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1. What is the biggest concern/problem facing AAEA?

AAEA faces several immediate challenges – ensuring diversity, inclusion, justice, and equity within our profession; finding the right blend of in-person and virtual events to ensure effective, inclusive and affordable post-COVID programming; ensuring stable financial footing; and communicating the relevancy of our work to policy makers and to broader public audiences to name a few. In 2020 the AAEA Executive Committee and Board published a strategic vision addressing many of these issues and has initiated or endorsed programming in cooperation with Sections (e.g., CWAE and COSBAE) to support this vision. One immediate concern facing the AAEA is ensuring *systematic evaluation of the initial programs supporting the 2020 AAEA Strategic Vision* to guide continuation, recalibration, and/or expansion of programming based upon the available evidence and resources to ensure achievement of these strategic goals. A particular challenge with ensuring diversity, inclusion, justice, and equity within our profession is ensuring that programmatic initiatives are paired with cultural change to ensure sustained progress.

A longer-term concern that underlies many of the strategic challenges faced by the AAEA is the *size and diversity of the pipeline of talent feeding into our profession*. Excellent efforts have been initiated by CWAE and COSBAE but, given the existential nature of this issue to the Association, more systematic effort is warranted. A larger and more diverse pipeline of students with exposure to and interests in agricultural and applied economics would enrich the human resource base crucial to maintaining our organization, improve the quality of science we create and, therefore, advance our ability to address societal problems per the AAEA mission.

2. What actions would you initiate to improve the situation described in your response to the previous question?

To address the first challenge, I would champion systematic evaluation of recent initiatives launched in response to the 2020 AAEA Strategic Vision in order to guide work with the Board, Section Liaisons, and the AAEA Trust to strengthen and systematize successful initiatives and invest in complementary programmatic and cultural initiatives required to fully realize the strategic vision.

To increase the size and diversity of the pipeline of talent feeding into our profession I would explore (1) creating strategic alliances with diverse pre-collegiate organizations (e.g., 4-H and Jr. MANRRS) and (2) expanding and diversifying AAEA's programming and mentoring for undergraduate students. At the pre-collegiate level, I would champion sharing AAEA's curricular and professional development expertise with youth organizations to develop dynamic partnerships and alliances that yield greater interest among their members in agricultural and applied economics topics. For example, the youth organization of 4-H is an intriguing possible partner as it serves a diverse population with substantial membership from urban areas and underrepresented minority communities, operates with funding and organizational support provided by USDA-NIFA, and enjoys content and logistical support from Extension personnel in 1862, 1890 and 1994 land grant institutions.

At the collegiate level, the pipeline would be enhanced through continued support of the CWAE/COSBAE collegiate mentoring programs and through diversification and expansion of Student Section offerings. While AAEA's Student Section provides programs that deeply engage students at multiple institutions, more students at more institutions could be reached by diversifying the program topics (e.g., food security, commodity trading), expanding participation modes and timing (e.g., virtual offerings, programs that work in classes during semesters), expanding partnerships and alliances with diverse collegiate organizations (e.g., MANNRS and SACNAS), and reducing institutional barriers to student participation.

3. At the end of your three-year term, what changes/new initiatives would you have helped create?

At the end of three years I would envision the existing portfolio of programs supporting the 2020 AAEA Strategic Vision will be further developed and broadened through careful evaluation and investment while initial benefits will materialize from a long-term effort to expand and diversify AAEA's talent pipeline. More total students and a more diverse set of students from a broader array of institutions will be attracted to agricultural and applied economics topics, courses, and majors. With more undergraduate students directed to our educational institutions, pipeline continuity would be provided via an expanded portfolio of AAEA undergraduate programming and mentoring with the capacity to attract and engage more students and a more diverse set of students on topics and methods that spark their interest in graduate and professional degrees, employment in our profession, and membership in our Association. This growing and increasingly diverse membership will find programming and a professional development climate that

retains their engagement with AAEA, yields a more diverse and inclusive membership, and creates a more robust and effective association.