

## Maggie R. Pfeiffer Salem

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### *Summary:*

*Professional educator and student advocate with experience in educational leadership, program implementation and facilitation, curriculum design, face-to-face and online learning, program assessment, student supervision and advisement in both secondary and post-secondary learning environments. Currently working as an Assistant Professor with demonstrated dedication to educational and professional development to cultivate personal skills and abilities to assist others in identifying strengths and talents to better their own lives and the lives of those around them. Believes in the power of education to break through barriers and in the positive potential of every person.*

*CliftonStrengths include: Intellect, Positivity, Adaptability, Empathy, and Connectedness*

### **EDUCATION**

#### **Doctorate of Education**

December 2021

Higher Education Leadership (Teaching Tract)

Dissertation Title: *A Phenomenological Investigation into Agricultural Education Teacher Preparation Student and Early Career Teaching Experience*

Texas A&M University-Commerce

#### **Master of Science**

December 2014

Agricultural Science

Texas A&M University-Commerce

#### **Bachelor of Science**

May 2007

Major: Agricultural Science & Technology

Concentration: Agricultural Teacher Certification

Dept. Honors: *Magna cum Laude*

Texas A&M University-Commerce

#### **Associate of Science**

August 2005

Northeast Texas Community College

### **CERTIFICATIONS**

- Texas State Board of Educators Certification - Agricultural Science and Technology 6-12, Expires: 8/31/2024
- Texas State Board of Educators Certification - Speech 8-12, Expires: 8/31/2024
- Northeast Texas Community College Farm and Ranch Management Certificate
- Genex Beef Cattle Reproduction and Artificial Insemination Program Certification

*Within this Vitae, “Department of Agriculture”, “School of Agriculture”, and “College of Agricultural Sciences and Natural Resources” (CASNR) is used throughout reflecting name changes in the college due to continued student enrollment growth during my affiliation with the program.*

**PROFFESIONAL WORK EXPERIENCE**

***Assistant Professor and Program Coordinator, Agricultural Leadership & Communications Present  
Interim Department Head***

College of Agricultural Sciences and Natural Resources, Texas A&M University-Commerce,  
Commerce, TX.

***Professional Faculty and Senior Academic Advisor*** **2015 – 2019**

College of Agricultural Sciences and Natural Resources, Texas A&M University-Commerce,  
Commerce, TX.

***Graduate Assistant*** **Summer 2015**

School of Agriculture  
Texas A&M University-Commerce, Commerce, TX

***Teaching Assistant*** **Fall 2014**

School of Agriculture  
Texas A&M University-Commerce, Commerce, TX

***Lead Instructor of Agricultural Science  
Career and Technology Education Director*** **2007 – 2015**

Slocum ISD, Elkhart, TX

**PEER REVIEWED PUBLICATIONS and RESEARCH CONFERENCE PRESENTATIONS**

**Salem, M. R. P., Doss, W., & Estepp, C. M.** (In Review). Determining professional development needs of school-based agricultural education teachers for working with English language learners. *Journal of Agricultural Education*.

**Salem, M. P., Doss, W., & Estepp, C. M.** (2023, May 17). *Determining professional development needs for school-based agricultural education teachers for working with English language learners* [Research Manuscript]. Proceedings of the American Association for Agricultural Education National Meeting, Raleigh, NC.  
[https://aaea.wildapricot.org/resources/Documents/National/2023Meeting/23\\_AAEE\\_Proceedings\\_combined\\_FINAL.pdf](https://aaea.wildapricot.org/resources/Documents/National/2023Meeting/23_AAEE_Proceedings_combined_FINAL.pdf)

**Salem, M.P. & Doss W.** (2023, May 17). *Assessing preservice SBAE teacher needs for working with English language learners* [Poster presentation]. American Association of Agricultural Educators National Conference, Raleigh, NC.

Richardson, C., Williams, R., **Salem, M.P.** & Doss, W. (2023, May 16). *An inaugural career development event in sustainable agriculture* [Poster presentation]. American Association of Agricultural Educators National Conference, Raleigh, NC.

**Salem, M., & Doss, W.** (2023, February 6). *Assessing preservice SBAE teacher needs for working with English language learners* [Poster Abstract]. American Association for Agricultural Education Southern Region Meeting, Oklahoma City, OK.

