Introduction

The College of Agriculture conducts various diversity programs focused on students, faculty and staff (P&S) through the 1) Diversity Office, 2) Multicultural Programs Office (MLO), 3) College Diversity Committee, and 4) individual faculty, staff, and student activities at the department, college, university, and community levels. The college is committed to diversity across all academic and administrative levels. Are we attaining our goal to increase the number of students, faculty and staff who are female or minorities? Not yet - we are making progress but we are not satisfied with our efforts or success with respect to diversity.

We are ramping up our formal planning and activities especially related to faculty and staff recruitment, hiring, retention and advancement. We are building on the success that we have with student recruitment and retention and aiming to leverage the university-wide research and programming activities of ADVANCE to create more success with respect to faculty and staff diversity.

Part of our culture is to value faculty efforts related to diversity. The College recognizes outstanding contributions to diversity through the Annual Diversity Enhancement Award, this year awarded to Dr. Richard Hall, NREM. Former recipients were: Deland Myers, FSHD, William Graves, Horticulture, Diane Birt, FSHN, and Max Rothschild, Animal Science.

Programs focusing on diversity through recruitment, retention, and awareness activities include the George Washington Carver Internship Program, the Graduate Research Assistantship Match, the Faculty Research Exchange Visit, support to MANRRS, student advising on academic, social, and cultural matters and ADVANCE. Grant writers are urged to include diversity and/or collaboration with minority serving institutions in their proposal program of work and budgets. The College’s Diversity Coordinator attends cabinet meetings, interacts with faculty and students, and works with administration to further diversity goals.

I. Student Recruitment and Retention Success Stories

The George Washington Carver Internship Program (GWC)
GWC is one of the College’s recruitment efforts to attract students of underrepresented groups, both undergraduate and graduate, to ISU. Now in its 15th year, the GWC Internship program has had an impact with nearly 20% of the interns enrolling at ISU. Here are some of the success stories associated with the GWC internship program this past year.
Kasei James came to Iowa State University to study public service and administration and international agriculture after interning six weeks in George Washington Carver Internship Program while a high school student at Chicago Agricultural High School. Named the Sande and Margo McNabb intern, Kasei worked with Natural Resource Ecology and Management faculty mentor McNabb on the affect of Dutch Elm disease on neighborhoods, cities and counties with tree ordinances in Iowa. As a freshmen, she is a student employee in Agricultural Student Services and was elected vice-president of the Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) for fall 2007.

Charlwit Kulchaiyawat not only enrolled at ISU following his high school research experience with the George Washington Carver Internship program, he earned his BS in animal science and is nearing completion of his MS in meat science. Charlwit, whose home is in Des Moines, served as president of the ISU MANRRS chapter 2006-2007 and has offered assistance with ongoing GWC Internship summer program.

Aubrey Mendonca, Associate Professor of Food Science and Human Nutrition, has mentored several students on the GWC Internship Program. After her 2006 experience her, Kenicia Battle from Alabama A & M University presented her summer research at FASED, a biological society national meeting. A student at her presentation asked how to get into the internship program as he was interested in similar aspects of food safety. On Kenicia’s advice, Devin Dutilly, University of Wisconsin applied to and was accepted in the 2007 GWC program with Dr. Mendonca as his mentor.

Students of underrepresented groups have opportunities through the Multicultural Office for additional advising, arrangements for tutoring, emergency financial aid, and other services addressing the educational, cultural, and social needs as a part of the retention efforts of the College.

The College conducts interactive programs with Academic Program for Excellence (APEX) and Multicultural Vision Program (MVP) during summer months and the school year among other recruitment and retention efforts.

**Graduate Research Assistantship Match (GRAM)**
The College provides graduate assistantships to eligible minority students when matched by department, grant, or GMAP funds. The GRAM program serves not only to attract students, but to provide them with support to complete their graduate studies.

