

## **Curriculum Vitae of Dale A. Fritz, Ph.D.**

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### **Education/Academic Background**

- 1995. Doctor of Philosophy Degree** in Agricultural Education from Texas A&M University, College Station, Texas. Dissertation: **An Evaluation of Instructional Content, Activities, and Objectives in the Development of Leadership Knowledge and Skills of Participants in the Leadership Extension Program of the Texas Agricultural Extension Service.**
- 1985. Master of Science Degree** in Animal Science from Texas A&M University, College Station, Texas.
- 1978. Bachelor of Science Degree** in Animal Science from Texas A&M University, College Station, Texas.
- 1974. Diploma**, Brenham High School, Brenham, Texas.

### **Professional and Academic Appointments - Texas A&M AgriLife Extension Service (AgriLife Extension), Texas AgriLife Extension Service (AgriLife Extension), Texas Cooperative Extension (TCE), and Texas Agricultural Extension Service (TAEX)**

**September 1, 2003 - present: District Extension Administrator  
Southeast Extension District 9**

- Major responsibilities include:
- ▶ Provide leadership for the supervision and management of human and material resources in Southeast Extension District 9.
  - ▶ Recruit, select, and supervise county Extension personnel in Southeast Extension District 9 and provide administrative oversight of County Extension Directors in Fort Bend and Harris Counties.
  - ▶ Design, plan and implement the orientation and professional development of Extension personnel in Southeast Extension District 9.

- ▶ Seek input into the selection, training, program plan development and performance appraisal of Extension agents from the relevant Regional Program Leaders, as appropriate.
- ▶ Coordinate with the Regional Program Leaders, Senior Administrative Leadership Team, and faculty of the Cooperative Extension Program at Prairie View A&M University to identify program direction, acquire resources of program enhancement, and set priorities for resource allocation to most effectively impact Extension programming.
- ▶ Provide input into the performance appraisal of the Regional Program Leaders in the Southeast Region.
- ▶ Interpret and/or implement applicable TAMUS policies and Extension rules and procedures.
- ▶ Provide input and oversight for the development and management of district budget.
- ▶ Serve as liaison with County Commissioners Courts in Southeast Extension District 9 as delegated by the Associate Director for County Programs.
- ▶ Interpret educational programs to key leaders, serve as liaison with state and federal elected officials, and identify and procure external resources for the enhancement of Extension programs in Southeast Extension District 9.
- ▶ Responsible for compliance with Affirmative Action/Equal Opportunity/Civil Rights Guidelines related to programming and employment functions.

❑ Major accomplishments include:

- ▶ Establishment of District Program Development Training/Workshop for agents to present, discuss, and develop program ideas for the next programming year - 11 workshops conducted.
- ▶ Establishment of District Agriculture/4-H and District Family and Consumer Sciences/4-H Program Development Retreats with agents and Regional Program Leaders to initiate the program planning process for the next programming year - 22 retreats conducted.
- ▶ Continuation of Cluster Site Program Planning Conferences and in-depth discussion of Outcome and Output Programs - 198 Program Planning Conferences conducted with counties and County Extension Agents.
- ▶ Recruitment and efficient filling of vacant County Extension Agent and County Extension Director positions with the best qualified and available applicants - 121 County Extension Agents and 4 County Extension Directors hired to fill vacant positions.
- ▶ Conducted Onboarding Training sessions with newly hired County Extension Agents and County Extension Directors - 371 onboarding sessions conducted.
- ▶ Participated in Career Fairs/Expos at Texas A&M University, Sam Houston State University, Prairie View A&M University, and Lamar University to interact with students and recruit applicants for county Extension agent positions - 55 Career Fairs/Expos attended.
- ▶ Supervision of 80 Extension employees to maintain effective program

development efforts, program implementation and program evaluation which addresses local needs and issues.

