Fall 2015 Diversity Programs Office (DPO) Update
Kansas State University
College of Agriculture/ K-State Research and Extension (KSRE)

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Zuleica Gerardo – Undergraduate Assistant

The Diversity Programs Office in the College of Agriculture is the first of its kind is the first of its kind in all of the Big XII.

Program Goals
- Providing and promoting leadership opportunities, understanding, goodwill, diversity, and friendship among its students and faculty in the College of Agriculture (COA) and K-State Research and Extension (KSRE)
- Identify, recruit, mentor and graduate students who are underrepresented in agricultural sciences.
- Increase the minority applicant pool for the KSRE

Accomplishments
- 354 domestic multicultural students enrolled Fall 2015
  - 265% increase from 97 in 2005
  - 68.6% increase from 210 since 2010
- Student Success Program
  - Guaranteed 4.0 program for MAPS, KOMPASS, and other students
  - Parent/Student Successful College Transition Facilitator at student orientation
  - Program advising to support student academic and personal development
  - Peer tutoring and peer/executive mentoring programs initiated to enhance student success.
- Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) engaged in College and University recruiting events, including New Student Orientation, campus visits, and multicultural pride day.
  - MANRRS 2015 Regional Conference, Lincoln University, Jefferson City, MO with 9 student delegates
  - MANRRS 2015 National Conference, Houston, TX with 10 student delegates
- 2015 Project IMPACT Summer Bridge Program (Multicultural Academic Program Success) received over 50 applications for only 10 spots
  - Continued Guaranteed 4.0 Training for College of Ag. Project IMPACT scholars
  - Five of the ten students finished the Summer semester with a 4.0 GPA
- KSRE Summer Fellows program has produced at least one student from each class that has applied and been accepted into K-State Graduate School.
- Produce quarterly Diverse Happenings and Diverse Tools for Success for our audiences to view.
- Two MANRRS Scholars participating in the 2015 AFA conference in Kansas City, MO.
- Thanks to our individual and corporate sponsors who continue to support our diverse success.
Multicultural student growth is exhibited in the graph and charts on the previous page. The charts illustrate the College of Agriculture was the least diverse college at K-State when the DPO opened in 2003 by a significant margin. Since the DPO opened, multicultural enrollment in the COA has grown at a greater rate than any other college by a wide margin. In fact, the COA multicultural enrollment increased by more than 150% more than the college with the second increase in their multicultural enrollment.

The DPO is very proud of the gains and progress it has made since its inception. An emphasis will continue to be on increasing multicultural student enrollment, but increasing faculty demographics is becoming more of a focus of the office. It’s important that students not only see themselves amongst their fellow students but also in the faculty. Along with increasing faculty demographics the office would also like to emphasize the importance of diversity training among its faculty members. It’s important that our faculty members are sensitive and aware of all student needs and expectations.
**College of Agriculture Fall 2010 & 2015 Demographic**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Fall 2010</th>
<th>Percentage of Total Enrollment</th>
<th>Fall 2015</th>
<th>Percentage of Total Enrollment</th>
<th>Percentage Increase from 2010-2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>21</td>
<td>6%</td>
<td>10</td>
<td>&lt;3%</td>
<td>-3%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>13</td>
<td>4%</td>
<td>20</td>
<td>&lt;5%</td>
<td>2%</td>
</tr>
<tr>
<td>Asian</td>
<td>5</td>
<td>&lt;2%</td>
<td>9</td>
<td>&lt;2%</td>
<td>1%</td>
</tr>
<tr>
<td>American Indian</td>
<td>3</td>
<td>&lt;1%</td>
<td>2</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Hawaiian-Pac Is</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Multiracial</td>
<td>5</td>
<td>&lt;2%</td>
<td>5</td>
<td>&lt;1%</td>
<td>0%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>301</td>
<td>86%</td>
<td>374</td>
<td>89%</td>
<td>21%</td>
</tr>
<tr>
<td>Total Multicultural Enrollment</td>
<td>47</td>
<td>14%</td>
<td>46</td>
<td>11%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Total College Enrollment</td>
<td>348</td>
<td>100%</td>
<td>420</td>
<td>100%</td>
<td>21%</td>
</tr>
</tbody>
</table>

**DPO Program Components**

The KS-LSAMP (Kansas Louis Stokes Alliance for Minority Participation) supports institutions’ efforts to increase the numbers of students that successfully complete baccalaureate degrees in science, technology, engineering and math (STEM) fields. The KS-LSAMP promotes recruitment and retention programs throughout Kansas in support of increasing the success of underrepresented minority students (URMs) including African-Americans, American Indians, and Hispanic/Latino Americans in STEM fields. This National Science Foundation funded program will create an alliance among:

- Kansas State University (Manhattan, KS),
- Dodge City Community College (Dodge City, KS),
- Donnelly College (Kansas City, KS),
- Garden City Community College (Garden City, KS) and
- Seward County Community College/Area Technical School (Liberal, KS).

