

CIVIL RIGHTS ACTIVITY REPORT FY 2011



A CIVIL RIGHTS MESSAGE FROM THE STATE CONSERVATIONIST

Salvador Salinas, State Conservationist

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The USDA-Natural Resources Conservation Service (NRCS) has a great legacy of providing practical, science-based, site-specific technical assistance to cooperators/land managers to plan and apply conservation practices to address natural resource concerns on private lands.

Our conservation tradition includes delivering these services to all persons through the long standing partnerships with Soil and Water Conservation Districts (SWCDs), in addition to numerous other partnerships. This conservation legacy is the result of the dedication and hard work of Texas NRCS employees at all levels of the agency across the state in getting conservation on the ground.

It is a goal of this agency to treat all employees and customers with dignity and respect and to ensure that all people are aware of and have an equal opportunity to receive assistance and participate in our programs.

The Texas Civil Rights Advisory Committee (CRAC) played a critical role in Fiscal Year 2011 in this effort. Under the leadership of Manuel DeLeon, Chair, the Commit-

tee has done an excellent job in achieving this goal. Their many accomplishments are showcased in this Activity Report.

The Committee completed Civil Rights Compliance reviews in 47 field offices this fiscal year. Positive things that employees are doing in the area of civil rights are recognized through the Texas Civil Rights Awards. Follow-up actions are being taken to address deficiencies identified in the reviews.

Committee members also served on multiagency Accessibility Review Teams (ART) to conduct accessibility compliance reviews in 33 co-located Service Center Agency offices in the state. These reviews identified physical barriers that are an impediment to persons with disabilities regarding access to the office in order to receive assistance. Identified deficiencies are being addressed by the leasing staff of the Service Center agencies. A similar review was conducted in one stand alone field office this year.

Program application and participation data for cost-share programs have been distributed to the field offices to assist

in evaluating and taking actions to ensure that equitable assistance is being provided to all persons.

The CRAC assisted with the interviews and evaluated 87 applicants for the Student Career Employment Program (SCEP). This program continues to be an excellent recruitment and employment effort to ensure the diversity of our work force.

The Civil Rights portion of the Texas NRCS website is updated regularly to ensure that information relative to activities of the CRAC; and Civil Rights and Equal Opportunity in our agency is available to employees and others.

Appreciation is expressed to the CRAC and the Special Emphasis Program Managers (SEPM's) for their work this year; and to all employees who share in our Civil Rights and Equal Opportunity responsibilities. By working together, Texas NRCS employees have demonstrated that Civil Rights is not just another job, rather, it is the way that we do business.

COMMENTS FROM THE CRAC CHAIR

Manuel DeLeon, Chair

Fiscal Year 2011 can probably be described as challenging, to say the least. During 2011, Texas NRCS, NRCS employees, and the Texas Civil Right Advisory Committee (TCRAC) experienced numerous challenges. Some of these included retirements, those expected and unexpected, government shutdown preparations, discussions of a new Farm Bill, budget and program cuts and many other instances that contributed to uncertainty.

During FY 2011, there also were changes in membership. First, the committee welcomed four new members: from Zone 4, Beverly Moseley (FY 2012 Secretary) and Ronald Harris, and from Zone 3, David Daniels, as the Black Emphasis Program Manager (BEPM) and Garry Stephens as the American Indian Liaison. At the close of FY 2011, we lost Veronica O'Donnell (Zone 3-FY 2011 Secretary), Eileen Vale, Federal Women's Program Manager (FWPM-Zone 5), and Erasmo Montemayor, Hispanic Emphasis Program Manager (HEPM-Zone 3). Finally, last but not least, we lost Dexter Svetlik, Civil Rights Liaison, to retirement. A retirement that is well-deserved and I hope a retirement that will be thoroughly enjoyed.

Texas NRCS and I thank all the outgoing members and Special Emphasis Program Managers for their dedicated service and contributions to TCRAC. I especially appreciate their friendship and assistance throughout the year. We also welcome the new members and appreciate their willingness to serve on the committee. We look forward to their efforts and contributions to Texas NRCS and the committee.

Although we experienced many challenges this year, one thing is certain and unchanged, the professional services that TCRAC provides to our clients and employees remains unwavering and steady! The following report will highlight some of those services and accomplishments that occurred during FY 2011. The Texas Civil Rights Advisory Committee always welcomes questions, ideas and feedback from all NRCS employees. I hope you enjoy the content of this Annual Report.

