

DIVERSITY PROGRESS REPORT

INTRODUCTION

The College of Agriculture is committed to creating an environment where diversity is valued and all individuals can fulfill their highest potential. Respect for diversity of thought, culture, and all human differences are a cornerstone of the land-grant philosophy. To fulfill its mission, the College must model the ways in which diversity, fairness, and equity in policies and practices facilitate learning, discovery and engagement. We seek to sustain an institutional climate wherein differences are valued, we create work and learning environments wherein every person has opportunities to achieve their highest potential, and we support an inclusive institution responsive to the needs of all students, staff, faculty and citizens. The Board of Trustees recently provided a definition of diversity for the university that reads as follows;

The University is committed to diversity as a vital characteristic of an optimal education and workplace. The University maintains a firm conviction that it must strengthen the diversity of its communities, support free expression, reasoned discourse and diversity of ideas; and take into account a wide range of considerations, including but not limited to, ethnicity, race, disability, and sex, when making personnel and policy decisions. The University is committed to periodically evaluating progress made toward diversity and to communicating the results of such evaluations. Based upon these assessments, the University will give diversity factors consideration to ensure achievement of its mission of instruction, research, and service and gain the broadest benefits for the University community.

*UK Governing Regulation
Part I, F.*

The Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development requires institutions to address four areas in each campus-based diversity plan. Institutional performance in each strategic area is measured by Council on Post-Secondary Education (CPE) using data analysis and gap analysis to establish the status toward achieving CPE diversity policy and campus diversity plan objectives. The four diversity plan areas are: Student Body Diversity, Student Success, Workforce Diversity, and Campus Climate. For the purpose of this diversity report, the focus will be on student body diversity, student success, workforce diversity and highlight specific diversity efforts performed by the UK College of Agriculture.

Under the leadership of the Dean, Associate and Assistant Deans, Department Chairs, and a host of faculty, staff, and students, timeless hours are spent promoting the

College of Agriculture as a welcoming place and building an infrastructure that will sustain the long-term appreciation of diversity.

Each department provides a summary of its diversity accomplishments annually. Those summaries are published in a university publication and provided to the university community.

The strategy for promoting diversity in the College of Agriculture is outlined in its strategic plan and in each department's/unit's plan as well. For several years now the college has had an ongoing civil rights and diversity effort which is most visible in the cooperative extension and research components of its land-grant function. In 2001 the college developed a combined civil rights performance plan for research and extension activities. That plan covered the period 2001-2004. The College's commitment to provide equal opportunity and access in research and extension was strengthened by establishing specific actions to address key elements of the college's day-to-day operations. Three broad goals were designed to guide the college's effort related to diversity:

- All people will have equal access to the benefits of research and extension programs;
- All faculty and staff with research or extension appointments will be knowledgeable of laws, policies, and procedures designed to ensure equal access and opportunity and;
- The composition of the research and extension workforce will mirror the diversity of the population it serves.

This plan identified specific action steps and performance indicators related to achievement of these three goals. Those steps are outlined as follows:

Part 1: Program development in research and extension

1. Increase participation in planning and advisory groups
2. Increase the number of minority and female graduate students
3. Target research to meet the needs of minorities and women
4. Development of county civil rights plans
5. Modify outreach activities
6. Adjusting research and education activities for persons with disabilities
7. Increase under-represented groups in 4-H
8. Recognition of programs reaching under represented audiences

Part 2: Public notification in research and extension

1. Printed materials to include non-discriminatory policies
2. Collaboration - employees may not conduct programs with any organization or group that excludes any person because of race, color, national origin, sex, age, religion or disability

3. Facilities must display the non-discriminatory and justice-for-all posters

Part 3: Civil rights training in research and extension

1. Civil rights training for research and extension
2. Training on the growing diversity in the research and extension community

Part 4: Civil rights compliance reviews

1. County reviews
2. Campus training

Part 5: Reporting Options

Part 6: Extensive EEO plans

1. Increase diversity of the extension workforce
2. Minority recruitment and retention activities
3. Eliminate job qualifications which discriminate against minorities and women
4. Utilize skills of present extension employees
5. Consider all employees for placements, promotion, or special assignments
6. Ensure equal opportunity to enhance skills
7. Assure reward system does not discriminate against minorities and women
8. Assure prompt processing of complaints
9. Ensure availability of sufficient EEO counselors
10. Ensure EEO responsibilities are carried out at each level of the organization
11. EEO training for all persons in supervising roles

The above referenced document provides an important framework in establishing the position of the college in matters relating to civil rights and diversity. By all estimates much progress has been made in response to this plan.

In many settings, achieving diversity relates primarily to numbers, percentages, and figures. While reaching such quantitative goals is a critical element of diversity, we extend our efforts beyond recruitment and retention to include maintaining a climate of inclusion and acceptance in the College of Agriculture. Notwithstanding, given our relationship with the U.S. Department of Agriculture (USDA) and their mandates for our College, we keep an intense focus on recruiting and retaining both a diverse student population as well as research and extension service personnel. While our definitive view of diversity is broad in nature, our current focus is on gender, race, and ethnicity, which reflects the interests of the civil and women's rights movements of the 1960s.

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. We also follow the core values of the University of Kentucky, which include mutual respect and human dignity, embracing diversity, and creating a sense of community (UK Strategic Plan). Declaring diversity as an integral step on the path to excellence for the College of Agriculture is important because it demonstrates to current and prospective members of the college our dedication and commitment to the both the idea and reality of diversity.

STUDENT BODY DIVERSITY

The University of Kentucky 2009-2014 Strategic Plan Goal I: *Prepare Students for Leading Roles in an Innovation-driven Economy and Global Society* establishes objectives and strategies for student enrollment and student success. The CPE Diversity Policy states "each campus will ascertain the diverse makeup of the Commonwealth or the institution service area." Given the University's mission as a land grant research institution and status as the flagship of the Commonwealth of Kentucky public postsecondary education system, the University's focus must be on the Commonwealth and beyond. The following information is provided by the U.S. Census Bureau:

**2009 Census Bureau Population Estimates
Kentucky**

Race/Ethnicity	Total Population	
	Number	Percentage
White	3,763,087	87.2%
Black or African American	332,436	7.7%
American Indian and Alaska Native	9,868	0.2%
Asian	45,001	1.0%
Native Hawaiian and other Pacific Islander	1,949	0.0%
Two or more races	46,356	1.1%
Hispanic or Latino (of any race)	115,416	2.7%
Total population	4,314,113	99.9%*

Source: U.S. Bureau of the Census, 2009 Estimates

Undergraduate and Graduate Student Enrollment

Per the aforementioned Commonwealth of Kentucky total population data, the University of Kentucky hereby establishes enrollment goals for the categories titled *Black or African American* and *Hispanic or Latino* (of any race). Of the total population *Black or African American*, historically the largest minority group in Kentucky, accounts for 7.7 percent of the state population. *Hispanic or Latino*, the most rapidly growing segment in the Commonwealth, accounts for 2.7 percent of the state population.