- ▶ Oversight of the District Extension budget and support group funds.
- ▶ Coordination with County Extension Directors and County Coordinators to develop and manage County Extension budgets - 198 budgets developed.
- ▶ Development of the "Inside Southeast Extension District 9" monthly newsletter to inform agents of personnel updates, District activities, and administrative items - 98 newsletters prepared and distributed.
- ▶ Development of the "Making a Difference" newsletter for County Commissioners Courts to highlight program accomplishments and distribute Outcome Program results - 126 newsletters prepared and distributed.
- ▶ Initiated the "Extension Education - Making a Difference" Document and associated guidelines for preparation as a County Annual Report of programmatic accomplishments for Outcome and Output Programs. This document serves as an interpretation tool with Commissioner Court members, legislators, and key decision makers. All counties in District 9 have prepared Annual Reports from 2009 through 2013. This document is now required of all counties in the state.
- ▶ Initiated the "Extension Education - Making a Difference" Executive Summary and associated guidelines for preparation as a summary of programmatic accomplishments for Outcome and Output Programs. This document serves as a discussion piece during interpretation briefings with Commissioner Court members, legislators, and key decision makers. All counties in District 9 have prepared Executive Summaries in 2012 and 2013.
- ▶ Coordination with County Extension Directors and County Coordinators to develop and implement effective interpretation events with county and state elected officers which focus on program accomplishments and outcomes - 238 briefings conducted.
- ▶ Developed a series of orientation conferences and training to assist new agents in becoming effective Extension educators - 11 training series conducted.
- ▶ Creation of an extensive District level professional development system of subject matter training, program updates, and agent association business meetings for County Extension agents - Agriculture and Natural Resources, Family and Consumer Sciences, and 4-H and Youth Development - 86 training and business sessions conducted.
- ▶ Organization of two annual District Total Faculty Trainings focused on interpersonal and program management skills such as conflict resolution, becoming organized, professionalism, risk management, volunteer management, program evaluation, program interpretation, time management, and administrative updates - 22 training sessions conducted.
- ▶ Continuation of the District Awards and Recognition Committee which facilitates the nomination of agents for various awards programs - 22 committee meetings.
- ▶ Recipient of AgriLife Extension Superior Service Award for outstanding achievements as a District Extension Administrator, thereby demonstrating leadership and commitment in our mission to improve the lives of people,

businesses, and communities across Texas and beyond through high quality, relevant education.

- ▶ Recipient of Epsilon Sigma Phi Administrative Leadership Award at the Texas, Southern Region, and National levels.

❑ State Level Committee Assignments:

- ▶ AgriLife Extension County Extension Agent On-boarding Review Committee - 2014
- ▶ AgriLife Extension County Extension Agent and Mid-Manager Performance Appraisal Review Committee - 2014
- ▶ Houston Livestock Show and Rodeo Beef Quiz Bowl Committee - 2011- 2014
- ▶ Task Force to Review Awards within Texas A&M AgriLife - 2011
- ▶ AgriLife Extension County Extension Agent Position Description Review Committee - 2008
- ▶ AgriLife Extension County Information Technology Training Advisory Council - 2008
- ▶ AgriLife Extension County Strategic Plans and Leadership Advisory Board Task Force - 2008
- ▶ Texas Plant Protection Conference Planning Committee - 2008
- ▶ TCE Emergency Management Steering Committee - 2006 - 2008
- ▶ Prairie View A&M University's College of Agriculture and Human Sciences Ag Farm Field Day Planning Committee - 2006
- ▶ TCE Hurricane Rita Response Committee - 2005
- ▶ TCE Accountability Task Force - 2004 - 2006
- ▶ TCE Cash Management Procedures Task Force - 2004 - 2006
- ▶ TCE Leadership Advisory Board Steering Committee - 2004

**February 8, 1993 - August 31, 2003:                    District Extension Director - Agriculture  
Southeast Extension District 9 and  
Upper Coast Extension District 11**

- ❑ Served as District Agricultural Program Coordinator and District 4-H Program Coordinator and assisted with the coordination of the District Community Development and 1890 Cooperative Extension Programs.

