

**Department of Poultry Science**  
**Diversity, Equity, and Inclusion Plan 2020-2025**

**Dale Bumpers College of Agricultural, Food, and Life  
Sciences**

**University of Arkansas**

## **Introduction**

Increasing the diversity of our faculty, staff, and student population has remained a major goal for the University of Arkansas. In response to the lack of progress, Chancellor Joseph Steinmetz has declared “enriching campus diversity and inclusion” as one of the guiding priorities for our campus. As a college and departmental unit, we likewise need to enhance our focus on this important priority to better serve our college community, the population at large, and prospective students and employees.

The general goals and action steps associated with the priority of increasing the diversity and quality of inclusion are as follows:

- To improve the culture and climate of inclusivity at the university and campus diversity demographics to more closely mirror those of the State of Arkansas
- Diversify campus demographics through recruitment and retention of underserved student populations in Arkansas
- Implement and complete the diversity planning process for all university departments
- Improve recruitment and retention of diverse faculty by strategic allocation of resources
- To conduct outreach to integrate diversity and inclusion practices at entities across the state
- Create the Inclusion, Diversity, Equity, Leadership Development & Strategic Support (IDEALS) Institute to provide leadership in research, development, and delivery of educational and training services and outreach and engagement efforts to entities state-wide.

## **University of Arkansas Mission Statement**

The University of Arkansas is determined to build a better world by providing transformational opportunities and skills, promoting an inclusive and diverse culture, nurturing creativity, and solving problems through research and discovery, all in service to Arkansas. Since 1871, our fundamental purpose as a land-grant institution and state flagship remains unchanged—to serve the State of Arkansas as a partner, resource and catalyst by:

- Providing access to a comprehensive and internationally competitive public education, and fostering student success across a wide spectrum of disciplines
- Utilizing research, discovery and creative activity to improve the quality of life, develop solutions to the challenges we face and drive the state’s economy.
- Contributing service and expertise through outreach, engagement and collaboration. Our mission provides a broad outline of the work required to achieve our vision—that the University of Arkansas represents the best of public higher education, advancing Arkansas while building a better world.

## **Dale Bumpers College of Agricultural, Food and Life Sciences Mission Statement**

The mission of the Dale Bumpers College of Agricultural, Food and Life Sciences is to improve the quality of life for Arkansans by preparing students for successful careers, conducting impactful research, and sharing knowledge to promote viable food and agricultural systems, sustainable environments, healthy families and vibrant communities.

### **POSC Mission Statement**

The Department of Poultry Science recognizes the importance of building and maintaining a more diverse and inclusive department. To this end, we are dedicated to recruiting and developing a diverse student body, faculty, and staff. Poultry Science embraces the essential value of diversity, as we feel the only way to prepare our students, faculty, and staff for lifelong success is to create an inclusive environment that provides equitable opportunity for all. As an academic department at a land grant institution, we recognize that we will more effectively meet the needs of all stakeholders throughout the state of Arkansas if we create a climate and culture that is respectful and welcoming to all persons.

### **Background**

In the Department of Poultry Science, our students have access to nationally respected faculty in various fields of study. The department offers B.S., M.S., and Ph.D. degree programs, as well as two 3+1 Transfer Degree Programs (B.S.) and two International Certificate Programs. The undergraduate program is gaining traction with students who are interested in pre-professional programs. During the academic year FA18-SP19, a total of 245 students were enrolled in our department.

