

Open Letter of Reference for Dr. Andrew Novotorov for University Positions in
Agricultural, International, and or Extension Education.

Prepared by Dr. Lynn Jones, Associate Professor of Agricultural Education and Studies,
Iowa State University on February 1, 2005.

I served as Major Professor and Doctoral Committee Chair for Dr. Andrew Novotorov from the beginning of his program here at Iowa State University in the fall of 1997. During that time period Andrew also served, on a continuous basis, as my Graduate Assistant. From the early stages of his work Andrew developed an interest in my area of research, the impacts of internships. In that focus he has been rather deeply involved as a co-researcher in delineating impacts of internships on students, on agri-businesses, and on academic departments. His own dissertation had to do with an exploration of what graduates who had completed internships felt concerning impact upon their early career entry. With the Kellogg Commission interest in "Engagement" the issue of connectedness between academic institutions and the business world heightens on a continuous basis. At this point in time Andrew Novotorov is one of a team of just a few who have been intimately involved with such engagement for departments of Agricultural Education. His sort of expertise should be in great demand.

During his tenure here at ISU, Andrew worked with many of my undergraduate students who were enrolled of 6 credit upper division internship experiences. As a portion of that process, he assisted me in the development of curricular materials, he conducted end-of-term student interviews, and he coordinated student poster sessions, and graded the final written products of the internship learning experience. Dr. Novotorov's work set excellent guideposts for graduate assistants who have followed him in similar assignments.

Andrew has developed an extensive knowledge of University Outreach and Extension activities. He served a couple of internship programs himself in county office environments. He has a working knowledge of County Extension Councils, Multi County Specialists, County Directors, Area Directors, Extension Program Areas, Program Planning and Evaluation Systems, etc. Andrew also understands what it means to develop a new extension system within a transitional political and economic system like Russia. He has been a major player in the writing of a very large grant application that, when funded, will establish a re-vitalized extension effort in that country. I should think that the sharing of his experience in such multiple settings will be a real asset to students in any Agricultural Education Department wishing to globally educate their graduates.

For the past couple of years Andrew has served in increasing capacities at Dickinson State University relative to international development projects. He has initiated, developed, and evaluated numerous efforts at Dickinson that support students, faculty, administration, and governmental units in efforts to bridge academic degree programs with global

development. At this point in his career it is likely that Andrew himself may be interested in a transition to international education projects. I can certainly see him as quite effective in such a position as well as his role as a valuable classroom faculty member.

When one thinks of the building of diverse learning environments, the utilization of a diverse faculty should be one of the very first steps. Few opportunities exist to assemble a faculty team with individuals of the quality of Andrew Novotorov. He will bring to the fortunate faculty who selects him for employment an engaging personality, a commitment to the development of learning systems, a background ripe with both administrative and programmatic experience and above all a real passion and drive to be an agricultural and/or international educator.

I for one feel that for a student from a different culture and ideology with a different language to be able to negotiate a system to the point of completing a terminal degree is to illustrate a remarkable feat. Such a feat though may well be what lies ahead for many of the graduates of colleges of agriculture. The environment they are facing is one incredibly different than the one most of our faculties can help them recognize. It will be educators like Andrew Novotorov who will give our graduates the edge they will need to compete in tomorrow's agriculture and global environment.

So to summarize, Andrew will bring the following to his next employer:

Research Knowledge
Global Knowledge
Commitment
Grantmanship

Teaching Knowledge
Student Engagement
Humor
Agricultural Knowledge

Extension Knowledge
Tenacity
Administrative Knowledge
Communication Skills

If yours is a department fortunate enough to have the insight to consider Andrew for a position on your team, I salute you.

If your process is one that requires more than an open letter, such as this one, from references, by all means please contact me for a more personalized version. I would also be more than happy to visit via telephone conversation about Andrew.

Thank You Very Much!



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