❑ Major responsibilities included:

- ▶ Supervision of county Extension agents - agriculture and 4-H for the counties in the district.
- ▶ Provide leadership for Extension agricultural and 4-H programs in the district.
- ▶ Assist in the recruitment of prospective employees for employment throughout the state.
- ▶ Recruitment, selection, and employment of county Extension agents - agriculture

- ▶ and 4-H for counties in the district.
- ▶ Supervision of orientation and professional development for county Extension agents and secretarial staff in the district.
- ▶ Initiation, planning, implementation, interpretation, and coordination of Extension educational programs in agriculture, 4-H, and community development.
- ▶ Coordination of specialist and program support in the district.
- ▶ Interpretation and implementation of Extension policies and procedures
- ▶ Implementation of civil rights policies.
- ▶ Coordination of the development of fiscal plans for each county in the district and liaison to the County Commissioners Courts in the district.
- ▶ Coordination of 1890 Cooperative Extension Program in designated counties.

❑ Major accomplishments included:

- ▶ Establishment of a District Agricultural Program Development Retreat with agents and specialists to plan the District Agricultural Programs and agricultural professional development activities - 10 retreats conducted.
- ▶ Establishment of the Rice Program Planning Conference with agents and specialists to plan the District Rice Programming efforts - 10 conferences conducted.
- ▶ Establishment of Small Farm and Ranch Management Short Course to emphasize beef cattle and forage production - 4 short courses conducted.
- ▶ Re-organization of an extensive District level professional development system of training for agriculture and 4-H agents - 84 training sessions conducted which addressed topics with 4-H livestock project management, row crop and rice production, beef cattle and forage production, veterinary science, pest management, and horticulture production and management.
- ▶ Re-organization of the total District Faculty Training to include two training sessions annually - 20 sessions conducted.
- ▶ Implementation of Cluster Site Program Planning Conferences and agent presentations on Outcome programs - 180 county based Program Planning Conferences conducted.
- ▶ Establishment of the District Marketing and Interpretation and Awards and Recognition Committees - 40 committee meetings conducted.
- ▶ Establishment of a District 4-H Program Development Conference with agents to plan the District 4-H Program and Calendar - 10 conferences conducted.
- ▶ Design of a District 4-H Committee structure of agents and leaders to plan, implement, manage, and evaluate District 4-H events/activities.
- ▶ Development of a District 4-H Calendar of District 4-H events/activities, and county livestock judging contests and shows across the district - 10 annual calendars developed.
- ▶ Establishment of a District 4-H Junior Leadership Lab and coordination of an extensive District 4-H Leadership Lab and District 4-H Leadership Institute - 10 Junior Leadership Labs conducted, 10 Senior Leadership Labs conducted, and 4 Leadership Institutes conducted.

- ▶ Development of District 4-H Adult and Teen Leader Training and 4-H Leader College - 10 Leader Colleges conducted.
- ▶ Management of a cadre of high performing agriculture and 4-H agents and District level secretaries.

☐ State Level Committee Assignments:

