

**East Africa | Rwanda & Kenya
Exploratory Program, June 2023
University of Tennessee Delegation**



Misty R. Bailey, MA, Ph.D.

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Dr. Misty Bailey is an assistant professor of curriculum and assessment at the University of Tennessee College of Veterinary Medicine (UTCVM). In this role, she oversees programmatic evaluation toward maintaining accreditation of the DVM program. Dr. Bailey has a PhD in educational leadership and policy studies and an MA in English. For 10 years, she was the science editor for UTCVM and worked on manuscripts and grant proposals. She has experience teaching U.S. undergraduate and DVM professional students, as well as teaching English as a second language to undergraduate students in China. In 2019, she co-delivered a teaching workshop at Makerere University College of Veterinary Medicine, Animal Resources, & Biosecurity in Uganda. Dr. Bailey has expertise in quantitative and qualitative educational research methods, including survey instrumentation, data analysis, and evaluation. In addition, she is a founding Distinguished Expert with the newly-established Academy of Veterinary Educators and a member of the Fulbright Specialist Roster.



Kathleen Brown, Ph.D.

Associate Professor of Practice
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Dr. Kathleen Brown is an associate professor of practice in the Department of Public Health. She teaches graduate courses in program planning, management, policy and social determinants of health. Her research efforts focus on the social and behavioral aspects of the health of individuals and communities. In addition to her academic experience, she has practice experience in county-level public health as director of programs that included health promotion, community assessment and epidemiology. She began her career as a nurse, working primarily in intensive care but also serving on process improvement and other system level committees.



Robert (Brad) Day, Ph.D.

Associate Vice Chancellor for Research Innovation Initiatives,
and Research Integrity and Assurance

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Dr. Brad Day is the Associate Vice Chancellor for Research Innovation Initiatives at the University of Tennessee, Knoxville. He joined the university in November 2021, is responsible for the development of new, cross-disciplinary, research activities which capture the strengths, and opportunities of faculty at UT. Importantly, in this role, he is focusing on convergence research activities to eliminate traditionally, siloed disciplinary-focused research and innovation. In 2023, he became responsible for the Division of Research Integrity and Assurance (DRIA). DRIA helps researchers and administrators support the responsible conduct of research and navigate research regulatory requirements as well as support researcher's goals of excellent research, outreach, and advancement for all your scientific, creative, and scholarly activities while developing future researchers in an ethical, safe, and

supportive environment.

Prior to UT, Day was a Foundation Professor at Michigan State University where his research focused on the molecular-genetic regulation of plant immune signaling. His research was funded by a breadth of national and international funding agencies, including NSF, USDA, NIH, Asian Development Bank, the Gates Foundation. During his time at MSU, he spent 1 year as a Program Director at the National Science Foundation. Prior to MSU, he was a NIH-funded postdoctoral scholar at UC-Berkeley, and an NSF- postdoc at the National Institute of Agroenvironmental Resources in Japan.

He has a PhD and BS in Microbiology from the University of Tennessee.



Lars Dzikus, Ph.D.

Associate Professor and Interim Department Head
Soci-Cultural Studies

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Dzikus is an Associate Professor (sport studies) in the Department of Kinesiology, Recreation, and Sport Studies at the University of Tennessee, Knoxville, where he currently also serves as Interim Department Head. He teaches graduate courses in sport studies and undergraduate courses in sport management, both with a focus in sport sociology and sport history. His main research interests are in sport and globalization (e.g., diffusion of American football to Europe), sport and religion (e.g., collegiate sport chaplains), and sport and violence (e.g., sexual abuse in youth sport).

