

Agricultural and Natural Resources

With regard to equity accomplishments and goals the Senior Vice President for the Institute of Food and Agricultural Sciences (IFAS), for the period 2016-17, reports the following:

- This is a report on the current state of faculty diversity within IFAS. Of the 341 full-time tenured faculty members in May 2016, 75% were male and 25% were female. Racial minorities in this group accounted for 17%. 2.0% did not disclose their race. Of the 163 full-time tenure-accruing faculty members in May 2017, 70% were male and 30% were female. Racial minorities in this faculty group accounted for 28%. 4% did not disclose their race.
- Of the 170 full-time permanent status County Extension faculty in May 2017, 38% were male and 62% were female. Racial minorities among permanent status county Extension agents account for 10%. Less than 1% did not disclose their race. Of the 154 full-time permanent status-accruing County Extension faculty members in May 2017, 32% were male and 69% were female. Racial minorities among this group accounted for 19%. 5% did not disclose their race.
- Of the 141 non-tenure track faculty in IFAS in May 2017, 46% were male and 54% were female. Racial minorities in this group accounted for 28%. 1% did not disclose their race.
- IFAS works proactively to facilitate dual-career hires and to retain the best of current faculty members. IFAS facilitated two dual career hires in the past year. Both resulted in job offers to females (ethnicity unknown, hire effective dates in the Fall of 2017). IFAS has successfully made nine counter offers and two market equity salary increases to faculty, including six females (one of whom is a minority) and one minority male..
- UF/IFAS Extension provides Floridians with life-long learning educational programs. State and county faculty work together through seven priority initiatives responding to critical issues. Educational programs offered in each of the 67 counties and the Seminole Tribe respond to the local needs of diverse audiences which include residents, schools, regulatory agencies, community organizations and industry. A total of 2,471,549 participants were reached during 2016 with group learning educational programs. Programs offered by Extension promote sustainable agriculture, strong families through nutrition and health, financial management, sustainable living, and parenting skills. Other programs, such as Environmental stewardship and safety as well as developmental leadership opportunities for youth through 4-H are planned and delivered. For example, last year, Florida 4-H included more than 192,861 young people

learning leadership, citizenship, and life skills. The participation of ethnic minorities (Hispanic only) was 46,263 or 24.0% of the total. The participation of racial minorities was 51,725 (26.8%), including 35,672 African American youth.

Florida Equity Report, July 2016 – July 2017

College of Agricultural and Life Sciences

Enrollment Data

Undergraduate Enrollment, Fall 2016

	Total #	%	URM #	%	Int'l #	%
Female	2526	65.5	687	27.2%	105	4.2%
Male	1331	34.5	324	24.3%	63	4.7%
TOTAL	3857		1011	26.2%	168	4.4%

- Graduate Enrollment, Fall 2016

	Total #	%	URM #	%	Int'l #	%
Female	843	57.1%	110	13.1%	234	27.8%
Male	633	42.9%	59	9.3%	219	34.6%
TOTAL	1476		169	11.5%	453	30.7%

- Compared to Fall 2015, the total number of undergraduate and graduate students increased by 6.7% and 14.8% respectively. URM % of undergraduates declined slightly (26.2% vs. 26.8%) while the percentage of international students increased slightly (4.4% vs. 3.7%). At the graduate level, the percentage of international students fell from 35.8% to 30.7% while URM % increased slightly (11.5% vs. 11.0%).
- Diversity is one of the college's core values (Integrity, Diversity, Collaboration, Service). We encourage and strive for diversity in all of our programming and recruitment.
- The Department of Microbiology and Cell Science has been very successful in attracting URM students into their online bachelor's and master's programs. In fall 2016, 38.6% of the online B.S. students and 20.6% of the online M.S. were URM. Part of this success is due to grant-funding efforts that support recruitment and scholarships.
- Several partnerships with HBCUs exist across the college. An agreement with Tuskegee University allows students to attend UF-CALS in the fourth year and transfer credits back to Tuskegee for their B.S. degree in Wildlife or Forestry. These students are potential recruits for future graduate study at UF. The Animal Sciences Department has developed a research

internship program with Florida A&M University and UF-CALS offers a joint PhD program in Entomology with FAMU.

- Each spring, CALS partners with Florida school districts in the AVID program (avid.org) for a one-day recruiting event, Gator Encounter. AVID (Achievement Via Individual Determination) is a global nonprofit organization dedicated to closing the achievement gap by preparing all students for college and other postsecondary opportunities. More than 600 middle and high school students participate each year, learning more about academic and career opportunities in agriculture and natural resources.
- UF/IFAS is one of five universities collaborating with U.S.G.S. Cooperative Fish and Wildlife Research Units, the U.S. Fish and Wildlife Service, Tribal and State Agencies, and non-governmental organizations to offer the Doris Duke Conservation Scholars Program. The mission of this program is to increase the number of undergraduate students from groups currently underrepresented in the conservation workforce who choose to pursue studies and a career in conservation by serving students who not only have a budding academic interest in conservation, but are also committed to increasing the diversity of students and professionals in the conservation field.
- UF-CALS is a collaborator for two externally funded grant programs seeking to support underrepresented students through their Florida Community College experience and successfully transfer to the University of Florida. SF2UF is an NIH-funded program partnering Santa Fe College with the CALS, UF College of Liberal Arts and Sciences and UF College of Medicine. Project SALSA is a USDA-funded partnership with Valencia College and UF-CALS. Both projects are in the initial stages of recruiting students.
- Other recent activities include hosting a student diversity panel at the 2016 CALS Teaching Retreat. The purpose of this panel was to allow a diverse group of CALS undergraduate students the opportunity to connect with teaching faculty around issues of bias that may be occurring in classrooms and student organizations. CALS has an active chapter of the MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences) organization and was a sponsor of the 2016 National MANRRS conference held in Jacksonville, FL. Representatives of several IFAS departments and the college participated as exhibitors at the ARD Research Symposium 2017 held in Atlanta. This symposium is sponsored by the Association of 1890 Research Directors, Inc. and is an opportunity to recruit URM students to graduate programs. CALS and the Department of Microbiology and Cell Science were also represented as workshop panelists and exhibitors at the STEM Summit 2017 hosted by Valencia College in Orlando. This is the annual conference for students enrolled in the Louis Stokes Alliance for Minority Participation Program at Lake-Sumter State College, Seminole State College and Valencia College. Dean Elaine Turner was part of a five-person UF team invited to attend a 2-day workshop focused on enhancing STEM PhD production in support of diversifying the STEM faculty. The event was sponsored by the

American Association for the Advancement of Science (AAAS) with funding from the Alfred P. Sloan Foundation.

- Our scholarship portfolio includes two endowed undergraduate scholarships to promote diversity and the Larry J. Connor Medal of Excellence endowment that annually recognizes a senior undergraduate student who contributes to and fosters diversity in the student body.
- In addition to continuing the above activities in the coming year, we plan to implement new programming for CALS students who are veterans with a focus on resilience and student success.