For Undergraduate Student Enrollment and Graduate Student Enrollment diversity plan objectives, the University of Kentucky proposes closing the gap between current enrollment of *Black or African American* students and *Hispanic or Latino* students and the overall state demographic populations.

STATISTICAL TRENDS

In conducting civil rights and diversity training across the college over the past year, UK Associate Vice President for Institutional Equity Terry Allen and the Assistant Vice President of Equal Opportunity Patty Bender have provided support to the college. Additionally, through the Office of Institutional Effectiveness, the COA Office of Diversity has been able to track statistical trends for undergraduate education, graduate/professional education, faculty development, staff development, female faculty and minority and female administrators. The Web site for Institutional Effectiveness is <http://www.uky.edu/IRPE/>.

Undergraduate Enrollment

COLLEGE TOTAL			ENROLLED YEAR									
			2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<u>Agriculture</u>	Bachelor's	Nonresident Alien	12	6	6	7	12	16	9	17	19	25
		Black	42	35	109	107	114	131	143	193	209	213
		American-Indian	3	2	6	4	2	3	5	4	5	2
		Asian	13	16	20	22	25	28	33	37	27	28
		Hispanic	5	9	12	13	11	7	10	17	25	36
		White	1,061	1,077	1,734	1,617	1,788	1,907	1,850	1,825	1,861	1,997
		Not Reported	5	10	25	29	33	37	46	37	39	61
		TOTAL Female	527	517	1149	1047	1135	1,251	1267	1292	1329	1425

Source: Office of Institutional Effectiveness

The highlights of this table include:

- An increase in Black Non-Hispanic students from 143 in 2007 to 213 in 2010
- A decrease of Asians from 33 in 2007 to 28 in 2010
- A decrease of American-Indian enrollment from the year of 2007 to 2010/2011
- 2007 – 2008 presents the biggest increase in enrollment of African-American students since 2002, in which the merger of the Human Environmental Sciences and the old College of Agriculture occurred which saw an increase of 22%
- Since 2007 and the exception of 2008, there has been an increase of students not reporting race/ethnicity
- There has been an increase in female students since 2007

Graduate Students

The statistical trends for graduate student enrollment is a work in progress. Many efforts have recently been initiated between the Office of Diversity and several department chairs and directors of graduate studies to track potential students. The College of Agriculture has provided unwavering support for the Graduate School's Lyman T. Johnson (LTJ) Fellowships through the establishment of an LTJ Doctoral Match Program. This program was initiated in 2003-2004, and in 2013-2014 is being replaced by a similar college program, the Diversity Teaching & Research Fellowships. Six graduate students are receiving this award in 2013-2014.

Year	LTJ # Match Awarded
2003-2004	2
2004-2005	3
2005-2006	5
2006-2007	6
2007-2008	9
2008-2009	4
2009-2010	7
2010-2011	5
2011-2012	8

The COA Lyman T. Johnson Match Fellowships, and now the college's Diversity Teaching & Research Fellowships, are matching awards for those applicants holding the equivalent of a half-time teaching or research assistantship in one of COA's graduate programs. Recipients of the awards are to contribute to the University of Kentucky's compelling interest in diversity or first generation college students.

According to the statistics provided by the Office of Institutional Research, graduate students trends are as follows:

- Graduate Black & Non- Hispanic African-American students increased from 2007 to 2010 from 13 to 16, while peaking at 18 in 2009.
- Female graduate students increased from 2007 to 2010, while peaking at 2009.

- Hispanic graduate students have decreased from 7 in 2007-2008 to 5 in 2010.
- Asian graduate students have stayed relatively the same from 2007 to 2010.
- Lyman T. Johnson Match Fellowships peaked in 2007 and have increased by 4 since 2008.

COLLEGE TOTAL			ENROLLED YEAR									
			2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<u>Agriculture</u>	Graduate	Nonresident Alien	91	109	111	114	103	102	108	100	95	99
		Black	8	12	23	19	18	17	13	14	18	16
		American-Indian	1	0	1	0	0	0	1	1	1	1
		Asian	1	0	0	2	4	3	6	6	8	6
		Hispanic	1	2	0	2	3	3	7	6	8	5
		White	190	203	264	262	237	238	240	244	249	252
		Not Reported	15	13	25	21	19	17	19	14	15	17
		Female	136	154	240	243	216	211	216	224	229	228

Source: Office of Institutional Effectiveness

WORKPLACE DIVERSITY

The University of Kentucky produces annually an Affirmative Action Plan (AAP) for employment based on technical regulatory standards established by federal Executive Order 11246, as amended, and administered by the U.S. Office of Federal Contract Compliance Programs. Part 1 of University of Kentucky Governing Regulations clearly states:

Equal opportunities shall be provided for all persons throughout the University in recruitment, appointment, promotion, payment, training, and other employment and education practices without regard for economic or social status and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, marital status, or age. The University does not discriminate on the basis of uniform service, veteran status, or physical or mental disability when an individual otherwise meets the minimum qualifications for application or participation. All University members are expected to comply with the institution's nondiscrimination policy. The president is responsible for the development of an affirmative action plan by which full implementation of this policy shall be effected in the University.

Cooperative Extension Service

The figures below show that the Office of Diversity and Cooperative Extension Administrative Team has been aggressive in its pursuit of diversity in Extension Agents. The number of minority agents has increased along with internship applications of minority students since the year 2007. Please note that we have an all-time high in minority agents and in internship applicants. The CES summer intern program has been beneficial in the recruitment of diverse agents.

