

A Multi-Institutional Mentoring Program for Developing Inclusive Excellence



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Introduction/Need for Innovation

- There has been relatively little progress regarding the participation of underrepresented minorities (URMs) in agricultural careers (APLU, 2009).
- A collaborative capacity building partnership between 1862 and 1890 land-grant Universities (LGUs) was created in 2020. Faculty leadership teams (FLT), at each of these LGUs, develop campus-based mentoring programs.
- This effort is aligned to the Inclusive Excellence Change Model (IEM). In which, based on 5 dimensions, diversity, equity, and inclusion components are key elements for achieving institutional excellence (Williams et. al, 2005).

How It Works

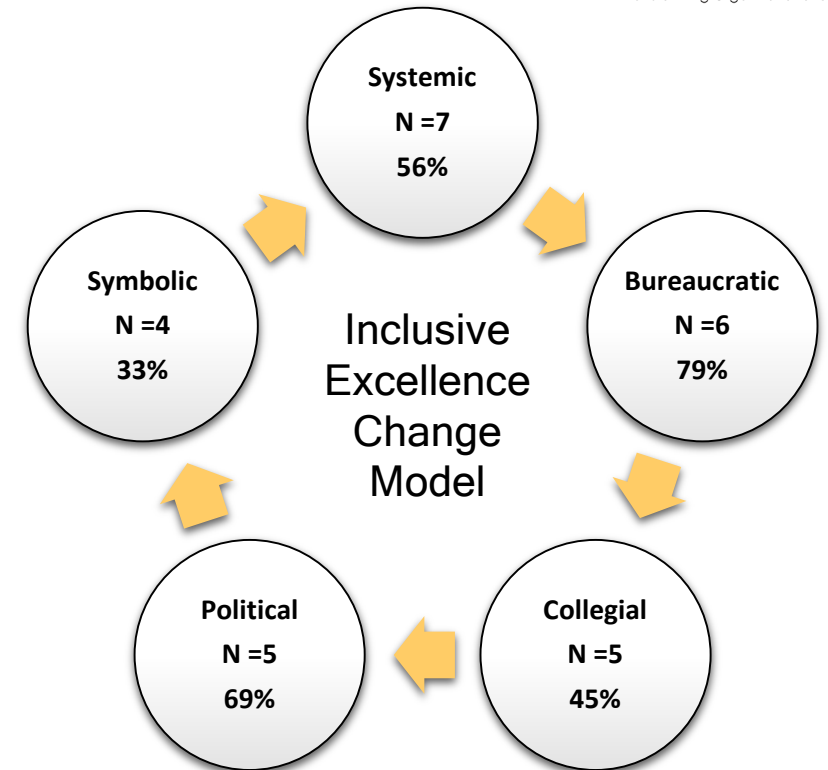
Stage 1: Eleven LGUs that were called to write and present mini-grant mentoring proposals focused on URM. Six webinars were conducted.

Stage 2: During the second year, LGUs have been developing the mentoring activities that were included and approved in the mini-grant proposals.

Stage 3: On-going project activities and results achieved will be presented during the second year (and after finishing the project) in conferences and professional development events.

Results to Date

The figure shows the number of indicators (*M*) representing each dimension and the overall percentage that the MENTOR project collectively addressed each dimension. Bureaucratic and political dimensions were addressed the most.



Future Plans

Evaluation strategies will be implemented using the IEM framework. Webinars will be conducted. LGUs' mentoring projects will be shared in academic conferences, including the 2021 NC-AAAE Conference.

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