FEDERAL WOMEN'S PROGRAM

Eileen M. Vale, Program Manager

The Texas Federal Women's Program (FWP) committee consists of 10 members and a state office liaison. Committee members and their contact information are listed on the FWP poster located on the FWP website- <http://www.tx.nrcs.usda.gov/about/civilrights/fwp.html>. Members represent different zones and different disciplines and grade levels. Also listed on the website is the lending library list of materials available, application for the FWP scholarship, information on the Mentor/Mentee program, and application for the Student Temporary Employment Program (STEP).

FWP continues for the eighth year in promoting the Student Temporary Employment Program (STEP) which tracks young high school females into agricultural or NRCS job related fields of study. This program helps these students become qualified college graduates. They, in turn, work summers to learn about NRCS. This year we received 53 STEP applications which were ranked in January. The number of STEP applicants hired is determined by the number of returning STEP employees and available funds. This year we were able to hire nine new STEP recruits.

The FWP manager assisted the National Emphasis Hispanic Program Manager, Jackie Padron, in attending the Texas A&M University-Kingsville Career Fair in October 2010. The team visited with an estimated 350 students in 10 classes which consisted of agricultural and engineering classes. The team had a barbeque funded by the Hebbronville and Kingsville Soil & Water Conservation Districts (SWCD) for the students. Over 40 students attended and interacted with the NRCS recruitment team. Over 500 students attended the career fair and over 250 visited the NRCS booth. The team scheduled 46 interviews with 37 being interviewed and recommended for hire. Four were not recommended. Five did not show up for interviews.

As the FWP manager, I worked with the Texas AgriLife Extension Wichita agriculture agent with developing their youth programs, such as 4-H and Junior Master Gardeners for 2012. I also had the opportunity to assist Texas AgriLife Extension with providing a program on Top Drought Strategies to producers in the Wichita County area. There were 30 participants. In May, we hosted the Wichita Ag Day for the Wichita ISD. At this event, we recruited students for the NRCS STEP and Student Career Experience Program (SCEP). We had over 800 students participate at this event. I am currently assisting the National Federal Women's Program Manager (NFWPM) on retention and recruitment issues for females and the national Civil Rights Advisory Committee (CRAC) on retention and recruitment issues for Hispanics. I also had the opportunity to assist the NFWPM in developing a pamphlet for women on Tips on Breast Feeding in the Workplace.

The FWP mentor/mentee program has a continuous sign up. Those who are interested can find the handbook with the application on the FWP website mentioned above. The FWP mentor/mentee program continued with three new pairs being appointed. Training for these pairs and follow-up sessions for the previous year's pairs will be provided when funds become available.

FWP all employee meetings will continue when funds become available, as well as the FWP scholarship program.

BLACK EMPHASIS PROGRAM

David Daniels, Program Manager



I had the opportunity to visit with all Student Career Experience Program (SCEP) participants from Prairie View A&M University, during the month of July in their respective field office. The purpose of the visit was to obtain feedback on their career exposure. Also, to get feedback on any additional training needed.

Prairie View A&M University held its annual two-day career fair in September. Myself and Brannon Sledge, NRCS agriculture engineer, staffed a booth at the event to answer any questions about challenging careers with NRCS. More than 100 people visited our booth, including undergraduates, graduate students and individuals already working in the private sector.

Some of the SCEP's that worked during the past summer piqued the interest of some of their colleagues by bringing them to the booth as well. They were able to discuss their experience of working this past summer with their fellow students. The students that assisted not only worked in multiple field offices, but also as cartographic technicians in the Technical Center in Fort Worth, Texas.

The opportunity to reach out to agricultural, civil engineering, and students of other educational backgrounds and share the knowledge of the things that the agency does on a daily basis was not only rewarding for the students, but also for those NRCS personnel alike.



The NRCS took part in Prairie View A&M University's career fair.