Dzikus earned his master's degree and PhD in socio-cultural studies of sport from The Ohio State University, after having studied chemistry, physical education, and education at the University of Hamburg, Germany. Dzikus is a member of the North American Society for Sport History (NASSH) and the North American Society for the Sociology of Sport (NASSS). He has published in *Sportwissenschaft*, *Journal of Sport and*

Social Issues, and *The Sport Psychologist*, among others. Dzikus has served as the department's Interim Department Head and previous Director of Graduate Studies. He has received the Chancellor's Excellence in Teaching Award (2018), the department's George F. Brady Teaching Award (2012), was a finalist for the Chancellor's Excellence in Teaching Award (2008) and received the K. Patricia Cross Future Leaders Award from the American Association for Higher Education (2005). Dzikus has assisted German professional soccer teams visiting the United States as a translator and liaison. The teams included Hamburg SV, Bayer 04 Leverkusen, FC Nürnberg, and the women's national team of Germany.



Richard William Gerhold, Ph.D.

Associate Professor
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Professor Gerhold received a BS in wildlife science (1997) and DVM (2001) from Purdue University. Upon graduation from veterinary school, he was employed as the staff veterinarian at the Southeastern Cooperative Wildlife Disease Study at the University of Georgia. Dr. Gerhold also received a MS and PhD from University of Georgia in Veterinary Pathology working on classical and molecular parasitology. Following his PhD, Gerhold completed a two year National Science Foundation-funded post-doctoral fellowship at the Forestry, Wildlife, and Fisheries Department at the University of Tennessee researching Lyme disease and tick-borne diseases. Dr. Gerhold is currently an associate professor of parasitology in the Department of Biomedical and Diagnostic Sciences, College of Veterinary Medicine at University of Tennessee. Duties include teaching in the first-year parasitology course and fourth year rotations, diagnostic services, and research. His research interests include wildlife and public health associated parasite epidemiology and transmission, protozoa transmission and ecology, avian diseases, and tick-borne diseases.



Thomas (Tom) Gill, Ph.D.

Associate Professor and Chair
International Programs
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Dr. Thomas (Tom) Gill currently serves as the Smith Chair in International Sustainable Agriculture and Director of International Programs at the University of Tennessee Institute of Agriculture, leading strategic vision and global program development across the institute. He also serves as an Associate Professor in the Department of Agricultural Leadership, Education, and Communications. Tom has served as President (2019-2020) of the Association for International Agriculture and Rural Development (AIARD) and as Chair (2015-16) of the International Agriculture Section for the Association of Public and Land Grant Universities (APLU). His experience and research interests include smallholder household decision-making in sustainable agroecosystems and participatory approaches to capacity development, with a focus on sub-Saharan Africa and Southeast Asia. Tom holds a B.A. and M.A. in Geography from the University of Cambridge,

U.K., an M.Sc. in Tropical Agricultural Development from the University of Reading, U.K., and a Ph.D. in Interdisciplinary Ecology from the University of Florida.



Hannah Herrero, Ph.D.

Assistant Professor
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Dr. Herrero’s research interests are based on the study of human-environment interactions within the field of Land Change Science through the use of remote sensing technologies. All of her research is undertaken with highly interdisciplinary research teams, which involve both physical and social scientists. Within such interdisciplinary teams, Dr. Herrero’s particular strengths lie in the remote sensing of vegetation dynamics; land use and land cover change; the implications of scale and scaling in remote sensing and modeling analyses; and people and parks. Her work of understanding environmental change has a particular concentration on conservation and protected areas, as well as savanna science. While Dr. Herrero’s work is applicable globally, she has a strong regional focus on southern Africa.



Melissa Hessock, DNP, APRN, FNP-C, EBP(CH)

Clinical Assistant Professor
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Dr. Hessock is a clinical assistant professor in the College of Nursing at the University of Tennessee, Knoxville. Her teaching responsibilities include undergraduate maternal/newborn nursing and graduate level evidence-based practice. Her scholarly work has focused on menstrual equity and implementation of evidence-based Hereditary Breast and Ovarian Cancer risk assessment. As a nurse practitioner, her professional interests include adolescent sexual and reproductive health, contraception, preventive care, and evidence-based practice improvement. She is chair of the College of

Nursing Research and Scholarship Advisory Council, is a peer reviewer for Nursing in Women’s Health, and the faculty mentor for the Period. @ UTK student organization.

