

## John William Norris

**Alternative Address:**  
448 Kerri Lane  
Wetumpka, AL 36092

wnorris1@nmsu.edu  
(334) 531-7762

**Permanent Address:**  
635 Lopez Rd.  
Las Cruces, NM 88007

### Education

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**Auburn University;** Auburn, AL | Graduate Certificate: Educational Leadership; Graduated: 2021

- **GPA: 4.00**

**Mississippi State University;** Starkville, MS | Doctor of Philosophy (Ph.D.); Agricultural Science; Graduated: 2021

- **GPA: 3.78;** Program Concentration: Agricultural and Extension Education
- **Dissertation Topic:** Perceptions of Career and Technical Education Administrators on STEM and Employability Skills Integration into School-Based Agricultural Education.

**Auburn University;** Auburn, AL | Education Specialist (Ed.S.): Adult Education; Graduated: 2018

- **GPA: 3.67**

**Auburn University;** Auburn, AL | Master of Education (M.Ed.): Agriscience Education; Graduated: 2017

- **GPA: 4.00**

**Auburn University;** Auburn, AL | Bachelor of Science (B.S.): Agriscience Education; Graduated: 2016

- **GPA: 3.80;** *Summa Cum Laude*; Dean's List – Spring 2015; Summer 2015; Summer 2016

**Central Alabama Community College;** Alexander City, AL | Associate in Science (A.S.); Graduated: 2016

- **GPA: 3.37;** *Academic Scholar*; Dean's List – Spring 2014

### Academic Employment Experience

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**New Mexico State University- Assistant Professor;** Las Cruces, NM | 2022 – Present

- **Appointment:** 75% Teaching, 12.5% Research, 12.5% Extension

### Non-Academic Employment Experience

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**Wetumpka High School- Agriscience Instructor;** Wetumpka, AL | 2018 - 2022

- Instruct and educate over 125 high school students per day on agricultural topics.
- Advise the local chapter of the National FFA Organization.
- Manage school farm and land lab facilities including wood/metal shop, greenhouse, swine facilities, five ponds, 12+ acres of pasture, cattle facilities, and rabbit breeding program.
- The Wetumpka FFA won numerous awards including four state winning CDE/LDE teams, six national agricultural proficiency awards finalist, two national proficiency award winners, two American star finalist, and two state officers.
- Designed and implemented Farm to School initiative with the Elmore County Child Nutrition Program (CNP) where the CNP purchased meat products raised by the Wetumpka High School Agriscience Program.
- Designed and implemented a PCA/IPRA sanctioned rodeo with an annual attendance of 5000+ in conjunction with the Wetumpka FFA Alumni Chapter to provide annual funding for FFA activities.

### Leadership Experience

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**Supervised Agricultural Experience Awards Committee- National FFA Organization;** Indianapolis, IN | 2019 - Present

- Assist in the facilitation and implementation of judging national agricultural proficiency awards, SAE grants, and other SAE based awards.
- Provide insight to the revision process of the FFA awards program.
- Collaborate with national, state, and local agricultural education leaders to ensure a high-quality awards process is provided.

**Alternate Director- Elmore County Farmers Federation; Wetumpka, AL | 2020-2022**

- Assist in managing the finances of the county organization.
- Attend all county director meetings and member meetings.
- Assist in directing the endeavors of the young farmers committee.

**CTE Course of Study Committee- Alabama Department of Education; Montgomery, AL | 2019-2020**

- Assisted in developing theoretical framework for course of study curriculum.
- Aligned five science-credit bearing agriscience courses with science course of study.
- Assisted in presenting completed course of study to Alabama State Board of Education.

**China-U.S. People to People Exchange and E.T. York Fellow; Yangling, Shaanxi, China | 2017**

- Learned from Auburn University Agronomy faculty by studying plant genetics and crop improvement in five-week graduate credit bearing course.
- Collaborated with Northwest A&F University faculty on academic engagements such as active research projects, field testing, etc.
- Took subsequent seminars on Chinese culture and conversational Mandarin Chinese.

