

## The College of Agriculture and Life Sciences

College Diversity Report to the Board of Regents: November 1, 2011 to September 14, 2012

Sept. 14, 2012

**Overview: This report focuses on the changes – new or modifications – to the purpose and activities that we refer to as the diversity programs for the college.**

### **1. Changes or modifications to vision or mission statements by your college or department.**

There were no changes to the College of Agriculture and Life Sciences (CALs) vision or mission statements. This includes the specific CALs mission and vision statements for diversity.

### **2. Changes or modification to CALs recruitment and retention strategies for faculty, staff and students.**

#### **Changes or Modifications for Faculty and Staff**

A CALs faculty women's networking luncheon was held (November, 2011) to help increase networking, reduce isolation and enhance job satisfaction of women faculty in the college. It was attended by tenured, tenure-eligible and non-tenure eligible women faculty from across the ranks. A focused discussion on the topic of mentoring was held and the input received is being used to help shape future programming.

#### **Changes or Modifications for Students**

Because Illinois is the top source for nonresident students in CALs, we view Chicago as the primary metro area for student recruitment. We proposed in FY12 and will start in FY13 sponsoring a yearly trip from Chicago to Ames during the Ag Career Fair for 40 students from any of the following schools: the Chicago High School for Agricultural Sciences, Proviso East Township, Proviso West Township, Downers Grove North, Downers Grove South, and the Lutheran Congregations of Career Development. A one-day orientation activity that will provide the students with information about Admissions, Departments, Financial Aid, Career Planning, and visitation to the ISU campus facilities. The opportunity will also include participation at the Ag Career Fair and the ISU-MANRRS Breakfast.

The CALs Equity Advisor recruited students from underrepresented groups at the American Indian Science and Engineering Symposium (November 2011); and led a group, including five faculty members and one graduate student, to the Oglala Lakota College career fair on the Pine Ridge Indian Reservation, South Dakota (March 2012). About 100 students were contacted at each event about opportunities for undergraduate or graduate studies at Iowa State University.

### **Multicultural Programs Recruitment/Awareness Campaign Printing**

New in FY12, funds were allocated to design and print informational materials for the Ag Multicultural Programs Office in the CALS. The materials were used during recruitment activities such as conferences, school visits, and orientation activities. The materials worked to enhance on-campus awareness of CALS Multicultural Programs and were packaged with existing CALS recruitment materials. In addition, there were other low or no-cost items (like electronic communications) that were also developed. Preliminary print ideas included a Multicultural Services Tri-Fold Brochure and GWC Program Inserts.

### **Multicultural Leadership and Recruiting Participation Scholarship Program**

Current CALS students are highly effective in recruiting prospective students. We started in FY12 an incentive scholarship for multicultural CALS students who demonstrate participation in leadership positions through student organizations that have strong recruitment missions such as MANRRS, DREAMS, Step Forward, College of Agriculture and Life Sciences Student Council, and the College of Agriculture and Life Sciences Ambassadors. These were scholarships of \$500.00 for their leadership representation in CALS student organizations with recruitment functions.

### **Multicultural Student Work-Study Program**

With expanded collaboration on recruitment projects, we set aside funds to provide multicultural students in CALS with opportunities to work collaboratively with the Office of Ag Multicultural Programs and the Director of Student Recruitment in the recruitment and retention of underrepresented students in the state of Iowa. A maximum of two students per semester were hired with a 20 hour minimum workload per semester and participation in multicultural organizations was required for the job position.

## **3. Diversity programming for faculty, staff, and students.**

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

Two new programs were initiated with support from grants from the ISU Women's and Diversity Program and the participating colleges. The CALS "Alumni of Excellence" program, jointly organized by the CALS Equity Advisor (EA), Dr. Sue Lamont and the CALS Multicultural Liaison (MLO), Mr. Aurelio Curbelo. This program is designed to invite prominent alumni who are excellent role models for diversity (racial, ethnic, gender) in success. It will bring four (4) outstanding CALS alumni to campus during the 2012-13 academic year. The alumni are asked to present at a seminar about their professional experiences and are requested to conduct a campus visit at Iowa State University. Through seminars and interaction with students, these alumni will serve as role models for career success for underrepresented groups in CALS, including minorities and women. The first visiting alum (September 2012) Mr. Jeramie Strickland, biologist with the US Fish and Wildlife Service, just completed a successful visit with students, faculty and staff.