College of Agriculture Extension Agents 2007-2012									
Year	Total	Female	Male	All Minorities	African-American	Asian	Hispanic	Multiple	White
2007	387	238	149	16	13	2	1	0	371
2008	384	234	150	16	13	2	1	0	368
2009	397	243	147	17	13	2	1	1	380
2010	395	248	147	20	16	2	2	0	375
2011	384	240	144	22	17	2	2	1	362

Intern Applications

	2012	2011	2010	2009	2008	2007
Minority Female	44	23	40	22	28	15
Minority Male	10	4	5	9	13	12
Total Minorities	54	27	45	31	41	27
Non-Minority Female	105	78	86	63	63	39
Non-Minority Male	26	24	18	20	23	10
Total Non-Minority	131	102	104	83	86	49
Totals	185	128	149	115	127	76

Interns Hired

	2012	2011	2010	2009	2008	2007
Minority Female	4	7	10	8	7	9
Minority Male	3	1	1	2	4	5
Total Minorities	7	8	11	10	11	14
Non-Minority Female	23	18	22	21	26	15
Non-Minority Male	10	9	6	8	7	3
Total Non-Minority	33	27	28	29	33	18
Totals	40	35	39	39	44	32

- The figures above show that the Office of Diversity has worked well with the CES Administrative team in the interview process. As a result, the number of minority agents has increased along with internships and applications of minority students since the year 2007.
- In 2012, Cooperative Extension Service hired two additional minorities placing the total to 22, the highest amount of minority internship applications ever and the most hired.

Faculty

The University of Kentucky Employment goals for faculty are analyzed through the following categories: Females, All Minorities, and African-Americans. In 2011, the College of Agriculture was under the specified goals in all three categories. In regard to African-American faculty, the College of Agriculture was at a high in 1997 at 3.8%. The goal is 4.0% and the College of Agriculture currently resides at 2.8%. In the Category of "All Minorities," the College of Agriculture sits at 10.2 % but was below the University of Kentucky goal of 15.8%.

The University of Kentucky goal for female faculty is 34%. The College of Agriculture total was around 12% in 1997, previously peaked around 23% in 2002, and resided at 28% in 2011. Continual progress is being made and needed for degree program eligibility.

The College of Agriculture is currently working with the College's Diversity Advisory Committee on ways to recruit and retain diverse faculty. Further, the College of Agriculture maintains a positive relationship with 1890 land grant institutions and the Southern Regional Educational Board (SREB) for Doctoral Scholars, which allows posting of job announcements geared toward PhD's of color and women.

RECRUITMENT

Student Recruitment

Colleges and universities view diversity as an essential element for fulfilling their primary mission of providing a high quality education. Even though diversity is recognized as important, work remains to be done to increase the number of underrepresented students in the college. Minority students are severely underrepresented in American higher education, including the University of Kentucky College of Agriculture.

As set forth by the Diversity Review and Planning Task Force in 2003, the proposed recruitment plan for the College of Agriculture addressed three major areas including action, outreach, and accountability at four levels, students, faculty, staff, and extension. Our plans and activities have been influenced by both recommendations set forth in the task force report and suggestions from the diversity advisory committee. The major recommendations for recruitment of students include:

1. Build and foster relationships with high school counselors and extension agents making sure they are aware of the academic programs, scholarships, and other resources the college has to offer;
2. Visit high schools, especially those schools with agriculture programs and relatively large multicultural populations to make students aware of the admission process, college academic programs, scholarships, and other resources the college has to offer;
3. Attend university-sponsored recruiting events, such as "Come See for Yourself" and the "Preview Nights;"
4. Establish a working relationship with Undergraduate Admissions, Multicultural Affairs, and the college recruitment representative and determine where there is opportunity for collaboration;
5. Attend college fairs geared toward multicultural students;
6. Continue to attend career fairs to recruit graduate students to the College of Agriculture;
7. Track our progress by examining students who have entered the college by using information from Student Services, the Office of Employment Equity, and the Office of Institutional Research;
8. Follow up with students who decided to attend another institution for graduate school in order to understand the reasons behind their decisions;

9. Develop brief surveys for students who attend our presentations in order to determine what they learned and if we have achieved our goals with that specific audience;
10. Ensure that diversity related efforts and awards are widely publicized;
11. Examine and develop ways in which students, extension agents, college alumni as well as community groups and organizations can be involved in student recruitment.

Specific Recruiting Events Office of Diversity Attended for 2007-2012

This section includes events that the Office of Diversity attended and participated in relative to the recruitment strategies listed above:

- Each year, our office participates in the “Come See Blue for Yourself” programs. Most recently, in 2012 we participated in **twelve events** from the months of October through December with approximately 150 under-represented students at each “Come See Blue for Yourself” programs, which were sponsored by UK Admissions Office. These students were primarily seniors in high school. The grade point average for these prospective students ranged from a 2.5 minimum to a 4.0. The contacts made approximated 1050.
- The Office of Diversity attended the “Blue White Preview Nights” sponsored by the University Of Kentucky Office Of Admissions during the years of 2007-2012. The “Blue White Preview Nights” are open to all students and travel through out the state to advertise the colleges and programs for the University of Kentucky. The Office of Diversity attended events in areas that have a fair concentration of minorities such as Bowling Green, Paducah, Owensboro, Louisville, and Lexington. These events were during the months of September and October.
- During the years of 2007 -2012, individual high school visits have been of extreme importance in recruiting prospective students. Through the coordination efforts of extension agents, there have been several visits to Lexington area high schools, Seneca High School Career Fair each year, Louisville Central High School, Bardstown area high schools, Hopkinsville area high schools, Owensboro area high schools, Paducah area high schools, Bowling Green area high schools, Russellville area high schools, 4-H camps, and presentations at American Private Enterprise Camps. These schools have a substantial number of minorities present and have been visited on more than one occasion.
- Black Achievers is a program in Louisville and Lexington that provides scholarships and opportunities to minorities in their respective cities that reward a high level of scholastic achievement. Black Achievers serves as a major pipeline for prospective students. For the Year of 2007-2012, our team has attended the Black Achiever career fairs in Louisville and Lexington. The program is a weekend event and the Office of Diversity has presented at many of their meetings and clusters to represent the College of Agriculture.
- The Office of Diversity has participated in the Statewide Latino College Fair in 2012 in order to reach students in this population who are interested in attending

college. This event is sponsored by the Bluegrass Community & Technical College System and assisted by Kentucky State University.

- On-campus recruiting is a significant part of the work of the Office of Diversity. Several students come to the University of Kentucky unsure of majors and eventually change. The Office of Diversity has participated in the Freshman Summer Program Career Exploration each of the years, Best Kept Secrets and other specific events that Office of Institutional Diversity has offered to students.
- In recruiting graduate students, the Office of Diversity has participated in the Graduate Student Showcase provided by Center for Academic Enrichment Services, the MANRR Regional and National Conferences, and other career fairs which will be discussed later in extension recruitment. We also work closely with the associate dean for research and directors of graduate studies to identify minority graduate students. The College of Agriculture offered the Lyman T. Johnson Fellowship Match to recruit potential diverse doctoral students and this year has implemented the Diversity Teaching and Research Fellowships.