Jennifer Rivers participated in the 2003 George Washington Carver Internship Program. As a result of working with her mentor, Dr. J. L. Baker, researching the potential effect of horizontal water movement through subsoils on phosphorus leaching losses, she was determined to continue her education after completing her BS degree at Lincoln University in Missouri. She sought the opportunity to return to ISU, and is now enrolled in the MS program in Agricultural and Biosystems Engineering, supported through an Agricultural Experiment Station graduate assistantship matched by the Graduate Minority
Assistance Program (GMAP).

Marcus Glenn, MS student in Agriculture Education and Studies with a BS from Prairie View A & M University, was recruited at 2006 MANRRS Conference in St. Louis, Missouri. Glenn’s graduate assistantship is provided by the Agriculture Experiment Station matched by department funds. His major responsibilities are to coordinate the George Washington Carver Internship Program and to provide other assistance to the diversity programs of the College. Glenn serves as treasurer of the ISU MANRRS Chapter.

Toshiba Traynham, a graduate of Virginia State University, made initial contact with ISU at a national MANRRS Conference. With follow up by the Food Science and Human Nutrition, she was admitted to the MS program supported by an Agriculture Experiment Station Graduate Assistantship with GMAP match. She was named an AGEP (NSF Alliance for Graduate Education in the Professoriate) fellow as she entered her PhD program, with continued support from the AES Graduate Assistantship. Contact with Kraft Foods at the College’s annual Ag Career Fair landed Trayham a summer internship experience which resulted, after earning her PhD, in employment in product development at Kraft.

Student Scholarships

Another student retention effort was to increase the number of scholarships for underrepresented students. Present and new scholarships are:

Kolschowsky Foundation Student Scholarships
Sarah Bracy, freshman in Ag Biochemistry from Chicago Ag High School
Kasei James, freshman in Ag Business from Chicago Ag High School
Nettely Vazquez, freshman in Animal Science from Homewood, Illinois
Olivia Trujillo, freshman in general Pre-Vet from Chicago, Illinois
Christopher Hudson, sophomore in Ag. Systems Technology from Chicago Ag HS
Tony Bolen, junior majoring in Animal Science from Tama, IA
Takiyah Abdul Malik, junior majoring in Food Science from Oxon Hill, MD
Kenan Peters, junior majoring in Ag. Ed from Chicago Ag. High School.

Dean of Agriculture Multicultural Endowed Scholarship
Elizabeth Asque, sophomore in genetics from Chicago, Illinois
Kasei James, freshmen in Ag Busines from Chicago, Illinois

Dean of Agriculture Multicultural C. R. Musser Scholarship
Franklin Eschavarria, freshman in Biology, from Elgin, Illinois

Pioneer Hi-Bred, International Latino Network Scholarship
II. Faculty Recruitment and Retention Success Stories

Faculty Recruitment Success Stories
The College’s success in terms of recruiting and hiring a diverse faculty based on gender and ethnicity is variable and below where we want to be. Our goal is to increase the number (not just the proportion) of female and minority faculty members who are tenure-eligible, tenured and non-tenure eligible. With our engagement with ADVANCE, the college is dedicated to assessing the issues, analyzing the recruitment processes and culture of our departments and reviewing the college-level training and policies that are expected to make a difference. Despite our lack of overall success, this past year we were able to recruit four female, tenure-track faculty members.

Faculty Retention Success Stories
Dean Wintersteen has communicated to our department Chairs that she wants to know immediately if there are issues related to faculty retention, especially those involving females and minority faculty. Our Chairs have responded and are informing the Dean when potential retention issue arise with their faculty members. This past year the college has had several successful retention activities involving female faculty members. Highlighting our efforts was the successful retention of three tenured female faculty members and one adjunct female faculty member.

Faculty Research Exchange Visits – Success Stories
An important part of retention of faculty is providing them with an environment and opportunities in which they can interact with students and colleagues and advance in their area(s) of scholarship—whether research, teaching/learning or extension. Our college Faculty Research Exchange program provides faculty with an opportunity to engage in joint research and academic activities with colleagues from Minority Serving Institutions. The College provides incentive funds for up to three (3) faculty visits each year, either going to or hosting professionals from Minority Serving Institutions.

