

College of Agriculture and Natural Resources Inclusive Excellence Report

Report period: 1/1/18 – 12/31/18

Faculty and Staff

Recruitment. We had several faculty searches that were active during this time period. Faculty positions were advertised in a variety of locations including Diverse and Hispanic Outlet to reach a larger pool of candidates. Additionally, search committee members for both faculty and staff searches took part in training to reduce bias during the selection process. Search committees implemented the use of rubrics to evaluate applicants both during the initial screening and following virtual and in-person interviews.

Faculty Mentoring. During the fall semester, CANR Dean Mark Rieger hosted the New Faculty Mentoring Series. This series consisted of six weekly lunch sessions for the seven new faculty members in the college. The goals of the series included introducing new faculty to resources, assisting with acclimating faculty to the university and college, and fostering a sense of community among new faculty. Programming during the initial week focused on diversity and inclusive excellence at the University of Delaware. Topics for subsequent weeks included teaching, promotion and tenure, research and grants, and centers and institutes.

Students Success

AGcelerate Enrichment Program. The goal of the AGcelerate Enrichment Program is to promote personal, academic and leadership development in students and to celebrate diversity in the college. The program is available to all students in CANR but is heavily promoted to students from underrepresented backgrounds. During this period, there were approximately 180 students who elected to participate in AGcelerate, and 35% of these students were from underrepresented backgrounds. During 2018, AGcelerate sponsored individual academic tutoring for approximately 10 students and weekly math and chemistry group tutoring during the fall semester. We hosted approximately one event per month including a dinner with a guest speaker and activities focused on time management, a service event to clean up invasive plants on south campus, an outreach event during Ag Day, a dinner with a student panel discussion on leadership, and a bonfire team-building trip. In addition, we hosted “Study Break in the Commons” during the last week of each semester where we provided food and encouraged students to use Townsend Hall as a place to study for finals.

Undergraduate Recruitment. Approximately 65 “Ag Ambassadors” are current students who serve as tour guides and contact persons for potential future students and their families. New Ag Ambassadors are recruited annually and we strive to have as diverse a group as possible. Ag Ambassadors are trained to demonstrate inclusivity and make all visitors feel

welcome. Each visiting prospective student and their family also meet with a faculty member during their visit.

Undergraduate Student Services Initiatives. Undergraduate Student Services offers multiple resources for current students. One of these is the UCanDolt program with Academic Program Manager Katie Daly. That program offers personalized support to students having academic difficulty or those on academic probation. Additionally, the Talk of Townsend blog is regularly updated with opportunities for current students including internships, student support services, and scholarships.

Undergraduate Pipeline Initiative. Our college took part in Brain-STEM day in May of 2018. This university wide graduate student-led outreach event aimed to cultivate interest in STEM fields among historically underrepresented middle school students. At this event, our college hosted a variety of exhibits that spanned across three of our four departments. The focus of these interactive exhibits were animal science, entomology, landscape architecture and food safety, and the goal was to get students excited about agricultural degrees and careers.

Graduate Pipeline Initiatives. Two undergraduate summer research programs were active in summer of 2018. Both are 10-week paid programs that match students with CANR faculty members to conduct research projects. In addition to this work, students join in skill development, teambuilding and professional activities that culminate in presenting their research at UDs Undergraduate Research Symposium. The Summer Institute program had five participants in 2018 including two from underrepresented backgrounds. This annual program is supported by CANR. The second program is Envision that celebrated its second year in 2018 and is supported by a three-year grant from the USDA. There were thirteen participants in Envision on summer 2018. Eight of the thirteen participants were from underrepresented racial or ethnic backgrounds and over half were recruited from collaborating HBCU institutions.

Academic Programming

Multicultural Course Initiative. In 2018, only one course taught in CANR satisfied the University's Multicultural Course Requirement. This is not reflective of course content, as a 2017 survey indicated that nearly 80% of faculty addressed diversity competencies in their existing courses. To overcome this disparity, the 2018 CANR Teaching Minigrant program offered grants of up to \$10,000 for faculty to offer new courses or modify existing courses to meet the Multicultural Requirement. Five faculty members received grants to develop five multicultural courses that span across all four departments of the college. Faculty submitted the courses for multicultural approval in fall of 2018 and courses will be offered beginning in fall of 2019.

Diversity Training. Jennifer Daniels participated in Cooperative Extension's First Friday training series for faculty staff in Cooperative Extension. Thirty-seven faculty and staff

members took part in that training through Zoom. On February 2, Ms. Daniels presented on recruiting diverse applicants and participants.

Growing Diversity in Science Series. A faculty group led by Dr. Jennifer McCarthy hosted two events aimed at increasing diversity in science. On April 18, Dr. Monica Granados from the University of Guelph presented a seminar entitled "Increasing diversity through open science and education: How greater access to knowledge and Data can make science more inclusive". Over 60 students, faculty, and staff attended this event. In May, Jennifer Daniels and Adam Foley gave an interactive workshop and presentation to an audience of 30 students, staff and faculty.

Climate and Culture

Cooperative Extension. Through the College's Extension mission, Cooperative Extension reached hundreds of local families, and approximately 25% of those families were from underrepresented racial or ethnic groups. During this period, Cooperative Extension hosted many events and activities as noted in their event calendar (<http://extension.udel.edu/>).

Inclusive Excellence Awards. At convocation, CANR presents awards to select graduating seniors and one or two faculty and staff members each year. Beginning in 2019, we will present an annual student award and a biennial faculty or staff award for commitment to inclusive excellence. Work done in 2018 included developing the idea, application materials, selection criteria and evaluation rubric.

Veterinary Networking. The Department of Animal and Food Sciences hosted the first annual Pre-Vet Alumni and Delaware Veterinary Practitioners Reception during UD's Homecoming Weekend. This event was spearheaded by a keynote presentation from CANR alumnus Dr. Courtney Campbell. Dr. Campbell is an African-American veterinarian who is well known among our students, faculty, and staff due to his television and media presence. His presentation aimed to push students to find their passion in pursuit of their careers.

Film Screening. The CANR Diversity Committee hosted a free movie aired at Main Street Movies on Monday, April 23. The film presented was "The Color of Fear" and was attended by 32 individuals that represented a mix of faculty, staff, graduate students and undergraduate students. Despite the age of the movie (released in 1994), the attendees still found it relevant and comments included "extremely moving emotionally", "this film has made me more sensitive to issues that others face every day", "eye-opening to racial issues that one may easily overlook in their everyday lives", and "this film has influenced how I think about culture, race, and people".

Ag Day and Fall Fest. Ag Day is hosted annually on the last Saturday in April. In 2018, approximately 7,000 visitors enjoyed a variety of exhibits and activities including bird shows, bee demonstrations, livestock exhibits, 4-H arts and crafts, farm tours and plant sales. Fall Fest is an annual tradition that began in 2016 to welcome new students to the

college. Participants at Fall Fest enjoy games and giveaways, music, fellowship, and dinner featuring items from UD's farm.