

**Office for Diversity
2017 Diversity Plan Accountability Report**

Unit: College of Agriculture & Life Sciences
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College of Agriculture and Life Sciences' Activities Related to Assuring a Supportive Unit Climate

College-wide Unit-based Climate Plan Preparation	Annual Departmental Climate Plans	<ul style="list-style-type: none"> • Departmental assessment reports and response plans were submitted to College in November 2016. To allow diversity for individuality of department needs, plan format was kept flexible. Departments were asked to dialogue about department climate, create feedback/assessment component, and develop participation/engagement activities from feedback in a circular process. • Faculty, staff, postdoctoral research associates, and graduate students required to be included. Many departments included undergraduates, also. • Plans were evaluated by the College administration, College Climate Council, and Department Head Council and feedback was provided back to departments • All plans were shared with all department heads to promote/share best practices. • Funding was granted by College to be used for planned activities.
	Uniform Climate Survey	<ul style="list-style-type: none"> • Uniform climate survey created and approved by College administration and Department Head Council to be comparable across departments • Seeking Institutional Review Board (IRB) approval • Survey will be administered by College personnel and department-specific results will be confidentially transmitted to each department head.
	College-Sponsored Climate Activities for Undergraduate Students	<ul style="list-style-type: none"> • College administration conducted one-on-one or small group meetings with various undergraduate student leaders to seek input • Hosted two College-sponsored College Conversations Series: Dr. Joe Feagin "Two-Faced Racism" and Dr. Tanya Williams "What's My Part? Exploring Race and Racism in an Inclusive Community" • Facilitated workshop on diversity/inclusion activities for undergraduate students with AGLS President's Council (leadership of student groups within the College) • Provide support for student-led social media campaigns: #weareAGLS and "An Ag leader is..." • One of three colleges providing seed funding for the TAMU Race, Identity, and Social Equity (RISE) program created in Multicultural Services. Sponsored 3 AGLS students' participation in 2017 National Conference on Race and Ethnicity (NCORE) and 2017-2018 TAMU RISE initiative • Offered "Struggle to Survive" simulation designed to demonstrate the barriers today's world population living below the poverty line faces
Additional College-Level Climate Activities	Sharing Best Practices with Peers	<ul style="list-style-type: none"> • Two talks from AGLS faculty, staff, and students presented at 2017 National Conference on Race and Ethnicity (NCORE): "You See Me, I See Me: African American Males and Self-Concept after Participation in a Leadership Development Course" and "No Excuses: The Process of Operationalizing Climate and Inclusion within the College of Agriculture and Life Sciences at Texas A&M University" • One talk by Dean's Office Program Manager presented at 2017 National Extension & Research Administrative Officers Conference (NERAOC): "No Excuses: The Process of Operationalizing Climate and Inclusion within a College of Agriculture and Life Sciences" • Invited talk by Dean's Office Program Manager presented at national Food Safety Leadership Institute (FSLI) Encore workshop for 2017 national meeting of the American Public and Land-grant Universities (APLU): "Organizational Climate: How to Assess It, Improve It, Maintain It"

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	Leadership in University Climate and Inclusion Activities	<ul style="list-style-type: none"> • Dean’s Office Program Manager is the facilitator for university-wide ADVANCE Center’s Faculty and Staff Interaction Team (FASIT) training • Dean’s Office Program Manager serves a group facilitator for Aggie Agora Campus Race Relations workshop • Assistant Dean and another Professor serve as The Posse Foundation mentors • Dean’s Office Program Manager played key role in encouraging strong TAMU presence at 2017 National Conference on Race and Ethnicity (NCORE). • Executive Associate Dean on Vice President for Diversity’s Diversity Leaders Group • Two College presentations selected for TAMU’s Diversity Speaker Series featuring 7 Texas A&M presentations for the 2017 National Conference on Race and Ethnicity (NCORE) • Dean’s Office Program Manager member serves on TAMU RISE Advisory Committee
	College Climate Council	<ul style="list-style-type: none"> • Serves in an advisory capacity to the Vice Chancellor and Dean; comprised of 12 administrators, faculty, staff, graduate and undergraduate students • Organized in Spring 2015, 10 of the 12 original members continue to be active • Multiple ideas generated by the Council have been implemented • Two-year membership commitment from members and many original members want to continue beyond the initial two-year commitment • Reviewing and advising on department climate plan submission

