

The College of Agriculture and Life Sciences

College Diversity Report to Board of Regents: 2010-11

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.

Diversity Mission/Vision Statement

The College of Agriculture and Life Sciences (CALs) is committed to a comprehensive diversity effort focusing on 1) undergraduate and graduate students, 2) faculty and staff via a college-wide Diversity Committee, and 3) an expanded program associated with the CALs ADVANCE (and ISU ADVANCE) project for recruitment, retention and advancement of women and minority faculty, staff and post-doctoral students. The College provides opportunities for U.S. citizens of underrepresented groups while also strengthening multicultural appreciation and understanding among students, staff and faculty and relationships with minority-serving institutions.

Our undergraduate and graduate Diversity Programs is one of the administrative units within the College with the Diversity Coordinator (soon to be hired after a retirement) and Multicultural Liaison Officer responsible for a coordinated and comprehensive set of activities and accomplishments (see <http://www.ag.iastate.edu/diversity/>)

In addition, our College Diversity Committee, representing every department, promotes and facilitates diversity activities at the departmental level, including interdepartmental cooperation and individual faculty, student and staff awareness and involvement in diversity activities.

An additional component of our CALs diversity effort is CALs ADVANCE, which focuses on recruitment, retention and advancement of faculty women and minorities. An Equity Advisor

(Dr. Sue Lamont) leads the CALS ADVANCE activities, programs, and services across the three CALS-specific focal departments (GDCB, Animal Science, and Plant Pathology) as well as the other 12 academic departments and service units within the college.

Vision Statement for Diversity Programs for the College

The College of Agriculture and Life Sciences has three mission areas: teaching/learning, research and extension/outreach. The College's 2011-2015 Strategic Plan articulates the importance of diversity of ideas, peoples and culture as one of our core values. Diversity is a core value, one that we strive to make continual advancements in through leadership, committee activities, and engagement of our students, staff, and faculty.

The Diversity goals expressed in the **College's 2011-2015 Strategic Plan** are:

- **Attract outstanding students seeking to make a difference in the world through their chosen careers in agriculture and life sciences.**
Goal: Recruit, support and graduate outstanding and diverse students.
- **Support diverse, outstanding faculty and staff who are dedicated to improving quality of life.**
Goals: Increase the proportion of women and minorities in faculty and administrative positions. Foster an environment that inspires collaboration, rewards achievement and provides for a satisfying work-life balance.

The College of Agriculture and Life Sciences (CALs) will enrich the lives of people in Iowa, the nation and the world through excellence in education, scholarship, service and leadership in food, agricultural, environmental and social sciences. We embrace and strive for a living-learning and work environment that is enriched by diversity of its students, staff and faculty with respect to race, gender, ethnicity and nationality.

This past year CALS has engaged in many diversity activities, programs and services to:

- enrich the educational experience of all students, staff and faculty,
- prepare students for a diverse work environment and challenges associated with diverse clientele as students seek employment all over the U.S. and abroad,
- provide leadership to the people of Iowa, including minorities and immigrants, the fastest growing segments of the state's population as a part of the land-grant mission,
- strive for student enrollment higher than the current percentage of ethnic and racial minorities in the state of Iowa to more nearly reflect society at the national level, and promote opportunities for all students
- foster a more welcoming and supportive work environment for women and minorities
- evaluate and change college and departmental level culture and processes to ensure a more diverse group of outstanding and successful students, staff, and faculty.

A change during this past year is the continued increase in ADVANCE programs, activities, and services. Through our Equity Advisor's efforts and those of the CALS-specific Advance Professors in our three focal departments as well as the ISU ADVANCE team, a variety of workshops, training sessions, resource materials, research publications and ADVANCE research-related assessments of the focal departments have been developed and occurred and continue to occur.

Also, CALS has a new minority-oriented junior and senior high school summer program entitled "AgDiscovery". This program is in its second year (July 2010 and July 2011) is funded by USDA APHIS and the college. It brings about 15 pre-college students of color from around the nation to explore academic interests and opportunities in wildlife biology and conservation, laboratory technology and diagnostics, animal science and veterinary medicine. Dr. Rebecca Christoffel, Assistant Professor, Natural Resource Ecology and Management and Dr. Janet Payeur, DVM with APHIS are the program leads.