**Awards and Recognition**

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- **New Alabama Agriscience Teacher/FFA Advisor of the Year; Montgomery, AL | 2021**
- **Auburn University College of Agriculture Study Abroad Scholarship; Auburn, AL | 2017**

**Certifications**

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- **Work Based Learning Class B Certification; 2021**
- **Alabama State Department of Education Class A Instructional Leadership Certification; 2021**
- **Alabama State Department of Education Class A Teaching Certification; 2017**
- **Certified in the National Curriculum for Construction Education and Research; 2016**
- **Alabama State Department of Education Class B Teaching Certification; 2016**

**Teaching Experience**

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<u>Institution</u>	<u>Course</u>	<u>Year</u>
New Mexico State University	AXED 1110- Intro to Agricultural, Extension, and Technology Education	Fall 2023
New Mexico State University	AXED 2130- Early Field-Based Experience	Fall 2023
New Mexico State University	AXED 5155- Youth Program Development and Management	Fall 2023
New Mexico State University	AXED 5165- History and Philosophy of Agricultural and Extension Education	Summer 2023
New Mexico State University	AXED 5170- Keys for Agricultural and Rural Development	Summer 2023
New Mexico State University	AXED 2110- Metal Fabrication	Spring 2023
New Mexico State University	AXED 3150- Philosophy and Methods of Contests	Spring 2023
New Mexico State University	AXED 4215/5215- Developing Excellent Programs in CTE	Spring 2023
New Mexico State University	AXED 3996- Special Topics	Spring 2023
New Mexico State University	AXED 5155- Youth Program Development and Management	Fall 2022

## Articles Published in Serial Periodicals

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Norris, W. (2020, January). FFA Sentinel: Nova Mullis- National Proficiency Finalist. *Cooperative Farming News*.

## Peer-Reviewed Regional Conference Presentations

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Norris, W. & Frazee, S. (Accepted, 2023) *Effectiveness in the Classroom: A Quantitative Evaluation of Agricultural Educators' Competence Levels Regarding the Qualities of an Effective Teacher*. To be Presented at the Western Region Conference for the American Association of Agricultural Educators. September 18-20. Logan, UT

Norris, W. & Frazee, S. (Accepted, 2023) *Agricultural Education for All: Importance and Ability of Agricultural Educators to Integrate Special Education Competencies into Professional Practice*. To be Presented at the Western Region Conference for the American Association of Agricultural Educators. September 18-20. Logan, UT

Norris, W. (Accepted, 2023) *Meaningful Skills for the Agricultural Workforce: Assessing the Confidence Levels of Agricultural Educators to Integrate STEM into their Curriculum*. Presented at the Southern Region Conference for the American Association of Agricultural Educators. February 5-7. Oklahoma City, OK

Norris, W. & Norris-Parrish, S. (Accepted, 2023) *The Emotional Duties of an Agricultural Educator: Evaluating the Confidence Levels of Agricultural Educators to Support Students with Adverse Childhood Experiences*. Presented at the Southern Region Conference for the American Association of Agricultural Educators. February 5-7. Oklahoma City, OK

Norris, W. & Norris-Parrish, S. (Accepted, 2023) *Educational Law: How do Superintendents Perceive the Relevance of Educational Law Issues to Agricultural Educators*. Presented at the Southern Region Conference for the American Association of Agricultural Educators. February 5-7. Oklahoma City, OK

Norris, W. & Swortzel, K. (Accepted, 2022) *Perception of Alabama and Georgia Local CTE Administration on the Integration of Employability Skills into Agricultural Education*. Presented at the Southern Region Conference for the American Association of Agricultural Educators. February 12-14. New Orleans, LA

## Peer-Reviewed National Conference Presentations

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\*Norris, W. & Norris-Parrish, S. (Accepted, 2023). *The Emotional Duties of an Agricultural Educator: Evaluating the Confidence Levels of Agricultural Educators to Support Students with Adverse Childhood Experiences*. Presented at the National Conference for the American Association of Agricultural Educators. May 15-18. Raleigh, NC.

Norris, W. & Norris-Parrish, S., Crayton, T. (Accepted, 2023). *Educational Law: How do Superintendents Perceive the Relevance of Educational Law Issues to Agricultural Educators*. Presented at the National Conference for the American Association of Agricultural Educators. May 15-18. Raleigh, NC.

Norris, W., Swortzel, K, & McCubbins, OP (Accepted, 2022). *What Motivates Agricultural Educators to Stay in the Profession? A Quantitative Analysis of Factors Influencing Educators Decision to Remain a Classroom Teacher*. Presented at the National Conference for the Association of Career and Technical Education Research. November 28-30. Las Vegas, NV.

Norris, W., Swortzel, K, & McCubbins, OP (Accepted, 2022). *A Quantitative Analysis of the Perceptions of CTE Administrators on the Integration of Employability Skills into Agricultural Education*. Presented at the National Conference for the Association of Career and Technical Education Research. November 28-30. Las Vegas, NV.

Norris, W. & Swortzel, K. (Accepted, 2022) *A Quantitative Analysis of Consistency Between CTE Administrators on the Importance of Employability Skills Integration into Agricultural Education*. Presented at the National Conference for the American Association of Agricultural Educators. May 16-19. Oklahoma City, OK.