Working on unit climate in such a way that it permeates to our 14 departments, 550+ faculty and staff, and almost 8000 students has been the biggest focus within the College. To increase participation in these efforts, we will conduct multiple Difficult Dialogues trainings starting in Spring 2018. We plan to continue refining the annual departmental climate plan process; engaging students in more topic-specific College Conversation Series, small group dialogue, and larger-scale climate-related events; and interacting with our College Climate Council. We have created a position for a staff ombuds and will add a faculty ombuds in Spring 2018. We will launch our climate survey in early Spring 2018 and we will take opportunities to continue sharing our best practices with our peers. We will work to overcome barriers such as geographical proximity, space issues, and apathy by continuing to showcase the College’s commitment to this effort.

Recruitment – Annual Update

Undergraduate Program

Three Recruiters on Staff	<ul style="list-style-type: none"> • Specifically focused on urban environments (Dallas, San Antonio/Austin, and Houston) to focus on underrepresented minority recruiting
Undergraduate Recruiting programs	<ul style="list-style-type: none"> • National Science Foundation (NSF) Louis Stokes Alliance for Minority Participation (LSAMP): mentoring program • AGLS Transfer Network: matriculation coordination with community colleges • Summer Training in Agriculture and Related Sciences (STARS) enrichment camps: focused on targeted urban schools • World Food Prize Youth Institute: high school enrichment • STEMing for Greatness: high school enrichment

Graduate Program

Graduate Recruiting programs	<ul style="list-style-type: none"> • Sponsor at Society for the Advancement of Native Americans and Chicanos in Science (SACNAS) National Meeting • National Science Foundation (NSF) Louis Stokes Alliance for Minority Participation (LSAMP) “Bridges to the Doctorate” program: funding support and mentoring program • Multiple recruiting visits to Prairie View A&M University and TAMU Kingsville • Awarded 46 travel grants to departments to bring in outstanding prospective graduate students with preference for diversity
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Focus on Providing Fellowships Sources (Excellence Diversity, Willie May Harris, OGAPS Diversity Top-Off, Tom Slick, and Bridge to the Doctorate Fellowships)	<ul style="list-style-type: none"> Increased the number of fellowship opportunities and increased the number of minority students who were funded Matriculated 20 top underrepresented minority students to graduate programs in the College in 2017 Continued top-level funding for 5 second year and 2 third year underrepresented minority graduate students
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Faculty

“Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE)” training	<ul style="list-style-type: none"> College sponsored this training for all administrators, including department heads and chair of College Promotion and Tenure Committee Two AGLS faculty members and one staff member part of Dean of Faculties working group charged with institutionalizing this program
Mandatory search and promotion/tenure committee training	<ul style="list-style-type: none"> Search chairs, P&T chairs, and department heads required to attend training through the Dean of Faculties Office and the ADVANCE Center Piloted implicit bias training for promotion and tenure process with The ADVANCE Center
Align AGLS diversity goals to maximize recruiting efforts	<ul style="list-style-type: none"> Search committees must meet with the Dean to provide specific proof of aggressive/thorough recruiting and diversity of applicant pool before the formal interview process may begin. We recruit the best, but realize they may not come from departments that look like us

Through discussions with our peers and others, we have learned that we are encountering similar barriers with small populations, negative stereotype of agriculture, and geographic location. We have also discovered that we are creating similar recruitment activities, but that we are implementing more and more varied strategies. As such, our peers often seek input from us related to successful programs. One new program that will be implemented is a faculty visiting scholars program. We plan to continue sharing our best practices and striving to refine our activities to achieve our goal of recruiting the most diverse faculty, staff, and students possible.