**Table 1:** Indicates ethnicity of graduate and undergraduate students enrolled in POSC.

**Table 2:** Indicates Total Undergraduate Enrollment

**Table 3:** Indicates Total Enrollment for the M.S. in Poultry Science

**Table 4:** Indicates Total Enrollment for the Ph.D. in Poultry Science

**Table 1: Below**

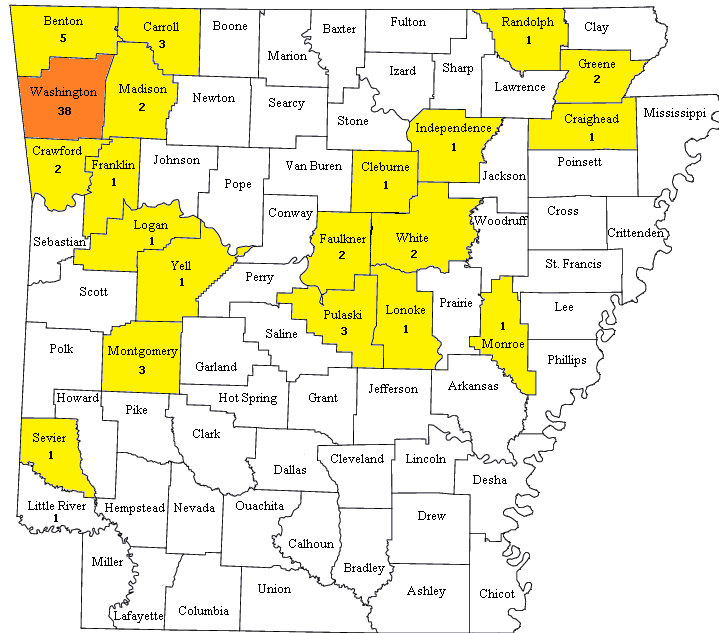
### **Table 1. Student Demographics**

<b>POSC Undergraduate &amp; Graduate Students</b>
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Ethnicity	FA17-SP18	FA18-SP19	FA19
Asian	4	2	1
African American	8	8	4
Hispanic or Latino	14	15	8
American Indian or Alaska Native	4	5	3
Caucasian	200	185	102
Non-Resident Alien	32	18	16
Unknown	1	0	0
Hawaiian or Pacific Islander	0	0	0
Two or More Races	11	16	7
Gender	2017	2018	2019
Female	140	135	74
Male	134	110	67

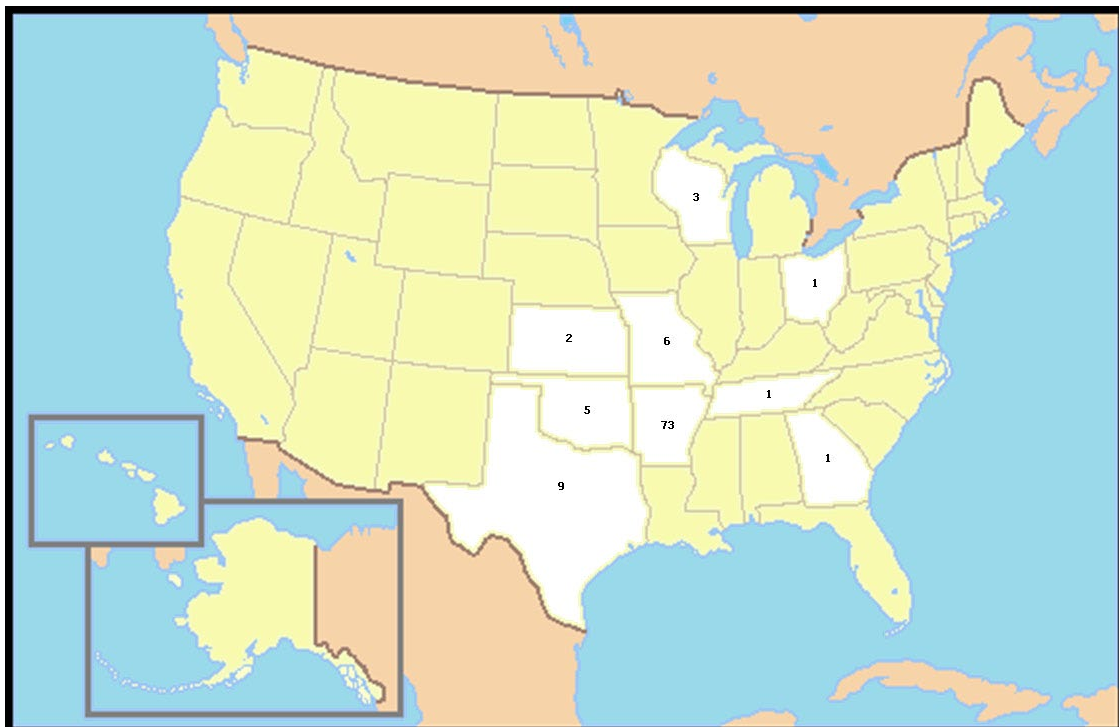
**Table 2: Fall 2019 State Enrollment Map**