Norris, W. & Swortzel, K. (Accepted, 2022) *What Motivates Agricultural Educators to Stay in the Profession? A Quantitative Analysis of Factors Influencing Educators Decision to Remain a Classroom Teacher*. Presented at the National Conference for the American Association of Agricultural Educators. May 16-19. Oklahoma City, OK.

\*Distinguished Manuscript

## Peer-Reviewed International Conference Presentations

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Norris, W. & Roberts-Hill, L. (Accepted, 2023). *The Product is in the Training: Describing the Deficiencies in Agricultural Teacher Preparation Programs as Reported by Agricultural Educators*. To be Presented at the International Conference for the North American Colleges and Teachers of Agriculture. June 20-24. Las Cruces, NM.

Norris, W. & Norris-Parrish, S. (Accepted, 2023) *Meaningful Skills for the Global Agricultural Workforce: Assessing the Confidence Levels of Agricultural Educators to Integrate STEM into their Curriculum*. Presented at the International Conference for the Association of International Agricultural and Extension Education. April 26-29. Guelph, Ontario, Canada

Norris, W. & Norris-Parrish, S. (Accepted, 2023) *Employing the Next Global Generation: Defining the Need for Employability Skills Integration Through the Lens of School District Superintendents*. Presented at the International Conference for the Association of International Agricultural and Extension Education. April 26-29. Guelph, Ontario, Canada

## Peer-Reviewed Regional Poster Presentations

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Norris, W. (Accepted, 2023) *The Product is in the Training: Describing the Deficiencies in Agricultural Teacher Preparation Programs as Reported by Agricultural Educators*. Presented at the Southern Region Conference for the American Association of Agricultural Educators. February 5-7. Oklahoma City, OK

Norris, W., & Sampson, E. (Accepted, 2023) *Defining the Employability Skills of Agricultural Educators: A Quantitative Look into the Confidence Levels of Agricultural Educators on Their Personal Employability Skills*. Presented at the Southern Region Conference for the American Association of Agricultural Educators. February 5-7. Oklahoma City, OK

## Peer-Reviewed National Poster Presentations

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Norris, W., & Edgar, D. (Accepted, 2023). *Determining the Effects of a Professional Development Workshop on the Confidence of Agricultural Educators to Implement Proficiency Awards and AET into their Programs*. Presented at the National Conference for the American Association of Agricultural Educators. May 15-18. Raleigh, NC.

Norris, W., Swortzel, K., & McCubbins, OP (Accepted, 2022) *Perception of Local CTE Administration on STEM Skills Integration into Agricultural Education*. Presented at the National Conference for the Association of Career and Technical Education Research. November 28-30. Las Vegas, NV.

## Peer-Reviewed International Poster Presentations

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Norris, W. & Norris-Parrish, S. (Accepted, 2023). *The Emotional Duties of an Agricultural Educator: Evaluating the Confidence Levels of Agricultural Educators to Support Students with Adverse Childhood Experiences*. To be Presented at the International Conference for the North American Colleges and Teachers of Agriculture. June 20-24. Las Cruces, NM.

Norris, W. & Norris-Parrish, S. (Accepted, 2023). *Educational Law: How do Superintendents Perceive the Relevance of Educational Law Issues to Agricultural Educators*. To be Presented at the International Conference for the North American Colleges and Teachers of Agriculture. June 20-24. Las Cruces, NM.

Norris, W. & Sampson, E. (Accepted, 2023). *Defining the Employability Skills of Agricultural Educators: A Quantitative Look into the Confidence Levels of Agricultural Educators on Their Personal Employability Skills*. To be Presented at the International Conference for the North American Colleges and Teachers of Agriculture. June 20-24. Las Cruces, NM.

## Articles in Peer-Reviewed Journals

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Norris, W., Swortzel, K., & McCubbins, OP (In Press, 2023). A quantitative analysis of the perceptions of CTE administrators on the integration of employability skills into agricultural education. *Journal of Agricultural Education*.

Norris, W., Swortzel, K., & McCubbins, OP. (In Press, 2023). Practical and pertinent: Describing the need for meaningful professional development among agricultural educators. *Career and Technical Education Research*.