HISPANIC EMPHASIS PROGRAM

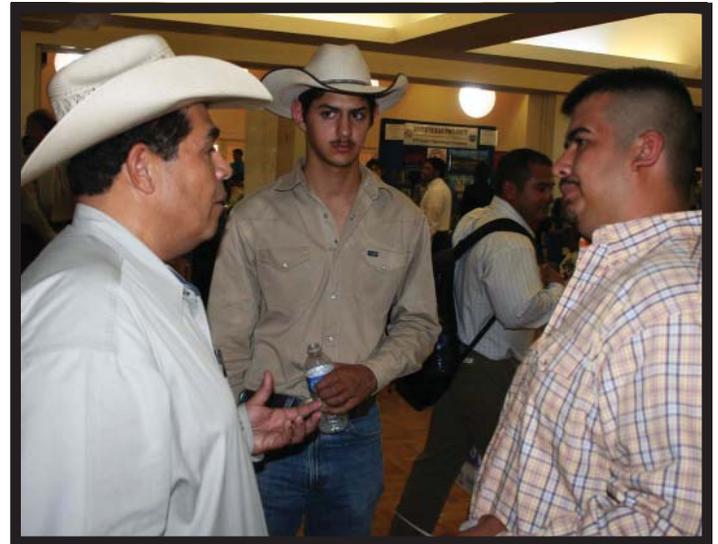
Erasmus Montemayor, Program Manager

It is hard to believe, but another year has come and gone. The following highlights some of the outreach and recruitment activities I was involved with in 2011.

This year, I participated in two National HEPM Training Teleconferences, completed and submitted quarterly reports to the National HEPM, completed 2010 Annual Report with all accomplishments and submitted 2011 Annual Business Plan.

I announced the National Hispanic Heritage Month Poster Contest to all employees in the state. Provided several informational emails to all employees during National Hispanic Heritage Month, including copies of the winning poster by Thomas Share of California. I also emailed to all employees two stories highlighting Rigoberto Lopez, NRCS district conservationist, Pearsall, and Jimmie Casias, a producer from Bexar County.

I was the Chairperson of the recruitment team for the career fair at Texas A&M University-Kingsville (TAMUK). During this event, the nine-person team visited 17 Agricultural and Engineering classes, over 250 students visited the NRCS recruitment booth and we also interviewed 52 students that were entered into the National Recruitment Database. A recruitment pamphlet highlighting current NRCS employees that are Texas A&M University alumni was developed and used during the event.



Erasmus Montemayor (left), HEPM, visits with students at TAMUK's career fair.

I also participated in a Natural Resources Career Fair at Texas State University in San Marcos, Texas. During this event, 79 students visited the NRCS recruitment booth and information about the Student Career Experience Program (SCEP) and the Career Intern Program (CIP) was distributed.

I was part of the team that worked the informational booth at the International Farm and Ranch Show in San Antonio, Texas. During this event we provided information to the public about NRCS. I was able to visit with several students about careers with our agency.

I also assisted six applicants with their CIP applications and nine students with SCEP applications.

I submitted the nomination and accompanied the Hellen Family when they received the Outstanding Land Stewardship Award, during the annual meeting of the Texas Chapter of the Wildlife Society in San Antonio, Texas.

Conservation

Our Purpose. Our Passion.



The Hellen Family receives the Land Stewardship Award. Pictured left to right are: Charlotte Hellen (left) Erasmo Montemayor, NRCS HEPM (center) and Bill Hellen (right).

Coordinated and participated on a range field trip with Dr. Poncho Ortega and nine Hispanic graduate students from TAMUK. The field trip was hosted by a local landowner. The students were able to interact with the landowner and observe first hand sound range conservation practices during a drought.

I participated in a career fair at Laredo Community College (LCC) in Laredo, Texas. Over 85 Hispanic students visited the booth and were provided with information about careers with NRCS. LCC has a working agreement with Texas State University and a dual enrollment option for students majoring in Agriculture Science that meets the criteria for soil conservationists.

I attended a USDA Border Security Training which provided a good opportunity to interact with other agencies working along the border and to discuss how we can help each other carry out our mission in a safe manner.

I continue working with Cesar Kleberg Wildlife Research Institute and Texas AgriLife Extension in finding a management solu-

tion to the Tanglehead infestation in four South Texas counties. We're currently monitoring 12 plots that were sprayed with three different herbicides at different rates.

I accompanied five Hispanic landowners from Hebbronville, Texas to the Bi-National Rancher's Conference in Laredo, Texas. The conference's main objective was to exchange ideas and discuss issues affecting ranchers on both sides of the Rio Grande River.

