

# Dr. Nia Imani Fields

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## Education

### **ED.D. | MORGAN STATE UNIVERSITY**

Major: Urban Educational Leadership

### **M.S. | UNIVERSITY OF DELAWARE**

Major: Urban Affairs and Public Policy

### **B.S. | MORGAN STATE UNIVERSITY**

Major: Business Administration

## Professional Experience

### **Deputy Director | National Youth Employment Coalition | 2023-2024**

- Provided strategic thought partnership and co-developed resources that serve youth who experience disconnection from school and work.
- Developed standard operating procedures around hiring, on-boarding, performance evaluations, grant management and project management.
- Grant co-acquisition and management.
- Managed staff and consultants working on project-based work and oversaw the employee performance evaluation system.
- Developed and maintained strong relationships with stakeholders, partners, and funders.
- Interfaced with federal agencies, local workforce boards, city governments, employers, and educational institutions to support economic mobility and positive employment outcomes.
- Co-created communications strategies and ensured that published materials reflected the values of the organization and advanced the mission to support youth and our national membership base.

### **ASSISTANT DIRECTOR & MARYLAND 4-H PROGRAM LEADER | UNIVERSITY OF MARYLAND EXTENSION, UMCP | 2019-2023**

- Tenured Professor/Principal Agent Emerita, College of Agriculture & Natural Resources, UMCP.
- Served on the University of Maryland Extension (UME) administrative team as the Assistant Director.
- Secured \$2 million in grants and solicited/in-kind funds.
- Annually managed a \$1.2 million dollar operating budget and 2K volunteers.
- Served as hiring official for faculty/staff and managed performance evaluations, mentorship, and the promotion and tenure process.
- Provided leadership and direction for 4-H Youth Development programs, 60+ faculty and staff, a 1100-acre environmental education center & camp, and 501(c)(3) foundation and board.
- Provided national 4-H leadership on the Extension Committee for Organization and Policy (ECOP) and as co-chair of the Access, Equity and Belonging Committee.

- Provided visionary leadership of faculty, staff, and volunteers to together reach 79K youth statewide.
- Led statewide initiatives around community & civic engagement, leadership development, college & workforce readiness, health & well-being, STEM, and social empowerment.
- Seasoned keynote speaker, expert panelist, and published author.

**ASSISTANT/ASSOCIATE PROFESSOR| UNIVERSITY OF MARYLAND EXTENSION, UMCP | 2006-2019**

- *ADVANCE Professor-* (2018-2020) Represented department with a focus on recruitment, retention, advancement, and professional growth of diverse faculty.
- *Professor-* (2016-2019). Coordinated statewide curricular and professional development systems as the Curricular Systems State Specialist. Provided co-leadership to the statewide research evaluation team.
- *Associate Professor-* (2012-2016). Provided programmatic leadership and evaluation as the Baltimore County 4-H Youth Development Faculty member . Elected to the University of Maryland Senate Committee on Equity and Diversity. Appointed to the Internal Compliance Review committee. Co-chaired the department’s Strategic Plan Implementation Committee.
- *Assistant Professor-* (2006-2012). Provided programmatic leadership and evaluation as a Baltimore County 4-H Youth Development Faculty member.

**ADJUNCT PROFESSOR | STEVENSON UNIVERSITY | 2018-2019**

- Developed and taught a youth development Master’s course.

**LEISURE SERVICES LIAISON/MAYORAL FELLOW | BALTIMORE CITY RECREATION & PARKS | 2005-2006**

- Coordinated annual in-services for Baltimore City Recreation center staff.
- Established and supported a citywide teen council.

**Skills & Experience**

**TEACHING & COMMUNITY DEVELOPMENT**

- 20+ years of experience as an educator in K12 classrooms, higher education, out-of-school time, and experiential learning spaces.
- Course development (on-line, on-campus, in community), teaching, and evaluation.
- Research and programming in social capital, civic engagement, social justice youth development, college/career readiness, and teen leadership.
- Curricula and program design, logic model development, applied research, and evaluative design.
- Professional development and continuing education for teachers, volunteers, and youth development practitioners.

**MANAGEMENT**

- Experience leading a team of 60+ faculty and staff across the state.
- Management of 2,000+ volunteers across 23 Maryland counties and Baltimore City.
- Management of two facilities including a state youth development center and a 1,100-acre environmental science and camping facility.
- Oversight of a statewide 501(c)(3) foundation and board.

## **FISCAL MANAGEMENT**

- Management of a \$1.2 million University operating and program budget.
- Grant acquisition, solicited funds and/or fiscal management of over \$4 million.

