

The College of Agriculture and Life Sciences

College Diversity Report

September 2012 to October 2013

Overview: The College of Agriculture and Life Sciences' Mission is to educate future leaders, conduct mission-oriented basic and applied research and share new knowledge for the betterment of Iowa and the world.

We embrace our critical role in addressing challenges in food security, food safety, climate change, environmental stewardship, renewable energy and human health. We must produce civic-minded, globally oriented graduates who are well-prepared to address society's challenges as leaders in agriculture and life sciences. We must enhance relationships that result in scholarships, internships and successful careers. We will enable students to explore diverse career paths available through agriculture and life sciences. *We will help broaden students' perspectives through exposure to diverse people, ideas and cultures.* We must ensure students understand both the fundamentals of their chosen discipline and the importance of interdisciplinary work. We will ensure students are engaged with global issues through study-abroad and other programs. We will find new ways to partner with K-12 and community colleges to produce successful college graduates.

1. **A description of changes or modifications to vision or mission statements by your college or department, if any.**

There have been no changes or modifications to our college vision or mission statements

2. **A brief summary of changes or modification to your recruitment and retention strategies for faculty, staff and students.**

The College participates in a number of career fairs focusing on underrepresented students, such as at the Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) annual conference, the American Indian Higher Education Consortia (AIHEC) annual conference, the Association of Research Directors (of 1890 institutions) biannual research symposium and the Alliance for Graduate Education in the Professorate (AGEP). We support and collaborate with the Graduate College's effort related to graduate student recruitment of underrepresented students. Our diversity-related recruitment efforts at historically black colleges and universities (HBCUs) and Hispanic-serving institutions dovetail with the university's. Information from these events is forwarded to the appropriate departments and to the graduate college.

New to the CALS recruitment effort during Fall 2013 is the active participation of CALS Graduate Research Assistantship Match (GRAM)-funded students returning to their undergraduate institutions to aid in CALS recruitment of underrepresented, persons of color. These efforts thus

far have been centered on HBCUs, but will be expanded to include Hispanic-serving institutions as well.

When queried, more than one-half of our colleges fifteen academic departments responded that they participate in the College's summer research internship programs (George Washington Carver, and NSF REUs), and the Women in Science program to recruit minorities and women into their graduate programs. For the first time in 2003, many departments took advantage of mentoring interns in two National Science Foundation-funded programs — the Alliance for Graduate Education in the Professorate (AGEP) and the Alliance Mathematics Program.

An important component of our CALS diversity effort is CALS ADVANCE, an outgrowth of the NSF-funded program which focused on recruitment, retention and advancement of faculty women and minorities. Our Equity Advisor, Dr. Sue Lamont, CF Curtiss Distinguished Professor of Animal Science, coordinates the CALS ADVANCE activities, programs, and services across the college. Since the completion of the five-year NSF funding in 2012, the focus of ADVANCE has moved to the institutionalization of the lessons learned, to the benefit of all university units. Through our Equity Advisor's efforts and those of the ISU ADVANCE team, a variety of workshops, training sessions, and resource materials have been developed and occurred, and continue to occur. Specific to CALS, we are expanding the efforts to embed a 360 "cultural assessment" as part of Board of Regents Academic Program reviews.

The following is a set of activities and accomplishments related to CALS ADVANCE as summarized by Dr. Sue Lamont, the CALS Equity Advisor:

- Led workshops to train CALS faculty search committees on unintentional bias and best recruitment practices.
- Was a discussant at CALS workshops for pre- and post-tenure faculty regarding the Promotion and Tenure process.
- Is a member of the Dean's CALS Full Cabinet meetings and has provided touch points about ADVANCE activities and resources to further diversity goals related to faculty, graduate and post-doctoral students.
- Met with the CALS Diversity Leadership team to help ensure coordinated programming.
- Participated in the ISCORE Conference.
- Develop and deliver program on Leadership for P&S conference.
- Participate in Diversity conference in Minneapolis-St. Paul, organized by the University of Minnesota.
- Serve as panelist in SP@ISU conference on "Broader Impacts".
- Coordinated with Assistant Deans for Diversity and for Graduate Programs to assure program coherence in student recruitment and related activities.
- Presentation to ISU Department Chairs on recruiting a diverse and excellent faculty applicant pool.
- Deliver invited presentation at Diversity Conference at Virginia Tech.
- Participated in GMAP Symposium.

