

College of Agriculture Diversity Report March 2006-2007

The strategy for promoting diversity in the College of Agriculture is outlined in its strategic plan and each department's/unit's plan as well. For several years now, the College has had ongoing Civil Rights and diversity efforts, which are most visible in extension and research components of its land-grant function. Along with specific directives stipulated by the USDA, the College continuously works to meet Goal IV of our strategic plan: "Embrace and Nurture Diversity," which is consistent with the University of Kentucky's strategic plan goal related to diversity.

Structurally, the College of Agriculture consists of 15 departments, twelve units, the School of Human and Environmental Sciences, and the Cooperative Extension Service. Additionally, the efforts of the College are geared toward the three functions of the land-grant mission, which are teaching, research, and outreach. The service component of this mission is delivered through the Cooperative Extension Service, which is housed in all 120 Kentucky counties. Each of the entities has the diversity goal incorporated in their strategic plan. A representative sample of the diversity-related activities of these departments and units has been selected for inclusion in the 2006-2007 Diversity report from the College of Agriculture. In addition, a listing of cross-sectioned activities is provided.

Teaching:

- In order to attract a diverse population of students to the College of Agriculture, representatives of the College attend a number of recruitment events. University-sponsored events attended included UK Preview Nights, the Come See For Yourself program, Best Kept Secrets, and the Graduate School Showcase. The Extension Associate for Recruitment and Retention also makes several high school visits to schools with substantial minority populations in areas, such as Louisville, Lexington, Paducah, Bowling Green, Daviess County, Christian County, and Northern Kentucky. In addition to high school visits, the Black Achievers Career Fair is attended on a yearly basis. In 2006, the Extension Associate also attended the Statewide Latino College Fair held at Kentucky State University. Partnerships are also made with churches and community organizations.
- The student organization, Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS), continues to be supported through mentoring, advocacy, and other resources. There are 19 students attending the 2007 MANRRS National Conference, whose expenses are partially funded through several sources, such as the President's Commission on Diversity, the Student Government Association, and the College of Agriculture Administration. The majority of the students attending the conference this year will be participating in national contests.
- Members of the MANRRS organization have also been incorporated in recruitment programs, such as Come See For Yourself, and UK Preview Nights in order to gain a sense of pride in the UK College of Agriculture and to promote our programs to prospective students.

- The COA Office of Diversity also contributed funds and mentoring support for minority students to attend the Egg and Poultry College and Career Fair in Atlanta, Georgia.
- The Agricultural Economics Department has 19 PhD tenure or tenure track faculty members, of those one is African American and two are female. Over 26% of the faculty members are from outside the US. The last five PhD's hired include a female and individuals from Russia, Iran and China. The Agricultural Economics department has provided employment for one or more African American students on departmental funds on a regular basis over the past five years.
- The Forestry Department is in the beginning stages of developing a "2+2" Bachelor of Science degree program in Forestry with Delaware State University. This program will have students spending two years in the Agriculture and Natural Resources undergraduate program at Delaware State and then enrolling in the Forestry Department at UK.
- At the undergraduate level, the Merchandising, Apparel, and Textiles Department continues to increase global topics in curriculum, which encourages diversity awareness on many levels, by offering a cross-cultural course titled 'Dress and Culture.'
- Of the 852 students enrolled in the School of Human Environmental Sciences in the fall of 2006, 80% were female and 13% were ethnically diverse. African Americans represented 8.33% of students.
- The Office of International Programs in Agriculture organizes international study tours and internships for UK students. During 2006, UK students traveled to France, Georgia, Ghana, and Thailand. Seven UK faculty and staff members participated in international projects through the Office of International Programs in 2006. Additionally, each year, the Office secures employment for French and Thai students during the summer. These students work in laboratories and on farms as part of their academic experience. In 2006, there were fifteen French students and seven Thai students. Additionally, in 2005-2006, 45% of Agricultural Economics faculty participated in some international experience. In 2006, 5% of the Agricultural Economics B.S. graduates completed an international experience.
- The Merchandising, Apparel, and Textiles Department host a trip to Paris in which the students participate in a study tour each year.
- The College of Agriculture's Agricultural Communications unit has, in recent years, taken an active posture toward hiring minority students, both African American and Hispanic, and teaching them valuable skills in audio and video technologies.

Research:

- To support increased efforts to recruit and retain doctoral-level minority students, the College of Agriculture Research Office, guarantees three years of matching support through the Graduate School's Lyman T. Johnson Graduate Fellowships. During the 2006-2007 school, the COA awarded six recipients that amounted to

\$80,000 in funding. These figures represent a steady increase in funding and awardees over a four-year period.

- In the Entomology department, which is a discipline where females are traditionally underrepresented, forty-five percent of the graduate students are females. The Entomology department has two African American students who are supported through the Lyman T. Johnson Graduate Fellowship. This department also recruits graduate students from Kentucky, with one first-generational student receiving his doctorate in 2006 and one expected to receive his doctorate in 2007.
- Agricultural Economics Department's goal is to attract and maintain a minority graduate student enrollment that is equal to or greater than the UK average of 7.8%. In 2005-06, this department had 10% African American graduate students.
- Currently, in the Plant Pathology Department, fifty-nine percent of the graduate students are female and nine percent are African-American. The Plant Pathology Department is also expecting its first African American Ph.D. graduate.