**Salem, M.P.**, Doss, W., Romero, E.W., & Frost, K.J. (2022, May 17). *Early Career Teachers' Struggles with Lack of Practical Skills* [Poster presentation]. American Association of Agricultural Educators National Conference, Oklahoma City, OK.

Frost, K.J., Rayfield, J., **Salem, M.** & Doss, W. (2022, February 13). *Defining Programmatic Balance: A Modified Delphi Study* [Research Manuscript]. American Association for Agricultural Education Southern Region Meeting, New Orleans, LA.  
[https://aaea.wildapricot.org/resources/Documents/Southern%20Region/2022SouthernConference/2022SouthernAAAE\\_ResearchProceedings.pdf](https://aaea.wildapricot.org/resources/Documents/Southern%20Region/2022SouthernConference/2022SouthernAAAE_ResearchProceedings.pdf)

**Salem, M. P.** Frost, K., Doss, W., & Rodriguez, S. (2022, February 13). *Early career teachers' struggles with ELL/ESL stakeholders in SBAE: A phenomenological investigation* [Research Manuscript]. American Association for Agricultural Education Southern Region Meeting, New Orleans, LA.  
[https://aaea.wildapricot.org/resources/Documents/Southern%20Region/2022SouthernConference/2022SouthernAAAE\\_ResearchProceedings.pdf](https://aaea.wildapricot.org/resources/Documents/Southern%20Region/2022SouthernConference/2022SouthernAAAE_ResearchProceedings.pdf)

Frost, K.J., **Salem, M.P.**, Rayfield, J. (2020 November). *Exploring Programmatic Balance* [Poster presentation]. American Association of Agricultural Educators National Conference, Virtual Conference.

Arnold, S., Williams, R., & **Salem, M.** (2017). Perceptions of a first year experience with the agriculture Courses for Dual-Credit Initiative. Abstract in Proceedings and poster presentation at the Western Region Research Conference of the American Association for Agricultural Education. Fort Collins, CO.

Williams, R., **Salem, M.**, & Arnold, S. (2017). A 360-degree assessment of the agriculture courses for dual credit initiative. Abstract in Proceedings and poster presentation at the National Research Conference of the American Association of Agriculture Education, San Luis Obispo, CA.

LaVergne, D.D., **Salem, M.P.**, & Williams, R. L. (2016). A cross-cultural immersion in agricultural education: Changing preservice teacher attitudes towards urban agricultural education programs. Proceedings of the 2016 American Association for Agricultural Education National Research Conference, Kansas City, MO.

Williams, R., Fortenberry, E., **Salem, M.**, Holzman, C., Wahrmund, J., & Arnold, S. (2016). A SWOT Analysis of agriculture courses for dual credit. Abstract in Proceedings and oral presentation at the North American Colleges and Teachers of Agriculture Annual Conference. Honolulu, HI.

### **POPULAR PRESS and CONFERENCE PRESENTATIONS**

**Salem, M.P.** & Frost, K.J. (2022 July, 26). *Writing Actionable Objectives for Student Success* [Conference Seminar] Agricultural Teachers Association of Texas. Corpus Christi, TX.

**Salem, M.R.P.**, Frost, K.J., Doss, W. (2022). The Work Life Loop: Discussing Programmatic Balance in the Agricultural Science Education Career Field Part II. *Growing our Future: A Texas Agricultural Education Magazine*. Summer 2022. 16-18

**Salem, M.R.P.**, Frost, K.J., Doss, W. (2022). The Work Life Loop: Discussing Programmatic Balance in the Agricultural Science Education Career Field. *Growing our Future: A Texas Agricultural Education Magazine*. Spring 2022. 16-18

Jennings, E., Frost, K, **Salem, M. P.**, & Green, R. (2022, April 12). *A biographical narrative investigation exploring the hiring practices and decision-making process for watermelon farmers in Texas*. [Oral Presentation] Texas A&M University-Commerce Annual Research Symposium, Commerce, TX.

**Salem, M.** (2021). *A phenomenological investigation into agricultural education teacher preparation student and early career teaching experience (28772959)* [Doctoral dissertation, Texas A&M University-Commerce]. ProQuest.