Extension Recruitment

A diverse staff is essential for the University's full engagement in a community of scholars. Scholarship and knowledge is informed by a multitude of perspectives. Additionally, a diverse staff enhances the university's reputation. Diverse students and staff attract more diverse students, and students are attracted by the idea of learning from peers and role models that resemble themselves. Also, socializing with someone of a different racial group or discussing racial issues contributes to students' academic development, satisfaction with college level of cultural awareness, and commitment to promoting racial understanding (Chang, 1996). The 2003 Civil Rights' task force report included many recommendations related to extension recruitment. The recommendations that have been addressed within the past five years are listed below, which are followed by a listing of actions that specifically address those recommendations:

- Ensure that diversity related efforts and awards are widely publicized
- Increase the number of African-American and other minorities in all job categories and the distribution of women in nontraditional job categories
- Streamline the hiring process for Extension agents
- Review the process for hiring county agents and explore ways to increase the diversity among members of interview committees
- Increase focus on recruiting minority Extension applicants from in-state candidates who are, or have attended colleges and universities in Kentucky
- Continue to send job announcements to historically black college and universities, but provide information about anticipated salaries

Specific Extension Recruitment Activities

- Diversity efforts related to extension are publicized on the diversity website and all extension agents are continually asked and welcomed to display images of these efforts on the site. Diversity efforts in extension are also recognized through Diversity in extension Awards.
- The extension associate for recruitment and retention as well as the extension personnel officer routinely attend college and career fairs to recruit promising minority candidates from historically black colleges and universities and other community organizations that have close ties to minority populations.
- In relation to the hiring process for extension agents, human resources made the application process automated and the interview process was shortened because the appropriate extension administrators and the extension associate for recruitment and retention joined the interview committees.
- In recruiting extension agents, a focus has been placed on in-state candidates by routinely attending college and career fairs at college and universities in Kentucky and maintaining a close relationship with employees of these schools who work with diversity and career exploration and counseling.
- We continue to send extension job announcements to historically black colleges and universities and maintain close relationships with department chairs, faculty, and USDA liaisons at these schools.

The College of Agriculture has experienced much success in recruiting minority agents for the cooperative extension service in recent years. Annual events that the UK College of Agriculture, Office of Diversity, participated in for the years 2007 -2012 are listed below:

- University of Kentucky Career Fair
- University of Kentucky College of Agriculture Career Fair
- University of Kentucky Multicultural Career and Networking Fair and Luncheon
- Kentucky State Career Fair
- North Carolina A&T University Classroom Presentations
- Morehead State University
- Western Kentucky University
- Berea College
- Best Kept Secrets Program at the University of Kentucky
- Eastern Kentucky Career Fair
- MANRRS National and Regional Conference Career Fair, which has attendance from all 1890's colleges and representatives

RETENTION

Student Retention: First-to-Second Year

UK 2009-2014 Strategic Plan Metric 1-3 states Increase the first-to-second year retention rate to 85 percent. The University's objective is to reduce and eventually eliminate differences in achievement for Black or African American and Hispanic or Latino students in comparison to White student retention.

The College of Agriculture provides a continuous array of programs and services to support the curricular and extra-curricular success of the student community. Student retention and graduation rates are closely monitored and aligned with the University of Kentucky mission. In Tables 1–8, the College of Agriculture undergraduate enrollment and retention rates are listed by race and ethnicity. The College of Agriculture is slightly below the University of Kentucky as whole but is working diligently to eliminate those gaps through the following student retention activities.

- One-on-one meetings with students to discuss progress in grades, goals, and expectations of each individual student
- Updated emails, Facebook, and Twitter on scholarships and internships geared toward minority students
- Highlight Student accomplishments in *Ag Diversity* Newsletter
- Placement of students in student employment in various departments in the College of Agriculture
- Incorporation of MANRRS members in UK Preview Nights and the Come See For Yourself programs to gain a sense of pride in the UK College of Agriculture and to promote our programs to prospective students
- Solicited funds estimated at \$15,000 for the undergraduate chapter of Minorities in Agriculture, Natural Sciences, and Related Resources to attend the Regional and National Conference Orlando, Florida, Purdue University, Indianapolis, Indiana, Atlanta, Georgia Kansas City, Missouri with the goal of giving students networking opportunities with top agriculture research firms, and an opportunity to speak with other schools about advanced degrees in their fields
- Contributed Funds for Minority Students to attend Egg and Poultry College and Career Fair in Atlanta, Georgia
- The extension recruitment and retention associate was chosen to participate in the 2010 UK Black and Latino Male Initiative, which is a campus-wide group for mentoring minority college men on educational opportunities and personal development

MANRRS

The Minorities in Agriculture, Natural Resources, and Related Sciences group (MANRRS) has been the focus of retention as well as recruitment opportunities in the College of Agriculture. The group is the most recognizable minority association present in the College of Agriculture.

The MANRRS group has been recognized as a chapter in good standing for the last five years from the national office due to quality programming, community service, participation, and membership. MANRRS is also running for the National Chapter of the year in 2012. The MANRRS chapter recently won 2011/2012 Regional 3 Chapter of the year and the advisor was a finalist for the 2011/2012 Advisor of the Year. The MANRRS group has been successful in speaking at numerous events around campus, involved in Ag Roundup, Ag. Student Council, and Black Student Union events. Community service involvement includes volunteering at local middle schools, Habitat for Humanity, Kid's carnivals, and representation in student recruitment events such as Major Talks, Fall Fest, Campus Ruckus, and Come See Blue for Yourself. The UK MANRRS Chapter has also had individual winners at the National Conference in the areas of impromptu speaking, public speaking, and Poster Research Contests. Due to the support of the College of Agriculture, several MANRRS students are afforded the opportunity to attend the National Conferences where they are awarded internships, full-time jobs, and graduate school opportunities.