CALS DIVERSITY ACTIVITIES AND ACCOMPLISHMENTS

ADVANCE and Equity Advisor Activities: Dr. Susan J. Lamont, October 2011

Recruiting, retaining and advancing women and minorities in CALS

An important component of our CALS diversity effort is CALS ADVANCE, which focuses on recruitment, retention and advancement of faculty women and minorities. An Equity Advisor coordinates the CALS ADVANCE activities, programs, and services across the three CALS-specific focal departments (GDCB, Animal Science, and Plant Pathology) as well as the other CALS academic departments and service units.

Through our Equity Advisor's efforts and those of the CALS-specific ADVANCE Professors in our three focal departments as well as the ISU ADVANCE team, a variety of workshops, training sessions, resource materials, research publications and ADVANCE research-related assessments of the focal departments have been developed and occurred and continue to occur.

CALS professors have served as ADVANCE Professors in focal departments for the Collaborative Transformation process. The CALS Equity Advisor attends cabinet meetings to provide touch points to administrators and provides seminars/presentations to non-focal departments to more rapidly extend the knowledge and best practices gained from the focal departments to all academic units in the college.

- The Equity Advisor led workshops for CALS faculty search committees on unintentional bias and best recruitment practices.
- The Equity Advisor was a discussant at CALS workshops for pre- and post-tenure faculty regarding the Promotion and Tenure process.

- The Equity Advisor served as a discussant at a CALS departmental merger retreat to provide advice on best practices and ensuring equity in the transition.
- The Equity Advisor is a regular member of the Dean's CALS Cabinet meetings and has provided touch points about ADVANCE activities and resources to further diversity goals related to faculty (and staff and post-doctoral students).
- The Equity Advisor, along with a CALS ADVANCE Professor, provided the Dean's CALS Cabinet with a presentation on the major findings of the Collaborative Transformation process in the three CALS focal departments.
- The Equity Advisor met with the CALS Diversity Leadership team and participated in the ISCORE Conference.
- The Equity Advisor participated in the George Washington Carver Internship faculty orientation and hosted the GWC summer interns and staff at her home for an informal networking dinner.
- The Equity Advisor served on the CALS Strategic Planning Committee.
- The Equity Advisor worked with ADVANCE Professors and other members of ADVANCE to summarize and widely share the lessons learned through the Collaborative Transformation process.
- The Equity Advisor participated in university-level ADVANCE Council activities, including an ADVANCE Readers' Theater presentation to help recognize unintentional bias in the workplace.
- The Equity Advisor meets regularly with other university Equity Advisors to ensure coordination and synergy of ADVANCE activities across campus, including training and resources.
- The Equity Advisor was active in meeting with other EAs and university leadership regarding the staffing and financial support needed to successfully transition to institutionalization of ADVANCE.

George Washington Carver Endowed Professor, Dr. Andrew Manu, Professor, Department of Agronomy

Dr. Manu serves the University via his membership on the George Washington Carver Academic Faculty Council. He is actively engaged with CALS' Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) student chapter. He serves the Department of Agronomy by serving as the Chair of the departmental Diversity Committee.

- 2011: Presentation to George Washington Carver summer interns
- 2010: *The impact of the of the George Washington Carver Chair on my teaching, research and outreach activities at Iowa State University.* Presented at The National Campaign Committee meeting of the Iowa State Research Foundation. April 15, 2010.
- 2010: *The George Washington Carver Chairmanship at Iowa State University: A channel to keep his dream alive.* Presented during Ag. Week of the College of Agricultural and Environmental Sciences, Alabama A&M University, Normal AL. April 26 – May 1, 2010.
- 2009: *Dr. George Washington Carver Chairmanship at Iowa State University: Another strategic initiative to link 1860 and 1890 institutions to increase minority participation in the agriculture profession.* Presented at the Professional Agricultural Workers Conference, Tuskegee University, Tuskegee, AL. December 6 – 8, 2009.
- 2009: *Go into the world, do good, and help humanity.* Presented to the graduating class of the People of NIA (purpose) through the Black Students Association of Iowa State University. May 7, 2009.
- Dr. Manu also extends the college's diversity activities by international engagement with African agricultural professionals. Specifically he is Vice President for the Association of African Agriculture Professionals in the Diaspora. In 2009 he presented at the International Workshop on: Capacity Building for Global Competitiveness in Developing Economies; The Nexus for Technology Development and Transfer, Education, and Culture. Accra, Ghana October 14 – 16, 2009