I assisted the Resource Team Leader in Edinburg with the nomination of Roel Guerra, SCT, in Rio Grande City who received an award from the Commission for the Blind. I attended the award ceremony where Roel was recognized for his hard work and dedication to NRCS and the challenges he has overcome. The agency also was recognized for employing Roel and providing accommodations.

I attended an Agriculture Technology Advisory Committee meeting in Harlingen, Texas at the Texas State Technical College. The group reviewed the degree catalog for students and recommended minor modifications. The changes will improve the academic criteria for students and will help qualify them as Soil Conservation Technicians. The changes will also facilitate a transfer to TAMUK for a bachelor's degree.

I coordinated and planned the annual career fair at TAMUK. Classroom visits were scheduled with students at the College of Agriculture and Engineering. We interviewed students interested in summer internship positions and full time jobs with the agency. A database was populated during the career fair with information from students from TAMUK, which will be combined with career fairs from El Paso, Las Cruces, New Mexico and Puerto Rico. The database will be made available to all states which are interested in hiring Hispanic students.

This year marks the end of my term as HEPM. The last five years have been a great experience and very rewarding. I got an opportunity to meet some wonderful people along the way and hopefully did the Hispanic program justice. I also got an opportunity to recruit some great talent to the agency. Flavio Garza has graciously accepted the responsibility as HEPM beginning October 1, 2011. I look forward to working with Flavio and making the transition as smooth as possible. Again, it has been a great honor and pleasure serving in this role. Muchas Gracias.



Students visit the NRCS booth at the Laredo Community College Career Fair. Erasmo Montemayor, HEPM, discusses with a student course requirements needed to meet qualifications for the Career Internship Program (CIP).



Erasmo Montemayor (center), NRCS HEPM, and Flavio Garza (right), NRCS district conservationist, provide career counseling to a student at Job Fair.

ASIAN AMERICAN/PACIFIC ISLANDER EMPHASIS PROGRAM

Irene Fang, Program Manager

In the third year of my AAIP SEPM duties, I have been involved in the following activities:

I assisted the Texas Civil Rights Advisory Committee (CRAC) in reviewing and evaluating the applications and finalizing the recommendations for employment with the Student Career Experience Program (SCEP).

I attended the Non-Profit and Government Career Fair at the University of Texas-Austin and received 22 resumes including Chinese, American Indian and Vietnamese female students in April.

I was involved in the multi-agency (NRCS, FSA, RD) Accessibility Review Team (ART) in conducting the Accessibility Compliance Review for Hill County, McLennan County and Milam County.

I was involved in Civil Rights Reviews for Burnet, Goldthwaite and Lampasas field offices.

To celebrate Asian Heritage Month, I provided traditional Chinese food at the state office for Tea Time for about 30 people in May.

Also, to celebrate Asian Heritage Month, I was interviewed by Dee Ann Littlefield, NRCS public affairs specialist, for a feature story which was posted on the Texas state NRCS website.

I attended the annual Data and Barrier Analysis Training and learned to ensure that all NRCS activities are free from discrimination and that barriers to the recruitment, employment, and advancement of Asian Americans and Pacific Islanders are addressed. "AA/PIEPMs assist in evaluating the effectiveness of the overall equal opportunity program in their organizational units and assist in identifying new and changing program needs."



To celebrate Asian Heritage Month, Irene Fang, AA/PIEPM, provided traditional Chinese food at the state office for Tea Time for about 30 people in May.



Several Texas NRCS employees attended the DARS/DBS ceremony honoring Roel Guerra of Rio Grande City (second from left) and Texas NRCS for their efforts in recruiting, hiring and training a diversified workforce. Tomas Dominguez (second from right), Zone 3 assistant state conservationist for field operations, accepted NRCS' award. Arturo Ibarra, Resource Team Leader in Edinburg, Erasmo Montemayor, Texas NRCS Hispanic Emphasis Program Manager, and Melissa Blair, Public Affairs Specialist for Zone 3, also attended the ceremony.

DISABILITY EMPHASIS PROGRAM

Justin Clary, Program Manager

I assisted with several ADA and Civil Rights reviews that were conducted in early summer.

Texas NRCS is still working closely with Texas AgrAbility in order to promote success in Agriculture for People with Disabilities and their families. This method has allowed several landowners to contact Texas AgrAbility for additional assistance. The Texas AgrAbility Project assists disabled farmers and ranchers by helping them overcome physical barriers so that they may continue their chosen professions in agriculture with equipment modified for their use.