Retention – Annual Update

Undergraduate Program

Student Organizations Dedicated to Minority Retention	<ul style="list-style-type: none"> Freshman Leadership Experience (FLE): freshman retention program Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS): professional development and service National Science Foundation (NSF) Louis Stokes Alliance for Minority Participation (LSAMP): professional development
Minority Student Retention Activities	<ul style="list-style-type: none"> United States Department of Agriculture (USDA) Diversity Outlook Forum, Aggie Mentor Program (AMP), AGLS Women’s Professional Development Summit, AGLS Men’s Professional Development Summit Regents Scholars Study Abroad trip to Mexico AG-gie Extend Learning Community STEM Learning Community FOCUS Learning Community

Graduate Program

Minority Student Retention Efforts	<ul style="list-style-type: none"> Black Graduate Student networking group Hispanic Leaders in Agriculture and the Environment (HLAE): learning community
Programs to Promote Diverse Populations to the Doctorate & Professoriate	<ul style="list-style-type: none"> Alfred P. Sloan Program in Exemplary Mentoring (PEM): graduate learning community National Science Foundation (NSF) Alliance for Graduate Education and the Professoriate (AGEP): graduate learning community National Science Foundation (NSF) Louis Stokes Alliance for Minority Participation (LSAMP) “Bridge to the Doctorate” Program: mentoring and graduate funding Alfred P. Sloan Scholars: graduate funding and mentoring program USDA National Needs Diversity Fellowships: graduate funding

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Faculty

“Mentoring Beyond the Department” Faculty Development Program	<ul style="list-style-type: none"> • Workshops on topics such as “New Faculty Orientation,” “Understanding the Expectations for Promotion & Tenure,” “Promotional Dossier Preparation Workshop,” and “Preparing for Full Professor” • One-on-one mentoring
Training	<ul style="list-style-type: none"> • College piloted implicit bias training specifically aimed at the promotion and tenure process

Staff

“Faculty and Staff Interaction Team (FASIT)” Program	<ul style="list-style-type: none"> • Overall program is now facilitated by a Dean’s Office Staff member • Four AGLS departments participated (out of 20 TAMU departments) in this training • Action items created during this program have been implemented in participating departments
Participation in climate/diversity opportunities.	<ul style="list-style-type: none"> • Targeted climate and diversity training provided in College-led academic advisor meetings • Staff participation in National Conference on Race and Ethnicity (NCORE)

We plan to continue working to fine-tune and expand our retention efforts because this is an often-overlooked, but important, area. It is also an area with barriers over which we have little control, such as perception by the larger community, stereotypes, familial obligations, and stress. We plan to add mentoring programs for faculty moving from associate to full professor, expand our training programs for Promotion & Tenure committees, and increase programs targeting sophomores.

Equity - Annual Update

Faculty

Salary Equity Studies	<ul style="list-style-type: none"> • College and unit resources used to address specific instances of inequity identified through DOF and units bi-annually
Mentoring	<ul style="list-style-type: none"> • Extensive mentoring programs available at the assistant professor/tenure-track level • Mentoring programs being implemented for associate to full professor step
Professional Development	<ul style="list-style-type: none"> • Funding provided for participation in 2017 National Conference on Race and Ethnicity (NCORE) • Scholarly study and assessment of these programs are underway for publication • Matching funds provided for submissions to Diversity Matters Seed Grant applications • Texas A&M AgriLife Advanced Leaders program cohort IV – 2 underrepresented minorities and 1 female participated

Students

Undergraduate Students: Leadership Development	<ul style="list-style-type: none"> • COALS Council, AGLS President’s Council, Freshman Leadership Experience (FLE), Representation on College Climate Council, Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS), National Science Foundation (NSF) Louis Stokes Alliance for Minority Participation (LSAMP), Society for the Advancement of Native Americans and Chicanos in Science (SACNAS), AGLS Women’s Professional Development Summit, AGLS Men’s Professional Development Summit; various living learning communities • Scholarly study and assessment of these programs are underway for publication
Graduate Students: Leadership Development	<ul style="list-style-type: none"> • Representation on College Climate Council, AGLS President’s Council, Alfred P. Sloan Program in Exemplary Mentoring (PEM), National Science Foundation (NSF) Alliance for Graduate Education and the Professoriate (AGEP), National Science Foundation (NSF) Louis Stokes Alliance for Minority Participation (LSAMP) “Bridge to the Doctorate” Program, Alfred P. Sloan Scholars, Hispanic Leaders in Agriculture and the Environment (HLAE), Society for the Advancement of Native Americans and Chicanos in Science (SACNAS), Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) • Scholarly study and assessment of these programs are underway for publication