Dr. Hessock is an active member of the Association of Women’s Health, Obstetric, and Neonatal Nurses (AWHONN), Nurse Practitioners in Women’s Health (NPWH), the American Academy of Nurse Practitioners (AANP), the Tennessee Nurses Association (TNA) and Sigma Theta Tau.

A proud UTK alumni, Dr. Hessock earned a DNP from the University of Tennessee, Knoxville and an MSN with a family nurse practitioner concentration from the University of Tennessee Health Science Center. She began her career as a registered nurse with an AASN from Northern Virginia Community College and completed her BSN at Troy State University in Alabama.



Sarah J. Hillyer, Ph.D.

Kinesiology, Recreation, and Sport Studies
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Sarah wants to live in a world filled with freedom of movement, innovative ideas, thoughtful people, and inspiring books, films, and creative media projects that tell the real-life stories of everyday sporty heroes creating a better world.

After more than 15 years as an international consultant and founder of Sport 4 Peace, a non-profit organization that used sport as a tool for building friendships across different cultures, she launched the University of Tennessee Center for Sport, Peace, & Society. In 2012, the Center was recognized by then Secretary of State Hilary Clinton as the sole cooperative partner of the State Department to create a global initiative designed to empower women, girls, and persons with disabilities through sport. To date, the U.S. Department of State has invested more than \$14 million to support the center's vision to

partner with organizations and individuals around the world to promote peace and solidarity through sport and social entrepreneurship.

Since 2012, Sarah and her team have worked alongside more than 5,000 sportspersons from 89 countries, directly impacting tens of thousands. In 2018, ESPN named the center's partnership with the U.S. Department of State and espnW as the winner of the Stuart Scott ENSPIRE Humanitarian Award, which was deemed the "most courageous use of sport to empower women and girls worldwide." And in the same year, the Prince of Monaco and the global organization, Peace & Sport, recognized the Center's work for people with disabilities as "Best Diplomatic Action of the Year."

While Sarah's work spans across the globe reaching 120+ countries, her most recent efforts to help rescue young women's basketball players from Afghanistan after the Taliban regained control of the country in August 2021 stand out. Her successful advocacy, alongside Michelle Marciniak (2021 Knoxville Sports Hall of Fame Inductee and 1996 National Champion at the University of Tennessee) and Mara Gubuan, (Human Rights Advocate, Founder of Equality League), led to the legal resettlement of 15 young Afghan women's basketball players here in Knoxville.

Sarah and Michelle collaborated to create a narrative that resonated with the University of Tennessee and Knoxville communities at large: "If these young women's only 'crime' is the pursuit of education and the love of basketball, then who better to stand up for them and offer hope in tangible ways for a better future than the University of Tennessee? Pat Summitt would want nothing less from us and this is just another way we can continue to honor her legacy and commitment to empowering young women, no matter where they're from, on and off the court."

From 2007 until 2012 Sarah and Pat Summitt worked closely together to help launch the first girls' basketball academy in Iraq after the war. Today, you can't go from the north to the south of Iraq without seeing an orange Lady Vol basketball. The first academy started with 60 young women and today there are over 450 girls ages 5 to 35

playing basketball in a brand-new gym dedicated to women only. The athletes sit in the first three rows of class (just as Pat required of her players) and show up to practice every day to learn basketball and life skills, grounded in community service – all guided by a giant vinyl sign with Pat’s Definite Dozen hanging in the gym.

Prior to Sarah’s work in Iraq, she spent nearly a decade as the first-ever American woman to officially work inside Iran since the 1979 Islamic Revolution. She spent at least one month every year helping to build an Islamic-appropriate sports ecosystem and culturally relevant opportunities for women and girls. Part of these efforts included starting the first-ever women’s fastpitch softball team. Softball, as an American sport, had never been played in Persia and hardly even seen. Today, there are 14 women’s softball teams competing and for the first time in Iran’s history, a women’s softball team traveled outside the country to take part in an international softball competition. Much like Iraq, one would be hard pressed to find an Iranian softball team without Lady Vol branded softball equipment and uniforms.