- Norris, W., Swortzel, K., & McCubbins, OP., VanLeeuwen, D., Edgar, D. (In Review, 2023).** Keeping agricultural education relevant for the 21<sup>st</sup> century: Assessing the perceptions of local CTE administration on STEM skills integration. *Journal of Agricultural Education*.
- Norris, W., Swortzel, K., & McCubbins, OP. (In Review, 2023).** What motivates agricultural educators to stay in the profession? A quantitative analysis of factors influencing educators' decision to remain in the profession. *Journal of Agricultural Education*.
- Norris, W., Roberts-Hill, L. (In Review, 2023).** The Product is in the Training: Describing the Deficiencies in Agricultural Teacher Preparation as Reported by Agricultural Educators in Different Career Phases. *Advancements in Agricultural Development*.
- Norris, W., Roberts-Hill, L. (In Review, 2023).** Meaningful Skills for the Agricultural Workforce: Assessing the Confidence Levels of Male and Female Agricultural Educators to Integrate STEM into their Curriculum. *Journal of Southern Agricultural Education Research*.
- Norris, W., Norris-Parrish, S. (Under Development, 2023).** The Emotional Duties of an Agricultural Educator: Evaluating the Confidence Levels of Agricultural Educators to Support Students with Adverse Childhood Experiences. *Journal of Agricultural Education*.
- Norris, W., Norris-Parrish, S. (Under Development, 2023).** Educational Law: Superintendents Perceptions on the Relevance of Educational Law Issues to Agricultural Educators. *Journal of Agricultural Education*.
- Norris, W. (Under Development)** Superintendence Perceptions on Employability Skills Integration into Agricultural Education.

## **Service to the Profession**

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- 2023-** Assisted with Booth at Agricultural Festival for New Mexico Legislators and Agricultural Professionals.
- 2023-** Workshop Presenter at Winter Conference for New Mexico Agriculture Education Teachers Association
- 2023-** Manuscript Reviewer for the National Conference of the American Association of Agricultural Educators
- 2023-** Manuscript Reviewer for the Journal of Agricultural Education
- 2023-** Poster Reviewer for the Southern Region Conference of the American Association of Agricultural Educators
- 2023-** Abstract Reviewer for the Southern Region Conference of the American Association of Agricultural Educators
- 2022-** Supervised NMSU Collegiate FFA Members at National FFA Convention Recruitment Booth
- 2022-** Led Professional Development for Agricultural Educators on Proficiency Awards and using AET for Record Keeping
- 2022-** Agricultural Mechanics Show Judge for Southern New Mexico State Fair
- 2022-** Recruitment Volunteer for "Plan My Future" with Las Cruces Public Schools
- 2022-** Abstract Reviewer for the Southern Region Conference of the American Association of Agricultural Educators
- 2022-** Manuscript Reviewer for the National Conference of the American Association of Agricultural Educators

## **Extramural Funding Proposals**

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- Co-PI, (2023). *Youth AGvocates in Underserved Communities: Investigating and Evaluating Smart Farming for Pest Management*. USDA NIFA. Education and Workforce Development. (\$750,000). (Not Funded).
- Co-PI, (2022). *An Integrative Approach to Expanding Agricultural Opportunity*. USDA NIFA. New Beginnings for Tribal Students Program for \$500,000; NMSU's portion: Subaward for \$140,088. (Funded).
- Co-PI, (2022). *Cultivating the Next Generation of Diverse Food and Agriculture Professionals (NEXTGEN): A National Inclusion, Diversity, Equity, and Access (IDEA) Program*. USDA NIFA. NEXTGEN for \$20,000,000; NMSU's portion: 20% (\$4,000,000). (Not Funded)

## Graduate Students

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<u>Name</u>	<u>Major</u>	<u>Degree Type</u>	<u>Role</u>	<u>Year</u>
Chad Smith	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2025
Noël Braudt	M.A. In Agricultural and Extension Education	Creative Component	Committee Chair	2024
Adebayo Adeoti	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2024
Greg Brooks	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2024
Hadley Tokraks	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2024
Terrance Crayton	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2024
Susan Swope	Ph.D. in Higher Education	Dissertation	Committee Member	2023
Bethany Myers	M.A. In Agricultural and Extension Education	Thesis	Committee Member	2023
Megan Tindal	M.A. In Agricultural and Extension Education	Creative Component	Committee Member	2023
Emily Sampson	M.A. In Agricultural and Extension Education	Thesis	Committee Chair	2023
Joel Gilb	M.A. in Agricultural and Extension Education	Thesis	Committee Member	2023
Brandon Francis	M.A. in Agricultural and Extension Education	Thesis	Committee Member	2023
Raul Perea	M.A. in Agricultural and Extension Education	Creative Component	Committee Member	2022
Carolyn Stanzione	M.A. in Agricultural and Extension Education	Creative Component	Committee Member	2022
Amber Ortiz	M.A. in Agricultural and Extension Education	Creative Component	Committee Member	2022

## Student Teaching Evaluations

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<u>Year</u>	<u># of Student Teachers Evaluated</u>	<u>Placement Locations</u>
2023	10	New Mexico, Arizona, and Texas