

DIVERSITY PROGRESS REPORT

Submitted by:

Lionel Williamson, PhD
Assistant Dean for Diversity
University of Kentucky, College of Agriculture

Quentin Tyler
Extension Associate for Recruitment and Retention

Evaluation Period
FALL 2009

College of Agriculture Diversity Report

The College of Agriculture has been involved in civil rights and diversity efforts for many years. These efforts include the Extension Civil Rights/Diversification Committee, which began in 1993 and the Diversity Task Force, which completed its work in 2003. The results of this task Force culminated with an 85 page report with over 100 recommendations available on the College's website at <http://www.ca.uky.edu>. My many the accomplishments this past year build on specific recommendations from this Task Force. Since fall 2009, The College of Agriculture has been involved in the following activities;

- Conducted a series of Diversity Workshops as part of Core Training for all new Cooperative Extension Service employees (Agents).
- Leaders from the UK Cooperative Extension Services helped plan and conduct Tri State Extension Diversity Conference in cooperation with Purdue University of Indiana and The Ohio State University.
- Provide program leadership and financial support in the amount of over \$40,000 dollars for UK College of Agriculture Minority Summer Intern Program.
- Providing financial support estimated at over \$5000 dollars for the undergraduate chapter of Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) to attend Regional Conference in Atlanta Georgia.
- Continued support for increased efforts to recruit and retain doctoral-level minority students for 2009-2010 the Lyman T. Johnson Match Program. Currently, there are eight doctoral students in the Departments of Entomology, Animal & Food Sciences, Forestry, Plant Pathology, Community & Leadership Development, and Family Studies.
- Students from the MANNRS Chapter work with Dr. Terry Connors to educate youth and their parents about the importance of wood and forestry during Arbor Day programs at the UK Arboretum, and the State Botanical Garden.
- Ten Individuals from the UK College of Agriculture participated in Lyman T. Johnson Banquet including the recipients of the Torch Bearer and Torch of Excellence Awards.
- Provided a series of workshops for UK College of Agriculture Extension Professionals on ways to recruit and retain diverse county extension councils.
- Supported participation of faculty, extension personnel, and students in Diversity workshops and conferences, specifically the Accessing Diversity Conference held at Virginia Tech University.
- Participated in programs such as Come See for Yourself and YMCA Black Achievers aimed at educating and informing minority youth on College of Agriculture career choices.
- Worked closely with the Cooperative Extension personnel office in identifying and rewarding faculty, extension county agents, and community organizations that have shown outstanding commitment to diversity through projects and programs.

- Our Animal and Food Sciences Department recruited and supported 8 African American students to attend the 2010 U.S. Poultry and Egg Association's College Student Career Program in Atlanta Georgia.
- Worked closely with personnel in the Office of the Associate Dean for Academic Programs in the recruitment of undergraduate minority students.
- Worked with the Associate Dean for Research and Directors of Graduate studies to identify minority graduate students.
- Worked with the Associate Director of the Ag Experiment Station for Legal Affairs and the Associate Vice President for Employment Equity on issues related to programming and personnel.
- Continued networking with Administrations, Faculty, and Extension Personnel from 1890 Land Grant institutions including North Carolina A&T University to identify summer interns and full time employees.
- UK College of Agriculture held its first Cooperative Extension Diversity Network retreat Lake Barkley Resort to address the unique needs of minority extension professionals. The retreat was well attended by professionals from UK and KSU Cooperative Extension Programs. Will be held on an annual basis.
- UK College of Agriculture, Office of Diversity provided leadership in a series of discussions with administrators, faculty, and students regarding campus climate surveys. Those talks are scheduled to continue.
- Our Agricultural Economics Department worked with Director of Student Recruitment to set up high school visits, focus group lunches, and conducted surveys on ways to target more female undergraduate majors. In addition, the department set aside funds yearly to support minority student workers and used internships as a way to introduce minority students to different aspects of Agricultural Economics, particularly, the farm analysis program.