MISSION
The Diversity Programs Office serves as the headquarters for diversity awareness in the College of Agriculture and K-State Research and Extension. The office leads efforts to diversify our students, faculty, and staff, and to create a greater awareness of the benefits of diversity.

PROGRAM OVERVIEW
Many colleges and universities struggle to recruit and retain multicultural students, faculty, and staff, especially in the food and agricultural sciences. Recognizing this struggle, the College of Agriculture and K-State Research and Extension have committed time and resources to develop an effective diversity recruitment and retention effort. As a college, it is important to recognize the value of our increasingly diverse community. This includes not only academia, but also K-State Research and Extension statewide programs.

The Diversity Programs Office leads this effort by focusing on undergraduate, graduate, staff, and faculty recruitment and retention, as well as promoting diversity awareness.

Thanks to the generous support of Cargill, the College of Agriculture was able to implement the Cargill Diversity Programs Office.

ZELIA Z. WILEY, PH.D
Dr. Wiley promotes active involvement in diversity learning on campus and statewide. This includes recruiting and retaining multicultural students in K-State’s College of Agriculture and seeking ways to increase applicant diversity for positions within K-State Research and Extension. She has established diversity-training programs for K-State Research and Extension employees. Since her arrival in 2003, minority student enrollment and the number of minority graduate students in the College of Agriculture have both increased by more than 400 percent.

OFFICE STAFF
GRADUATE ASSISTANT
Philip LeBlanc

UNDERGRADUATE ASSISTANTS AND VOLUNTEERS
Zuleica Gerardo
Dillon Carter
The Diversity Programs Office is creating awareness of diversity activities on campus, promoting cultural understanding in the classroom, and increasing knowledge and acceptance of diversity. The office has a strong working relationship with the Office of Diversity and the KSU Foundation. These relationships have resulted in fundraising from ADM, John Deere, Cargill, ConAgra, Monsanto, and other agricultural corporations. Through the collaboration of these offices, the university secured a $2 million gift from Cargill, Inc. Other fundraising by the Diversity Programs Office has totaled $500,000.

**ADMINISTRATIVE ACCOMPLISHMENTS**

**OBJECTIVE**
Increase awareness of diversity and encourage appreciation for differences among students, faculty, and staff.

**ACTION**
- Organized activities resulting in the first joint meeting with Alianza, Asian American Female Faculty Group, and Black Faculty Staff Alliance. In 2008, these groups presented a list of requirements to the K-State presidential search committee and participated in the interview process. These groups are instrumental as an advising arm to the university president.
- Developed a diversity teaching workshop to promote cultural understanding in the classroom.
- Built intercampus alliances and communication regarding the diversity programs in the College of Agriculture.
- Developed the position of Cargill Fellow with Cargill funding. The Cargill Faculty Fellow, Christopher Reinhardt, advises students participating in the Multicultural Academic Program Success (MAPS) until enrollment. He also works with the college’s recruitment and retention efforts.
- Updated faculty and staff within the College of Agriculture and K-State Research and Extension via items in newsletters such as Tuesday Letter, Diverse Happenings, and Ag News Now.
- Obtained funding for diversity scholarships and operations for the Diversity Programs Office.
- Earned the 2013 and 2015 L.A. Potts Success Stories Award at the Annual Professional Agricultural Workers Conference for work on the Transfer BRIDGE Project.
- Advised the Human Capital Services Office.
EDUCATIONAL CONTRIBUTIONS

OBJECTIVE
Increase the number of multicultural undergraduate and graduate students within the College of Agriculture through various recruitment and retention techniques.

ACTION
- Increased prospective students’ exposure to K-State and the College of Agriculture through corporate relationships and the assistant dean’s role as national president of the Society of Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS).
- Encouraged participation in retention activities and advertised career opportunities for College of Agriculture multicultural students.
- Developed websites for the Diversity Programs Office and the K-State MANRRS program.
- Discussed opportunities for Hispanic students with with Bilingual/Bicultural Education Students Interacting to Obtain Success (BESITOS) and Hispanic American Leadership Organization (HALO)
- Invited multicultural students to one-on-one Diversity Programs Office visits and to participate in the K-State MANRRS chapter.
- Motivated multicultural students to pursue higher education by participating in commencement activities.
- Identified and connected with Kansas middle schools, high schools, and community colleges with large minority populations.
- Established a rapport with several major corporations to increase support for the Diversity Programs Office, scholarships, and office operational development.
- Developed diversity contacts at 1890, 1994, and Hispanic-serving institutions.
- Met with diversity contacts from Cargill’s Higher Education Initiative to create a network of student “feeder” programs in 1890 and 1862 institutions.
- Introduced academic and scholarship opportunities to the community through collaboration with not-for-profit organizations in Kansas City, Kansas.
- Advised the K-State MANRRS Chapter.
- Implemented the Dean’s Multicultural Fellow program
- Involved students in Cargill’s “Backpack to Briefcase” to expose the students to agricultural careers after college.
- Collaborate with the K-State Office of Diversity on summer bridge programs, Multicultural Academic Program Success and the Project Impact Kompass initiative.