- ▶ Prairie View A&M University Small Farm and Ranch Management Short Course Planning Committee - 2002 - 2004
- ▶ Texas Plant Protection Conference Planning Committee - 2002 - 2003
- ▶ TCE District Extension Director Job Review Task Force - 2002
- ▶ TAMU Ag Program Capital Family Campaign Committee - 2002
- ▶ TCE Headquarters Faculty Conference Planning Committee - 2002
- ▶ State 4-H Beef Leadership Tour Planning Committee - 2002
- ▶ TCE New Employee Orientation Advisory Committee - 2001-2002
- ▶ TAEX Urban Task Force Subcommittee on Expansion - 2001
- ▶ TAEX Search Committee for Extension Specialist - Professional Development Position - 2000
- ▶ TAEX Search Committee for District 5 Extension Director - FCS - 2000
- ▶ TAEX State 4-H Professional Development Workshop Planning Committee - 1999 and 2001
- ▶ TAEX Urban Task Force - Co-Chairman - 1999-2000
- ▶ TAEX State 4-H Project Advisory Committee - 1998-2002
- ▶ TAEX State Extension Conference Planning Committee - Co-Chairman of Marketing and Promotion Team - 1998-1999
- ▶ TAMU Agriculture Program Directional Emphasis Team for Stimulating Innovation Through Agriculture, Natural Resources, and Life Sciences Curricula for the 21st Century - 1998
- ▶ TAEX Professional Development Advisory Board - Competency Model Advisor - 1998
- ▶ TAEX Farm Services Agency Borrower Training Task Force - 1997
- ▶ Advisor to TAEX Search Committee for District 9 Extension Director-FCS Position - 1996
- ▶ TAEX New Employee Orientation Advisory Committee - 1996-1998
- ▶ TAEX Professional Development Advisory Board - 1995-2000
- ▶ TAEX Food Protection Management Program Advisory Committee - 1995-1997
- ▶ TAEX Faculty Conference Planning Committee - Spring, 1995
- ▶ TAEX Value-Added Products, Processing, and Markets for Texas Agriculture Initiative Team - 1994-1997
- ▶ TAEX Evaluation/Accountability Committee - 1994
- ▶ TAEX Organizational Renewal Team for Strategic Communications - 1993-1994
- ▶ Texas A&M University (TAMU) Agriculture Program Strategic Visioning Think Tank - Co-Chairman for Leadership Development Task Force - 1992-1994

**October 1, 1988 - February 7, 1993:**

**County Extension Agent - Agriculture  
McLennan County**

- ❑ Served as County Coordinator, Agricultural Program Leader, and trainer agent.
- ❑ Major responsibilities included liaison to Commissioners Court, Extension Program Council, local coordinator of Blackland Income Growth Conference, resource to farm, ranch, and civic organizations, and resource to print and broadcast media.
- ❑ Major program responsibilities included beef cattle and forages, field crops, agri-business, rural-urban relations, horticulture, horse, and aquaculture.
- ❑ Assisted with dairy, community development, and 4-H programs.
- ❑ Major accomplishments included:
  - ▶ Reorganization of Beef Cattle Committee and development of educational programs including Heart O' Texas Cattleman's Symposium, Forage Field Day, Beef Clinics at West Livestock Auction, Management Calendar, and result demonstrations.
  - ▶ Restoration of Field Crops Committee and development of activities such as Crops Tour of result demonstrations, Small Grains Field Day, Cotton Field Day, and silage production.
  - ▶ Local coordinator of Blackland Income Growth Conference and development of two-day format.
  - ▶ Establishment of positive relationship with media as agricultural resource for newspaper articles and TV news features.
  - ▶ Utilization of mass media: weekly TV program, daily radio program, and commodity newsletters.
  - ▶ Recipient of TAEX Superior Service Award for outstanding use of print and broadcast media.
  - ▶ Formation of Agricultural Speakers Bureau.
  - ▶ Organization of Ag Tour for Waco Chamber of Commerce Directors, media, and elected officials.
  - ▶ Organization of "Don't Bag It" and "Waste Wise" programs with Keep Waco Beautiful and City of Waco.
  - ▶ Interpretation of Extension Program to key leaders and audiences.
  - ▶ Coordination of educational efforts.
  - ▶ Comprehensive training of new agent.
  - ▶ Assistance with 4-H events and leader trainings.
  - ▶ Development of urban and commercial horticulture, horse, and aquaculture programs.
- ❑ External Leadership Positions
  - ▶ Waco Chamber of Commerce Agri-Business Committee - member

- ▶ Waco Farm and Ranch Club - President and Vice-President
- ▶ McLennan County Farm Bureau - Advisor
- ▶ McLennan County Farm Services Agency County Committee - Advisor

**June 1, 1986 - September 30, 1988:                      County Extension Agent - Agriculture  
Tarrant County**

- ❑ Major program responsibilities included beef cattle, forages, aquaculture, community development, agribusiness, poultry and the 4-H beef cattle project area.
- ❑ Assisted with field crops (corn, grain sorghum, wheat, and cotton), horse, dairy, and horticulture programs and 4-H activities.
- ❑ Major accomplishments included:
  - ▶ Revitalization of Beef Cattle Committee and development of beef cattle educational programs for producers and 4-H members.
  - ▶ Assistance with 4-H events, formation of Community Development Committee and Task Forces, development of community development programs and projects.
  - ▶ Development of aquaculture and agribusiness programs.

