the honor.

Casey Mull is a professional colleague whose work ethic demands that he give careful attention to the details of the many projects on which he works. His professional career at the University of Georgia began in 2005 as a program assistant for military youth programs. He then served as the state military coordinator for youth development from 2006 to 2009. Casey was appointed to the public service faculty in 2009, with a faculty rank of public service assistant. This past year, he earned the rank of public service associate, the equivalent of associate professor in our public service ranks. Mr. Mull leads Georgia 4-H programming for and with military youth and families as the 4-H military specialist. The applicant also serves as one of three land-grant university faculty members representing 4-H and the Cooperative Extension system on the United States Air Force headquarters staff.

Casey has been selected for and participated in many institutes of professional improvement and continuing education, including the Emerging Engagement Scholars Program at the National Outreach Scholarship Conference. He has participated in supporting children in National Guard Reserves Military Child Education Coalition and completed Protocol Officer Training. This is in addition to his being a part of many trainings through 4-H at the national and state levels. He has attended national and regional conferences where he presented at many of those conferences including the National Association of Extension 4-H Agents Conference, Department of Defense USDA Family Resilience Conference, National Outreach Scholarship Conference, Southern Region Leaders Forum, Children- Youth- and Families-at-Risk Conference (CYFAR), National Youth-at-Risk Conference, and Operation Purple Camp Directors Conference. His willingness to not only increase his knowledge and skills but share his expertise with others is evident.

Mr. Mull's academic service indicates that he has had tremendous impact on the national, regional, and state levels in his service to the military and to 4-H Youth programs. In 2012, he served on the planning committee for the Emerging Scholars Program of the National Outreach Scholarship

Conference hosted by the University of Alabama. He was selected as one of seven faculty members by the National 4-H Program Leader—Military Youth and Families at USDA to create a logic model and theory of change and to develop common measures to lead programming with military audiences and communities across USDA and the land-grant university system. As part of the Operation Military Kids Technology Discovery Curriculum, the candidate was one of three national reviewers to provide feedback on twenty lessons for use at military deployment and reintegration events nationwide. Marlene Glasscock, Research Assistant Professor and National 4-H/Military partnerships Coordinator at Kansas State University, writes in support of Casey's promotion, "His initiative to use the 4-H 101 curriculum to develop a Georgia-specific 4-H 102 ensured that staff on installations would have the knowledge and resources necessary to promote and provide 4-H Clubs for military youth."

On top of his professional responsibilities, Mr. Mull is pursuing a Doctor of Philosophy in adult education. In his time with 4-H, he has earned a master's of public administration. His research interests focus on the system surrounding universities and community and the individuals within these systems. This research is applicable to the 4-H youth development field because we rely on adults to serve this boundary, spanning role between our universities and our communities.

This outstanding young professional who currently has a positive impact upon military families and 4-H military youth has the potential to make even greater impact in the academic environment at the University of Georgia or other institutions of higher education.

Casey Mull has a great work ethic, a positive attitude, and is described as having good listening skills and the ability to build collaborative efforts among land-grant universities and military partners. Eddy Mentzer emphasizes in his evaluation letter, "I can assure you that Casey's work has an impact not just in the state of Georgia, but across the nation and around the world."

I urge you to carefully review Casey Mull's application for the Stiles Memorial Scholarship. Casey is an outstanding 4-H specialist who in a relatively short period of time has made exemplary contributions to the University of Georgia and the Georgia 4-H Program and will continue to do so in the future. Casey Mull exhibits the caliber of work and exemplary service of a 4-H youth development professional. This scholarship would equip him to continue his studies and share across our field the impact of our work.

Please let me know if I can provide additional information concerning Casey Mull's qualifications.

Sincerely,



Arch D. Smith  
State 4-H Leader/Director of 4-H  
University of Georgia  
College of Agricultural and Environmental Sciences  
Cooperative Extension



ADS: kb