Undergraduate

Table 1. College of Agriculture First-Year Enrollment and Retention vs UK

Cohort	First Fall Enrollment	First Fall to Spring Retention		First Fall to Second Fall Retention		First Fall to Third Fall Retention		First Fall to Fourth Fall Retention		Four Year Degree Completion	
		Coll	UK	Coll	UK	Coll	UK	Coll	UK	Coll	UK
	N	%	%	%	%	%	%	%	%	%	%
2007	258	87.2	90.3	75.1	82.1	59.3	72.1	50.0	66.7	31.4	37.2
2008	349	90.5	94.3	72.8	82.2	57.0	72.5	52.7	69.6		
2009	283	86.2	92.9	64.7	79.5	55.1	71.4	53.4	68.9		
2010	382	87.7	91.9	69.6	82.5	53.7	72.8				
2011	338	86.4	93.5	71.0	84.0						
2012	402										

Source: Office of Institutional Effectiveness

**Table 2. COA First-Year Enrollment and Retention Rates
International Students**

Cohort	First Fall Enrollment	First Fall to Spring Retention	First Fall to Second Fall Retention	First Fall to Third Fall Retention	First Fall to Fourth Fall Retention	Four Year Degree Completion
	N	%	%	%	%	%
2008	4	100.0	100.0	100.0	75.0	
2009	2	100.0	100.0	50.0	50.0	
2010	5	80.0	100.0	60.0		
2011	3	66.7	33.3			
2012	3					

Source: Office of Institutional Effectiveness

**Table 3. COA First-Year Enrollment and Retention Rates
Black Non-Hispanics**

Cohort	First Fall Enrollment	First Fall to Spring Retention	First Fall to Second Fall Retention	First Fall to Third Fall Retention	First Fall to Fourth Fall Retention	Four Year Degree Completion
	N	%	%	%	%	%
2007	18	100.0	100.0	88.9	83.3	16.7
2008	32	93.8	78.1	62.5	62.5	
2009	34	94.1	73.5	70.6	61.8	
2010	22	90.9	81.8	63.6		
2011	8	100.0	100.0			
2012	14					

Source: Office of Institutional Effectiveness

**Table 4. COA First-Year Enrollment and Retention
American Indian or Alaskan Native, Non-Hispanic Only Students**

Cohort	First Fall Enrollment	First Fall to Spring Retention	First Fall to Second Fall Retention	First Fall to Third Fall Retention	First Fall to Fourth Fall Retention	Four Year Degree Completion
	N	%	%	%	%	%
2008	2	100.0	100.0	50.0	50.0	
2009	1	100.0				
2012	2					

Source: Office of Institutional Effectiveness

**Table 5. COA First-Year Enrollment and Retention
Asian, Non-Hispanic Only Students**

Cohort	First Fall Enrollment	First Fall to Spring Retention	First Fall to Second Fall Retention	First Fall to Third Fall Retention	First Fall to Fourth Fall Retention
	N	%	%	%	%
2007	2	50.0	50.0	50.0	50.0
2008	2	100.0	50.0	50.0	50.0
2009	3	100.0	100.0	100.0	66.7
2010	6	100.0	83.3	100.0	
2011	3	100.0	66.7		
2012	3				

Source: Office of Institutional Effectiveness

**Table 6. COA First-Year Enrollment and Retention
Hispanic or Latino Students Regardless of Race**

Cohort	First Fall Enrollment	First Fall to Spring Retention	First Fall to Second Fall Retention	First Fall to Third Fall Retention	First Fall to Fourth Fall Retention
	N	%	%	%	%
2007	1	100.0	100.0		
2008	5	100.0	80.0	40.0	40.0
2009	7	85.7	71.4	71.4	57.1
2010	6	83.3	83.3	50.0	
2011	8	100.0	87.5		
2012	9				

Source: Office of Institutional Effectiveness

**Table 7. COA First-Year Enrollment and Retention
White Students**

Cohort	First Fall Enrollment	First Fall to Spring Retention	First Fall to Second Fall Retention	First Fall to Third Fall Retention	First Fall to Fourth Fall Retention	Four Year Degree Completion
	N	%	%	%	%	%
2007	232	90.1	81.0	71.1	65.9	38.8
2008	296	93.9	82.1	73.6	70.6	
2009	233	93.1	80.7	71.7	71.2	
2010	327	92.0	82.3	74.3		
2011	297	93.3	84.8			
2012	344					

Source: Office of Institutional Effectiveness

**Table 8. COA First-Year Enrollment and Retention
Race Unknown**

Cohort	First Fall Enrollment	First Fall to Spring Retention	First Fall to Second Fall Retention	First Fall to Third Fall Retention	First Fall to Fourth Fall Retention	Four Year Degree Completion
	N	%	%	%	%	%
2007	5	80.0	80.0	80.0	60.0	60.0
2008	8	100.0	100.0	87.5	87.5	
2009	3	66.7	66.7	66.7	33.3	
2010	8	100.0	87.5	62.5		
2011	7	100.0	85.7			
2012	14					

Source: Office of Institutional Effectiveness

Extension Retention Activities

Retaining extension agents remains a priority for the Cooperative Extension Service and the Office of Diversity. There have been various mechanisms set in place to ensure that our minority extension agents have a rewarding experience. The Diversity Network was established to serve and support extension professionals with diverse backgrounds as they work to meet the needs of extension clientele. The network's efforts are focused on increasing the recruitment and retention of extension professionals from diverse backgrounds, providing programs and activities that enhance professional development, support and social interaction among members, increasing awareness of cooperative extension employment opportunities, and promoting diversity training for all extension personnel. The Office of Diversity has expanded the visibility of the Kentucky Diversity Network in acting as an advisor to the group. The group has recently elected officers and committees, which consists of employees from UK and Kentucky State University. Furthermore, the Diversity Network has had two Retreats as well. The group serves as a mechanism to discuss the climate of the Cooperative Extension Service and builds on reasons for the agents and other minority staff to stay in extension.

In addition, several minority agents have assisted with recruitment trips to colleges and high schools in which they attended. Those colleges and high schools have been Kentucky State University, North Carolina A& T University, Arkansas Pine Bluff, University of Kentucky, Chicago High School of Agricultural Sciences, and Morehead State University. Involving agents in the recruiting process gives them a sense of pride in their job responsibilities and encourages them to remain employees with the Cooperative Extension Service.

The Cooperative Extension Service has also provided support for the Tri-State Diversity Conference, which is hosted by Ohio State University, Kentucky State University, Purdue University, and UK Cooperative Extension Service.