49% INCREASE IN UNDERGRADUATE ENROLLMENT*

*College of Agriculture Multicultural Undergraduate Enrollment from 2004-2014.
GOALS

STUDENT RECRUITMENT

• Continue success of recruiting multicultural students, especially Hispanic students, in the College of Agriculture.
• Continue recruitment events in urban areas to give multicultural students insight about scholarship and academic opportunities.
• Continue recruitment efforts in Kansas urban and multicultural population centers.
• Continue success of K-State Research and Extension Summer Research Fellowship Program and placement of Dean’s Multicultural Fellows in College of Agriculture graduate research programs.
• Continue hosting Cargill College for a Day institutes.
• Participate in the Cargill Relationship Recruiting program, which offers personalized recruiting activities that mentor participants in target disciplines.
• Disburse Cargill Project Impact scholarships to historically underrepresented undergraduate students in the College of Agriculture.
• Continue work with Project IMPACT.

STUDENT RETENTION AND PROGRAMS

• Increase retention of multicultural undergraduate students.
• Continue to provide resources, such as a guide to minority businesses and cultural listings, which serve all students and incoming faculty and staff.
• Continue to serve in the National Society of MANRRS on a local, state, and national level, specifically serving as Kansas State’s chapter advisor.
• Continue working with the College of Business Administration and the College of Engineering to improve the MAPS summer BRIDGE program.
• Distribute John Deere scholarship funds to create student opportunities.

*College of Agriculture Multicultural Graduate Enrollment from 2004-2014.
**FACULTY INITIATIVES AND COLLABORATIONS**
- Sustain successful collaborations with 1890 institutions (e.g., Tuskegee University, Prairie View A&M University, Fort Valley State University, Delaware State University, North Carolina A&T University).
- Continue to develop relationships with Hispanic-serving institutions, 1890 institutions, and 1994 land-grant institutions for joint programming such as research and teaching faculty exchanges.
- Continue to provide multicultural resources for faculty and staff recruitment and retention.
- Develop models and system changes to support greater diversity and a welcoming climate.
- Increase the number of domestic multicultural faculty in the College of Agriculture.
- Collaborate with the Cargill Diversity Faculty Fellow, Dr. Christopher Reinhardt, to support the retention of multicultural undergraduate and graduate students.
- Work with the State Extension Advisory Board to increase awareness of the importance of diversity.
- Encourage in-service training for new and seasoned agents on diversity and appreciating differences.

**MULTICULTURAL COMPETENCIES**
- Continue to enhance the Diversity 101 experience for all College of Agriculture students, especially the student leaders. (i.e., MANRRS chapter, Ag Ambassadors, and Ag Student Council). Students are encouraged to attend multicultural student organizations' activities to expand their "cultural zone."
- Develop and teach a course on cultural pluralism in agriculture.
- Conduct diversity and multicultural training sessions.

**ONGOING INITIATIVES**

**CARGILL COLLEGE FOR A DAY/RELATIONAL RECRUITING**
These programs are aimed at under-represented students in Kansas and Missouri. They help high school students explore disciplines within agriculture through hands-on activities.

**CARGILL FELLOWSHIP**
The Cargill Faculty Fellow, Christopher Reinhardt, advises students during the MAPS program and through enrollment. The fellow is involved in the college’s recruitment process and Diverse Tools for Success. He continues to co-advice at this time.

**COLLEGE OF AGRICULTURE DIVERSITY COMMITTEE**
This committee leads the college’s efforts to diversify its students, faculty, and staff. Additionally, it creates a greater awareness of the benefits of diversity.