MANRRS National Organization

Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) is a national society that welcomes the membership of people of all racial and ethnic backgrounds in the agricultural sciences. MANRRS members at Iowa State University CALS experience the overall objective of the Society, which is to promote and implement initiatives that foster inclusion and advancement of members of ethnic/cultural groups. The mission of the organization is to

promote academic and professional advancement by empowering minorities in agriculture, natural resources, and related sciences. MANRRS functions through the support and goodwill of individuals, businesses, government agencies, foundations, academic institutions and other non-profit organizations in a collaborative endeavor that benefits all involved. Through contributions and grants, MANRRS at ISU continues being an avenue for building a diverse and professional workforce.

During 2010-2011 the ISU-MANRRS organization has sponsored a series of professional events designed to increase the participation of multicultural students in the agricultural sciences. During the weekly meetings the Organization has covered several topics during their meetings including but not limited to the following: 1) How to apply to graduate school; 2) Opportunities at the U.S.D.A.; 3) Fundraising Effectively through Grant writing, and 4) Study Abroad Programs. In addition, the MANRRS Organization at ISU, sponsored the Ag MANRRS Breakfast activity to introduce Multicultural students to Ag Career Representatives. In sum, the MANRRS Organization provided opportunities to promote the advancement and potential of students in the agricultural sciences at a national and international level.

The George Washington Carver Summer Internship Program

Both the CALS Diversity Coordinator and MLO coordinate the George Washington Carver Summer Internship program with the Diversity Coordinator having primary responsibility for the operation and success of the program. The internship program has been a success every year since its commencement in 1994. The success of the program is achieved through the professional commitment of the mentors as well as the quality of students who participate in the program. Students participate in the GWC program to experience a scientific research program and obtain leadership skills at Iowa State University.

During the summer of 2011, we had the 21 GWC interns: 5 high school students (for the 6 week program) and 16 undergraduates (for the 8 week program). The interns are funded through the College of Agriculture and Life Sciences, NSF grants to ARS, USDA grants, and the McNabb internship award.

The goal of the George Washington Carver Internship Program is to promote an environment in which interns will gain valuable research experience working with mentors and others who assist them in making future educational and career decisions. The program also attracts underrepresented students to Iowa State University to either obtain a Bachelor's or an advanced degree.

The majority of GWC undergraduate interns come from Land Grant Institutions, Hispanic Serving Institutions, and Tribal Colleges. The rest comes from a mixture of community colleges and private universities in the state of Iowa and the U.S. Commonwealth of Puerto Rico. The GWC program offers a paid summer research internship for students that would like to do research in areas of Agriculture, natural resources, and related sciences in which, students will

conduct research on a faculty-led team, participate in weekly seminars, social, cultural, and educational activities, community service, tours on and off campus and complete a final report with a presentation.

A few examples of the research topics of the GWC interns are mapping genes, evaluating environmental quality, developing educational opportunities, examining new ways to determine seed quality, studying weather stress on shade trees, analyzing issues in early childhood and youth development, and investigating nutritional impacts on human health.

Established with the support from the College of Agriculture & Life Sciences, the George Washington Carver Program (GWC) is divided into four main components: the Leadership Seminars, Research Projects, Educational Activities, and the Professional Symposium.

In the Leadership Seminars, guest speakers are invited to address a variety of topics for the professional development of students every Monday mornings from 8:30 – 10:00 AM. These workshops and lectures are designed to give a challenging and exciting introduction to university research. The GWC Program culminates at a symposium with a thesis report, research poster, and a professional presentation. These are major intellectual accomplishment, which are guided carefully by a faculty mentor. In addition to the faculty advisor, a graduate student also gives comments, and must approve the project report. The completed documents are presented by the students during the GWC Symposium and also at their respective institutions after the completion of the program.