The nearly $4 million USDA IFAFS five-year grant recently concluded by four state universities and four tribal colleges (ISU as lead institution) resulted in part from FREV with tribal colleges in prior years. Harold Crawford, David Topel, Gerald Klöntlan, Ramesh Kanwar, Mary de Baca, Bruce Menzel, Gerald Miller and others visited newly recognized land-grant tribal colleges that eventually resulted in a joint proposal and the five year integrated project to address capacity building and community outreach in the area of natural resources education.

Rajeev Arora, associate professor of Horticulture, visited Fort Valley State University to commence work on the jointly prepared USDA Capacity Building grant. The grant provided funding for a graduate assistantship in horticulture.

Aubrey Mendonca, associate professor in Food Science and Human Nutrition, has advanced research in the area of food safety by jointly conducting research with faculty from three of the 1890 institutions – Alabama A & M University, Florida A & T
University, and University of Arkansas Pine Bluffs. Two of the faculty who visited were graduates of Iowa State University. In addition to the collaborative research, students from these institutions have interned in the George Washington Carver Internship Program.

III. Profile of Faculty Recruitment

The College continues to built a more defined and coordinated program for recruitment of female and minority faculty. This past year as part of the ADVANCE program the college solicited applications for the college Equity Advisor. The Dean received three applicants - two male and one female. The top candidate selected fall 2006 was Dr. Janette Thompson, Associate Professor, NREM. As Equity Advisor Dr. Thompson will strive to engaged the target departments (GDCB, Animal Science and Plant Path) first then all other departments in a series of activites designed to 1) create a sound understanding of the issues and problems associated with recruitment (as well as retention and advancement) of female and minority faculty members, and 2) develop college-wide and department-specific activities to facilitate and cause appropriate changes in the culture and actions of each department with respect to recruiting and hiring a more diverse faculty. Dr. Thompson through her engagement with the ADVANCE Council and the focal departments will be able to bring ISU-specific research-based data and information to the faculty and administrators that will guide the type and nature of the activities used to ensure advances in the recruitment, retention and advancement of female and minority faculty members.

As part of the five-year plan of the ISU ADVANCE program, the college will actively pursue cultural and structural changes in three focal departments - Genetics, Development, and Cell Biology; Animal Science and Plant Pathology. Currently activities are centered on GDCB the first of the focal departments. Dr. Jo Ann Powell-Coffman has been pointed ADVANCE Professor. Her role will be to facilitate cultural and structural changes in her department with the assistance of the entire ISU ADVANCE Council and the college ADVANCE Equity Advisor.

Data and information on the diversity among faculty position finalists are presented in Section II Faculty Recruitment and Retention Success Stories.

IV. Profile of Endowed Chairs, Professorships, ISU Awards

Highlighted below are the endowed chairs and professorships in the College of Agriculture. Of the nineteen chairs/professorships filled or open to College of Agriculture faculty, two are women and one is Hispanic (highlighted below).