**October 16, 1981 - May 31, 1986:                      County Extension Agent - Agriculture  
Brazos County**

- ❑ Major program responsibilities included horse, horticulture, swine, 4-H Adult Leaders and Leaders' Association, and 4-H horse, beef cattle, poultry, and horticulture project areas.
- ❑ Assisted with beef cattle, forage, dairy, and field crops (cotton, corn, and grain sorghum) programs, and 4-H activities.
- ❑ Major accomplishments included:
  - ▶ Formation of County Extension Horse Committee.
  - ▶ Development of superior educational program for adult and youth horse owners and producers.
  - ▶ Revitalization of Horticulture Committee.
  - ▶ Development of horticultural educational programs.
  - ▶ Revitalization of 4-H Adult Leaders' Association and utilization of 4-H leaders through committees to develop a strong 4-H program.

**April 1, 1979 - October 15, 1981:                      County Extension Agent - Agriculture  
Fayette County**



- Major program responsibilities included 4-H Coordinator; 4-H beef cattle, swine, sheep, poultry, and dairy project areas; 4-H leadership projects and activities; adult beef cattle and forages.
- Assisted with field crops (corn and grain sorghum), dairy, pecans, aquaculture, and commercial and home horticulture program areas.
- Major accomplishments included utilization of numerous educational methods to develop a strong 4-H program and development of the beef cattle educational program for beef cattle producers and 4-H members.

### **Professional Organizations/Service**

- Texas 4-H Friends and Alumni Association - Charter Lifetime Member
- Texas Association of Extension 4-H Agents
- National Association of Extension 4-H Agents
- Epsilon Sigma Phi, Alpha Zeta Chapter - Membership Committee
- Texas A&M University Former Students Association

### **Awards and Recognition**

- 2012. Continued Excellence Award**, Epsilon Sigma Phi, Alpha Zeta Chapter, Texas
- 2011. Administrative Leadership Award**, Epsilon Sigma Phi, Southern Region, and National
- 2009. Award for Superior Service**, Texas AgriLife Extension Service, For outstanding achievements as a District Extension Administrator, thereby demonstrating leadership and commitment in our mission to improve the lives of people, businesses, and communities across Texas and beyond through high quality, relevant education.
- 2006. Administrative Leadership Award**, Epsilon Sigma Phi, Alpha Zeta Chapter, Texas
- 2004. State Tenure Award**, Epsilon Sigma Phi, Alpha Zeta Chapter, Texas
- 2003. State Visionary Leadership Award**, Epsilon Sigma Phi, Alpha Zeta Chapter, Texas
- 2000. Urban Task Force Leadership Award**, Texas Agricultural Extension Service
- 1999. State Extension Conference Leadership Award**, Texas Agricultural Extension Service
- 1997. State Mid-Career Award**, Epsilon Sigma Phi, Alpha Zeta Chapter, Texas

**1992. Award for Superior Service**, Texas Agricultural Extension Service, For outstanding use of print and broadcast media in reaching large audiences in McLennan County and Central Texas.

## Other Experience

**1993 - 2005:** 4-H Parent, Brazos County, Texas.

Assisted children with their method demonstrations, club leadership roles, and activities and events associated with foods and nutrition, clothing, conservation, aerospace, commercial steer, commercial heifer, and swine projects.

**1971 - 1974:** FFA member, Brenham FFA Chapter, Brenham, Texas.

Completed swine and beef cattle project areas. Member of Quiz Team and Livestock Judging Team. Received Star Greenhand Award, Chapter Farmer Degree, and Lone Star Farmer Degree.

**1968 - 1971:** 4-H member, Salem 4-H Club, Washington County, Texas.

Completed swine and beef cattle projects.

## References

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