COMMUNICATION

A part of creating a welcoming, supported environment within the College is through awareness and visibility, which can be achieved through various modes of communication. Our dedication to diversity is illustrated in part through the level of visibility of our efforts in college communications. Toward this end, it was recommended by the task force that a diversity website be created. Specifically, the task force suggestions included:

- Conduct an assessment of the college website ensuring that photos and other media represent diversity

- Construct a website devoted to diversity, which is clearly accessible from the College home page
- Ensure that minority recruitment and retention position contact information is available on all webpages with information for students
- Ensure that diversity related efforts and awards are widely publicized

The Office of Diversity has successfully implemented each of these recommendations. In the summer of 2006, the Office of Diversity launched a diversity website, which is comprehensive in nature. The site includes comments from both the Dean and the Assistant Dean for Diversity Programs to set the tone for the College's view on diversity programs. Because the site is intended to be a resource for diversity issues, we have included various links at the college, university, and community levels. Because we value those who work toward achieving diversity, we included a page for recognition of diversity efforts to highlights those individuals and groups who have been awarded for their efforts. There is also a student webpage that offers resources for support, involvement, and scholastic opportunities in the college and the university. Since cooperative extension remains a vital part of our college mission, there is a section devoted to extension programming, the diversity network, and information related to becoming an extension agent. The webpage is directly accessible from the college homepage. The Office of Diversity website is an important tool we utilize for awareness, recognition, information, recruitment, and retention purposes. It is important to note this website is a continual project that will experience ongoing progress. We have invited all individuals who are members of our college to offer their suggestions, additions, or comments that will work to further the success of this website project.

In addition to employing the website as a tool for communicating our programs and opportunities, we utilize human resources as well. The College of Agriculture Diversity Advisory Committee includes representatives from various units in the college and Kentucky's Land-Grant Partner Kentucky State University. This group is very helpful in communicating our goals and programs to their respective units as well as to prospective students, faculty, and staff. Additionally, the Diversity Network has been a very helpful resource for our office in terms of recruiting students and extension personnel. Our College of Agriculture Diversity team also participates in several conference and committees throughout the year and we also seize opportunities to make others in the academic community aware of our initiatives and the outstanding opportunities we have available in our College.

In addition to these partnerships, we also communicate our achievements, services, and opportunities through printed and social media. Over the past five years, we have submitted several reports to the necessary parties detailing our efforts and activities in terms of recruitment and retention. We have also developed public relations documents,

which specify our purpose, our goals, our opportunities, and our services. Through all of these forms of communication, our intention is to inform the college and campus community, as well as the public about our dedication to diversity and promote our college as an academic unit that works to provide wonderful opportunities for students, faculty, and staff to grow intellectually, socially, and professionally. This is our goal.

In 2012, the Office of Diversity constructed a Diversity Communication Plan. The plan includes a quarterly newsletter (Ag Diversity Digest), a Facebook page, and a Twitter Account, which highlights all employment and research opportunities and accomplishments in the College of Agriculture.

TRAINING

Diversity training has become an important segment of our progress. Several of the recommendations in the in the initial Civil Rights' task force report emphasized the implementation of a training program. These recommendations included:

- Establish mandatory diversity and retention training programs for all department chairs and supervisors
- Develop a plan for on-going diversity training for all college employees

In 2007, emphasis was placed on continual training of faculty, staff, and students geared toward working with diverse populations. The previous training sessions on equal opportunity, affirmative action and diversity issues were conducted by Terry Allen, Lionel Williamson, Jim Lawson and Rosemary Veach. Approximately 650 employees received the training representing 26 academic departments, centers and administrative units.

In addition, Cooperative Extension Service has included Diversity training as a part of their Annual Core Training for all new employees. The training was conducted by the Assistant Dean and Director for Diversity, Director of Extension Personnel, and an employee of Kentucky State University. Also, Cooperative Extension Service includes a diversity segment in the New Agent Orientation which focuses on reaching out to diverse audiences.

After the Civil Rights Review in 2012, both Extension and Research have worked diligently to construct teams to conduct annual diversity training beginning in 2013. The Research Diversity Training includes representatives from the Office of Equal Opportunity, the Research Office, and the Office of Diversity. The Extension Diversity Training Group includes representatives from Kentucky State University, Cooperative

Extension Service Agents, Director of Extension Personnel, and Assistant Dean and Director for Office of Diversity.

CROSS-SECTIONAL ACCOMPLISHMENTS

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 the college as well as entities connected to the college. The following listing reflects the additional efforts of the Office of Diversity as well as the entire College of Agriculture family in response to addressing Goal IV of the College Strategic Plan.

- 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 a Tri State Extension Diversity Conference incorporation with Purdue University of Indiana and The Ohio State University.
- In Cooperative Extension Service, for the first time the number of Extension Agents who are minorities reached 5%. For FY11, 12.5% of the total agents hired were minorities. In addition, after a national search, an African American was hired as Director of the Program and Staff Development.
- In Cooperative Extension Service; Fleming, Bracken, Robertson, Mason, and Lewis conducted a five-county Farm School for Women was planned to give women a chance to increase their knowledge of agricultural practices.
- Cooperative Extension Service conducted a “Nurturing Behind Bars Program” which was a 13-week class to help fathers in a minimum security facility learn to positively interact with their children.
- Provided program leadership and financial support in the amount of over \$40,000 dollars for UK College of Agriculture Minority Summer Intern Program.
- Russell County Extension SNAP-Ed Assistant, Margie Martinez; Small Farm Assistant Wanda Miick (KSU); EFNEP Assistant Julie Beckmann; and Agents Pam York (FCS); and Raymond Thompson (ANR), continued their Community Garden for limited resource families in a new more visible and convenient location.
- Steve Osborne, Allen County Extension Agent for ANR, formed a new partnership with the local Mennonite community to help them gain ability to retain existing markets and acquire new markets for their produce. Instruction was provided to the community including pesticide training, agricultural practices needed so they could meet requirements of a Third Party Audit (to be conducted the coming year), value added products, and marketing opportunities.
- Carlisle, Ballard, Fulton, and Hickman with agents Sara Bogle (FCS), Carla Harper (ANR), Debbie Temple (FCS), Cam Kenimer (ANR), Amy Tyler (FCS),