**OFFICE OF INTERNATIONAL PROGRAMS**
In partnership with the College of Agriculture, the Office of International Programs hosts international students and scholars, providing opportunities to enhance multicultural competencies. In addition, students can select a minor in international agriculture, apply for study-abroad scholarships, and participate with faculty in international agriculture programs in teaching, research, and technical assistance.

**K-STATE RESEARCH AND EXTENSION MULTICULTURAL FELLOWS**
The K-State Research and Extension Multicultural Undergraduate and Graduate Summer Research Fellowship gives students an opportunity to work with a faculty mentor and learn about career opportunities in food, agriculture, and related sciences. Contributing to a research project provides an exciting experience that will add important insights to a student’s academic program. At the end of the 8-week period, students present what they have learned. Participants attend weekly seminars related to conducting research and the graduate school experience. They also experience weekend trips around Kansas.
**KOMPASS**
Kompass, a free three-day intensive bridge program, is designed to accelerate academic success for incoming freshman. Students meet with faculty and industry leaders, learn about the demands of college, and participate in the Guaranteed 4.0 Training workshop which is aimed at helping them learn helpful classroom and study habits.

**MANRRS AND JUNIOR MANRRS**
Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) is a student group providing a local and national network to support students enrolled in agriculture, forestry, and other subjects. The group is a catalyst for intercultural competence.

Junior MANRRS is a pre-collegiate outreach program of the national society of Minorities in Agriculture, Natural Resources and Related Sciences. This program exposes middle school and high school students to career pathways and educational possibilities in the food, agricultural, environmental, and related sciences.

**MAPS**
Multicultural Academic Program Success (MAPS), a 6-week program, allows incoming multicultural students to take classes on campus while working on a biofuels project. Students explore the importance of agriculture, engineering, and business in biofuels production through lab work, independent research, industry tours showcasing biofuel production across Kansas, and a group poster presentation. MAPS builds professional, cultural, and academic opportunities.

**MARTIN LUTHER KING JR. DIVERSITY STUDENT LEADER RECEPTION**
This annual event provides students the opportunity to learn about civil rights from those who have fought to overcome cultural challenges. Student leaders from the College of Agriculture and Kansas State University attend this luncheon. Surveys after the program show improvement in knowledge.

**NAVIGATING DIFFERENCE TRAINING**
Navigating Difference enhances cultural competency skills for K-State Research and Extension professionals. The training improves participants’ work with diverse audiences by providing a solid foundation in intercultural communications and opportunities to apply new learning.

The training helps participants become aware of personal and organizational cultures, examine ways cultures affect the ability to work across differences, and build skills to increase competencies when working with those different from themselves. Seven classes have been completed to date. Class evaluations show participants consistently increased cultural competency.

**TRANSFER STUDENT BRIDGE**
Transfer Student BRIDGE, a 15-week program, exposes community college students to the academic rigors of pursuing a bachelor’s degree at a four-year institution. BRIDGE stands for Building Relationships to Internships and Diverse Group Experiences. The participants are interested in agriculture and focus their work on a research project with a faculty mentor. The Diversity Programs Office conducted the first Transfer Student BRIDGE Program in June 2012; the program concludes in 2015.

**WALLACE KIDD MEMORIAL DIVERSITY AWARD**
This biennial award recognizes outstanding diversity accomplishments of faculty and staff at Kansas State University. Recipients have demonstrated a commitment to diversity on the university campus or in the community through mentoring, outreach initiatives, or other activities that advance the institution's goal of inclusion.

Don Boggs, associate dean for academic programs for the College of Agriculture, was the 2015 winner.
## COA Multicultural Student Numbers

<table>
<thead>
<tr>
<th>Placement Year</th>
<th>06-07</th>
<th>07-08</th>
<th>08-09</th>
<th>09-10</th>
<th>10-11</th>
<th>11-12</th>
<th>12-13</th>
<th>13-14</th>
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<tr>
<td># Multicultural COA graduates</td>
<td>10</td>
<td>17</td>
<td>21</td>
<td>17</td>
<td>31</td>
<td>19</td>
<td>46</td>
<td>37</td>
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<td>% of multicultural COA graduates</td>
<td>2%</td>
<td>4%</td>
<td>5%</td>
<td>4%</td>
<td>7%</td>
<td>4%</td>
<td>9%</td>
<td>7%</td>
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### College of Ag Placement Categories