**STUDENT THESES**

Jennings, E., Frost, K, **Salem, M. P.**, & Green, R. (2022). *A biographical narrative investigation exploring the hiring practices and decision-making process for watermelon farmers in Texas*. [Honors thesis, Texas A&M University-Commerce].

Richardson, C., Williams, R., **Salem, M. P.**, & Doss, W. (2022). *Preparing and Piloting a Sustainable Agriculture Career Development Event*. [Master’s thesis, Texas A&M University-Commerce].

**GRANTS**

2022 University Growth Initiative grant from Agriculture Future of America, \$5,900

Williams, R. & **Salem, M.** (2022). *Cultivating Agricultural and Food Literacy Through a Campus Community Garden*. (not funded) USDA NIFA Higher Education Challenge Grant. \$150,000

2021 University Growth Initiative grant from Agriculture Future of America, \$5,900

**RECENT TEACHING EVALUATIONS**

	<b>Fall 2021 (summative scores)</b>	<b>Spring 2022 (summative scores)</b>	<b>May Mini 2022 (summative scores)</b>	<b>Summer 2022 (summative scores)</b>
	Mean Score (5 being the highest score)	Mean Score (5 being the highest score)	Mean Score (5 being the highest score)	Mean Score (5 being the highest score)
The instructor prepared activities that helped me learn.	4.495	4.92	4.5	4.36
The instructor set standards that challenged me in this course.	4.63	4.8875	4.5	4.58
The instructor helped me understand course content.	4.5175	4.92	4.5	4.25
The instructor treated students fairly and impartially.	4.5225	4.92	4.5	5
The instructor made time for	4.4975	4.92	4.5	4.78

Abbreviated Curriculum Vitae, Updated July 2023

me outside of class when and if I needed it.				
The instructor provided timely, constructive feedback that supported my learning.	4.52	4.92	4.5	4.7
The course description accurately reflected the content of the course.	4.5725	4.945	4.5	4.42
A clear set of learning objectives were outlined in the syllabus.	4.44	4.945	4.5	4.36
Assignments (including reading) were of reasonable length and level.	4.5225	4.92	4.5	4.28
Graded assignments (including exams) covered important course materials and content.	4.465	4.945	4.5	4.53
Overall, this course enhanced my skills, abilities and knowledge.	4.4375	4.945	4.5	4.36

**TEACHING (\* indicates courses taught within the most recent academic year.)**

***University***

- \*ALC 2301-Introduction to Agricultural Leadership, Education, and Communication
- \*ALC 2302-Personal Leadership Development in Agriculture
- \*ALC 3301-Organizational Leadership Development in Agriculture
- \*ALC 4301-Professional Presentations in Agricultural Leadership, Education, and Communications
- \*ALC 4602-Professional Internship in Agricultural Leadership and Communications
- \*ALC 3311-Contemporary Issues in Agricultural Leadership, Education, and Communications
- \*ALC 4311-Public Relations, Crisis Communications, and Leading Change
- \*ALC 4312-Senior Portfolio in Agricultural, Leadership, Education, and Communications
- AGED 371-Agricultural and Youth Leadership
- \*AGED 404-Supervised Experience Programs
- AGED 465-Student Teaching in Secondary School
- \*AGED 470-Methods of Teaching Agricultural Science and Technology
- \*AFE-Instructional Management
- AG 1131-Introduction to Agriculture (formerly AG 100)
- AG 300-Professional Agricultural Communications
- AG 392-Applied Ethics in U.S. and World Agriculture
- AG 400-Seminar
- \*AG 504-Qualitative Research
- ANS 1319-Introduction to Animal Science

***Junior High and High School***

- Advanced Animal Science
- Horticultural Science

Livestock Production  
Small Animal Management  
Equine Science  
Professional Communications  
Professional Standards in AgriBusiness  
Career Prep I and II (now fall under the Practicum in Ag and Extended Practicum in PFNR TEKS)  
Practicum in Agriculture, Food, and Natural Resources  
Extended Practicum in Agriculture, Food, and Natural Resources  
Principles of Agriculture, Food, and Natural Resources  
Principles of Floral Design  
Veterinary Medical Applications

