

# Connie Reimers-Hild, PhD, CPC

RURAL FUTURES INSTITUTE AT THE UNIVERSITY OF NEBRASKA  
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## FORMAL EDUCATION

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### DOCTOR OF PHILOSOPHY, AUGUST 2005

University of Nebraska—Lincoln  
Major: Human Sciences  
Specialization: Leadership Studies

### MASTER OF SCIENCE IN ENTOMOLOGY, AUGUST 2000

University of Nebraska—Lincoln  
Major: Entomology

### BACHELOR OF SCIENCE IN NATURAL RESOURCES, MAY 1998

University of Nebraska—Lincoln  
Major: Environmental Studies

## RURAL FUTURES INSTITUTE AT THE UNIVERSITY OF NEBRASKA

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### Associate Executive Director and Chief Futurist

#### Courtesy Appointment: Department of Agricultural Leadership, Education, & Communication

Served on executive team that developed and implemented future-focused, high-touch, high-tech strategic direction for the Rural Futures Institute (RFI). Led efforts to develop the start-up Institute using futuring and foresight as a tool to guide strategies, tactics and metrics. Helped manage and strategically invest \$2.35 million annual budget. Expanded the team through partnerships. Strengthened engagement across the University of Nebraska system and in communities focused on growing the rural sector. Served on Nebraska Extension's leadership team and increased collaborations between the Rural Futures Institute and Nebraska Extension. Facilitated partnerships with national and international organizations focused on improving the rural sector.

### KEY ACHIEVEMENTS:

- ▶ Delivered seven keynotes and ten invited lectures on the importance of utilizing future-focused leadership and strategic foresight to strengthen innovation in individuals, communities and organizations. A presentation at the Advancing Rural Primary Care II Conference led to an invited paper:

**Reimers-Hild, C.I.** (in progress). The future of rural health staffing in America. *Journal of the American Academy of Physician Assistants*.

## CONTINUING EDUCATION

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### CERTIFIED GALLUP STRENGTHS COACH, JULY 2017

Gallup University

### CERTIFIED FUTURIST, MAY 2015

University of Houston

### CERTIFIED PROFESSIONAL COACH, MARCH 2012

International Coach Academy

## KEY ACHIEVEMENTS: *(continued)*

- ▶ Developed and taught strategic foresight and leadership workshops for the Nebraska Water Leaders Academy (NWLA), two county-based leadership programs and two businesses; Research from the NWLA was used to publish an invited book chapter:

Burbach, M. E., & **Reimers-Hild, C.I.** (submitted). Developing water leaders as catalyst for change: The Nebraska Water Leaders Academy. In K. Floress, K., L. S. Prokopy, & M. E. Burbach (Eds.), *Catalyzing change in water resource management through social science*, (pp. xx). General Technical Report NRS-GTR-xx-x. Newtown Square, PA: U.S. Department of Agriculture, Forest Service, Northern Research Station.

- ▶ Inked first-ever RFI partnership with the University of Nebraska at Kearney to create a Rural Futures Fellows program coordinated and supported by staff members located at the Kearney campus.
- ▶ Launched first Rural Futures Internships in partnership with 2 different departments at the University of Nebraska-Lincoln; Supervised student internships and projects at undergraduate and graduate levels that established metrics for the Rural Futures Competitive Awards and Rural Serviceship programs; Served on three masters and two doctoral committees for students researching various areas of leadership and engagement, including rural healthcare, entrepreneurship, leadership and mindfulness; the two completed master's theses to-date:

Cramer, J.S. (2015). *Civic capacity and integrative public leadership: A case study of the Nebraska Water Leaders Academy*. Unpublished master's thesis, University of Nebraska-Lincoln. Downloaded from <http://digitalcommons.unl.edu/natresdiss/106/>

Bader, J.M. (2016). *The influence of projection bias on outcomes of healthcare financial incentive programs*. Unpublished master's thesis, University of Nebraska-Lincoln. Downloaded from <http://digitalcommons.unl.edu/agecondiss/30/>

- ▶ Worked with a multi-state team and student intern to create and publish 4 popular press articles and 6 videos designed to help rural entrepreneurs use strategic foresight in their business planning and growth.
- ▶ Published *Blue the Bee Learns to Be Happy* in both electronic and hard copy formats as an interactive, educational resource for youth and adult audiences interested in strengthening purpose-driven positivity and well-being as part of the Happy Orchard suite of educational resources. As a result, the Kimmel Orchard and Vineyard Educational Foundation in Nebraska City, NE is investing \$1,000,000 into an interactive educational play area for visitors to learn about the intersection of fun, well-being, pollination and the importance of orchards and agriculture.
- ▶ Hosted thought leaders from Japan and Australia to explore partnerships and opportunities for the University and rural communities in partner countries; Co-hosting an event with the Japan Society in October 2017 and additional thought leaders in 2018 designed to focus on innovating rural on an international level.