The mission of the Center for Sport, Peace & Society reads: We leverage the power of sport, education and social innovation to create a more equitable, inclusive and peaceful world. When you ask Sarah to better explain what the center does and how they do it, she simply replies,

“We are wholeheartedly committed to changing the world...
one high-five at a time.”

Sarah received her doctoral degree in the Sociocultural Study of Sports from the University of Tennessee in 2010. She holds a master’s degree in Sport Psychology from Murray State University and a B.A. in Sports Administration from Liberty University. She was a division I NCAA basketball player at Virginia Tech and graduated from Liberty University.



Karen Lasater, DNP, FNP-BC

Clinical Professor, Family Nurse Practitioner Concentration Coordinator
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Karen Lasater, DNP, FNP-BC is a Clinical Professor at the College of Nursing. She is completing her 18th year at the University of TN. During her time at the College of Nursing, she has worked in both the undergraduate and graduate programs. As a nurse educator, she prepares students to critically think in an ever-changing health care environment, while delivering safe, evidence-based nursing care. She currently serves as Coordinator of the Family Nurse Practitioner program. Dr. Lasater has participated in 16 faculty led international clinical experiences for the CON. Her doctoral studies focused on the Ethical and Legal Implications of International Nursing.



Jamie McGowan, Ph.D.

Director of the Global Research Office
Center for Global Engagement
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Dr. Jamie McGowan is the Director of the Global Research Office at the University of Tennessee, Knoxville. She joined the Center for Global Engagement in August 2019.

As the director of the Global Research Office, McGowan collaborates with faculty to extend their activities across the world, primarily by strategizing on grant and partnership development. She has worked with faculty on grants that extend UT's engagement from Argentina to Uzbekistan and on partnerships that have supported faculty and student exchange, joint research and publishing, and seminars to symposia. To cultivate global engagement, she leads the Global Catalyst grant programs – supporting faculty and student research and international campus programs. To further foster international research interests among University of Tennessee students, McGowan oversees the annual W.K. McClure and Mae Scheib Scholarship programs. She has also launched that [Global Partnership Platform](#) as an initial step toward promoting the University of Tennessee's global partnerships and activities.

Through the Global Research Office, McGowan has also led on extending the university's commitment to global health and safety. In doing so, she advanced staffing and initiatives that are both pro-active to support University of Tennessee travelers abroad and reactive to incidents and crises as they unfold. This unit has also extended its reach into the University of Tennessee, supporting international students experiencing health and safety crises in our community.

McGowan takes a particular interest in the UN Sustainable Development Goals or the SDGs. For the past three years, she has led the University's participation in the *Times Higher Education's* Impact Rankings, which is a global barometer on university engagement of the Sustainable Development Goals. In 2022, the University of Tennessee ranked 15th among all US university submissions and in the 100-200 range on the global stage. Beyond the rankings, McGowan has sought avenues for student and faculty engagement of the SDGs. In doing so, she has launched a curricular program for faculty and students to teach and learn about sustainable development – bringing together hundreds of courses that teach about the SDGs. McGowan is now working the university's inaugural faculty fellow of the SDGs to launch a certificate program based on these courses.

Outside of work, Jamie loves West African dance from Guinea, Mali and Senegal and will travel far and wide for opportunities to dance with djembe-players. She is learning to play the clawhammer banjo, and she knits and is learning to sew. She was a Peace Corps Volunteer in Ghana and studied abroad in Kenya. She obtained her PhD and M.A. degrees in Geography from the University of Illinois at Urbana-Champaign and a B.A. in Geography from Macalester College.