The experience of working carefully and closely with faculty mentors on a significant project is profound and deeply rewarding for the students. The close bond developed between a student and faculty member may create the basis for a lifelong friendship that can lead to their recruitment into graduate or undergraduate programs. Thus, the GWC Summer Internship program provides a framework to encourage and foster scientific development. Our goal is to stimulate students to pursue serious research and perhaps global academic careers in the Twenty-First Century.

The Office of Ag Multicultural Programs

Iowa State University is committed to diversity with a global vision in the agricultural sciences. The Office of Agricultural Multicultural Programs offers a variety of leadership opportunities for students with multicultural backgrounds. The office delivers professional services to provide students a broader perspective about the world through community service activities, study abroad programs, professional conferences, and summer research programs.

Services for the students include: MLK Student Loans; Tutoring Assistance; Student Academic Advice; Dialogues on Diversity Courses; Step Forward Learning Community Seminars; Academic and Leadership Student Organizations; and George Washington Carver Summer Internship Program.

The Ag Multicultural Programs Office provides leadership opportunities, professional skills, and fosters a bond of fellowship among students, faculty, and staff. Therefore, by empowering multicultural students in agriculture, natural resources, and related sciences, the Office promotes the academic and professional advancement of underrepresented people at a global level.

Project DREAMS

Project D.R.E.A.M.S. (Developing Responsible, Educated, and Aware Multicultural Scholars) is a student run, university sponsored program that aims to inspire High Schools students of multicultural backgrounds to pursue higher education through mentorship and programming. Not only they encourage students to pursue higher education, but they want to provide other students the necessary tools to excel once they come to college. In the spring of 2008, Project D.R.E.A.M.S. started in Perry, Iowa with a diverse but underprivileged community that is in dire need of such initiative. The pilot program turned out to be a huge success, earning recognition from the Perry community, ISU leadership, and even the Governor of Iowa.

The first half of the program consisted of eight bi-weekly visits to High Schools. During these visit, the students conduct presentations and discussions about several topics of interest that included applying for colleges, finding resources, selecting a major, and understanding the value of social and cultural awareness. To facilitate the discussions, the program invites several speakers from ISU and the Ames community. The group has representatives from the ISU Office of Admissions, Office of Financial Aid, Office of Multicultural Student Affairs and various colleges. At the end of each visit, there is a mentorship session that allows the participating students to ask questions to their mentors about the theme of the visit or any other doubts they had, which allows students to receive a more personalized guidance.

CALS Ag Diversity Committee

The Ag Diversity Committee was created to inform the faculty in the CALS about the latest information pertaining to the diversity efforts at Iowa State University. The chair of the CALS Diversity Committee serves on Provost's Diversity Committee for greater awareness of campus-wide issues. The mission of the committee continues to inform, dialogue, and promote diversity with the support of the College of Agriculture and Life Sciences.

A series of meeting (twice each month) were arranged with a variety of topics such as 1) The Definition of Diversity; 2) The Retention Efforts of Students of Color, 3) The Tenure Process and Diversity, and 4) International Students and Faculty Opportunities. As a result of the Ag Diversity Committee efforts, the CALS faculty is informed about the latest diversity issues in the College and has contributed with innovative feedback in regards to the hiring of an Associate Dean for Diversity. A recent contribution was providing the Dean and Senior Associate Dean with input and recommendations related to the position description for the CALS Diversity Coordinator. The Committee also provided important information and recommendations to

continue the enhancement of diversity that is so essential in a globalized 21st century society. Furthermore, the Ag Diversity Committee continues with the goal to encourage the faculty and staff to promote and implement initiatives that foster inclusion and advancement in the College of Agriculture and Life Sciences.