**Total Enrollment Undergraduate: 103**



Enrollment by Arkansas County -- 2019									
ARKANSAS		CRAIGHEAD	1	HOWARD		MILLER		RANDOLPH	1
ASHLEY		CRAWFORD	2	INDEPENDENCE	1	MISSISSIPPI		ST FRANCIS	
BAXTER		CRITTENDEN		IZARD		MONROE	1	SALINE	
BENTON	5	CROSS		JACKSON		MONTGOMERY	3	SCOTT	
BOONE		DALLAS		JEFFERSON		NEVADA		SEARCY	
BRADLEY		DESHA		JOHNSON		NEWTON		SEBASTIAN	
CALHOUN		DREW		LAFAYETTE		OUACHITA		SEVIER	1
CARROLL	3	FAULKNER	2	LAWRENCE		PERRY		SHARP	
CHICOT		FRANKLIN	1	LEE		PHILLIPS		STONE	
CLARK		FULTON		LINCOLN		PIKE		UNION	
CLAY		GARLAND		LITTLE RIVER	1	POINSETT		VAN BUREN	
CLEBURNE	1	GRANT		LOGAN	1	POLK		WASHINGTON	38
CLEVELAND		GREENE	2	LONOKE	1	POPE		WHITE	2
COLUMBIA		HEMPSTEAD		MADISON	2	PRAIRIE		WOODRUFF	
CONWAY		HOT SPRING		MARION		PULASKI	3	YELL	1
<b>Total</b>								<b>73</b>	

Table 2: Total Enrollment Undergraduate by State

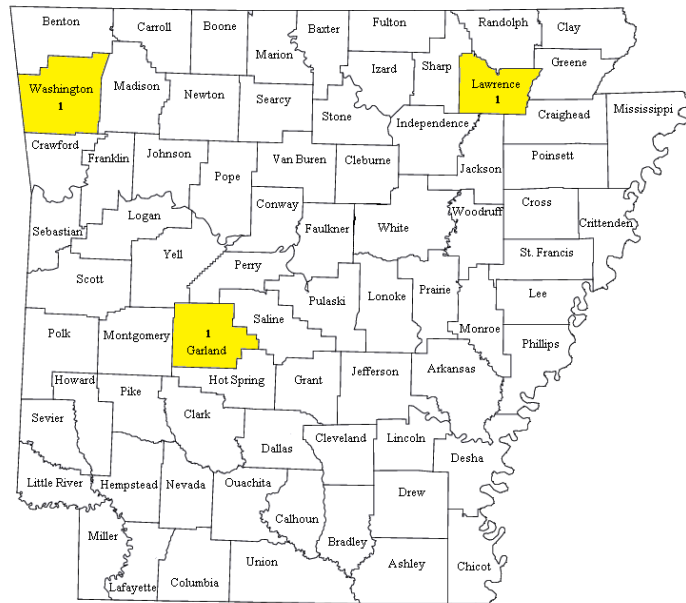


Enrollment by State -- 2019						
Alabama		Illinois		Nebraska		South Carolina
Alaska		Indiana		Nevada		South Dakota
Arizona		Iowa		New Hampshire		Tennessee
Arkansas	73	Kansas	2	New Jersey		Texas
California		Kentucky		New Mexico		US Virgin Islands
Colorado		Louisiana		New York		Utah
Connecticut		Maine		North Carolina		Vermont
Delaware		Maryland		North Dakota		Virginia
D. C.		Massachusetts		Ohio	1	Washington
Florida		Michigan		Oklahoma	5	West Virginia
Georgia	1	Minnesota		Oregon		Wisconsin
Guam		Mississippi		Pennsylvania		Wyoming
Hawaii		Missouri	6	Puerto Rico		
Idaho		Montana		Rhode Island		
<b>Total</b>						<b>101</b>