### **SERVICE ACTIVITIES**

#### ***National Service***

- National FFA Prepared Public Speaking Committee Member, 2022-present
- Southern American Association for Agricultural Education (AAAE) Member Services Committee Chair-Elect
- Southern American Association for Agricultural Education (AAAE) Member Services Committee, 2022-present
- Latinos in Agriculture Leaders Conference Presenter, 2016 and 2018, *Invited*
- Texas Longhorn Breeders of America Open and Youth Shows Judge, Current
- National FFA Leadership Development Events (LDE) Judge, *Invited*

#### ***State Service***

- Career and Technical Education (CTE) Teacher Candidate Assessment Committee, member 2022-2023
- Texas FFA Association Speaking Development Events Assistant Superintendent 2019-present
- Texas FFA Association Junior Prepared Speaking Event Chair, 2017-2019
- Texas FFA CASNR Invitational Leadership Development Event (LDE) Contest Superintendent, 2017-2021
- District and Area Leadership Development Events (LDE) Judge, Current
- Junior Livestock Shows Active Judge, Current
- Texas Longhorn Breeders of Tomorrow Showmanship Judge, Current
- Texas State FFA Voting Delegate Task Force Committee, Member, 2012-2015
- Texas Agricultural Science and Leadership Institute Graduate, June 2012

#### ***Texas A&M University-Commerce Service***

- TAMUC Faculty Senate, member, 2022-present
- Strategic Enrollment Management Action Team, member, 2022-present
- 2023 TAMUC Annual Research Symposium, Judge
- 2022 TAMUC Annual Research Symposium, Judge
- TAMUC Provost's Undergraduate Academic Appeals Committee, member, 2018-present

- Title IX Investigator, Texas A&M University-Commerce, 2017-2019
- Student Service Fee Committee, Member, Texas A&M University-Commerce, 2016-2019
- Graduate Student Council Representative, Texas A&M University-Commerce, 2015-2016

***TAMUC Undergraduate and Graduate Thesis Committees***

- Kayla Gossett, Undergraduate Honors Thesis, Committee chair
- Shay Barret, Undergraduate Honors Thesis, Committee chair, 2024
- Clanci Richardson, Graduate Thesis, Committee member. 2022
- Emily Jennings, Undergraduate Honors Thesis, Committee member, 2022

***TAMUC Non-Thesis Graduate Committees***

- Brianna Guel, Committee member, 2023
- Courtney Garrett, Committee member, 2023
- Jaylee Hullum, Committee member, 2023

***College of Agricultural Science and Natural Resources Service***

- CASNR Associate Dean/Department Head Search Committee, member, 2023
- CASNR University Attendance Policy Committee, member (*Appointed*)
- VETT Program Instructor Search Committee-2023, member
- AGED/Ag Mech Professional Track Search Committee-2023, Chair
- TAMUC Faculty Senate, member
- NCAC-24 Agriculture, Food, and Natural Resource Applied Behavioral Sciences Group, TAMUC representative
- Agriculture Future of America, TAMUC Campus Advisor, 2021-present
- Institutional Effectiveness Team-Agricultural Leadership and Communications Author, College of Agricultural Sciences and Natural Resources, Texas A&M University-Commerce, 2020-present
- College of Agricultural Science and Natural Resources, Executive Committee, 2020-present (*Appointed*)
- Creator and Editor of the Bi-annual CASNR Newsletter, 2020-present
- Advisor of CASNR Newsletter Team
- Texas FFA Excellence Conference, TAMUC Lead, 2019-present
- TAMU-C Residential Living and Learning Community, Women in Agriculture Advisor, 2020-2023
- Texas FFA Area V and VI Career Development Event (CDE) Asst. Superintendent, 2019-present
- Sigma Alpha Faculty Advisor 2016-present
- Agricultural Leadership, Educations, and Communications Student Association (ALECSA), Faculty Advisor 2019-present
- Texas FFA Area V and VI Vet Science Career Development Event (CDE) Contest Superintendent, 2015-2021