## **LEADERSHIP**

- Collaboration with K12, higher education, government, NGO, and non-profit sectors.
- Regional appointee of a national Extension Committee of Organization and Policy (ECOP).
- National chair of the 4-H Youth Development Access, Equity and Belonging Committee.
- ADVANCE Professor with a goal to support the recruitment, retention, advancement, and professional growth of a diverse faculty.
- Development of statewide youth development programmatic vision and annual reports.

## **SELECTED PUBLICATIONS**

- Fields, N. I., & Shaffer, T. J. (2022). Three Chapters in N. I. Fields & T. J. Shaffer (Eds.), *Grassroots Engagement and Social Justice through Cooperative Extension*. East Lansing, MI: Michigan State University Press.
- Fields, N., Chan, A., Gonzlaez, M., Green, E., Moncloa, F., Massey, K. & Nathaniel, K. (2021). *True Leaders: Culture, Power and Justice- A Youth Development Approach to Social Justice*. Chevy Chase, MD: National 4-H Curriculum.
- Anderson, C., Baker, B., Brown, M., Calvert, M., Fields, N., Henness, S., et. al. (2019). *Contribution of 4-H Participation to the Development of Social Capital within Communities: Toolkit*. Chevy Chase, MD: National 4-H Curriculum.
- Fields, N. (2020). Exploring the 4-H thriving model: A commentary through an equity lens. *Journal of Youth Development*, *Journal of Youth Development*, 15(6).
- Fields, N., Moncloa, F. & Smith, C. (2018). *4-H Social Justice Youth Development: A Guide for Youth Development Professionals*.
- Fields, N. (2017). The contribution of urban 4-H to social capital and the implications for social justice. *Journal of Extension*, 55(6), 6FEA1.
- Fields, N. (2016). Developing Extension Lesson Plans: Using a 4-H Youth Development Lesson Plan Template to Strengthen the Rigor and Quality of Research Based 4-H Programs. *University of Maryland Extension Fact Sheet FS-1060*.
- Fields, N. & Nathaniel, K. (2015). Our role in and responsibility toward social justice. *Journal of Extension*, 53(5), 5COM2.
- Fields, N., Brown, M., Piechocinski, A. & Wells, K. (2012). A Statewide Train-the-Trainer Model for Effective Entrepreneurship and Workforce Readiness Programming. *Journal of Extension*, 50(5).
- Fields, N. & Nathaniel, K. (2015). Our role in and responsibility toward social justice. *Journal of Extension*, 53(5), 5COM2
- Fields, N. & Rafferty, E. (2012). 4 Youth, By Youth: Engaging Community Partners in 4-H Afterschool Programming. *Afterschool Matters*, 15 (Spring 12), 26-31.
- *Additional publications upon request.*

## **SELECTED KEYNOTES & PRESENTATIONS**

- Fields, N. (2023). Grassroots Engagement and Social Justice through Cooperative Extension. National Institute of Food and Agriculture Predoctoral Fellowship presentation. Invited by NIFA Program Specialist.
- Fields, N. (2022). The Purpose and Promise of 4-H Keynote Address. National 4-H Council In-Service.

