

Dear Search Committee:

I am writing to express my interest in applying for the Assistant Director of Extension and State Program Leader for ANR/CED within Oklahoma State University. I have served in Extension as a statewide specialist at Tennessee State University since 2010 and in numerous leadership roles since 2014.

In 2014, I was appointed Focus Group Leader for faculty in the environmental sciences (20+ faculty). Between 2014 and 2020, I was involved in leading our faculty in the successful development and approval of an environmental science concentration for our B.S. degree and an M.S. degree in environmental sciences.

In 2014, I was also appointed as Assistant Extension Program Leader for ANR/CED where I participated in regional directors meetings and program leader meetings with the University of Tennessee, engaged our statewide specialists in program planning, and led agent search committee proceedings. In 2020, following the retirement of our Extension Program Leader, I was appointed the TSU Statewide Extension Program Leader for ANR/CED and Southern SARE co-coordinator. Over the last 2 to 3 years I have had the opportunity to work with the University of Tennessee and be involved in many of the committees that were developed based on needs assessment results of Tennessee agents and specialists.

As a statewide specialist, I led successful programs in the areas of bioenergy, soil health, and drone technology. All of my programs received competitive external funds from USDA-NIFA or Southern SARE. Altogether, over the last 12 years, I have engaged in 10 external grants totaling over \$3.5 million, four of which I led as PI. My publication record has focused on research, Extension and teaching with 17 peer-reviewed research publications and 24 peer-reviewed Extension publications since 2010. I have received over 50 awards from the American Society of Agronomy, APLU, the National Association of County Agricultural Agents, the Tennessee Association of Agricultural Agents and Specialists, and Tennessee State University and have provided 200+ in-service trainings and workshops to agents and stakeholders throughout Tennessee.

My leadership style is focused on building relationships with those I work with through trust that comes from vulnerability and honesty and to develop a community that people want to work and succeed in. I am a people person, meaning that I sincerely care for those that work with me. This allows me to serve others and develop genuine relationships that provide a foundation from which to build effective teams that enhance success toward achieving strategic goals. I am interested in creating buy-in through a system that allows individuals to provide feedback so that they can succeed and achieve their goals while also providing success to the larger strategic plan.

I have a significant interest in seeing Extension thrive through our stakeholders' successes. I believe that I can serve OSU Extension well through my leadership, experience, and dedication to service. As Assistant Director for ANR/CED, some of the areas I would initially focus on include:

Identifying methods to enhance middle career agent retention
Ensuring OSU Extension is an early adopter of the latest technology
Further strengthening the OSU/Langston/Tribal college relationship
Enhancing opportunities for DEI
Engaging collaboration across program areas
Enhancing climate change adaptation programming
Encouraging regular feedback/needs assessments

I look forward to discussing the position further and learning about additional ways that I may help lead OSU Extension and enhance stakeholders' opportunities.

Sincerely,

A handwritten signature in black ink, appearing to read "J.P. de Koff". The signature is written in a cursive, flowing style.

Jason P. de Koff, Ph.D.
Professor and Extension Program Leader
Tennessee State University