

Development of a Managerial Mentoring Program for Underrepresented Animal Science Students

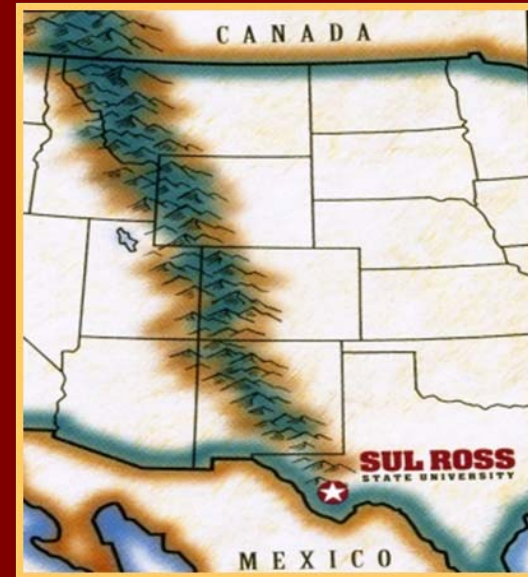
Jeff S. Pendergraft PhD, PAS, Dipl. of ACAS
Department of Animal Science

Sul Ross State University
Alpine, TX



Situation in West Texas

- Service area:
 - 19 counties
 - 158, 000 residents
 - 64% are Hispanic
 - 31.5% live in poverty
 - 1 in 30 Hispanics have a bachelor's degree



The Hispanic-Serving Institutions Education Grant Program

Project Objectives

1. Acquire updated instrumentation and laboratory equipment
2. Develop curricula that increase interactions between students and faculty outside of traditional lecture courses.
3. Use alternative and innovative teaching methods that reach and motivate students
4. Create a realistic workplace experience for the development of valuable real-life skills.
5. Develop a managerial mentoring program



The Approach

- Designed three new courses
 - ANSC 2204 & 2205 Stable Management I & II
 - ANSC 4312 Inquiry into Equine Science



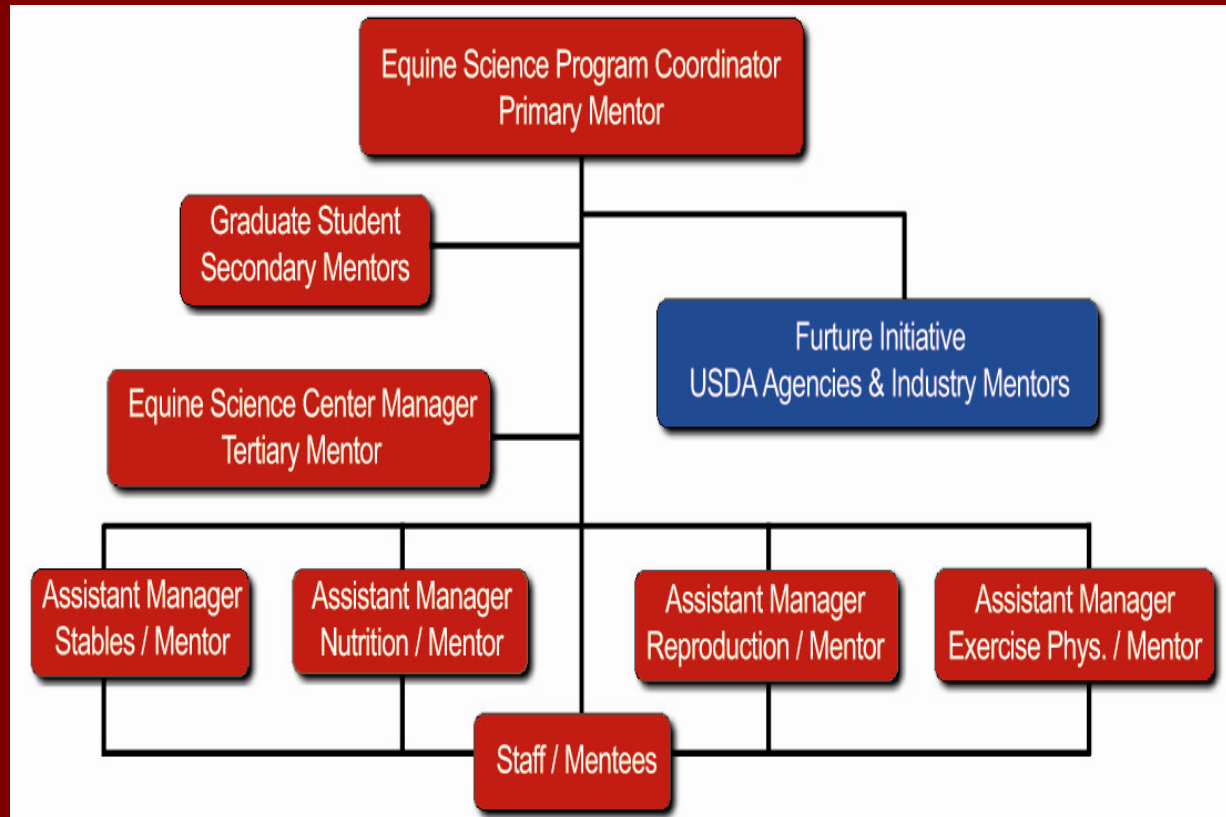
- Purchased equipment for the new labs.