- Served as a member of the Planning Committee for the George Washington Carver (~Sesquicentennial) celebration year.
- Worked with ADVANCE Professors and other members of ADVANCE to summarize and widely share the lessons learned through the Collaborative Transformation process.
- Authored a Readers' Theater script to help facilitate discussion on mentoring practices, used with the ISU Emerging Leaders Academy and in a department retreats.
- Developed and delivered mentorship training to new ISU faculty and their mentors.
- Organized and hosted ISU campus visit of senior faculty member (Dr. Millie Worku) from 1890s institution, North Carolina A&T.
- Along with CALS multi-cultural liaison officer, organized and hosted campus visit of speaker in "Alumni of excellence" program designed to bring underrepresented individuals as role models of successful alumni back to campus. Supported by grant from ISU Women's and Diversity Grant program.
- Submitted and was awarded (along with Equity Advisor from Vet Med, C. Logue) a grant from the ISU Women's and Diversity Grant program to host a series of campus visits from four health-related scientists of underrepresented groups to campus to deliver seminars and meet with students and faculty.
- Developed and hosted networking luncheons for CALS women each semester (3 groups: tenured/tenure-eligible; non-tenure eligible; postdoc/grad student).
- Visited North Carolina A&T to enhance collaboration in research and recruit students to apply to ISU for summer internships and full-time enrollment.
- Meets regularly with other university Equity Advisors to ensure coordination and synergy of ADVANCE activities across campus, including training and resources.
- Met, along with other Equity Advisors, with representatives of Black faculty and staff association, to increase knowledge about including interaction of this organization with candidates during campus interviews.

3. A brief summary of your diversity programming for faculty, staff, and students, which may include:

a. Diversity-related presentations or events including visiting scholars, lectures, or unique programming.

The College supports the Faculty Research Exchange Visit Program for ISU faculty to travel to minority-serving institutions or to host faculty from those institutions. The program has resulted in several graduate enrollments. The College encourages faculty to include a diversity component in grant proposals, particularly to include opportunities for graduate student funding. The College funds selected faculty to attend conferences that promote diversity or that have a diverse population of students participating.

By CALS departments, new diversity programming has included:

- **Agricultural and Biosystems Engineering**: Equity advisor presentation to search committees
- **Agricultural Education and Studies**: 3 Faculty members attended a "Diversity training for hiring" workshop on campus
- **Agronomy** - Tour of laboratories and presentation on soils as a natural resource base to students of Chicago High School for Agricultural Sciences

- **Ecology, Evolution and Organismal Biology** - working with undergraduates from underrepresented groups (via NSF funded REU programs, or campus/college programs, or PI grant-funded)
- **Food Science and Human Nutrition**: FSHN awarded USDA-NIFA MultiCultural Scholars grant and have enrolled 5 minority freshman “Cyclone Scholars: Preparing Multicultural Students for Careers in the Global Food System”; Dr. Aubrey Mendonca awarded the CALS Faculty Award for Diversity. He continues to have collaborative research with faculty at 1890 institutions which includes student and faculty exchanges

b. New courses or programs covering or discussing any protected class.

By CALS departments:

- **Genetics, Development and Cell Biology** - The GDCB faculty lead educational projects, and a central goal of these projects is to enable a diversity of students to succeed and to persist in the life sciences and related fields. Grants submitted in 2012 - (1) Institutional transformation grant submitted to the Howard Hughes Medical Institute (co-investigators include Coffman, Essner, and Powell-Coffman) and (2) Science education grant submitted to NSF (PI = Powell-Coffman, Co-PI's include Coffman). Grants ongoing in 2012 - Institutional transformation (co-investigators include Powell-Coffman).
- **Natural Resource Ecology and Management** - Because of the nature of the natural resources discipline, we do not offer courses specifically covering diversity-related topics. However, a new course that is in development NREM/ANSCI/FSHN 260X has an ethics component in which diversity topics will be discussed. One of the planned assignments is to ask students to complete the Implicit Association Test.

c. Initiatives around work/life balance, inclusion and/or multicultural efforts.