Extension:

- The Cooperative Extension Service continually strives to hire minority County Extension agents. Minority candidates have accounted for more than 10.4% of the new agents hired in the CES in the past three years.
- The Cooperative Extension Services conducts an intern program each summer. In 2006, 15 of the 28 interns were minorities, which represented 54% of the summer intern group.
- New Extension agents are trained in delivering diverse programming in order to reach underserved audiences at each new agent training orientation.
- Each year, the Cooperative Extension Service presents Diversity in Extension Awards to recognize outstanding efforts that promote and cultivate diversity. In 2006, there were fifteen entries.
- The keynote speaker and the concurrent session at the 2007 State Extension Conference focused on diversity.
- In 2006, the Cooperative Extension Service provided nutrition education programs to 214,500 Kentuckians who are recipients of food stamps.
- The Kentucky AgrAbility program assists farmers with disabilities overcome limitations through modifying their farm equipment, making their farms and homes more accessible, and increasing their awareness of other available resources. For example, this past year one of our specialists worked with Amish clientele with disabilities.
- A number of Cooperative Extension Service programs were conducted in 2006 that targeted Hispanic audiences. Examples include a Latino Health Fair held in Hart and Barren counties, a 4-H club for Hispanic youth formed in Carroll County, and nutrition and sewing classes conducted for Hispanic mothers in Shelby County.
- The Health Education through Extension Leadership (HEEL) worked with first-year medical students to conduct a health fair for Hispanic families in Central Kentucky, which was held on the College of Agriculture campus. More than 600

- Hispanic individuals, men, women, and children attended the event and participated in the educational programs, health screenings, and exhibits.
- To address the parenting challenges of grandparents who are primary caregivers of grandchildren, a tri-county educational series was presented by Family and Consumer Sciences agents in Clay, Lee, and Leslie counties. Topics addressed included discipline, drug prevention, school assistance, legal issues, and lifestyle changes.
 - The Kentucky Cooperative Extension Service co-sponsored the 2006 Tri-State Diversity Conference, which focused in ethnic and cultural foods as the theme.
 - The Tracy Farmer Center for Environment partnered with the Lincoln Foundation to conduct a month-long Natural Resource Academy for Urban Youth. The UK Forestry Department faculty and staff are involved with servicing this program as well.
 - The Mercer County Cooperative Extension Service sponsored the county's inaugural MLK Day Celebration to reach an underserved audience in the county and further encourage unity in response to the recent merger of the two high schools in the district. MANRRS members and representatives from the Office of Diversity attended this event.
 - The College of Agriculture attended several recruitment events to create a diverse candidate pool for Cooperative Extension agents. Representatives attended career fairs at the University of Kentucky, University of Louisville, Kentucky State University, Morehead State University, Western Kentucky University, Berea College, Alabama A&M University, North Carolina A&T University, and the MANRRS National Conference.
 - Agricultural Communications has a robust commitment to supporting the summer minority Extension Intern program, and has financially sponsored internships two out of the last three years. The unit will continue to support future Interns.
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Training:

- From the end of 2005 through 2006, thirteen training sessions on equal opportunity, affirmative action and diversity issues were conducted in the College of Agriculture by Terry Allen, Lionel Williamson, Rosemary Veach, Quentin Tyler, and Ahlshia Shipley. Approximately 650 employees received the training, which represented 26 academic departments, centers, and administrative units. The major thrust of the training was highlighting the College's responsibilities related to recruiting and retaining a diverse workforce. Additionally, the College's initiatives related to diversity as well as future plans related to faculty, student, and staff recruiting and retention programs were reviewed.

Cross-sectional Initiatives

Many of the activities related to diversity in the College of Agriculture have been captured in the appropriate sections within this document. However, there are significant activities that have been performed by various units in our College. The following listing reflects efforts of the entire College of Agriculture in response to addressing Goal IV of the College Strategic Plan.

- The College of Agriculture awarded one outstanding student with the Torch Bearer Award and one alumnus with the Torch of Excellence Award, which are part of an awards program sponsored by the Lyman T. Johnson African-American Alumni Association.
- The College of Agriculture launched a diversity website intended to be a resource for diversity issues. The website includes information on diversity initiatives in the College, including diversity reports and College demographics. There is also information on academic programs, research, and extension. The diversity website is an important tool for awareness, recognition, information, recruitment, and retention purposes. Website: www.ca.uky.edu/diversity
- The COA Office of Diversity partnered with the UK Admissions Office to recruit minority high school students at the 2006 Indianapolis Black Expo.
- The Office of Diversity also participated in the Pioneer Leadership Academy held on UK's campus by making participants aware of the graduate educational opportunities in the College of Agriculture.
- The Extension Associate for Recruitment and Retention was chosen to participate in the 2007 Men's Empowerment Group, which is campus-wide program for mentoring minority college men on educational opportunities and personal development.
- The Horticulture Department continues to build working relationships with horticulture faculty at Kentucky State University. This relationship has been productive in terms of research, graduate education and Extension programs.