- Melissa Goodman (FCS), and Darian Irvan (ANR) conducted the Annual Four River Counties Women in Agriculture Seminar is held to give women in agriculture educational and networking opportunities that help them realize they have a valuable role in making agriculture related decisions.
- Bonnie Sigmon, Laurel County Extension Agent for Horticulture, planned and installed a “square foot garden” for use by residents of a low-income housing complex. Along with the garden materials, the participants received vouchers to purchase vegetable plants at the local farmers market. Mini-workshops were conducted on a weekly basis to address issues or concerns the participants had about their garden.
 - Edith Lovett, Pulaski County Extension Agent for FCS and Program Assistant Brenda Williamson led the Literacy, Eating, and Activity for Primary (LEAP) Program was taught to 475 students in Oak Hill Elementary School which has an 8% Hispanic population. Nutrition, food safety and manners were included in the monthly lessons.
 - Lee Ann McCuiston, Todd County Extension Agent for 4-H Youth Development, partnered with local agencies to provide a two-day fine arts camp that enabled youth to better understand a more diverse culture through music, art and dance and to explore their own talents in this area.
 - Menifee County Cooperative Extension Service partnered with the Frenchburg Job Corps Civilian Conservation Center to offer horticulture to classes to more than 75 inner city students who were currently enrolled in the Frenchburg Job Corps.
 - The Interracial Men’s and Women’s group of McCracken County along with the Cooperative Extension Service formed a diversity program known as Calling All Colors to come together to share their cultures with one another in a barrier free environment.
 - Hart and Barren County Cooperative Extension Services partnered with community groups to plan the seventh annual Hispanic/Latino Health Fair.
 - Cora Hughes, Muhlenberg County Extension Agent for Fine Arts developed the county’s first Arts Council, with over 30 members, from every area of Muhlenberg County. High school students, senior citizens, and African Americans serve on the council.
 - The College of Agriculture continued to provide financial support and resources estimated at over 10,000 dollars for the undergraduate chapter of Minorities in Agriculture, Natural Resources, and Related Sciences to attend The MANRRS Regional Conference in Columbus Ohio and National Conference in Overland Park, Kansas.
 - MANNRS (Minorities in Agriculture, Natural Resources and Related Sciences) program have worked with Dr. Terry Connors to educate youth and their parents about everyday importance of wood and forestry during Arbor Day programs at the UK Arboretum, the State Botanical Garden of Kentucky.
 - The COA continued to be an active Participant in the Lyman T. Johnson Banquet and continues to match 8 Lyman T. Johnson Fellowships for diverse students in the areas of Family Studies, Plant & Soils, Agricultural Economics, and Vet Science.

- Provided a series of workshops for UK College of Agriculture Extension Professionals on ways to recruit and retain diverse county extension councils.
- Our Animal and Food Sciences Department have recruited 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 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 to address the unique needs of minority extension professionals. The retreat was well attended by professionals by UK and Kentucky State University.
- UK College of Agriculture, Office of Diversity provided leadership in a series of discussions with administrators, faculty, and students regarding campus climate surveys.
- Increasing the diversity of the Master's student population remains a priority for the forestry department. We currently have three minority students enrolled in the Master's program. We have a male and a female from Nepal and a female, Hispanic student.
- Dr. John Cox is working with Master's student, Alex Betancourt, who has expressed interest in working on diversity issues. Dr. Cox and Ms. Betancourt are in the early development phases of examining minority student enrollment in the natural resources field.
- For the last 5 years, students from Alabama A&M University, a historically Black university, have joined our Forestry department juniors for one week of the forestry summer camp. Each year around 12-20 Alabama A&M University undergraduate students participate in this program.
- In December 2010, the forestry department hired an Academic Coordinator to help take a proactive approach to recruiting new students and increasing the diversity of students in our program. Since December, the Academic Coordinator has been preparing recruiting materials and has begun working with high school teachers and others to promote the forestry program to prospective students.
- Since 2007, the forestry department has been working with Southern forestry schools on increasing the number, quality, and diversity of undergraduates enrolled in forestry and related disciplines. As a follow-up to this work, in February 2011, Dr. Terrell Baker (Chair) and Dr. Laura Lhotka (Academic Coordinator) collaborated with colleagues from The University of Tennessee, North Carolina State University, and Stephen F. Austin State University to

- submit a USDA Higher Education Challenge Grant proposal for \$565,330. The proposal addressed issues related increasing the number, quality, and diversity of undergraduate students enrolled in forestry and related disciplines.
- Forestry Department Chair and Academic Coordinator will reach out this fall to several institutions to recruit minority undergraduate and graduate students. For example, our department has a 2 plus 2 relationship with Kentucky State University that has been underutilized during recent years – we plan to work with faculty and administration at that institution to identify reasons for this lag and possible fixes. Other minority colleges and universities in the region will also be contacted.
 - Efforts were made to increase the diversity of the faculty with our recent faculty hire. In July 2011, Dr. Marco Contreras began work in the department as Assistant Professor of Forest Management. Dr. Contreras is from Chile and spent the last several years in Montana. Dr. Contreras brings a diverse perspective of forestry to our department. Forestry Department Chair, Dr. Terrell Baker, has had discussions with Dr. Contreras about implementing an exchange program for students from Chile and other countries in the region. Dr. Contreras' contacts may provide a valuable opportunity to attract students to our department for all or part of their undergraduate forestry careers.
 - The Agricultural Economic Department continues to house the College's Office of Diversity.
 - The Agricultural Economic Department provided a meeting location and services (e.g., copying) for the MANRRS Chapter.
 - The Agricultural Economic Department employed two minority work-study students during the academic year.
 - The Agricultural Economic Department admitted two minority students (Ron Childress and Chaquenta Smith) to its graduate programs, and provided Lyman T. Johnson matching funds for these students.
 - Agricultural Economic Department faculty members are principal investigators on an extensive Beginning Farmer Program funded by USDA that includes extension programming for diverse refugees and collaboration with Kentucky State University.
 - The Agricultural Economic Department renewed the adjunct faculty status of two faculty at Kentucky State University, with whom the department collaborates on research and advising of student projects.
 - The Agricultural Economic Department Director of Undergraduate Studies advised several new diverse students who were drawn to the major by word-of-mouth.
 - The Family Sciences Department has made a strong commitment to diversity. The following statement associated with diversity was included in the recent strategic plan): The Family Studies Department faculty enthusiastically endorses the University of Kentucky goals and objectives to

promote diversity and inclusion. We agree that diversity is one of the strengths of American society and are keenly aware that participation in diverse families, workplaces, schools, and communities is the norm and not the exception. With an applied focus on families, the Family Studies Department will prepare students for meaningful and responsible engagement within and across diverse communities. We share the University of Kentucky goal to help students attain a deeper understanding of and commitment to authentic democratic values and social justice, embrace a greater commitment to service and leadership for the common good, exhibit greater cultural knowledge and competence, play a personal role in Kentucky's success in the global economy. We accept the responsibility to embrace and nurture diversity as a core value with the result that the goal of diversity is inherent in all of the Department's strategic goals. Faculty members in the Family Studies Department have made a commitment to completing scholarship and delivering outreach programs associated with understanding the needs of families that are underserved or marginalized. The Family Studies curriculum infuses themes of diversity throughout all courses.

In addition to infusing diversity in our curriculum, The Family Science Department is completing research associated with diversity in families, and recruiting a diverse student population, we have provided tangible financial support to graduate students. We successfully obtained Lyman T. Johnson awards for six students.