Texas NRCS was recently recognized for the Business of the Year award presented by the Harlingen Region of the DARS/Division for Blind Services (DBS). The purpose of the award was to promote and recognize businesses for their demonstrated commitment and emphasis on employing people who are blind or visually impaired.

Roel Guerra of Rio Grande City also was honored by the DARS/DBS for his commitment and hard work with the agency in helping landowners with conservation planning. He was presented with a proclamation from State Representative Ryan Guillen.

Texas NRCS employees should contact Ginger Price, Human Resource Specialist at the state office in Temple at 254-742-9932 or email ginger.price@tx.usda.gov for more information on how to obtain equipment or assistance an individual may need in order to overcome challenges in the workplace and so they may be able to help others help the land.

This is the first full year that Texas NRCS has the Veterans Emphasis Program in place. Throughout the year I have provided materials that may prove to be useful for Veterans as well as the Memorial Day flag etiquette in commemoration of Memorial Day in honoring veterans.

Helping People Help the Land

AMERICAN INDIAN/ALASKAN NATIVE EMPHASIS PROGRAM

Jerry Pearce, Program Manager

I promoted Native American Heritage Month by distributing information on the importance of contributions to our society by Native Americans.

I attended the American Indian/Alaska Native Intertribal Ag Symposium.

Updated and utilized an email list to inform all American Indian employees in Texas of career and other opportunities.

Provided information on grants targeting American Indians and Tribes as beneficiaries.

I performed Civil Rights Reviews on four field offices and Accessibility Reviews on two USDA Service Centers.

I worked with Garry Stephens, NRCS Tribal liaison, to develop a 2012 outreach plan.

TEXAS NRCS TRIBAL LIAISON

Garry Stephens, American Indian Liaison

I attended the American Indian/Alaska Native Intertribal Ag Symposium with representatives of each federally recognized Tribe in Texas. I coordinated outreach, participation and travel for three Tribal Earth Team Volunteers for Texas NRCS. I also coordinated participation in the 2011 American Indian/Alaska Native Intertribal Ag Symposium.

Held informal meetings with Tribal leadership for the three federally recognized Texas Tribes. Developed and assisted with reporting to national leadership NRCS' activities, both formal and informal, as related to the Tribes.

Worked with the state recognized Coahuilteco Huichol Tribe during a "Buffalo Harvest Blessing Ceremony" for an alternative ranching enterprise at the Shape Ranch in Dimmit County. Will publicize this ceremony during American Indian Heritage Month.

I'm working with State public affairs specialist in developing a table top display and videos of Tribal activities to assist in outreach efforts at local, state and national levels.

Tribal consultation meetings were held around the country throughout the USDA in an effort to hear from the Tribes about issues related to the 2008 Farm Bill. Worked with Kyle Williams, Alabama-Coushatta Tribe of Texas, with attending an Oklahoma City, Okla, meeting. Jerry Pearce attended the Nashville, Tennessee, meeting.

In November 2010, more than 35 NRCS employees and conservation partners learned about the habitats of rare, threatened and endangered plants, as well as plants of cultural concern that inhabit rangeland areas of South Texas in Rio Grande City, Texas. Ted Herrera led a discussion on the relevance of native plants to Tribal use and heritage within the area. An article was published in the AIAENA newsletter, as well as NRCS' LoneStar Link.

Worked with field office staff and Tribal leadership to generate interest in the Federal Women's Program (FWP) STEP program. Erika Williams, Alabama-Coushatta Tribe of Texas Tribal member, applied.

I serve on an Ad hoc subcommittee of the Financial Committee of the AIANEA. I also serve as a southern part of the Central Regions alternate on National Tribal Network Committee conference calls.



Ted Herrera, Spiritual Leader of the Tap Pilam Tribe, provided a blessing ceremony for a buffalo harvest on the Shape Ranch in Dimmit County. The ranch employs an alternative ranching operation that utilizes buffalo as the grazing animal. NRCS Tribal liaison and field office staff participated in this harvest and blessing ceremony.



A video highlighting longleaf pine restoration efforts with the Alabama-Coushatta Tribe of Texas was produced and distributed at local, state and national levels.



NRCS and TFS personnel, along with Alabama-Coushatta Tribe of Texas leadership and members, gather to learn about seedling production at a Louisiana Department of Forestry plant nursery in DeRidder, La.