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Staff

Leadership Development	<ul style="list-style-type: none"> • Representation on College Climate Council • Texas A&M AgriLife Emerging Leaders program participation encouraged – 3 female staff participated
Professional Development	<ul style="list-style-type: none"> • ADVANCE FASIT participation • National Conference on Race and Ethnicity (NCORE) participation • Scholarly study and assessment of these programs are underway for publication • Funding for multiple presentation opportunities at various national meetings • Matching funds provided for submissions to Diversity Matters Seed Grant applications

There are multiple potential barriers to equity that we strive to overcome, including historic budgetary restrictions, access limitations, and other bias. There are multiple questions related to equity in the uniform climate survey and we plan to use the data obtained to design future equity programming.

Progress on College of Agriculture and Life Sciences' On-Going Priority Goals – Multi-year Update

Goal	Action Taken	Results and Continued Plans
Recruiting and Supporting Diverse Faculty	<ul style="list-style-type: none"> • College leadership requires active and innovative recruiting to diversify candidate pools. • Search committees are required to meet with the Dean to justify candidate pool diversity prior to the interview process • Administration aggressively supports and promotes participation of all female faculty in ADVANCE Center programs • College hosts a number of faculty development mentoring workshops 	Dean reviews have helped to increase overall minority faculty percentage from 15% in 2009 to 23% in 2016. Black+Hispanic faculty have increased from 7% in 2009 to 8% in 2016. Female faculty have increased from 22% of the total faculty in 2009 to 23% in 2016 (Fall 2016 is the most recent data available). Having a more diverse faculty is an excellent recruiting tool that helps to increase the diversity of our undergraduate and graduate student populations. College administration places intentional emphasis on training and practice opportunities that will aid in increasing the diversity of the faculty.
Supporting Professional Development of Diverse Faculty	<ul style="list-style-type: none"> • College-wide organized annual review of Assistant Professors by Promotion & Tenure Committees • ADVANCE Center implicit bias training required for all Promotion & Tenure Committee chairs • Faculty development workshops and one-on-one faculty mentoring 	Retaining a successful diverse faculty is as important as recruiting one. For the 2018/18 Promotion and Tenure cycle, no unsuccessful mandatory, full-term tenure cases are being submitted from the College. All faculty are mentored through the mid-term and full term tenure cycles. Because the College is retaining higher percentages of the faculty populations that it recruits, we are broadening our mentoring efforts to ensure that all groups progress to full professor at similar rates and with similar success rates.
Recruiting and Success of Diverse Students	<ul style="list-style-type: none"> • Focused recruiting continues to be targeted in urban areas (Dallas, San Antonio, and Houston) • Recruiting materials designed with urban populations in mind • Multiple learning communities and support groups continue specifically for underrepresented populations 	The undergraduate admission of blacks has increased from 2 to 20 [10 fold increase] from 2013 to 2014 and to 107 for 2017 (preliminary numbers). The number of black undergraduates remains lower than desired, but has increased significantly since implementing strategies. Targeted recruiting and mentoring will continue.
Developing Graduate Students as Diverse Future Faculty	<ul style="list-style-type: none"> • Concentrated effort to grow potential faculty from within our own departmental graduate programs • Continuation of NSF Alliance for Graduate Education and the Professoriate (AGEP) grant, a Sloan Program in Exemplary Mentoring, and various learning communities • Rigorous graduate student learning outcome assessment program • Development of aggressive graduate student fellowship programs, including College Excellence/College Diversity Fellowships 	The College increased Black+Hispanic undergraduate enrollment from 10% in 2004 to 23% in 2017 (528 to 1516) and the Black+Hispanic graduate enrollment from 6% in 2004 to 12.5% in 2017 (75 to 160). The College has also reallocated funds to graduate student support with an increase of minority students supported.. College leadership has given the highest priority to recruiting top minority graduate students as a strategic plan to then recruit these for faculty positions post-graduation. In addition, there are plans to communicate best practices through scholarly literature.