

Weston Miller

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Core Skills as Landscape and Property Consultant

- Visionary and creative leader in ecological landscaping and natural resources with the proven capacity to improve/refine existing programs over time and to bring new projects into fruition by developing cooperative networks of funders and engaged stakeholders.
- Organic agriculture and natural resources expert focused on a range of topics including soil health, keyline design for water retention, mixed vegetable and fruit production, integrated pest management, attracting pollinators, small-scale and no-till operations, farm planning, direct marketing, urban agriculture, adapting land for climate change, and more.
- Experienced landscape professional including landscape design, installation and, maintenance involving hardscapes, planting areas, lawns, irrigation systems, and erosion control methods.
- Passionate horticulturist and plant guy with a focus on sourcing plant material to ensure the right plant for the right place.
- Experienced budget manager and contract negotiator for a wide range of horticultural and educational operations.
- Expert integrated pest management and pesticide consultant professional.
- Skillful user of computer technology for project management and communications including website development and social media.

Cores Skills as Project Manager

- Proven supervisor and manager of people adept in bringing forth the best work in staff, contractors, collaborators. and volunteers. As an organizational leader, I strive to attract/train/support/retain skilled and engaged people and set them up for success.
- Adept program manager with a depth of experience aligning budgets, organization goals, operational strategies, and schedules to deliver timely programmatic outcomes and key results.
- Skilled project and technology manager. I use an agile framework and technology applications to organize, motivate, and propel teams to deliver high quality services and products.
- Thoughtful and empathetic collaborator with colleagues and customers with strong capacity to listen, ask questions, develop a plan, and follow up to keep partnerships moving forward.
- Great networker. I have developed an extensive network of partners and contacts with farmers and agriculture/natural resource agencies and community groups in the Pacific Northwest.
- Skilled science communicator with proven skills to develop and publish a range of communications and educational content as well as generate earned media opportunities.
- Experienced fundraiser and financial manager with proven success developing and maintaining funding mechanisms to support existing operations and initiate new programs including:
 - 15 years of experience developing funds through grants, contracts, and fees and implementing entrepreneurial, educational enterprises at Oregon State University.
 - 7 years as an elected director and treasurer (volunteer role) at a local soil and water conservation district where I oversee our financial and legal requirements.

Professional Experiences

2007–2023. Assistant & Associate Professor (Practice), Department of Horticulture, Oregon State University; Community and Urban Horticulturist, OSU Extension Service.

- Serve as a technical advisor for farm/nursery/landscape industries, state and local agencies, community groups, and the public. Exhibit strong technical expertise and science communications skills. Translate scientific information and make it accessible to lay audience groups. Provide customers with relevant and reliable information to make informed land management decisions. Deliver exceptional customer service via 100+ site consultations and answering 1000s of questions through phone, email, and question/answer systems.
- Initiate and serve as lead instructor for the OSU's Beginning Urban Farmer Apprenticeship (2011-2017). Provide 125 participants with a season-long, 500-hour training focused on mixed vegetable and fruit production and direct marketing. We used a team farming approach to provide a life changing experience for aspiring and new farmers. BUFA graduates reported 35 agriculture career next steps. Five or more people are still farming and my staff instructor for the program is now a national expert on soil health.
- Lead a coalition of stakeholders with diverse views about the controversial topic of pesticides to write a funding bill and advocate in the Oregon Legislature to address a clearly identified community need. Make presentations to Oregon Legislature members and the Education Committee. Manage partnerships and communications to keep stakeholders engaged.
- Lead full-cycle development and implementation of OSU's Solve Pest Problems program, a world-class pest management website intended for the public.
 - Develop funding mechanisms, collaborative networks, and advisory committee.
 - Use agile framework and digital methods organize contractors, subject experts, and stakeholders.
 - Contract website design and user experience professionals to build the templates, perform user testing, check accessibility, and make refinements.
 - Enroll subject matter experts to develop draft content. Facilitate peer review of content.
 - Edit and publish 80 in-depth website pages using plain language with 100s of photos icons, and diagrams to make technical information accessible to the public.
 - Communicate with funders, stakeholders, and the public about our successes and challenges of this seven-year effort.
- Manage all aspects of OSU's popular Master Gardener™ program, a large and complex education and community outreach public service focused on sustainable gardening and natural resource conservation. Manage day-to-day operations including fund development, technology, communications, instruction, staffing, operations, and reporting to support an educational enterprise with 500+ existing volunteers and 150+ new participants each year.
- Organize and facilitate 320 events for adult learners (seminar, in-person training, hybrid training, and stand-alone, online training) for over 4,450 hours of non-formal, technical educational programming reaching 25,500 educational contacts.
- Make 300+ presentations to adult learners. Of 563 OSU formal Community Evaluation of Teaching forms collected, my overall quality of instruction is rated at 5.67/6.0 (94.5%).
- Perform program evaluation using learning assessments and surveys. Analyze results and apply learning to improve programs. Report findings to funders and stakeholders.
- Hire and supervise staff (4), contractors (5), and volunteers (20 full-time equivalents). Establish work plans, work processes, and communications methods. Provide documentation and training. Empower and coach team members to fulfill work duties. Provide mechanisms for reporting and feedback. Analyze results and apply them toward future efforts.
- Fundraise over \$3.5 million through program fees, contracts, grants, and donations to support my program. Effectively negotiate contracts, manage budgets, and provide financial oversight.