## UNIVERSITY EXTENSION SOUTHEAST RESEARCH AND EXTENSION CENTER

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### Unit Leader and Extension Educator in Community Validity Southeast Research and Extension Center at the Kimmel Education and Research Center Courtesy Appointment: Department of Agricultural Leadership, Education & Communication

Led administrative functions of a unique public-private partnership initiative, including Kimmel's strategic planning efforts, team development, performance evaluations, marketing plans and revenue generation activities. Managed budgets, interns, personnel and contractors. Established key metrics to evaluate the impact of Extension programs and center activities. Reported center impacts and outcomes to relevant boards, stakeholders and university administrators. Established Kimmel's branding, marketing and social media campaigns. Strengthened relationships throughout the region and with statewide partners, including the Richard P. and Laurine Kimmel Charitable Foundation and the Kimmel Orchard and Vineyard Educational Foundation. Collaborated with partners to strengthen entrepreneurship, leadership and innovation programs throughout Nebraska.

#### KEY ACHIEVEMENTS:

- ▶ Consulted with twenty rural hospitals to facilitate future-focused leadership strategies designed to strengthen strengths-based efficiencies and innovations
- ▶ Attained more than \$1,000,000 of investments and financial support for Extension programming, University students and facility development through partnerships, collaborations and the development of various revenue streams; Helped build Kimmel's capacity by adding 5 new positions, supervising and facilitating 10 undergraduate internships and securing funding for 2 graduate assistantships
- ▶ Authored or co-authored 2 books, 9 refereed publications and reports, 6 leadership coaching tools, 9 workbooks and 31 popular press publications on the topics of leadership and innovation; Developed, taught and evaluated over 66 workshops, retreats and training sessions and 59 invited presentations, 20 professional presentations and 13 keynotes on the areas of leadership and innovation
- ▶ Collaborated with the Nebraska State Irrigation Association and the University of Nebraska School of Natural Resources to develop, deliver and evaluate Nebraska's first Water Leaders Academy, which involved numerous partners from both the University and the private sector. Translational research on transformational leadership and innovative behavior was a key component of the Academy. This research strengthened our understanding of innovation and how to help people apply principles to their lives to improve their businesses and communities
- ▶ Coached 7 Nebraska businesses while serving as a Certified Mentor Guide for the Gallup Entrepreneurship Acceleration System (EAS) Program for two years; Worked with 6 regional partners to establish, brand and lead the first Investors, Inventors & Entrepreneurs Club (I2E Club) in Nebraska
- ▶ Co-led a team focused on developing a statewide Extension Entrepreneurship Action Team and served on a team that created the framework for the University of Nebraska-Lincoln Extension Community Vitality Initiative (CVI) while serving on the Business Development Team
- ▶ Launched the "Happy Orchard" brand of educational tools and resources, including a gaming app and peer reviewed activity book intersecting the areas of education, technology and well-being

## UNIVERSITY OF NEBRASKA

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Department of entomology, Lincoln, NE  
Lecturer and Distance Education Coordinator

Directed activities associated with distance-delivered programs. Managed budgets for distance programs and grants. Coordinated and implemented the first marketing and advertising campaigns for departmental distance programs, which included the concept of branding and the use of Internet-based tools. Designed strategies to improve the quality of distance programs, including on-line surveys to assess quality, a needs assessment to determine course demand and marketability and an exit interview to gather feedback from graduates of the distance-delivered Masters program. Led efforts to streamline application process for distance students. Developed and co-taught two distance courses. Advised distance students on program development and course work. Helped build a sense of community between learners and the institution by developing an eAdvising Center and by implementing and authoring electronic newsletters for distance students.