These institutions will work together to implement specialized activities for students at critical junctures in their careers such as high school to college; two-year to four-year institutions; and the critical freshman to sophomore transition at 4-year institutions.

The overall goal of KS-LSAMP is to double the number of URMs graduating with STEM degrees from Kansas State University.

**KSRE Multicultural Summer Fellow Program** provides an opportunity for three to five multicultural students to work closely with faculty members’ research teams during an 8 week summer program.

Through Cargill funding, the College of Agriculture partners with the College of Business Administration and College of Engineering to host incoming multicultural freshman students in a 6-week residential program. **MAPS** prepares students for the academic rigors of college while supporting them during their transition to college. This past summer, the 2015 cohort included 30 students, 10 from the College of Agriculture.

**College for a Day Program**, over 2,200 multicultural high school students participated since 2008-2009, 5 programs in 2015 hosting 409 students. This also serves as a relationship recruiting effort.
The Nicodemus Educational Camp allows students to have a pre-college experience with the K-State College of Agriculture. This program allows youth to become aware of the different careers and majors available in the College of Agriculture (COA).

The Kansas Black Farmers Association Annual Meeting is hosted every year by the Diversity Programs Office. The mission of the Kansas Black Farmers Association is to preserve the Kansas minority farmer legacy through education, promotion of the agricultural lifestyle and collective niche product development.

Junior MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences) is a pre-collegiate outreach program for high school-aged and younger students to expose them to career pathways and educational possibilities in the food, agricultural, environmental and related sciences.

- Student Support and Scholarships
  - Cargill Project IMPACT Scholars: $29,500, 42 scholars, 3.264 Cumulative GPA.
  - Cargill Horizon Milling Scholarship: $25,000
  - Archers Daniels Midland, Inc. (ADM) Scholars: $5,000, 5 scholars
  - John Deere Scholarship: $2,750, 3 scholars
  - Fred and Cathy Cholick Wildcat Scholarship: $2,500, 2 scholars
  - Roy L. & Sylvia L. Robinson Scholarship: $1,000, 2 scholars

- Student Success – Retention, graduation, and academic performance
  - 100% graduation rate among domestic multicultural graduate students who take advantage of the DPO
  - Over 98% placement of multicultural alumni
  - DPO Students work for: Cargill, Hubbard Foods, Best Buy, Peace Corps, ADM, USDA, Seaboard Foods, Cerner Inc., World Market, KSRE, ConAgra, Frontier Farm Credit, AmeriCorps, United Healthcare

- Corporate Partners
  - Cargill
  - Hormel Foods
  - Union Pacific
  - ConAgra Foods
  - Frontier Farm Credit Services
  - John Deere
  - Ardent Mills

Scholars Job and Intern Placement

<table>
<thead>
<tr>
<th>Justine Floyd, Hormel (CA) Hire</th>
<th>Egypt Edwards – Walt Disney Intern</th>
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</thead>
<tbody>
<tr>
<td>Starr Price, Cargill (Waco, TX) Hire</td>
<td>Cayla Young – Teague Ranch Company LLC Intern</td>
</tr>
<tr>
<td>Yasmine Mitchell, Cargill (Topeka, KS) Hire</td>
<td>Brishna Flores – Flowers Intern</td>
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<tr>
<td>Jocelyn Clemens, Cargill (Chicago, IL) Hire</td>
<td>Shelby Rose – Flowers Intern</td>
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<tr>
<td>Andre Watkins, Jr. Cargill (Saginaw, TX) Hire</td>
<td>Alicia Luarks – Bimbo Bakeries Intern</td>
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<tr>
<td>Daja Menefee, Cargill (NC) Hire</td>
<td>Simone Holliday – KSRE Intern</td>
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<tr>
<td>Lauren Brewer, General Mills (MN) Hire</td>
<td>Krystal Martinez – KSRE Intern</td>
</tr>
<tr>
<td>Jacqueline Tinoco, Tyson Foods (AR) Hire</td>
<td>Adriana Meneses – Cargill Intern</td>
</tr>
<tr>
<td>Socorro Martinez, Bartlett Cattle Company Hire</td>
<td>Robert Sanchez, Jr. – Cargill Intern</td>
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