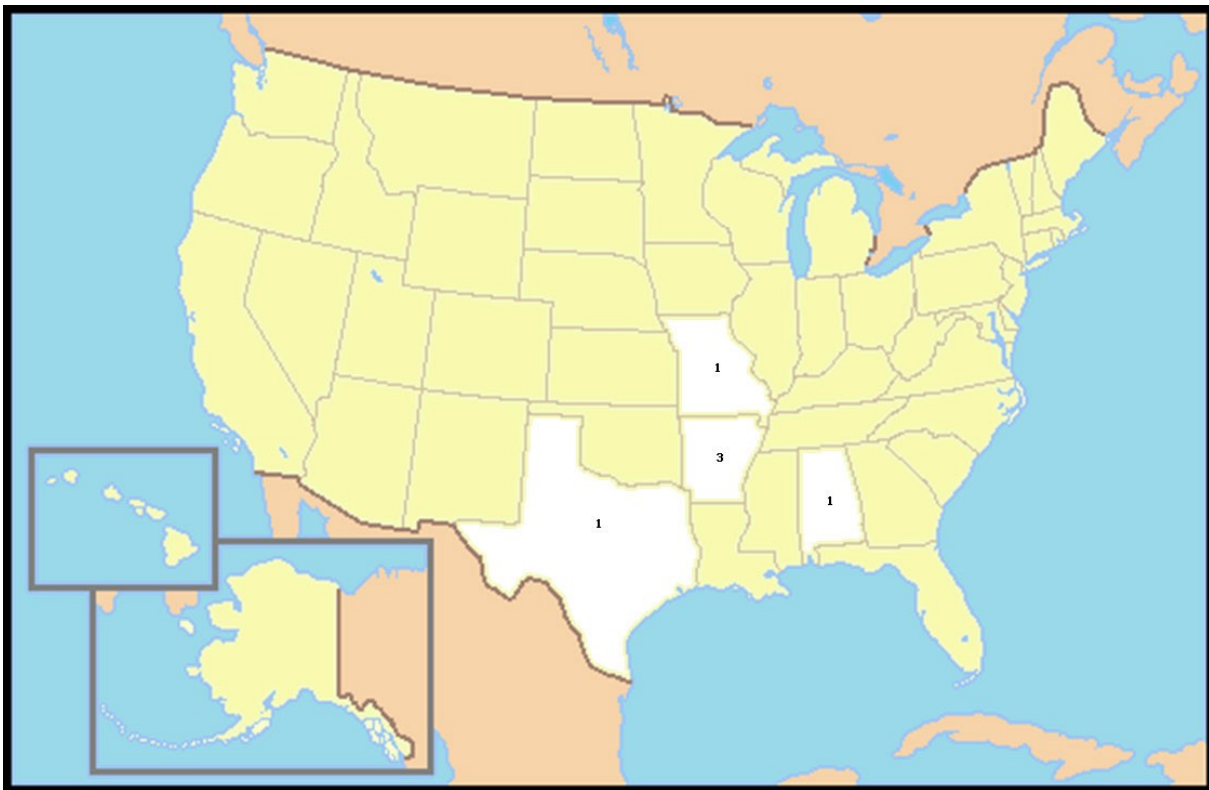
Foreign Enrollment by Country			
Kenya	1	Panama	1
<b>Total</b>			<b>2</b>

**Table 3: Fall 2019 State Enrollment Map**

**Total Enrollment Master's: 11**



Enrollment by Arkansas County -- 2019									
ARKANSAS		CRAIGHEAD		HOWARD		MILLER		RANDOLPH	
ASHLEY		CRAWFORD		INDEPENDENCE		MISSISSIPPI		ST FRANCIS	
BAXTER		CRITTENDEN		IZARD		MONROE		SALINE	
BENTON		CROSS		JACKSON		MONTGOMERY		SCOTT	
BOONE		DALLAS		JEFFERSON		NEVADA		SEARCY	
BRADLEY		DESHA		JOHNSON		NEWTON		SEBASTIAN	
CALHOUN		DREW		LAFAYETTE		OUACHITA		SEVIER	
CARROLL		FAULKNER		LAWRENCE	1	PERRY		SHARP	
CHICOT		FRANKLIN		LEE		PHILLIPS		STONE	
CLARK		FULTON		LINCOLN		PIKE		UNION	
CLAY		GARLAND	1	LITTLE RIVER		POINSETT		VAN BUREN	
CLEBURNE		GRANT		LOGAN		POLK		WASHINGTON	1
CLEVELAND		GREENE		LONOKE		POPE		WHITE	
COLUMBIA		HEMPSTEAD		MADISON		PRAIRIE		WOODRUFF	
CONWAY		HOT SPRING		MARION		PULASKI		YELL	
<b>Total</b>									<b>3</b>