### KEY ACHIEVEMENTS:

- ▶ Helped increase enrollment of distance masters degree program 410% in four years and obtained \$62,000 in grant dollars to support recruitment, teaching and advising efforts for departmental distance programs.
- ▶ Developed and taught the Department of Entomology's first distance course delivered and evaluated entirely online and co-taught the first distance-delivered undergraduate course offered for Concurrent Credit by the University of Nebraska-Lincoln to high schools in Nebraska.
- ▶ Co-led the creation of an eAdvising Center for distance learners, which was designed to build stronger ties between students and the University, to help advise learners throughout their programs and to assist in the professional development of individuals.
- ▶ Met with a number of Nebraska's Congress members, Senators and Staffers to discuss the importance of distance education as a tool to serve both urban and rural communities.

### SELECTED BOOKS AND WORKBOOKS

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**Reimers-Hild, C.I.** & Weitzenkamp, D.J. (2017). *Blue the Bee Learns to Be Happy (Digital Version)*. University of Nebraska-Lincoln Extension. Lincoln, NE. Downloaded from <http://digitalcommons.unl.edu/kimmelfacpub/35/>

**Reimers-Hild, C.I.** (2013). *Go Wild with Confidence! Strengthen your Inner Leader and live your best life with purpose, passion, and fun!* North Charleston, SC: CreateSpace. (available in both paperback and Kindle versions)

**Reimers-Hild, C.I.** (2009). *Entrepreneurial Leadership and Innovation: A Workbook for Organizations*.

## SELECTED REFEREED PUBLICATIONS & OPEN-FILE REPORTS

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**Reimers-Hild, C.I.** (in progress). Invited Submission: The future of rural health staffing in America. *Journal of the American Academy of Physician Assistants*.

Burbach, M.E. and **Reimers-Hild, C.I.** (2017). *2016 Nebraska Water Leaders Academy: Final Report*. School of Natural Resources Open-File Report OFR 151.

**Reimers-Hild, C.I.** & Dye, A. (2015). Use Three Mega-Trends to Grow Your Rural Business. Retrieved December 5, 2016 from <http://digitalcommons.unl.edu/cvicollect/5/>

Burbach, M.E. and **Reimers-Hild, C.I.** (2015). *2014 Nebraska Water Leaders Academy: Final Report*. School of Natural Resources Open-File Report OFR 126.

**Reimers-Hild, C.I.** (2014). *Future-Focused Leadership: Three Mega-Trends Influencing Distance Learning*. Proceedings of the 2014 Distance Learning Administration Conference in Jekyll Island, GA.

**Reimers-Hild, C.I.** (2012). *Coaching as a Catalyst: Distance Learning for Personal Innovation*. Proceedings of the 2012 Distance Learning Administration Conference in Jekyll Island, GA.

**Reimers-Hild, C.I.** and King, J.W. (2009). Six Questions for Entrepreneurial Leadership and Innovation in Distance Education. *Online Journal of Distance Learning Administration*, 13(3). Retrieved July 21, 2014 from <http://distance.westga.edu/~distance/ojdla/winter124/reimers-hild124.html>

**Reimers-Hild, C.I.** (2008). Entrepreneurial Leaders: Inspiring Innovation through Education. Conference Proceedings of the 2008 Distance Learning Administration Conference in Jekyll Island, GA.

Foster, J.E., **Reimers-Hild, C.I.**, and Heinrichs, E.A. (2007). Closing the Yield Gap Through Education: Plant Protection by Distance Education. Conference Proceedings of the XVI International Plant Protection Congress in Glasgow, Scotland.

**Reimers-Hild, C.I.**, Fritz, S.M. and King, J.W. (Spring 2007). Entrepreneurial Career Development: Using Human Capital, Social Capital, and Distance Education to Achieve Success. *Advancing Women in Leadership On-line Journal*. Retrieved February 28, 2014 from <http://www.advancingwomen.com/awl/spring2007/reimers.htm>

**Reimers-Hild, C.I.**, and King, J.W. (2006). The Entrepreneurial Learner, Persistence and Motivation in the Distance Environment. Conference Proceedings of the 2006 Distance Learning Administration Conference in Jekyll Island, GA.