Align multiple funding streams and cycles to deliver on program outcomes, track progress, and communicate successes and challenges with stakeholders.

- Negotiate and manage outgoing contracts for professional services including instruction, content development, website design, user testing, technical writing, and inclusive engagement.
- Fulfill 60+ public information requests from a range of local and national media contacts including print, online, radio, and television. Relevant examples include NPR Science Friday and Oregon Public Broadcasting. Invited guest for 23 segments on local television.
- Host and co-produce 110 live radio shows on XRAY.fm focused on horticulture and food systems topics. Generate sponsors to support production costs.
- Manage a suite of technology (data management, learning management system, customer relationship management, scheduling, and communications) to support program operations and communications with stakeholders and the public.
- Manage websites, social media, newsletters, and other forms of communication including weekly emails, monthly newsletters for volunteers, quarterly newsletters for the public.
- Serve as chair of the Portland Multnomah Food Policy Council (2009–2010). Set agenda with staff. Facilitate meetings. Follow public meeting laws. Make presentations to public officials.
- Apply an equity lens toward program operations. Recruit a racial equity advisory group consisting of Black, Indigenous, and People of Color that are invested in my OSU program. Follow through with advisory group recommendations. As a result of this deeply humbling work, we increase participation of non-white people in our program from 5% in 2020 to 25% in 2022.
- Serve on OSU multiple position search committees including as search committee chair (3 times) and search advocate (2 times). Ensure equitable hiring practices.
- Successfully navigate the promotion process through the OSU College of Agriculture Sciences.

2016–Present. Elected Director and Treasurer (volunteer role), West Multnomah Soil & Water Conservation District, Portland, OR.

- Oversee a \$3.7 million annual budget in compliance with federal, state, and local regulations. Facilitate budget committee to approve the annual budget.
- Institute fiscal policies and procedures to help ensure the organization’s long-term financial health. Work with administrative and conservation staff to ensure long-term and annual work plans align with available funding.
- Initiate organizational equity focus and cost center.

2011–2021. Founding Member of Board of Directors, Grow Porland, Portland OR.

- Serve on non-profit board to support the Executive Director and program staff to operate a scrappy non-profit organization focused on school gardening, community agriculture, and environmental justice activities.
- Serve in board president and treasurer roles. Provide in-depth coaching for the organization’s executive director focused on leadership, operations, and finances of the non-profit.

1999–2007. High School Science & Photography Faculty, Mount Madonna School, Watsonville, CA.

- Instruct middle and high school sciences, digital photography, and enrichment classes.
- This classroom teaching experience helps me to understand and meet the communication needs of a range of different learning styles and personalities in an intense, ever-changing social ecosystem.

2001–2007. Educator At Large, Santa Cruz Permaculture Guild, Santa Cruz, CA.

- Host and serve as co-lead instructor for a 72-hour permaculture design course held at Pie Ranch near Santa Cruz, CA.

- Make invited presentations in the community on horticulture and land management topics.

1997–2001. Crew leader and equipment operator for landscaping, restoration, and construction firms including Living Structures, Santa Fe NM; Terra Nova Ecological Landscaping, Santa Cruz, CA; and Mount Madonna Center, Watsonville, CA.

1994–1997. Lead Farmer, Summit Springs Design, Woodside, CA

- Install infrastructure and prepare ½-acre site as market garden. Make compost with wood waste from an onsite sawmill plus nutrient rich materials from the neighborhood.
- Grow mixed vegetables, herbs, and edible flowers. Market product to local restaurants and health center.

Education

2001 M. S. San José State University, Environmental Studies.

My thesis project used survey research to determine the attitudes, knowledge, and behavior of students that participated in an education program compared to students from a control group.

1994 B. S. Lewis and Clark College, Biology.

Awards

- Long Publication Bronze Award. Association of Natural Resource Extension Professionals (2022)
- Experienced Faculty Award. Oregon State University Extension Association (2021)
- Communications Award. National Association of County Agriculture Agents (2016)
- Excellence in Extension Education. OSU College of Agricultural Sciences (2009)

Example Publications

- Miller, W. and Buhl, K. [Solve Pest Problems](#). OSU Extension Service website (80 pages of content) (2022). Role: Publisher and lead author.
- Miller, W. and Mann, J. J. [How to Use Compost in Gardens and Landscapes](#). OSU Extension Service EM9042 (2021). Role: Lead author.
- Thomas-Kersting, C. and Miller, W. [Gardens are for Everyone](#). OSU Extension Service EM9403 (2023). Role: Editor.
- Edmunds, B. and Chernoh, E. and Miller, W. [Organic Gardening Class](#). OSU Professional and Continuing Education. Role: Content developer for organic vegetable, fruit, and herb content.

Professional License

Oregon Department of Agriculture Pesticide Consultant (2013–present)

Professional Trainings

- University of Oregon Project Management Certificate (2024)
- OSU Search Advocate Training focused on fair hiring practices (15 hours) (2021, 2016)
- Analyzing/Presenting Data/Information with Edward Tufte (18 hours) (2017)
- Center for Diversity and the Environment (18 hours) (2014)
- Permaculture Keyline Design Training (30 hours) (2003)
- Permaculture Teacher Training (30 hours) (2003)
- Permaculture Design Training (72 hours) (1993)