Sally Morris

Executive Director of Development
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Morris joined the University of Tennessee in October 2011. She has over 20 years' experience in higher education and is responsible for leading UT's efforts with corporations and foundations. She works closely with university administration and faculty of the university's colleges, centers, and institutes to develop corporate and foundation partnerships. Prior to coming to UT, Sally worked at the University of Florida for 9 years. She has B.A. degrees in History and Political Science from Mercer University, a J.D. from Stetson University, and has been a member of the Florida Bar since 1999.



Gretchen Neisler, Ph.D.

Vice Provost of International Affairs
Director of the Center for Global Engagement
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Gretchen Neisler is the senior international officer of the University of Tennessee. She began work at UT in August 2018. She came from Michigan State University, where she was the director of the Center for Global Connections in Food, Agriculture, and Natural Resources in the College of Agricultural and Natural Resources. She has an international portfolio that includes work across the Middle East, East Africa, West Africa, and Southeast Asia.

In her role as Vice Provost she works closely with the university community to lead the development of the university's strategic international agenda; represents the university to external constituents, both nationally and internationally; and oversees the Center for International Education, which encompasses the offices of International Partnerships and Exchanges, Programs Abroad, International Support Services, International House, English Language Institute, and the Asia Engagement Office.

Neisler's research focus is on higher education reform, organizational change and systems development for the enhancement of a University's research endeavors. She has recently co-authored a book titled "Success After Tenure: Supporting Mid-Career Faculty". She has a BS in Animal Science, MS in Agricultural Education and a PhD in Higher Education Administration.



Victoria Niederhauser, DrPH, RN, PCPNP-BC, FAAN

Dean and Professor
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Dr. Niederhauser is Dean and Professor at the University of Tennessee, Knoxville College of Nursing. She has also held academic appointments at the University of Hawaii, George Mason University and George Washington University. The focus of Dr. Niederhauser’s scholarly activities are in the area of child and adolescent Health Promotion and Disease Prevention, with an emphasis on immunizations; her motivation to work in this important area stems from her passion to help children and their families be healthy and stay healthy. Dr. Niederhauser published the book “Core Review for Pediatric Primary Care Nurse Practitioners” in 2007 and has authored over 60 articles and book chapters on child health and educational issues. In 2010, she contributed to the Institute of Medicine’s Report on the Future of Nursing through Transformational Partnerships in Nursing Education commissioned paper, published in the report. She has received funding for nursing research and training grants totaling over \$15 million dollars. Dr. Niederhauser is a board-certified Pediatric Nurse Practitioner, a Robert Wood Johnson Executive Nurse Fellow and a Fellow in the American Academy of Nursing. She has received several National awards and currently serves on the Board of The Beryl Institute, East Tennessee Children’s Hospital, American Association of Colleges of Nursing, Friends of the National Institute of Nursing Research, and Leadership Knoxville.



Chika C. Okafor, DVM, MS, Ph.D., DACVPM

Associate Professor of Pre-Harvest Food Safety Epidemiology
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Director of the Veterinary Public Health Program
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Dr. Chika Okafor is a Pre-harvest Food Safety Epidemiologist. As director of Veterinary Public Health Program, he oversees the veterinary concentration of the UTK’s MPH degree program. His long-term research goal is to improve stewardship of antimicrobial use in food animals and veterinary medicine. He has utilized his expertise in epidemiological methods as well as statistical analysis of large datasets to understand/prevent animal diseases (e.g., bovine anaplasmosis) and pre-harvest food safety issues (colibacillosis, salmonellosis) associated with antibiotic usage. He has published extensively in his field and has an excellent record of obtaining extramural funding. Before joining UT, Dr. Okafor received his DVM degree from the University of Nigeria, MS in Food Safety and PhD in Epidemiology from Michigan State University, and a post-doctoral fellowship in Nutritional Epidemiology at the University of Guelph, Canada. He is a diplomate of the American College of Veterinary Preventive Medicine and specialty board certified in Epidemiology.