**Reimers-Hild, C.I.**, King, J.W., Foster, J.E., Fritz, S.M., Waller, S.S., and Wheeler, D.W. (2005). A Framework for the "Entrepreneurial Learner" of the 21st Century. *Online Journal of Distance Learning Administration*, 8(2). Retrieved August 28, 2014 from <http://www.westga.edu/%7Edistance/ojdla/summer82/hild82.htm>

**Reimers-Hild, C.I.**, King, J.W., Foster, J.E., Fritz, S.M., Waller, S.S., and Wheeler, D.W. (2005). A Framework for the "Entrepreneurial Learner" of the 21st Century. Conference Proceedings of the 2005 Distance Learning Administration Conference in Jekyll Island, GA. (Best Paper Award Winner)

## **PROFESSIONAL AWARDS AND HONORS**

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- ▶ Holling Family Senior Faculty Teaching Excellence Award, **2009**
- ▶ Graduate Faculty Associate Status, University of Nebraska—Lincoln, **2008**
- ▶ Southeast Nebraska Partners for Progress the Governor’s “Connecting Nebraska” Award, **2008**
- ▶ Nominated for the 2006 Folsom Distinguished Doctoral Dissertation Award
- ▶ Scholarship Award to attend the 2005 Nebraska Rural Institute
- ▶ Best Paper Award, Distance Learning Administration Conference, **2005**
- ▶ Preparing Future Faculty Fellow, University of Nebraska—Lincoln, **2004**
- ▶ Team Member, ADEC Award for Excellence in College and University Distance Education, **2003**
- ▶ Team Member, ADEC Educational Program Award, **2002**

## **CURRENT PROFESSIONAL AND CIVIC ASSOCIATIONS**

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- ▶ International Coach Federation
- ▶ World Future Society

## **INTERNATIONAL EXPERIENCE**

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### **SPAIN:**

Invited to present at the 7th International Conference on Interdisciplinary Social Sciences held in Barcelona, Spain. Two videos were created for the conference and are now available on the web:

- ▶ *Leadership Coaching as a Tool for Innovation: The Inner Leader Coaching Ecosystem.* Available online <http://www.youtube.com/watch?v=6HrWCzt4n0g>
- ▶ *The Nebraska Water Leaders Academy: Blending Water Policy with Leadership Theory.* (Co-created with Dr. Mark Burbach from the University of Nebraska School of Natural Resources). Available online: <http://www.youtube.com/watch?v=5epXO-XFsYE>

### **FRANCE:**

Participated in the 7th GCHERA (Global Consortium of Higher Education and Research for Agriculture) conference held at LaSalle Institut Polytechnique in Beauvais, France. The theme of the conference was, “Universities of Agriculture and Life Sciences: Entrepreneurs for Sustainable Rural Development.”

## **INTERNATIONAL EXPERIENCE** *(continued)*

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### **NORTH AND SOUTH AMERICA:**

Taught a workshop, "The Importance of Entrepreneurial Leadership in the 21st Century," to 65 students from 34 nations in North and South America. The workshop was part of the Hemispheric Forum for Young Ag Leaders in Agriculture held at the University of Nebraska-Lincoln campus in Lincoln, NE. The forum was sponsored by the University of Nebraska-Lincoln Institute of Agriculture and Natural Resources (IANR) and the Inter-American Institute for Cooperation on Agriculture's Center for Leadership in Agriculture (IICA).

### **COSTA RICA:**

Traveled to Costa Rica as part of the University of Nebraska-Lincoln Institute of Agriculture and Natural Resources (IANR) partnership with the Inter-American Institute for Cooperation on Agriculture's Center for Leadership in Agriculture (IICA), which is headquartered in Costa Rica. The trip focused on exploring collaborative projects and developing stronger relationship with Earth University and IICA.

### **NIGERIA:**

Consulted with three cooperatives as part of a Worldwide Farmer-to-Farmer Program; Made both oral and written recommendations designed to improve leadership, productivity and entrepreneurial capacity of farmers through increased yields and crop marketability; Helped increase the awareness of safety issues related to pesticide application and storage; Met with three different colleges to discuss the possibility of offering courses via distance.

After serving in Nigeria, I was invited to the 27th Annual Cooperative Hall of Fame Induction Ceremony at the National Press Club in Washington D.C. to support the induction of Congressman Doug Bereuter into the Cooperative Hall of Fame.

- ▶ Met with a number of Nebraska's Congress members, Senators and Staffers; Presented information on distance education programs offered by the College of Agricultural Sciences and Natural Resources and the Department of Entomology at the University of Nebraska-Lincoln.
  
- ▶ Discussed positive impacts of the Worldwide Farmer-to-Farmer Program, which was supported and coordinated by Land O' Lakes, Inc., International Development Division.