Dr. Theresa Cooper, CALS Assistant Dean for Diversity completed safe zone training fall 2013. Dr. Cooper is working with the LGBTQ student services to host a safe zone training for CALS faculty and staff. There have been no departmental level initiatives, yet.

d. Information on international activities, including partnership with organizations abroad.

A total of 358 CALS students participated in international programs (study abroad; internship; exchange). 17 countries were visited which included; China, Greece, Panama, Costa Rica, Ireland, Peru, Ecuador, Italy, Poland, Ethiopia, Netherlands, Spain, Germany, New Zealand, South Korea, Uganda, Taiwan.

There are six (6) new international partnerships through grants/contracts:

Country	Project	Principle Investigator(s)	Description	Partners
Ghana	USAID Feed the Future Agricultural Technology Transfer Project (2013-2018)	Dr. Manjit Misra (Seed Science) and Dr. Joe Colletti (CAL S Administration)	Activities will include ISU faculty experts to Ghana to provide short-term training; Ghanaian agricultural specialists to ISU for short-term training; Ghanaian graduate student training at ISU	
Tanzania	USAID Feed the Future Innovative Agricultural Research Initiative (2012-present)	Dr. David Acker	Activities at ISU to date include providing advanced degree training in agriculture and nutrition for six Tanzanian graduate students; ISU major professors will travel to Tanzania to continue work with graduate students on research components.	Major Tanzanian institutions: Sokoine University of Agriculture (SUA) and the Tanzanian National Agricultural Research System (NARS)
China	USDA-NIFA International Science and Education Program (2011-2013)	Dr. Gail Nonnecke (Horticulture)	Iowa State University professors, students, field extension specialists and Iowa agribusiness growers and stakeholders travel together to China to observe firsthand the rapid economic development and potential growth of China's food and agricultural production, emerging markets and entrepreneurship.	Major Chinese Institutions: Zhejiang University, Yunnan Agricultural University, Yunnan University
Uganda	Center for	Dr. Mark Westgate	Assist small landholder	Major

	Sustainable Rural Livelihoods	CSRL Director and Professor, Agronomy	farmers to achieve food security and improved nutrition for his/her family through sustainable crop production and access to marketing opportunities; severely disadvantaged groups such as malnourished children, widows, and families living with HIV/AIDS. Partner with and train community volunteers in practices that will alleviate food insecurity and poverty.	partner: Makerere University
Malawi, Mozambique, Tanzania, Nigeria, Mali, Zambia	Bill and Melinda Gates Foundation	Dr. Manjit Misra and Dr. Joe Cortes, Seed Science Center	Seed Policy Enhancement in African Regions: Partner with regional and national organizations to conduct a pilot study in Africa on enabling better access to improved seed varieties. Iowa State University scientists will work to advance harmonization policies into actionable reality in western and southern Africa. They will improve varietal evaluations and timely releases of candidate seed varieties.	
Kenya	Alliance for a Green Revolution in Africa (Gates Foundation)	Dr. Manjit Misra, Seed Science Center	Facilitating the establishment and operation of a Seed Enterprise Management Institute: Seed Science Center will provide the guidance and assistance for the physical design and construction of the institute including the seed conditioning, storage and drying	Major partner: University of Nairobi

			facilities; training facilities; and a seed laboratory.	
--	--	--	---	--

During the reporting period, CALS has hosted five (5) international scholars as part of the Borlaug Visiting Scholar Program at ISU-CALS:

Scholar	Organization	Dates	ISU Faculty Mentors
Sylvester Anami (M)	Mombasa Poly Univ.College - Kenya	Sept 1 – Nov 20, 2012	Philip Becraft, GDCB
Tamrat Geleto (M)	Institute of Ag.Research - Ethiopia	Sept 6 – Nov 15, 2012	Curt Youngs, Animal Science
Fidan Krasniqi (M)	N.P.T. Rudina – Kosovo	Sept 15 – Nov 10, 2012	Lance Baumgard, Animal Science
Adey Yalew (F)	Institute of Ag.Research - Ethiopia	Aug 9 – Oct 12, 2013	Angela Shaw, FSHN
Dindo Tabanao (M)	Rice Research Institute - Philippines	Sept 16 – Nov 22, 2013	Jianming Yu, AGRON