Mary Shelley-Snell

Global Communications Leader
International Programs
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Mary Shelley-Snell serves as the global communications leader for the Smith Center for International Sustainable Agriculture. In this role, she works to tell the story of global engagement across UTIA and raise awareness of the Smith Center's mission. Shelley-Snell holds a master's degree in rural sociology from Auburn University. She received her bachelor's degree in agricultural communication from the University of Georgia.



Michael O. Smith, Ph.D.

Professor Emeritus
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Dr. Michael O. Smith, who specializes in poultry production, was born in Jamaica and holds a Diploma in Agriculture from the Jamaica School of Agriculture (JSA). He earned his bachelor's degree in agriculture, a master's in animal science and a Ph.D. in animal nutrition from Oklahoma State University. Smith began his University of Tennessee Institute of Agriculture (UTIA) career as an assistant professor in 1988 and rose to the rank of professor in 2003. He is currently Professor Emeritus in the Department of Animal Science. At UTIA, Smith taught courses in poultry production, served as the scholarship coordinator for the Herbert College of Agriculture and also held an appointment with UT AgResearch conducting poultry management studies under heat stress conditions. Smith's research focused on examination of physiological and nutritional factors involved with the growth and survival of heat stressed poultry as well as examination of the interaction between nutrients, other additives and the environment in this type of bird population. Using these findings, he attempts to develop management and nutrition-based tools to augment poultry production during heat stress.

At the national level, Dr. Smith was elected as President of the Poultry Science Association in 2013 after previously serving a three-year term as a director of that organization. In 2018, Dr. Smith was named a Fellow of the Poultry Science Association. The status of Fellow is one of the highest distinctions a PSA member can achieve and recognizes members of the Poultry Science Association for professional distinction and contributions to the field of poultry science.

Dr. Smith received the Minority Access Incorporated National Role Model Faculty Mentor Award for Exemplary Achievements in Motivating, Counseling and Guiding Others, the NACTA Teaching Award of Merit Certificate from the North American Colleges & Teachers of Agriculture and was twice nominated for the PSA Purina Mills Teaching Award. He has received numerous awards from the University of Tennessee, including being a two-time recipient of the Chancellor's Citation for Extraordinary Service. He is also a two-time recipient of the W. S. Overton Faculty Merit Award presented in recognition of outstanding contributions to student development and the W. F. & Golda Moss Outstanding Teaching Award from the College of Agricultural Science and Natural Resources and was also named as the Outstanding Faculty Advisor. In addition, he was the first recipient of the E. R. "Prof" Lidvall Outstanding Teaching Award from the University of Tennessee Institute of Agriculture. Dr. Smith also received the Buford E. Ellington Distinguished Faculty Award from the Department of Animal Science. He is an active member of the Gamma Sigma Delta National Honor Society of Agriculture as well as the Honor Society of Phi Kappa Phi.



Marcy Jan Souza, Ph.D.

Professor and Associate Dean
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Dr. Marcy Souza is a professor of veterinary public health and associate dean of outreach and global engagement in the UT College of Veterinary Medicine. She has been at UTCVM since 2005 and currently oversees continuing education offered by the college as well as the development of international programs. In fall semester 2022, Dr. Souza hosted 14 African veterinary professionals at the UTCVM as part of two USDA Foreign Agricultural Service fellowship programs. She will be hosting 10 Filipino veterinary educators in the fall 2023 semester for a USDA FAS funded fellowship program. Dr. Souza will be traveling to Kenya to lead a workshop on animal health governance as part of USDA FAS Fellowship activities.



Dawnie Wolf Steadman, Ph.D.