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<th>Category</th>
<th>06-07</th>
<th>07-08</th>
<th>08-09</th>
<th>09-10</th>
<th>10-11</th>
<th>11-12</th>
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<tr>
<td>Scientists &amp; Related Specialists</td>
<td>17%</td>
<td>27%</td>
<td>21%</td>
<td>33%</td>
<td>22%</td>
<td>15%</td>
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<td>Managers &amp; Financial Specialists</td>
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<td>21%</td>
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<td>Marketing, Merchandising, &amp; Sales</td>
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<td>26%</td>
<td>8%</td>
<td>8%</td>
<td>16%</td>
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<td>Communication &amp; Education Specialist</td>
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<td>7%</td>
<td>8%</td>
<td>9%</td>
<td>0%</td>
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<td>Social Service Professionals</td>
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<td>9%</td>
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<td>Ag &amp; Forestry Production Specialists</td>
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<td>Graduate Study</td>
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<td>8%</td>
<td>22%</td>
<td>54%</td>
<td>32%</td>
<td>24%</td>
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</table>

| Total # multicultural graduates reporting | 6    | 11    | 14    | 12    | 23    | 13    | 37    | 25    |

### Average Salary of Reporting Multicultural Students

<table>
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<th>Year</th>
<th>Average Salary</th>
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<td>2008</td>
<td>$32,500</td>
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<tr>
<td>2009</td>
<td>$41,175</td>
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<tr>
<td>2010</td>
<td>$38,475</td>
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<tr>
<td>2011</td>
<td>$35,207</td>
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<tr>
<td>2012</td>
<td>$34,580</td>
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<tr>
<td>2013</td>
<td>$37,450</td>
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<tr>
<td>2014</td>
<td>$37,698</td>
</tr>
<tr>
<td>2015</td>
<td>$33,813</td>
</tr>
</tbody>
</table>

*Information provided by Office of the Registrar and Career and Employment Services*
ALUMNI

RECENT GRADUATES
Anikka Ahmed – Rich’s Foods
Lonell Brown – Bayer
Ashley-Ann Cavazos – USD 259
Jocelyn Clemons – Cargill
Mychal Davis – Kansas Department of Health and Environment
Justin Floyd – Hormel
Jael Jackson – Internal Revenue Service
Krystal Martinez – Eli’s Cheesecake Company
Tremayne Martinez – Seaboard Foods
James Millsap, Jr – Best Buy
Keshia McAfee – AmeriCorps
Yasmin Mitchell – Cargill
Olivia Moore – K-State Research and Extension
Oliver Freeman Jr. – USDA - NRCS, MI
Starr Price – Cargill
Socorro Martinez – Bartlett Cattle Company
Patricia Rodriguez – ConAgra Foods
Jeremy Scott – Denver Public Schools
Willie Scott, Jr. – Archer Daniels Midland

GRADUATE STUDENTS
Tiffany Carter – Agronomy, Kansas State University
Monica Farfan – Iowa State University
Karen Lleellish – College of Veterinary Medicine, Kansas State University
Harold Mellion, Jr. – Louisiana State University
Frank Nti – Agricultural Economics, Kansas State University
Ian Smith – Entomology, Purdue University

DOCTORAL GRADUATES
Dr. Lauren Brewer – General Mills
Dr. Phillip Defoe – Environmental Sciences
Dr. Oliver Freeman, Jr. – Agronomy
Dr. Chitvan Khajuria – U.S. Department of Agriculture, Washington, DC

POST-DOCTORAL SCHOLARS
Dr. Teri Blackman, Texas A&M University
Dr. Derris Burnett, Auburn University
COMMUNICATIONS
The Diversity Programs Office uses a variety of social media to keep students up to date on activities.

FOLLOW US ON SOCIAL MEDIA:
www.facebook.com/DPOKSU
@DPO_KSU

DIVERSITY PROGRAMS OFFICE
Kansas State University
139 Waters Hall
1603 Old Claflin Pl.
Manhattan, KS 66506
Phone: 785-532-5793
Fax: 785-532-6897
http://www.ag.k-state.edu/diversity-programs/

DIVERSE HAPPENINGS NEWSLETTER
http://www.ag.k-state.edu/diversity-programs/diverse-happenings/

THE “PEOPLE” PAGES
http://www.ag.k-state.edu/doc/diversity-programs-office/People%20Pages%202014.pdf

DIVERSE TOOLS FOR SUCCESS NEWSLETTER
http://www.ag.k-state.edu/diversity-programs/diverse-happenings/diverse-tools-for-success.html

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