<table>
<thead>
<tr>
<th>Name of Chair/Professorship</th>
<th>Incumbent</th>
<th>Department or Discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Raymond and Mary Baker Chair in Global Agriculture</td>
<td>Acker, David</td>
<td>Agricultural Education and Studies, Agricultural Administration</td>
</tr>
<tr>
<td>University Chair</td>
<td>Chair</td>
<td>Chair Department</td>
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<tr>
<td>Robert Earle Buchanan</td>
<td>Beattie, Gwyn</td>
<td>Microbiology, Plant Pathology</td>
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<tr>
<td>Distinguished Chair of Bacteriology for Research and Nomenclature</td>
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<tr>
<td>G. F. Sprague Professorship in Agronomy</td>
<td>Beavis, William</td>
<td>Agronomy</td>
</tr>
<tr>
<td>Marlin Cole Professorship of International Agricultural Economics</td>
<td>Beghin, John; Lence, Sergio; Wisner, Robert</td>
<td>Economics</td>
</tr>
<tr>
<td>Pioneer Hi-Bred Agronomy Professorship</td>
<td>Burras, C. Lee</td>
<td>Agronomy</td>
</tr>
<tr>
<td>Henry A. Wallace Endowed Chair for Sustainable Agriculture</td>
<td>Butler, Lorna Michael</td>
<td>Agriculture Administration</td>
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<tr>
<td>(outgoing-recently retired)</td>
<td></td>
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<tr>
<td>Jay Lush Endowed Chair in Animal Breeding and Genetics</td>
<td>Garrick, Dorian</td>
<td>Animal Science</td>
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<tr>
<td>Arthur L. and Frances S. Wallace Endowed Professorship in the Department of Forestry</td>
<td>Hall, Richard B.</td>
<td>Natural Resource Ecology and Management</td>
</tr>
<tr>
<td>Pioneer Hi-Bred International Agribusiness Endowment Chair</td>
<td>Hayes, Dermont J.</td>
<td>Finance/Economics</td>
</tr>
<tr>
<td>Harmon Family Professorship in Forestry</td>
<td>Jungst, Steven E.</td>
<td>Natural Resource Ecology and Management</td>
</tr>
<tr>
<td>Pioneer Hi-Bred Distinguished Chair in Maize Breeding</td>
<td>Lamkey, Kendall</td>
<td>Agronomy</td>
</tr>
<tr>
<td>K. J. Frey Professorship in Agronomy</td>
<td>Lubberstedt, Thomas</td>
<td>Agronomy</td>
</tr>
<tr>
<td>Leonard Dolezal Professorship in Agricultural Law</td>
<td>McEwoen, Roger A.</td>
<td>Agricultural Education and Studies</td>
</tr>
<tr>
<td>Pioneer Hi-Bred International, Inc. Chair in Science and Technology Policy</td>
<td>Moschini, GianCarlo</td>
<td>Economics</td>
</tr>
<tr>
<td>Seed Science Endowed Chair</td>
<td>Munkvold, Gary</td>
<td></td>
</tr>
<tr>
<td>Pioneer Professorship in Molecular Biology of Maize</td>
<td>Peterson, Thomas</td>
<td>Genetics, Development and Cell Biology</td>
</tr>
<tr>
<td>Marion Eugene and Audrey H. Ensminger Endowment for Animal Science</td>
<td>Topel, David</td>
<td>Animal Science</td>
</tr>
</tbody>
</table>
John F. Timmons Professorship in Environmental and Resource Economics | Vacant (endowment not complete)  
|  
| The Laurence H. Baker Chair in Biological Statistics | Dan Nettleton (newly named) | Statistics (partially funded Ag Experiment Station)  

V. New Curricular Contributions to Diversity

**COA Curriculum Committee**

No new courses have been added to those which meet the US diversity requirements. The Faculty Senate Curriculum Committee is working on an evaluation form to determine the relevance of courses to diversity. The College of Agriculture Diversity Committee will be involved in reviewing the present suite of courses or suggesting new courses to meet the US diversity requirement.

**Social Justice Committee**

As a follow up of recommendations made from the University Climate Study, a committee met fall semester 2006 and up to March of this spring semester to consider the formation of a Social Justice Institute or Center to advance the study of social justice. Membership on the committee was campus wide, including a representative from the College of Agriculture. The Social Justice Committee submitted the following recommendations to the vice-provost:

1. Support to the Educational Leadership and Policy Study program,
2. *Develop university-wide social justice initiative that includes collaboration with entities such as CATT CAIS, ELPS to develop an undergraduate social justice certificate,*
3. Provide seed funding for university-wide research and scholarship on social justice,
4. Develop an Iowa Conference on Equity and Social Justice, and
5. Create a Social Justice Initiatives Advisory Council that would review proposals and coordinate activities.

VI. Efforts to Improve Climate for Diversity

**Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS)**

The College provides support to the local Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) chapter. MANRRS Chapter activities on campus,
regionally, nationally are ongoing and include:

1. Community service such as tutoring junior high school students, collecting food for the local food bank, donating Thanksgiving food to MICA.
2. Agricultural related careers opportunities with industry, agency, and university presenters at bi-monthly meetings and hosts breakfast for exhibitors at the College of Agriculture Career Fair.
3. Collaboration with COA for outreach activities.
4. Leadership opportunities and training to officers and members.
5. Visibility and awareness to diversity issues at the department, college, and university levels.

