College of Veterinary Medicine
2007 Diversity Report

Success stories in student recruitment and retention

The College of Veterinary Medicine received applications from 58 under-represented students in 2007, the highest number in history. They included African Americans, Asians, and Hispanics, Indian, and Native American students. Eight were extended offers of admission to ISU and one was extended an offer to attend the University of Nebraska-Lincoln (UNL) through our new cooperative professional program.

The number of under-represented students who accepted our offer represents a 250% increase over the previous two years. Five of the eight who were offered ISU admission accepted our offer. Four are Hispanic and one is East Indian. Four are non-resident students; four were accepted at several colleges of veterinary medicine; and one is a non-resident George Washington Carver Scholar at ISU. The UNL-admitted student declined the offer.

The college participated in the American Association of Veterinary Medical College career fair in Washington, DC. The event was attended by approximately 150 students, 40% of whom were students of color.

Two staff members serve as disabilities resources liaisons and one is a Minority Student Affairs liaison. The college has fourteen students enrolled in the professional program who had documented disabilities. All students received or continue to receive accommodations while enrolled in the curriculum.

Recruiting Success Example. A College faculty member met an African American student who was doing undergraduate work at Tuskegee. The student was interested in becoming a veterinarian and was invited to ISU for a visit. She maintained interest and was actively recruited by ISU and several other veterinary colleges. Pfizer Animal Health, a business partner of the college, had an active interest in promoting diversity and helped craft a package that included a concurrent DVM/graduate degree program in which the company provided tuition, a modest stipend, a book/fee allowance, and travel opportunities. The package proved to be the turning point and the student is doing exceedingly well in our program.

Other successful recruiting efforts include those of the college’s V-SMART, SPIKE and D-PIKE program that focus on engaging potential students in food supply animal veterinary medicine. With declining rural area student populations, these programs expose urban-area students to Iowa’s beef, dairy and swine industries and opportunities, and to life in Iowa’s rural communities. They are helping support the state’s small-town economies and infrastructure, and an $8 billion state industry.
• Innovations/success stories in faculty recruitment and retention

College and University resources have been utilized to help retain five faculty members during the past year, and build a diverse faculty population. In the Veterinary Clinical Sciences department, a four year trend is continuing in hiring increasing numbers of female faculty members.

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<th>New Faculty</th>
<th>2004</th>
<th>2005</th>
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<tbody>
<tr>
<td>Females</td>
<td>13</td>
<td>18</td>
<td>20</td>
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<td>Males</td>
<td>19</td>
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• Profile of faculty recruitment (diversity among position finalists and those offered jobs)

Faculty position openings in the college have attracted international attention. For example, recent positions in the department of Veterinary Diagnostic and Production Animal Medicine drew applicants from India, China, Sri Lanka, Korea, Sudan, Iran, Turkey and Canada. The department interviewed candidates from Iran, Turkey, China, Sri Lanka, India, Iran and Korea, and hired people from Sri Lanka, Korea, Iran and India. Of those hired from foreign countries, two have been women. Currently, out of 46 VDPAM faculty, 11 are women and of those, four are foreign citizens. The department offered jobs to five women and hired three in the last year.

Success Story. A new associate professor was hired in Veterinary Microbiology and Preventive Medicine who had 10 refereed publications and NIH K22 funding, thereby strengthening the potential for obtaining NIH traineeships. She has a PhD in Molecular Microbiology from the University of Missouri – Columbia School of Medicine, and completed a NIH Post-doctoral fellowship at Harvard Medical School. Since her arrival at Iowa State she has obtained NIH funding.

• Profile of diversity in endowed chairs, professorships, ISU awards

Dr. Anumantha Kanthasamy and Dr. Qijing Zhang hold College of Veterinary Medicine professorships.

• New curricular contributions to diversity

The professional veterinary medical curriculum has minimal flexibility in the DVM program.

• Any other notable efforts to improve college, department and/or unit climate for diversity

All faculty and staff are required to attend the University’s discrimination and harassment prevention training. We continually remind faculty and staff that our work environment needs to be collegial and respectful of each other. Department chairs are measured on efforts to support this effort through their PRS statements.
One department chair, Claire Andreasen, served as an intern in the Office of the Provost (spring 2006) and a one-quarter Special Assistant to the Provost during fall 2006. During that time, she led the Women’s Leadership Consortium and represented the College on the University Committee for Women. She also chaired and assisted in creating the University Diversity Grants Program, and in creating a handbook: “Guide for Recruiting Excellent and Diverse Faculty.”

Office of Academic and Student Affairs worked with faculty to develop two international Memoranda of Agreement. Student exchanges have occurred with Italy, Spain, China, Canada, Glasgow, Mexico and the Netherlands.

Dr. Monica Howard, Director of Student Affairs, is on the American Association of Veterinary Medical Colleges Multicultural Committee, Gender Issues Committee, and Executive Admissions Committee.