Information on international activities, including partnership with organizations abroad by department;

- **Food Science and Human Nutrition:** Opportunities for international experiences have been expanded. In 2012 we offered four (4) programs to India, Spain, Japan and Ghana. For the coming year three more will be added: Thailand, Korea and France.
- **Genetics, Development and Cell Biology -** Presentation on research, workshops on educational computer game MetaBlast to over 4000 students and teachers at schools many of the classes attending were from underrepresented groups. at venues including the following: Iowa Science Center, Museums of the National Council of Science Museums of India (NCSM), Science City, Kolkata; NCSM Regional Science Museum, Callicut; Karala State Science and Technology Museum, Thiruvananthapuram; and NCSM District Science Museum, Tirunelveli. Exhibits at science museums on Meta!Blast posters, computer game and educator guides: Science City, Kolkata (1.5 million visitors/y) (permanent exhibit, established in NanoScience Lab as a team-based computer game for high school students, and in main Rotunda as a single-player interactive exhibit for the public); established as single-player interactive exhibit for the public

at: NCSM Regional Science Museum, Callicut; Karala State Science and Technology Museum, Thiruvananthapuram, and NCSM District Science Museum, Tirunelveli. –LAUNCH.

4. A brief summary of new research initiated or continued on diversity-related topics

- **Agricultural and Biosystems Engineering:** (1) Several REU programs focused on serving diverse students (Dr. Raman, Dr. Soupir, Dr. Tim, Dr. Kaleita); (2) Organized research experiences for minority undergraduate students under several NSF supported programs, including the Research Experiences for Undergraduates and the Opportunity for Enhancing Diversity in the Geosciences; (5) Undertook graduate student recruitment visit to Jackson State University; (6) Provided two-week training to four (4) graduate students from Jackson State University on Geospatial Analytics; (7) Established joint research collaboration with Jackson State University; (8) Attended the annual meeting of SACNAS and judged the undergraduate poster session; (9) Initiated an undergrad research project on long-term corn cob storage with a USDA-MSP Scholar Catum Whitfield; (10) participated in broader efforts across campus to increase diversity (GMAP council, presenting at Career Conference for Girls, serving as mentor to an African American PhD student in Mechanical Engineering); (11) organized the graduate recruitment weekend in which four (4) potential students (2 underserved minorities) visited ISU to learn about our graduate programs.
- **Food Science and Human Nutrition:** (1) FSHN faculty collaborating with NC A&T faculty on a USDA grant related to food safety; (2) FSHN faculty collaborating with AK Pine Bluff A&M on research related to food safety.

5. A summary of committees, nation-wide organizations or additional memberships of interest that faculty, staff or students may have been elected or appointed to serve as leaders in the organization, such University-wide advisory committees or appointments to national boards, etc.

The College of Agriculture Diversity Committee, consisting of faculty and/or staff from each department, has enhanced awareness and involvement in diversity in teaching, research, and extension. Diversity enhancement is one of many factors considered in faculty and administrators evaluations. Some departments have formed new diversity committees to further address recruitment and retention issues of undergraduates, graduate students and faculty. This year the Diversity Committee plans to begin working with the College's recruitment committee on issues of minority recruitment.