- Fields, N. (2022). Grassroots Engagement and Social Justice in Cooperative Extension Keynote Address. National Association of Extension Program and Staff Development Conference.
- Fields, N., Anderson, C., Barczewski, A., Bennett, S., Hutson, T., Kidwell, A., Mitchell-Hawkins V., Ridgeway, B., Moore, T. (2022). Maryland 4-H Case Study: Agricultural Literacy and Career Readiness. Private Sector Mechanism (PSM) North America and the Pacific Youth Dialogue.
- Fields, N., Diaz-Vargas, X., Howard, J., Jones, A. & Smith, M. (2022). Recruiting, Supporting, and Retaining a Diverse Base of Volunteers. National Extension Conference on Volunteerism (NECV).
- Taylor, C., Fields, N., Hurte, R. & Kemp, D. (2022). Diversity, Equity and Inclusion in Extension Plenary Panel. National Urban Extension Conference, NJ.
- Fields, N. (2022). Social Justice Mentoring. Y of Central Maryland.
- Fields, N., Stevens, A., Gibson, T., & Kryst, C. (2021). The Black Family: Representation, Identity, and Diversity. Big Brothers, Big Sisters of America National Conversations: Race, Relationship and Resources.
- Fields, N. (2021). Social Justice Youth Development: Putting it into Practice. Civil Air Patrol Cadet National Conference.
- Fields, N. (2021). Opportunity for All: Increasing Cultural Awareness & Equity in 4-H. Nebraska 4-H In-Service Keynote.
- Fields, N., Chan, A., Gonzalez, M. & Nathaniel, K. (2021). Meet the Authors: True Leaders: Culture, Power and Justice. National 4-H Council Meet the Authors Series.
- Fields, N. (2020). Purpose and Passion: Social Justice Youth Development. Virginia 4-H Teen Summit on Advocacy and Social Justice.
- Fields, N. (2020). Our Role and Responsibility for Thriving & Equity. New York State 4-H In-service Keynote.
- Fields, N. (2020). National 4-H True Leaders in Equity Keynote. National 4-H True Leaders in Equity Institute.
- Fields, N. (2019). Change Makers. Virginia 4-H Teen Summit on Advocacy and Social Justice.
- Fields, N. (2018). Keynote: Purposeful Belonging: Fostering Inclusive Settings with Equity in Mind. Oregon 4-H Spring Retreat.
- Fields, N. (2018). Contributing to Social Capital and Social Justice through Positive Youth Development.
- Fields, N. (2016). Increasing Social Capital through Culturally Relevant Positive Youth Development. Children, Youth and Families at Risk Subject Matter Expert Webinar.
- Williams, B., Fields, N., Nathaniel, K., Bennett, B., Diem, K, Moncloa, F., et al. State Program Leader Presentation. (2016). National Association of Extension 4-H Agents Conference, New Orleans, LA.
- International Social Justice Conference. Honolulu, Hawaii. Hill, S., Ham, H., Fields, N., Roseberry R. & Shoemaker, C. (2015). Libraries as partners in providing literacy during Out-of-School Time. National Afterschool Association and Youth Today Google Hangout.
- Henness, S., Fields, N. & Baker, B. (2015). Community Capitals Webinar. National 4-H Citizenship Liaison Team. A presentation on developing and measuring community capital.
- Fields, N., Brown, M., Piechocinski, A. & Wells, K. (2012). A Statewide Train-the-Trainer Model for Effective Entrepreneurship and Workforce Readiness Programming. *Journal of Extension*, 50(5).
- *Additional presentations upon request.*

## **SELECTED SERVICE**

- (2021-2023). Big Brothers, Big Sisters of America Justice, Equity, Diversity and Inclusion Council.
- (2021-2023). 4-H Leadership Team. Extension Committee on Organizational Policy.
- (2020). Reviewer. Purdue University Extension Diversity Equity and Inclusion Strategic Plan.
- (2019-2023). Extension Committee on Organizational Policy 4-H Equity Design Team.

- (2019-2023). Journal of Youth Development Equity Taskforce.
- (2017-2023). Co-Chair. National 4-H Program Leaders Working Group: Access, Equity and Belonging
- (2017-2019). Editor. University of Maryland Extension Publications.
- (2016-2020). Editorial Board Member. Current Issues in Out-of-School Time. Information Age Publishing. Founded by the American Educational Research Association Specialist Interest Group for Out-of-School Time.
- (2016-2023). National 4-H Curriculum Peer Reviewer. Peer reviewer for national 4-H curriculum submissions.
- (2016-2017). Invited by Dean. College of Agriculture and Natural Resources Strategic Positioning Team.
- (2015-2023). eXtension Diversity, Inclusion and Equity Community of Practice.
- (2015-2016). Subject Matter Expert on the USDA-NIFA Children, Youth, and Families at Risk Project (CYFAR).
- (2015-2016). Program Planning Committee Member. College Girls Inc.
- (2014-2016). Co-Chair. UME Implementation Team (for 2015-2019 Strategic Plan).
- (2013- 2016). University of Maryland Senate Committee on Equity and Diversity.
- (2012-present). Delegate/Vice President. Baltimore County Public School (Elementary)
- (2011-2012). Invited Guest Lecturer. 2011 AGNR 323.
- (2010-2013). Co-chair/Member, Faculty Merit Development Committee.

## **SELECTED AWARDS & CERTIFICATIONS**

- 2023. Smith College Executive Education Program.
- 2022. [Baltimore Sun's 25 Women to Watch](#).
- 2019. [First to ADVANCE](#). University of Maryland ADVANCE honoree.
- 2019. University of Maryland Extension Excellence Award.
- 2017. Dissertation of the Year. Morgan State University School of Education and Urban Studies.
- 2010. Off-Campus Junior Faculty of the Year Award.
- 2009. Excellence in Teamwork Award. National Association of Community Development Extension Professionals (NACDEP).
- 2016. Specialty Award Excellence in Teamwork. Maryland Association of Extension 4-H Agents (MAE4-HA)
- 2016. Distinguished Service Award. National Association of Extension 4-H Agents (NAE4-HA).
- 2017. Diversity and Inclusion: Expanding the 4-H Audience. Maryland Association of Extension 4-H Agents (MAE4-HA).