I am in the process of coordinating a Native American speaker for a 7th grade field day in association with Gulf Coast Indian Confederation, Duval SWCD and the Temple Ranch.

I participated in USDA Office of Tribal Activities webinars during FY 2011.

Worked with SEPM to develop AIAENA SEPM and Tribal liaison 2011 Action Plan.

ALABAMA-COUSHATTA TRIBE OF TEXAS

I, along with local and Zone 4 staff, and the state Public Affairs Specialist developed a video highlighting longleaf pine restoration efforts with the Alabama-Coushatta Tribe of Texas.

I assisted with coordinating a meeting in Livingston, Texas with the Alabama-Coushatta Tribe of Texas Tribal leaders and staff, NRCS and the Texas Forest Service to discuss strategies for the Tribe to develop a nursery for the production of longleaf pine seedlings. In this effort, I provided outreach assistance to the Tribe, along with Kanand Brooks, Ronald Harris, Darren Clark and Jim Rogers. We traveled to a Louisiana Department of Forestry plant nursery with Tribal members and Texas Forest Service personnel in an effort to evaluate nursery operations for the production of longleaf pine and other culturally significant plant species for restoration work on Tribal lands.

YSLETA DEL SUR PUEBLO

NRCS has assisted with the development of conservation programs with the Ysleta del Sur Pueblo in El Paso and Hudspeth counties that have included conservation practices such as cross fencing and water developments through EQIP and WHIP.

USDA AGRICULTURAL LIAISON OFFICER

Horace D. Hodge, 1890 Program Manager, PVAMU

USDA Cooperators Meeting, September 2010: I represented the USDA and Prairie View A&M University (PVAMU) at the USDA Cooperators Meeting held in St. Louis, Mo. I worked with PVAMU leadership to recruit Wade Ross, president, Texas Small Farmers and Ranchers, Community Based Organization (CBO), and his wife, Anita Ross, to attend. I also accompanied Billy Lawton, interim program leader for Agriculture and Natural Resources, Cooperative Extension Program.

Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) picnic and outdoor seminar, October 2010: I worked with Krystal Blakemore, president, PVAMU MANRRS' chapter to develop and present a budget to the agriculture leadership. We were able to secure financial support for the October event which was designed to enhance synergy among the students, faculty, staff and administration. I also worked with leadership in developing a formal program.

26th Annual Landowners Association (LAT) Conference, October 2010: I represented USDA and PVAMU at this event. I served on the planning committee and I was responsible for hosting The Honorable Joseph Leonard, Jr., assistant secretary for civil rights and for setting up the College of Agriculture exhibit. I served as a moderator of the PVAMU program session and worked with Dr. Wash Jones, assistant professor, College of Agriculture and Human Science, to facilitate 24 students' attendance. I was responsible for securing \$1,525 toward expenses. Dr. Jones and I selected several students to present and discuss their internship experiences to the group.

During the LAT banquet, I was awarded the LAT "Outstanding Service Award," which read, "Landowners Association of Texas Presents to Mr. Horace Hodge the Young Farm Operator and Support Award for Outstanding Dedication and Support of the Landowners Association and Its Members for More Than Twenty Years, Presented this 7th day of October, 2010, signed, Edward L. Cline, President and Bertha L. Cline Secretary."

PVAMU educational display, October 2010: I setup the College of Agriculture and Human Sciences display for homecoming week. The display included handouts on USDA careers, academic programs and USDA outreach programs.

Houston Livestock Show and Rodeo (HLSR): I worked with Terry Burke to review and complete submission of a contract with HLSR. I was responsible for preparing the budget and purchase requisitions. More than 1,000 people visited the PVAMU booth in 2010.

TX Chapter of the National Organization of Professional Black NRCS Employees, October 2010: I worked with David Daniels, NRCS district conservationist, in finalizing the training program scheduled for Oct. 14-15, 2010. The training focused on 2008 Farm Bill programs.

Agricultural Outlook Conference, October 2010: I met with Dr. Wash Jones to discuss applications received. All applications were reviewed by an external committee.

1890 Program Manager Orientation and Training, October 2010: I represented USDA and PVAMU at this event. Information shared during the orientation was beneficial and will enable us to do our jobs better. Dr. Caroline and Williams Hines did an outstanding job engaging us to build teams, share responsibility, be result oriented, and to better understand our leadership.