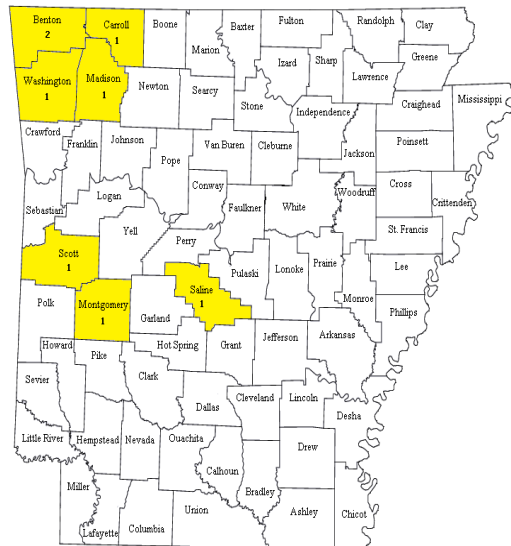
Enrollment by State -- 2019							
Alabama	1	Illinois		Nebraska	3	South Carolina	1

Alaska		Indiana		Nevada		South Dakota	
Arizona		Iowa		New Hampshire		Tennessee	
Arkansas	3	Kansas		New Jersey		Texas	1
California		Kentucky		New Mexico		US Virgin Islands	
Colorado		Louisiana		New York		Utah	
Connecticut		Maine		North Carolina		Vermont	
Delaware		Maryland		North Dakota		Virginia	
D. C.		Massachusetts		Ohio		Washington	
Florida		Michigan		Oklahoma		West Virginia	
Georgia		Minnesota		Oregon		Wisconsin	
Guam		Mississippi		Pennsylvania		Wyoming	
Hawaii		Missouri	1	Puerto Rico			
Idaho		Montana		Rhode Island			
<b>Total</b>							<b>6</b>

<b>Foreign Enrollment by Country</b>			
Bolivia	1	Nigeria	1
Eritrea	1	Panama	2
<b>Total</b>			<b>5</b>

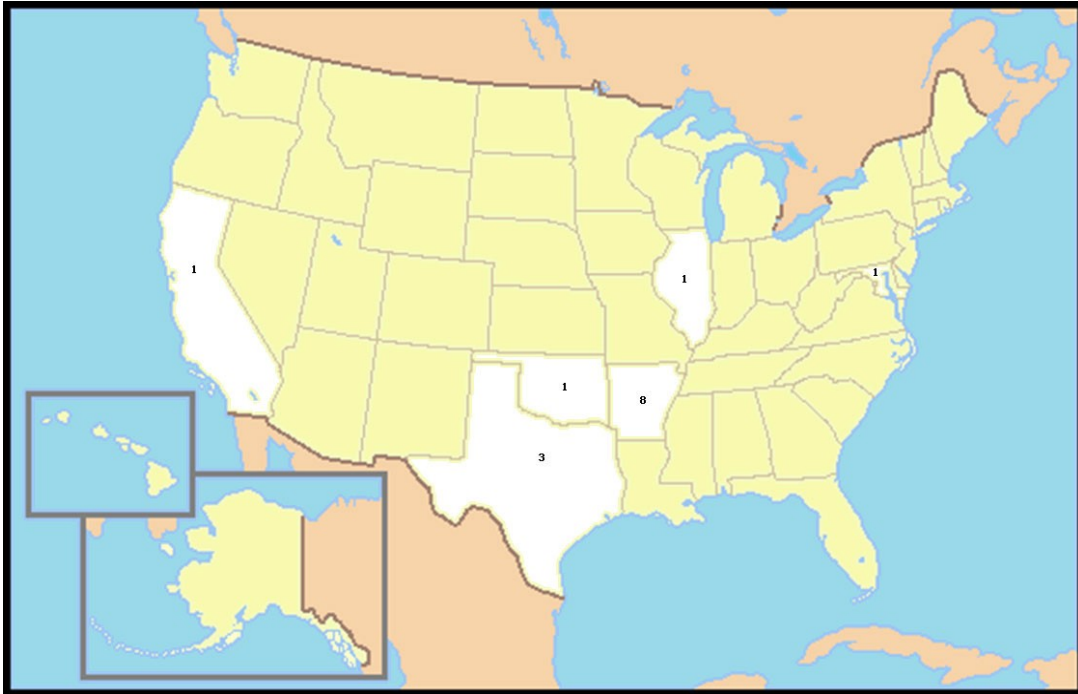
**Table 4: Fall 2019 State Enrollment Map**