In addition, the College exhibits and recruits at the annual career fair of the national MANRRS Conference. This year Mary M. de Baca, COA Diversity Coordinator, was named to the national advisory board of the MANRRS Society and Mr. Aurelio Curbelo, MS in AGEDS was elected as the national graduate president.

**Diversity Committee Survey**

The diversity survey was completed by 165 COA faculty members in January, 2007. The purpose of the survey was to heighten awareness of diversity within the college and to determine faculty activities toward enhancing diversity.

**Diversity Committee Recommendations based on survey results:**

1. Survey achieved desired goal of increasing awareness of specific strategies to enhance diversity through activities directed to under-represented groups.
2. It would help faculty for the COA to have a consistent operational definition of “under-represented groups” or “diversity”.
3. Department chairs need to be reinforced of the importance of the diversity component in Annual Report of Faculty Activities and follow through on emphasizing this component of the report to faculty.
4. There needs to be a clearer picture of the consequences for ignoring diversity issues and the incentives to engage in diversity enhancing activities.
5. There is a need to determine why most respondents indicated they have done more to carry out diversity enhancing activities in the past or will do more in the future than they are doing at present.
6. COA needs to determine means that allow faculty input into college or department policies relevant to enhancing diversity.
7. Follow up is needed at the COA staff level (Mary de Baca; Nina Grant) in making connections with minority-serving institutions and taking advantage of willing
mentors.

8. Follow up is needed at the COA Diversity Committee level in evaluating department websites for ways to attract and retain students from underrepresented groups.

9. The College of Agriculture administration should consider increasing financial support to the high school and undergraduate internship programs, such as George Washington Carver (GWC), to build the pool of qualified students for recruitment to ISU.

10. An abbreviated version of the survey results and final recommendations should be made available via Ag Online.

Criteria for faculty evaluation fosters diversity

Through the efforts of the College Diversity Committee, “enhancing diversity” was added to the criteria for the annual performance reviews of faculty. In the spring 2007 survey, 62% of the respondents indicated that their diversity activities were included in their Annual Report of Faculty Activities. It is clear that while the general policy to review diversity activities at the performance reviews that not all departments are doing so. We will develop additional communication to our Chairs regarding the importance of diversity as part of the performance review.

NCORE, ISCORE participation
The College of Agriculture supported three faculty/staff persons to attend the National Conversations on Race and Ethnicity held in Chicago in June 2006. These individuals and several faculty and students were involved in preparing for the ISU conference on March 2, although there was limited attendance due to classes being canceled because of weather conditions.

ISU ADVANCE Program
The ADVANCE program, which involves the College of Agriculture, College of Liberal Arts and Sciences and College of Engineering, is a five-year effort sponsored by a grant from the National Science Foundation. The grant will support research, development and implementation of programs that enhance the recruitment, retention and promotion of women scientists and engineers at Iowa State.

The College of Agriculture has been represented in all phases of ADVANCE, from proposal writing to the program initiation phases of the project. College Equity Advisor, Dr. Janette Thompson, has met with cabinet members as well as working directly with the College’s focal departments of Animal Science, Genetics, Development and Cell Biology, and Plant Pathology. The objective of transforming the culture, practices, and structures to be more inclusive will occur through focus groups, needs assessment and training sessions at the department level. Simultaneously, university-wide focus will be
on identification of subtle and overt impediments to equity and on policies which will diminish those barriers. The College Diversity Committee will be collaborating with the ADVANCE program.

CULTURAL CELEBRATIONS
Last year, as usual, the College was involved in cultural celebrations (Black History Month, Latino Heritage Month, etc.), community events such as sponsoring a table at the NAACP banquet, diversity in the regional diversity in higher education summit, George Washington Carver celebrations, and other such events to heighten awareness and advocate for greater diversity.