USDA/1890 National Scholars Program, October 2010: I worked with Gloria Mosby, communication specialist and Mary Smith, executive assistant to the president, to complete Dr. Wright's letter to prospective applicants. I also began preparations for mailing 250 applications to targeted high schools in Texas.

Texas FAC Bio-Fuels meeting, October 2010: I participated in the state bio-fuels meeting held in Waco, Texas at the Texas Farm Bureau headquarters. Approximately 20 people participated.

30th Annual Meeting of Arkansas Farm and Land Development Corporation (AFLDC), October 2010: I represented PVAMU at this event to learn first-hand how AFLDC involved students. I will take what I learned to assist the Landowners Association of Texas expand its outreach efforts.

2010 9th Annual Majors Fair: I setup the College of Agriculture and Human Sciences' display at the 9th Annual Majors Fair. It helps students make better informed decisions about their educational goals, be more academically successful and complete their degree requirements in a timely manner. I recruited eight CAHS students to assist with this event. Twenty-eight students visited the booth to inquire about academic programs, student organizations and careers in the food and agricultural sciences.

12th Annual Texarkana Chamber of Commerce College and Career Fair: I represented PVAMU at this October 2010 event and had direct contact with more than 250 high school juniors and seniors. I provided handouts on the USDA/1890 National Scholars Program, as well as PVAMU academic programs. A total of 2,400 high school students attended this event.

NRCS November 2010 interviews: I facilitated NRCS campus interviews conducted by David Daniels, NRCS district conservationist, Angleton, Texas and Brannon Sledge (former scholar),

NRCS agricultural engineer, Temple, Texas. Twelve students were interviewed for the NRCS summer SCEP and the Career Intern Program (CIP).

On November 4, I accompanied Dwight Rhodes, research specialist, Goat Research Center, PVAMU, to Rice Consolidated High School in Eagle Lake, Texas. A total of 14 seniors and eight juniors visited the PVAMU table.

In November 2010, I represented USDA and PVAMU at 27 college fairs held at high schools, and Junior and Community Colleges across Texas in Longview, Dekalb, Mt. Pleasant, Marshall, Jefferson, Texarkana and Paris. I provided handouts on the USDA/1890 National Scholars Program and academic programs offered by PVAMU. A total of 299 students expressed an interest in PVAMU by completing information cards with contact information.

GIS Day Radio Blog Talk Show, November 2010: Noel Estwick, information specialist, Dr. Eric Risch, research scientist and I, participated in this event hosted by the Cooperative Extension Program communication department on KPVU Radio. I discussed career opportunities for college graduates with skills in applied GIS technology and encouraged students to attend the November 2010 GIS Day program.

2nd Annual National GIS Day Program: I participated in this November 2010 event held at PVAMU. I served as co-chair of the planning committee and provided key assistance in getting USDA speakers and exhibitors. I served on the agenda program and made a special presentation (Outstanding Intern Award) to Seiffulah Schoffield, Senior Agriculture/Agronomy major, who completed an internship with NRCS in Rosenberg, Texas. USDA exhibitors were FSA, NRCS and RD.

GIS 2010 hosted by the University of Houston (U of H), November: Kelly Redmon, communication specialist, Cooperative Agricultural Research Center, Noel Estwick, information specialist, College of Agriculture and Human Sciences, Tina Abrom-Johnson, instructor, Department of Agriculture, Nutrition and Human Ecology, along with myself, participated in the U of H GIS Day Program "Youth Day." We presented the E-Bus, a mobile technology center. It provides 12 internet connections accessible anywhere in the northern hemisphere. We provided information on PVAMU, USDA, and interacted with 13 groups of 12 high school students and counselors.

High School recruitment, December 2010: I represented USDA and PVAMU at Nitmz and McArthur High Schools in Houston, Texas. I spoke to more than 85 students about academic program at PVAMU and careers available in the USDA. I provided handouts and created an interactive environment.

Nitmz High School Visits PVAMU, December 2010. Dr. Wash Jones, assistant professor and Kelly Redmon, communications specialist, College of Agriculture and Human Sciences and I participated in this event. We discussed academic programs offered by the College of Agriculture and Human Sciences. I gave a presentation on the USDA/1890 National Scholars Program. A total of 65 high school seniors participated.