Professor; Director, Forensic Anthropology Center
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Dawnie Steadman is the Director of the Forensic Anthropology Center, Chancellor's Professor of Anthropology and the William M. Bass Professor at the University of Tennessee. She received her PhD at the University of Chicago in 1997. She conducts research in forensic anthropology, bioarchaeology and forensic human rights investigations. She has assisted with human rights investigations in Argentina, Cyprus, Spain and Uganda. Dr. Steadman serves as a forensic anthropology consultant for law enforcement and medical examiners across the United States. She has assisted in the identification efforts resulting from mass disasters, including the World Trade Center, the Tri-State Crematorium in Noble, Georgia, and the crash of Colgan Air Flight 3407 in Buffalo, New York. Dr. Steadman is a Diplomate of the American Board of Forensic Anthropology (#72) and served as the Vice President of the Board of

Directors. She is the editor of a book, *Hard Evidence: Case Studies in Forensic Anthropology*, currently in its second edition, as well as over 70 journal articles and book chapters. Among her research projects at the Anthropology Research Facility, or "Body Farm," she is focusing on the effects of drugs and end of life diseases on decomposition rates.



Hongwei Xin

Dean and Professor, AgResearch
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Dr. Xin is dean and professor of UT AgResearch and director of the Tennessee Agricultural Experiment Station at The University of Tennessee Institute of Agriculture. He is responsible for the research programs of some 145 scientists and 450 plus specialized staff located on campus and at 10 AgResearch and Education Centers located across the state. He represents UT AgResearch in the Institute of Agriculture, and coordinates with the partner entities – the Herbert College of Agriculture, UT Extension, and the College of Veterinary Medicine, as well as other colleges across UT-Knoxville. Dr. Xin is also actively engaged with

stakeholders of agricultural and forestry industries, government agencies, and commodity organizations in Tennessee and beyond.

Prior to joining UTIA, Xin was assistant dean for research of the College of Agriculture and Life Sciences at Iowa State University (ISU), inaugural director of the Egg Industry Center (EIC) located at ISU, interim director of the Iowa Nutrient Research Center, and a Charles F. Curtiss Distinguished Professor in the Departments of Agricultural and Biosystems Engineering and Animal Science. Xin's scholarly programs focus on a) air quality issues relative to animal production; b) animal-environment interactions; c) livestock and poultry production systems engineering; and d) precision livestock farming (PLF).

Xin's academic and leadership endeavors have resulted in impacts on U.S. and global animal agriculture, contributions to scientific literature and engineering practices related to animal production systems, and training of next-generation professionals and leaders. His impacts have been expanded through serving on scientific advisory boards or committees for academia, industry organizations, and government agencies at state, national, and international levels. He is the principal investigator (PI) and Co-PI of \$24M competitive grants and contracts for research, extension, and education projects. He has mentored 72 graduate students, postdocs, and visiting professors/scholars. Many of his former advisees (29) are now on faculty at universities or government research institutions or leaders in animal industries in the United States (15) or abroad (14). He is an author/co-author of more than 600 technical publications (208 refereed journal articles) and has delivered 150 invited talks in 16 countries. He was instrumental in raising \$6.5M private funds for the construction of a state-of-the-art poultry research and teaching facility at ISU. Working with UT/UTIA upper administration and key state agricultural industry leaders, he successfully secured \$50M American Rescue Plan (ARP) funding from the State of Tennessee legislature to modernize UT AgResearch infrastructure and equipment at the ten AgResearch and Education Centers across the state.

Selected honors and awards include the University of Nebraska Biological Systems Engineering Hall of Fame Inductee, ISU International Service Award, ISU Award for Outstanding Achievements in Research, ISU College of Engineering David R. Boylan Eminent Faculty Research Award, ISU-COE Superior Extension Award, USPOULTRY Workhorse of the Year Award, Iowa Poultry Industry Hall of Fame Award; Kishida International Award of the American Society of Agricultural and Biological Engineers (ASABE), Lalit and Aruna Verma Award for Excellence in Global Engagement of ASABE, Cyrus Hall McCormick-Jerome Increase Case Gold Medal Award of the ASABE, Henry Giese Structures and Environment Award of the ASABE, Fellow of ASABE, New Holland Young Researcher Award of the ASABE, and 15 ASABE Superior (10) or Honorable Mention (5) Paper Awards.