- March 2011 – 30 students from family sciences, hospitality management & tourism, and merchandising, apparel and textiles traveled to Paris, France for a study abroad experience designed to explore the cultural differences relative to their area of study. (Details at <http://www.ca.uky.edu/HES/index.php?p=797>).
- May 2011 – 3 students and 2 faculty members traveled to Ghana for a 2-week study tour that provided an international academic experience and service-learning opportunity. Participants explored the history and culture of Ghana while visiting a number of key sites and villages.
- January 2011 – a delegation including 1 faculty member from Nutrition & Food Science and spouse, 1 graduate student, a Ky Extension Homemaker Association Leader, and 1 Ag faculty member traveled to Ghana for a research and service trip. The delegation spent two weeks working to finalize plans for a feeding program at the Kentucky Academy, a kindergarten in the village of Adjeikrom. (Read more about the long-range plans at <http://www.ca.uky.edu/hes/index.php?p=779>)
- The School of Human Environmental Sciences provided support for the observance of Africa Week April 4-8, 2011. Sponsorship provided through HES supported the performance by the Louisville

River City Drum Corps on April 6th. The Department of Plant and Soil Sciences prepared for the USDA Civil Rights Review originally scheduled for April. Comments on diversity were included in our graduate student orientation program and the fall semester departmental faculty meeting.

- The Tracey Farmer Center is currently helping many groups across campus put on conferences, workshops and other events in addition to putting on their own. These events include the 2011 Diversity Summit and the Kentucky Girls STEM Collaborative.
- The Tracey Farmer Center is also working with First Baptist Church, Bracktown on an enhancement program for the Black Male Working program. The Tracey Farmer Center has formed partnerships with the United Way of the Bluegrass and the Living Arts and Science Center.
- The Tracey Farmer Center has played a role in the awareness of Agriculture and Science in taking the Black Male Working group to Robinson Forest.
- The Tracey Farmer Center has played a key role in the BMW Garden Groundbreaking Ceremony, and is currently in the developmental stages of working with the groups in Fayette County to create a Latino Males Working group.
- By the nature of being a garden, the Arboretum, continues to serve a very diverse population.
- Hosted four Borlaug International Science Scholars from West Africa (three from Senegal; one from Niger)
- Funded (through external grants) trips by three UK faculty members to Africa to collaborate on research with former Borlaug Scholars. The trips were by Glen Aiken (Ghana); Mark Williams (Ghana); and Tim Woods (Kenya)

LOOKING AHEAD

The Office of Diversity has experienced many successes since its establishment. Our current initiatives serve as a foundation for our plans in the future. As we work diligently to increase our targeted goals in terms of numbers, it is important to remain vigilant of progress, but we want to work to be in a position where we are able to move beyond the figures and turn some of our efforts to creating and fostering an environment of inclusion, support, acceptance, accountability, and awareness. We have addressed and successfully executed a majority of the recommendations in the task force report; nevertheless, there still remain significant suggestions that need to be pursued. A portion of these recommendations would require the support and participation of outside units and college and university administrators in order to be implemented effectively. These recommendations include:

- Establish a procedure within the College for search committees to follow for advertising positions to ensure a diverse candidate pool. Department chairs and

search committees should be accountable to the Dean for implementing this process.

- **Rationale:** Search committees play a pivotal role in accessing prospective candidates for available positions in our College. The process by which they search and select candidates to interview will be directly related to the number of diverse candidates who apply and are considered for positions. The procedure related to searches needs to be articulated to committees to ensure accountability and the most exhaustive, diverse candidate pool.
- Develop an on-campus summer recruitment program for minorities and women in underrepresented departments interested in agriculture-related fields such as an honorary science program.
 - **Rationale:** As many individuals, especially minorities are not aware of the vast opportunities in agriculture and human environmental sciences at the collegiate level, a summer recruitment program could work as a tool for awareness of our academic programs and recruitment of students.
- Establish a mentoring network for incoming students (both freshmen and transfer students).
 - **Rationale:** Mentoring is a proven behavior that helps to retain students and faculty, while creating opportunities for social outlets, networking, and professional development. Therefore, in addition to having advisors that assist students with course sequencing, there is also a need to create a student-to-student mentoring program that addresses personal and professional development.
- Develop a workshop on enhancing an inclusive classroom climate.
 - **Rationale:** The Report on African-American student success at the University of Kentucky, as well as the task force report and the campus climate survey suggest the need for professors to become more aware and sensitive to the unique needs of minority students. Developing such workshops can address retention and climate.
- Recognize faculty and staff contributions for mentoring minorities and women students.
 - **Rationale:** There are faculty members in our College that demonstrate their interest in students' lives by sharing their time and advice through mentoring. This mentoring contributes to the success of our students and these efforts should be recognized to show our support as well as encourage other faculty members to engage in mentoring.
- Conduct a survey on the current climate within our College, including perceptions and attitudes toward diversity, and provide mechanisms for follow-up based on results.
 - **Rationale:** In the College of Agriculture, we consider ourselves a family, an important element of our success as an academic unit. So it is important to learn more about the things we do well and also identify aspects of our College we can improve. To this end, it is beneficial to conduct climate surveys that are unique to our college to understand how

all of our members view the environment in the college related to diversity and inclusion.

- Develop and fund a 'Diversity in Agriculture' lecture series that is advertised across the campus and that both highlights work in the college, but also includes visiting scholars.
 - **Rationale:** Visiting faculty or adjunct minority professors will enrich the intellectual enterprise for students and faculty and may attract additional underrepresented faculty and students to the campus. A steady stream of visiting scholars will help reduce the rarity of having minorities in the departments and across the campus
- Conduct an accessibility audit of college programs and facilities. Ensure accessibility of all facilities and college events.
 - **Rationale:** We want to make sure that all are able to access our facilities with ease. Ensuring accessible grounds further promotes a welcoming environment.
- Strengthen existing diversity efforts in student recruitment and retention and in cooperative extension by replacing the current single position with dual responsibilities with two separate positions, one dedicated to student recruitment and one dedicated to cooperative extension and other College Agriculture employees' efforts.
 - **Rationale:** The Office of Diversity seeks to expand its efforts to recognize diversity needs in the broadest context. We need to look beyond race as it relates to recruitment and retention. As we look at diversity efforts in the future, an additional position may be needed. The responsibilities of this position may include recruitment and retention, as well as outreach, public relations, designing media, maintaining the website, conducting analysis of hiring trends. This position could also be responsible for designing and analyzing survey instruments for the diversity efforts in the College related to recruitment, retention, climate, and training.

We hope to solicit the continued support of the Dean and College administrators as we work collectively to establish diversity as an integral part of the College of Agriculture's mission.