The Managerial Mentoring Model

- Program: Equine Science
 - Areas of emphasis within the program:
 - Management
 - Nutrition
 - Reproduction
 - Exercise Physiology
 - Behavioral Modification



The Initial Managerial Mentoring Flow Chart



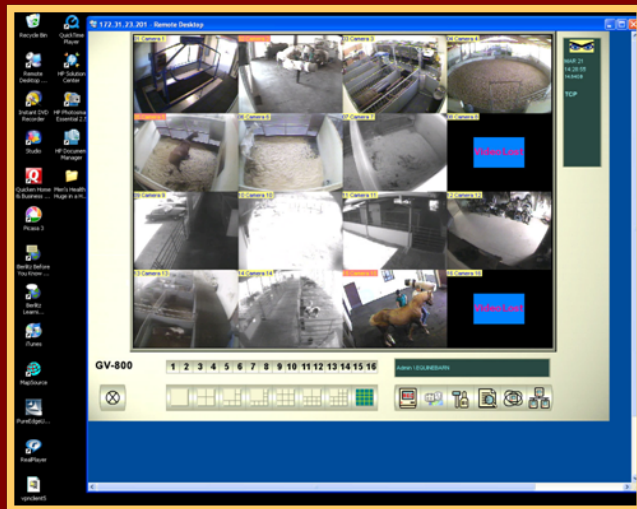
Becoming a Mentor

- Trial & Error
 - Standard requirements
 - Classes
 - GPA
 - Work quality
 - Resume
 - Interview
 - Experience



Products

- 3 laboratories were modernized by equipping them with state-of-the-art instrumentation, laboratory, and media equipment;



Products

- 10 stipends and 1 fellowship was awarded;
- 50 professional web pages were created;
- 12 cities were visited for recruiting;
- 5 abstracts were published;
- 16 presentations were given