In December 2010, I represented USDA and PVAMU at five high schools in the Dallas Independent School District (DISD). I discussed PVAMU academic programs, USDA/1890 National Scholars Program and USDA Careers.

In December 2010, I submitted five applications to the National Organization of Professional Black NRCS Employees (NOPBN-RCSE) scholarship program.

In December 2010, I represented USDA and PVAMU during

recruiting at high schools in San Antonio, Texas. I visited with seven students at six high schools. I discussed PVAMU academic programs, USDA/1890 National Scholars Program, USDA careers, the ACCESS Program and pre-college programs.

January 2011: PVAMU's Kelley Redmon, communications specialist and Dr. Victor Stanley, interim head, Department of Agriculture, Nutrition and Human Ecology and I represented USDA and the College of Agriculture and Human Sciences at the President's Scholarship Reception. I discussed CAHS academic programs, USDA/1890 National Scholars Program and careers in USDA. This event acknowledges students who have applied to PVAMU and meet the criteria for an "Academic Scholarship."

USDA/1890 National Scholars Program: Served on the National Planning Team to host the USDA/1890 National Scholars Orientation and Leadership Training held July 18-21, 2011 in Annapolis, Maryland. I arranged a tour of the Naval Academy for 32 scholars.



The Texas FFA Diversity Task Force held a meeting at Prairie View A&M University in Prairie View, Texas.

Texas FFA Convention, July 2011: The far reaching impact is increased awareness of USDA careers and academic programs in the food and agricultural sciences offered at PVAMU. I recruited another PVAMU staff member to attend. Justin Duncan, manager, greenhouse, did an excellent job in relating to the students. PVAMU's exhibit received great visibility with many inquiries.

USDA Student Employment Program, site visit: As a result of my efforts associated with this program, and in spite of budget short falls, I have successfully placed 33 students with various USDA agencies. This success has a direct positive impact on retention and work force diversity.

Vocational Agricultural Teachers Professional Development Conference: I represented PVAMU at this event. I was able to network with several new agriculture teachers about USDA careers and PVAMU academic programs. There were approximately 1,600 agricultural science and technology teachers impacting more than 100,000 students.

Site Visits to USDA-Forest Service and NRCS: Accompanied Dr. Alfred L. Parks to Denver, Colorado to visit recently placed graduate, Krystal Blakemore. We toured the region and were able to meet with Krystal's supervisor, Julie Schafers of the Strategic Planning Team. This proved to be very valuable in finalizing the courses Krystal needs to be fully functional in the Agricultural Economist position. As a result, Krystal received a gradu-



Ben Milan Elementary School students in Bryan, Texas, learned about soils and their uses from Horace Hodge during a classroom visit.



Ben Milan Elementary School students in Bryan, Texas, learned about soils and their uses from Horace Hodge during a classroom visit.

ate assistantship to enter graduate school at PVAMU to obtain her master's degree in Agricultural Economics. Krystal secured this SCEP position as a result of her attendance at the 2011 MANRRS conference.

In Nacogdoches, Texas, I visited SCEP employee Corylee Thomas, senior agriculture major with a concentration in agronomy. I met with his supervisor Al Schmidt and reviewed completed course work to ensure he will meet the OPM X-118 educational requirements for a soil conservationist.

On August 26, 2011, I visited Ursala McCarty, a recent graduate in Henderson, Texas. Ursala was converted to full-time employment with NRCS.

I assisted Dr. Alfred L. Parks, professor, PVAMU, with planning two Risks Management Workshops focused on the economic and physical impacts of the current drought. The first one was held July 28, 2011 in Edinburg, Texas. These workshops were hosted by 1890 Extension Agents working the lower Rio Grande Valley. Forty-one people attended with 20 being first time participants. I was successful in securing speakers from FSA and NRCS.

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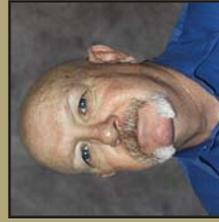


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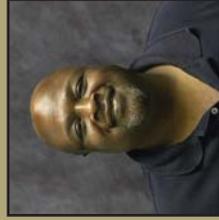
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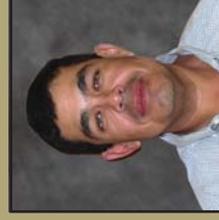
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