- **CALS Diversity Committee Members:** Aurelio Curbelo, CALS multicultural liaison officer, (chair); Sunday Tim, Agricultural and Biosystems Engineering ; Awoke Dollisso, Agricultural Education and Studies; Andrew Manu, Agronomy; Joan Cunnick, Animal Science; Linda Ambrosio, Biochemistry, Biophysics & Molecular Biology; Brent Danielson, Ecology, Evolution & Organismal Biology; John Beghin, Economics; Greg Courtney, Entomology; Diane Birt, Food Science & Human Nutrition; Clark Coffman, Genetics, Development & Cell Biology; Rajeev Arora, Horticulture; Alison Robertson, Plant Pathology; Sharon Bird, Sociology; Heike Hofmann, Statistics; Theresa Cooper, administration liaison

Table of Nation-wide organizations or additional membership/engagement by CALS faculty member by department:

Name	Department	Organization	Role
Dr. Sunday Tim	Agricultural and Biosystems Engineering	USDA-NIFA Minority Scholars Program	Reviewer
Dr. Joe Sebranek	Animal Science	Scientific Advisory Council of the Global Cold Chain Alliance	Member
Dr. Jo Anne Powell-Coffman	Genetics, Development and Cell Biology	Partnership for Undergraduate Life Sciences Education (PULSE)	Leadership Fellow
Dr. Diane Bassham	Genetics, Development and Cell Biology	American Society of Plant Biologists Women in Plant Biology	Committee Member
Dr. Nick Lauter	Plant Pathology and Microbiology	USDA-ARS Ames Area Civil Rights Advisory Committee	Chair
Dr. Julie Blanchong	NREM	The Wildlife Society	Chair, Technical Sessions Comm Member, Organization & Recruitment Comm.
		Iowa Wildlife Center	Member, Steering Comm.
Dr. Rebecca Christoffel	NREM	Snake Conservation and leadership Education Society	President
		Prairie Biotic Research Inc	Secretary
		Big Bluestem Audubon Society	Board Member
Dr. Steve Dinsmore	NREM	The Wildlife Society	Biometrics Working Group, Chair Iowa Chapter, Board Member
		Iowa Breeding Bird Atlas Project	Chair, Steering Committee
		American Ornithologists' Union	Fellow
Dr. Tom Isenhardt	NREM	CALS Nutrient Reduction Strategy Comm.	Co-Chair
		Iowa Water Center Advisory Board	ISU Rep.
Dr. Joe Morris	NREM	North Central Regional Aquaculture Center	Elected Director
Dr. Jesse Randall	NREM	National Forest Farming Community of Practice	Core Leader

		Society of American Foresters	Chair, Science and Technology
		American Tree Farm	State Administrator
		Iowa Department of Natural Resources	Chair, Deer Depredation Policy Committee
		Tri-State Sinsinawa Conference	Chair
Dr. Lisa Schulte-Moore	NREM	Ecological Society of America	Member, Rapid Response Team
		The Nature Conservancy	Member, Board of Trustees
		Stanford University Leopold Leadership Program	Awarded Fellowship
Dr. Jan Thompson	NREM	ISU Faculty Senate Curriculum Committee	Chair
Dr. Julie Blanchong	NREM	The Wildlife Society	Chair, Technical Sessions Comm Member, Organization & Recruitment Comm.
		Iowa Wildlife Center	Member, Steering Comm.
Dr. Rebecca Christoffel	NREM	Snake Conservation and leadership Education Society	President
		Prairie Biotic Research Inc	Secretary
		Big Bluestem Audubon Society	Board Member
Dr. Steve Dinsmore	NREM	The Wildlife Society	Biometrics Working Group, Chair Iowa Chapter, Board Member
		Iowa Breeding Bird Atlas Project	Chair, Steering Committee
		American Ornithologists' Union	Fellow
Dr. Tom Isenhardt	NREM	CALS Nutrient Reduction Strategy Comm.	Co-Chair
Dr. Joe Morris	NREM	North Central Regional Aquaculture Center	Elected Director
Dr. Jesse Randall	NREM	National Forest Farming Community of Practice	Core Leader
		Society of American Foresters	Chair, Science and Technology
		American Tree Farm	State Administrator
		Iowa Department of Natural Resources	Chair, Deer Depredation Policy Committee

		Tri-State Sinsinawa Conference	Chair
Dr. Lisa Schulte-Moore	NREM	Ecological Society of America	Member, Rapid Response Team
		The Nature Conservancy	Member, Board of Trustees
		Stanford University Leopold Leadership Program	Awarded Fellowship
Dr. Jan Thompson	NREM	ISU Faculty Senate Curriculum Committee	Chair