Other CALS Diversity Activities and Accomplishments:

- The college is about to start a national search for a Diversity Coordinator. We expect to have the new Diversity Coordinator hired and resident by mid-spring, 2012.
- We hired four (4) women faculty this past year: Dr. Sue Blodgett, Professor and Chair, department of Natural Resource Ecology and Management; Dr. Jodi Sterle, Associate Professor, Animal Science; Dr. Amy Toth, Assistant Professor, Ecology, Evolution, and Organismal Biology (EEOB); and Dr. Angela Laury, Assistant Professor, Food Science and Human Nutrition.
- We completed four partner accommodations involving women in research scientist or lecturer positions for four of our faculty: Biochemistry, Biophysics and Molecular Biology (BBMB - 2); Entomology; and Genetics, Development and Cell Biology (GDCB).
- The Center for Integrated Animal Genomics (CIAG) is supported by CALS as special research initiative. CIAG provides partial financial support for faculty who agree to take on a minority intern through the CALS diversity program for summer interns.
- Our CALS' Chicago High School Recruitment Program continues to cause strong undergraduate enrollment in the college.
- Senior Associate Dean, Dr. Joe Colletti worked with the director of Science Bound, Dr. Connie Hargrave and the ISU Foundation to craft a proposal to a major agriculture company to provide added support for Science Bound students and the George Washington Carver Summer Internship program. We should know by December, 2011, if our proposal is to be funded.
- We have grown our scholarships for undergraduates, in particular the Kolschowsky Scholarships, the Pioneer Hi-Bred International scholarships through the Latino Network and the African American Network and the Dean's Multicultural Scholarship. This has helped to increase CALS attraction for undergraduate minorities.
- The undergraduate Learning Community increases the level of collaborative learning as individuals make the transition to college.

- In concert with the Dean and Associate Deans of the college, the Equity Advisor participates in workshops for pre- and post-tenure faculty regarding the Promotion and Tenure process. She also provides guidance to DEO and P&T Committee Chairs regarding best practices for P&T review.
- The CALS Faculty Research Exchange Visit provides limited support to faculty to strengthen ties with minority serving institutions by visits there or hosting colleagues to visit ISU. Visits have produced both minority graduate student enrollment and joint proposals and foster ongoing relationships.
- The college supports two or more faculty/staff members' attendance at the Agricultural Research Directors Symposium, a bi-annual event at which faculty and students of the 1890 institutions present research. CALS exhibit and participation yields not only potential graduate students, it strengthens ties with the 17 universities and their agricultural sciences faculty and administrators.
- CALS staff and faculty participate in ISCORE/NCORE events to improve racial and ethnic relations; conference attracts university and non-university participants.
- Our faculty led and participate in NSF-REU and NSF-IGERT grants with internship programs campus-wide in order to match up schedules, logistics, share applications from underrepresented students and discuss management and administrative decisions.
- Our college's "Graduate Research Assistantship Match (GRAM) Program" works with CALS faculty (and occasionally faculty in LAS and Vet Med) by providing one-half of the graduate stipend and fees for minority students. We typically have around 15 minority graduate students on GRAM assistantships each year. We also communicate and coordinate with the ISU Graduate College on Graduate Minority Assistantships (GMAP) to ensure that deserving diversity graduate students have support for their graduate programs.
- Diversity Programs collaborates with Agricultural Research Services of USDA through the Plant Germplasm and Genomics Outreach to American Indians. The five-year program, funded through NSF pairs from four to six American Indian students with mentors through the George Washington Carver Internship Program. Activities of the Outreach to American Indians program can be viewed at <http://www.lawrencelab.org/Outreach/>. A proposal has been submitted to continue the program for another five years.
- CALS seeks to increase opportunities for graduate students in the agricultural sciences through the George Washington Carver Fellowship program and other university programs such as AGEP, NSF-IGERTS, and NSF-REU.

- The CALS MLO, Diversity Director, Dean and Senior Associate Dean and students participate regularly in NAACP banquet, I'll Make Me a World in Des Moines, Hispanic Heritage Month, Black History Month, American Indian Symposium, Social Justice Summit, Martin Luther King, Jr. Celebration and other festivals and events honoring and acknowledging students.
- The College continues outreach to 1994 Tribal Colleges and Universities and exhibits and recruits at the American Indian Higher Education Consortium (AIHEC) annual meeting.