- Advisor, Women's Ag Society, School of Agriculture, Texas A&M University-Commerce, 2016-2018
- Advisor, Ag Ambassadors, CASNR, Texas A&M University-Commerce, 2015-2020
- Assistant Dean/Ag Communications Faculty member Search Committee, College of Agricultural Sciences and Natural Resources, Texas A&M University-Commerce, 2018 (*Appointed*)
- Assistant Director/Faculty member Search Committee, College of Agricultural Sciences and Natural Resources, Texas A&M University-Commerce, 2018 (*Appointed*)
- Director of Sustainable Agriculture/Wildlife and Conservation Science Faculty member Search Committee, College of Agricultural Sciences and Natural Resources, Texas A&M University-Commerce, 2018 (*Appointed*)
- Departmental Curriculum Committee, College of Agricultural Sciences and Natural Resources, 2018 (*Appointed*)
- Animal Science Faculty member Search Committee, School of Agriculture, Texas A&M University-Commerce, 2017 (*Appointed*)
- Academic Advisor/Greenhouse Manager Search Committee, School of Agriculture, Texas A&M University-Commerce, 2017 (*Appointed*)
- Marketing Committee, Member, School of Agriculture, Texas A&M University-Commerce, 2017 (*Appointed*)
- Equine Program Director/Faculty Search Committee, Member, School of Agriculture, Texas A&M University-Commerce, 2017 (*Appointed*)
- Institutional Effectiveness Team-Academic Advising and Student Success Author, College of Agricultural Sciences and Natural Resources, Texas A&M University-Commerce, 2016-2020
- Director Search Committee, Member, School of Agriculture, Texas A&M University-Commerce, 2016 (*Appointed*)
- Strategic Planning Committee, Member, School of Agriculture, Texas A&M University-Commerce, 2015-present (*Appointed*)
- Agricultural Cook Out Committee, Chair, College of Agricultural Sciences and Natural Resources, Texas A&M University-Commerce, 2015-present (*Appointed*)
- Scheduling Committee, Member, School of Agriculture, Texas A&M University-Commerce, 2015-present (*Appointed*)
- Scholarship Committee, Member, School of Agriculture, Texas A&M University-Commerce, 2015-2018 (*Appointed*)
- Christmas Party Brunch Committee, Member, School of Agriculture, Texas A&M University-Commerce, 2015 (*Appointed*)
- Strategic Planning Committee Goal 3: Engagement, Chair, School of Agriculture, Texas A&M University-Commerce, 2015-2016 (*Appointed*)

***Secondary Service***

- Texas FFA Area VIII Sandyland District Agricultural Science Teacher (AST) Vice-President, 2014-2015
- Secretary, Texas FFA Area VIII Sandyland District AST, 2013-2014
- Slocum ISD FLEX Schedule Committee member, 2012-2013



***Service to Community***

- RYSA 14u Baseball Assistant Coach
- Host livestock showmanship seminars to Rains County 4-H and FFA members
- Rains County 4-H volunteer
- Anderson County Ag 4-H Coalition Committee member, 2013-2015
  - Assist in creating programs to bring about solutions to agriculture, 4-H, and youth problems
- Board of Directors, Anderson County Youth Livestock Association (ACYLA), 2013-2015
  - FFA/AST Board Representative
  - Scholarship Revision Committee, Chair
  - Judge Selection Committee, Member
  - Rules Revision Committee, Member

**HONORS AND AWARDS**

Emerging Leader, Office of the Provost, TAMUC, 2023

2022 AAAE National Conference Second Place Research Poster Award

Texas A&M University-Commerce Student Organization Advisor of the Year, 2022

Texas A&M University-Commerce Student Organization Advisor of the Year, 2021

Nominee for the TAMU-C Serving Engaged, Empowered, and Diverse Students (SEEDS) Hats Off to Women Award, 2019

Texas A&M University-Commerce Employee of the Month, TAMU-C 2017

President's Meritorious Service Award Recipient, 2017

Outstanding School of Agriculture Faculty, TAMU-C 2017

Texas Agricultural Science Leadership Institute Scholarship, 2011

**PROFESSIONAL MEMBERSHIPS & AFFILIATIONS**

North American Colleges and Teachers of Agriculture, Current

American Association of Agricultural Education, Current

National Association of Agriculture Educators, Current

Agriculture Teachers of Texas, Member, Current