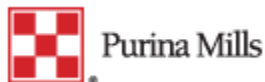
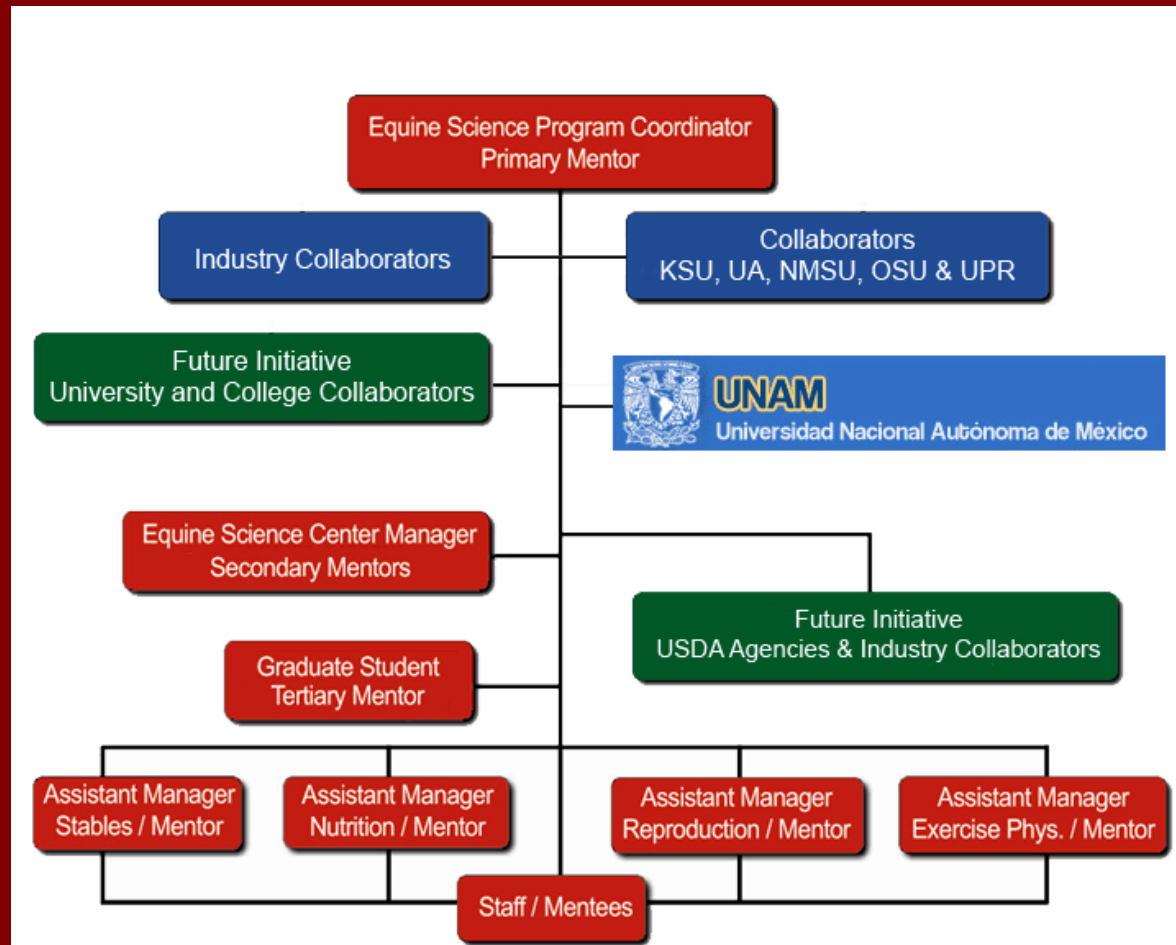


Products

- Six research and two teaching projects were conducted
- Six of the eight projects were conducted by Hispanic students



The Managerial Mentoring Program



Outcomes

- Newly developed and restructured courses:
 - total enrollment of 646 participants
 - representing 239 students
 - 54 of these individuals were underrepresented animal science students.
- Ten out of the thirteen animal science courses that were used for the project observed a 50 % increase in underrepresented student



Outcomes

Mean grade point average from new and restructured courses.

	Mentoring Program	None Mentored
White	2.89	2.12
Hispanic	2.80	1.77
African - Americans	3.00	2.00
Average	2.88	2.08



Outcomes

- The managerial mentoring program had 70 students participate
- 22 were minority students
- 17 students became mentors
- 6 mentors were Hispanic



Impact

- Underrepresented animal science student participation during this four year project increased 70.6 percent.
- 2 Hispanic students participated in the McNair Scholar Program
- 23 students graduated during this project and 18 of them participated in the mentoring program
- 16 students currently work in the Ag industry



Student Centered Program

- Program is student ran
- Program activities
 - Short Courses
 - Educational Clinics
 - Research projects
 - Grant projects
 - Campus activities
 - Recruitment
 - International
 - Cost Efficiency Model



Future Initiatives



Leadership is action not position.



The Hispanic-Serving Institutions
Education Grant Program