**Total Enrollment Ph.D.: 23**





Enrollment by Arkansas County -- 2019									
ARKANSAS		CRAIGHEAD		HOWARD		MILLER		RANDOLPH	
ASHLEY		CRAWFORD		INDEPENDENCE		MISSISSIPPI		ST FRANCIS	
BAXTER		CRITTENDEN		IZARD		MONROE		SALINE	1
BENTON	2	CROSS		JACKSON		MONTGOMERY	1	SCOTT	1
BOONE		DALLAS		JEFFERSON		NEVADA		SEARCY	
BRADLEY		DESHA		JOHNSON		NEWTON		SEBASTIAN	
CALHOUN		DREW		LAFAYETTE		OUACHITA		SEVIER	
CARROLL	1	FAULKNER		LAWRENCE		PERRY		SHARP	
CHICOT		FRANKLIN		LEE		PHILLIPS		STONE	
CLARK		FULTON		LINCOLN		PIKE		UNION	
CLAY		GARLAND		LITTLE RIVER		POINSETT		VAN BUREN	
CLEBURNE		GRANT		LOGAN		POLK		WASHINGTON	1
CLEVELAND		GREENE		LONOKE		POPE		WHITE	
COLUMBIA		HEMPSTEAD		MADISON	1	PRAIRIE		WOODRUFF	
CONWAY		HOT SPRING		MARION		PULASKI		YELL	
<b>Total</b>									<b>8</b>



<b>Enrollment by State – 2019</b>						
Alabama		Illinois	1	Nebraska		South Carolina
Alaska		Indiana		Nevada		South Dakota
Arizona		Iowa		New Hampshire		Tennessee
Arkansas	8	Kansas		New Jersey		Texas
California	1	Kentucky		New Mexico		US Virgin Islands
Colorado		Louisiana		New York		Utah
Connecticut		Maine		North Carolina		Vermont
Delaware		Maryland	1	North Dakota		Virginia
D. C.		Massachusetts		Ohio		Washington
Florida		Michigan		Oklahoma	1	West Virginia
Georgia		Minnesota		Oregon		Wisconsin
Guam		Mississippi		Pennsylvania		Wyoming
Hawaii		Missouri		Puerto Rico		
Idaho		Montana		Rhode Island		
<b>Total</b>						<b>15</b>

<b>Foreign Enrollment by Country</b>					
Brazil	1	India	2	Thailand	1
China	1	Panama	1		
France	1	Peru	1		
<b>Total</b>					<b>8</b>

According to the University of Arkansas Office of Institutional Reporting, for Fall 19' the university demographics consisted of: 73.7%- Caucasian, 8.6% Hispanic, 4.4% African-American and 5.1% Foreign (International).

Bumpers College total enrollment was 2233 students with 1227 being from the State of Arkansas. The majority of those student arose from Benton, Washington and Pulaski County. The majority of Poultry Students are from Benton, Washington and Pulaski County,

The demographics presented in Tables 1-4 represent where our students are from. This allows the department to continue focusing recruitment efforts with regards to diversity and inclusion in those areas. In addition, it is a great opportunity to broaden our efforts in states where there is no presence.

Specifically, for the state of Arkansas the department has an opportunity to make an impact in the delta (southeast) region. Currently, the department has a 3+1 Transfer Degree Program with the University of Arkansas at Pine Bluff (UAPB) which is a historically black college and university. In addition, the department has a 3 + 1 Transfer Degree Program with Arkansas State University (A-State) which is located in Jonesboro, Arkansas. Lastly, the department has two 3 +1 Certificate programs with South China Agricultural University located in Guangzhou, China and the University of Putra located in Selangor Darul Ehsan, Malaysia. It is clear that our student population is disproportioned between whites/ non-whites and thus must be addressed.