The second program is jointly organized with the Equity Advisors from Engineering and LAS. Arrangements have been made to present two half-day workshops (September 2012) by staff from the Association of Women in Science on topics of: Mentoring, and Work-Life Satisfaction.

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

CALS has a new scholarship program entitled the Harold R. Crawford Student Support Fund in Agriculture. This was established in FY12 to honor Professor Harold Crawford who dedicated his career at ISU to helping students succeed. This fund is meant to support students who encounter significant challenges that cannot be addressed through existing support mechanisms. Awards are being made in FY13 to fund applications from students to help them deal with either significant chronic challenges or emergency/short-term needs. The allocations can be made at any time in amounts from \$100 to \$1000. The funds are available to ISU undergraduate and graduate students with their primary major in CALS.

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

The CALS Equity Advisor presented training on Mentoring to two university-level audiences: the new faculty forum (November 2011) and the Emerging Leaders Academy (August 2012). Each session included topics related to diversity, inclusion and work/life balance.

The CALS Multicultural Liaison Office has become more active in the planning and delivery of the Iowa State University Conference on Race and Ethnicity (ISCORE) celebrated during the month of March. The purpose of ISCORE is to provide a comprehensive forum on race and ethnicity issues at Iowa State University. The ISCORE conference is designed based on the example of the National Conference on Race and Ethnicity (NCORE) who is the only leading American national forum on issues of race and ethnicity in higher education. The ISCORE/NCORE conferences bring leading experts, students, faculty, and staff to promote an inclusive and tolerant environment at Iowa State University.

The objective of CALS enhanced engagement with the ISCORE/NCORE conferences is to improve the campus racial and ethnic relations by expanding educational opportunities to traditionally underrepresented populations in the agricultural sciences and beyond. The CALS MLO is also involved in teaching the University Studies 321 at Iowa State University in collaboration with the College of Human Sciences MLO. The course familiarizes students with a variety of perspectives about the race and ethnicity primarily in the United States. In response, the students review films, examine textbooks, read scholarly articles, and present their findings at the ISCORE Conference.

**Latinos in Agriculture Conference and Forum**

Starting in FY12, the CALS MLO, Aurelio Curbelo became actively involved in the planning of the national Latinos in Agriculture Conference. The purpose of the conference is to explore different approaches to connect agricultural stakeholders to enhance Latino/Hispanic representation in the agricultural sciences. The objective of the event is to inform industry, government, and academic institutions about the potential of creating a pipeline of future professional students, employees, and consumers for the United States. Furthermore, the participation of the CALS MLO has helped in establishing a network of participant interested in addressing the current challenges of different markets segments related to students, university, and businesses.

The outcomes of the MLO participation in the Latinos in Agriculture Conference has helped in establishing new recruitment and retention strategies or practices for industry, government, and

academic institutions. In sum, the CALS/MLO work to establish an annual event designed to address the emerging Latino population and increase their potential to impact the future of Agriculture in the United States. The CALS MLO will continue to be involved with the Latinos in Agriculture Conference and Forum in the future.

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

No significant changes for CALS

**4. CALS research initiated or continued on diversity-related topics.**

CALS had no research initiated or continued directly focused on diversity-related topics. We have, however, had numerous competitive grant submissions by our CALS faculty that focus on underrepresented students (undergraduate and graduate students). These grants have been submitted to USDA NIFA and NSF, for example.

One proposal to highlight was submitted to the USDA NIFA Multicultural Scholars Program entitled **Cyclone Scholars: Preparing Multicultural Students for Careers in the Global Food System**. The Cyclone Scholars program, if funded, will engage 5 multicultural students from rural communities in Iowa in the Ag STEM discipline of Food Science and prepare them for careers in the food system. We will focus recruitment in communities with high Hispanic populations, but all ethnic groups and first generation college students will be considered. During their baccalaureate program, Cyclone Scholars will be academically and socially supported with tutoring and academic skills, leadership, and career development. Cyclone Scholars will be mentored by peers and faculty and participate in experiential learning through research, internships, conferences, and international study, and also regular small group events focused on personal and career development. Our goal is for each Cyclone Scholar to graduate with a high quality, baccalaureate degree in Food Science with work and research experiences that will prepare them well for a career in the global food system. This diversity initiative is under the direction of Dr. Ruth S. MacDonald in the Food Science Department at Iowa State University.

**5. 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.**

**Faculty and Staff**

No changes to report

**Students**

No changes to report