## Proposed Strategies and Action Items

Our objective is to recruit, retain and advance a diverse student population from the State of Arkansas, other states in the United States, and internationally through the implementation of three overarching goals.

### 1.) RECRUITMENT of a more diverse student body, faculty, and staff

- Action 1: Enhance recruitment efforts with 3+1 Transfer Degree Programs and 3+1 International Certificate Programs
  - Additional planned 3+1 Transfer Degree Programs with Missouri State and Fresno State could result in enhanced recruitment of prospective students from underrepresented backgrounds
- Action 2: Conversion of recruiting materials to the Spanish language
- Action 3: Continue participation with summer programs, including the KIPP Delta Program
- Action 4: Enhance focus on high schools with student populations from underrepresented backgrounds
- Action 5: STEM recruitment
  - Howard Hughes Medical Institute- Driving Change proposal (UAF)
  - Active participation in science fairs
  - Summer camps and research experience for high school students
  - Utilize STEM teacher email distribution lists for marketing and recruitment efforts (create an Access database)
- Action 6: Enhance focus on the Delta, Southwest and Northeast, AR
  - Socioeconomic diversity should be an important consideration in recruitment efforts in the Delta
  - Scholarship support will be an important consideration
- Action 7: Directly involve POSC faculty, staff, and students from underrepresented / diverse backgrounds in recruiting, mentoring and retention efforts
- Action 8: Enhance focus on current students and alumni from underrepresented backgrounds in recruitment and marketing materials

## 2.) Create an ENVIRONMENT that is welcoming and inclusive

- Action 1: Develop strategies to address a student not feeling welcome in our environment:
  - Develop a student mentoring or ambassador program (similar to the Bumpers Honors Program) for UG and GR students
  - Plan social events for student, staff, faculty interaction (similar to the Back to School Bash)
  - Prepare and distribute UG and GR student handbooks for all new students (the PSGSA is currently working on GR student handbook). Include a listing of business around town (grocery stores or markets, barber shops, other businesses) to help with transition to community.
- Action 2: Prepare photos and bios to recognize new students, faculty, and staff when they join the department as a welcoming gesture. Feature new students in newsletters, our homepage, social media, and building monitors.
- Action 3: Plan more events which showcase or recognize diversity within the department, similar to our annual International Lunch.
- Action 4: Be mindful of important holidays for members of the department from different backgrounds and ethnicities.
- Action 5: Create opportunities to bring families of prospective students, particularly from 3+1 programs, to UAF for campus visits.

## 3.) Create a CULTURE that is respectful and welcoming to all persons

- Action 1: Be mindful of important holidays and dietary preferences for members of the department from different backgrounds and ethnicities.
  - Invite students, faculty, and staff to share important family and holiday traditions at social gatherings.
  - Schedule regular social hour for faculty, staff, and student interaction (SD).
- Action 2: Plan more events which showcase or recognize diversity within the department, similar to our annual International Lunch.
- Action 3: Inclusion of DEI activities or exercises in existing POSC courses, such as undergraduate courses Introduction to Poultry Science, Professionalism, and Graduate Seminar. A common DEI statement should be included in all syllabi.

- Action 4: Develop a lecture series, seminar series, or workshops on DEI with other student organizations on campus, including but not limited to the Panamanian Student Association, African American Student UG and GR Associations, MANNRS, P.R.I.D.E., the Center for Multicultural and Diversity Education, and the IDEALS Institute.

### **Closing Statement**

Feedback and guidance received from the review of the initial draft of the Poultry Science DEI Plan was used to develop substantive realignment of the mission statement, goals, and action items described within this document. Meetings held by this committee over the past several months were extremely positive and effective. Collectively, we now feel we have an impactful plan and we are eager to begin implementation of action items described in this document during the Fall 2020 semester. The Department does not condone behavior considered to be counterproductive towards our DEI efforts. We look forward to receiving additional feedback and guidance from the Bumpers College DEI Committee and the IDEALS Institute on the present version of the Poultry Science DEI Plan.