Developing Cultural Competency among CALS Student Leaders

A proposal to The James P. and Shirley J. O’Brien Endowment

October 15, 2012

Applicant: Ryan M. Foor, Assistant Professor & Director of Graduate Studies
Department of Agricultural Education
College of Agriculture and Life Sciences
Saguaro Hall, Room 221B
1110 E. South Campus Drive
PO Box 210033
Tucson, AZ 85721-0033
520-343-2692
rfoor@arizona.edu

Abstract:
Cultural competency is an important aspect of diversity and leadership. As we continue to look for ways to provide diversity-embedded leadership experiences for our undergraduate students to aid in their pursuit of a successful career, a skill set in cultural competency can propel our students in this endeavor. Dr. Susie Whittington, a faculty member in agricultural education at The Ohio State University has worked to provide cultural competency experiences for students in her department, as well as students across that university. Engaging Dr. Whittington and her students to facilitate cultural competency training for CALS students provides a dynamic partnership and outreach opportunity between Ohio State and the University of Arizona, while enabling our students to gain knowledge and a skill set in diversity related topics. Developing Cultural Competency among CALS Student Leaders will allow for our students to engage in at least one of two workshops on cultural competency facilitated by the Ohio State contingency during the Spring 2013 term. Ultimately, student participants will take the knowledge gained from these peer-led workshops and embed them in their interactions with student organizations, coursework, activities across campus, and in their future career as leaders and ambassadors for CALS and the University of Arizona.
Description of the project
The notion of cultural competency is an important aspect of diversity and leadership. In order to have an appreciation for people from different cultures, one must first have an appreciation for their own culture and traditions. Additionally, individuals often need to learn skills and practices to demonstrate appreciation for different cultures. As we continue to grow diversity-embedded leadership opportunities for students in our college, there is an opportunity to provide cultural competency training for our undergraduate students that is peer-led by students from another land grant institution.

Developing Cultural Competency among CALS Student Leaders will provide an opportunity for CALS undergraduate students to gain diversity skills through peer facilitated workshops. Students and alumni from the Department of Agricultural Communication, Education, and Leadership at The Ohio State University have worked with Dr. Susie Whittington to facilitate student-led workshops on the topic at that institution. That department’s undergraduate student organization received recognition from the college and university for their efforts in this regard. Additionally, Dr. Whittington created a course titled, “Toward Cultural Proficiency” where students learn about learner effectiveness in multicultural and multiracial environments. Dr. Whittington and her students bring experience and a knowledge base in facilitating workshops related to cultural competency.

This program will engage members of CALS student clubs and organizations, as well as undergraduate students from the college at-large in workshops that will grow students’ knowledge of and awareness in cultural competence. Two workshops will be provided for CALS students on the University of Arizona campus. The workshops will be held at the Student Union Memorial Center, a meal will be provided. The workshops will be held in the Spring 2013; the date(s) and times will be determined contingent on approval of the proposal.

Justification of the project
Diversity and the notion of cultural competency are important concepts for students to possess in their future careers. Skills related to these areas will help students work with myriad groups of people. Much of what we do at the university for career preparation happens inside the classroom; however experiences that are not tied to coursework can be just as valuable. The opportunity to work with and learn from peers from a different institution will provide a dynamic experience for our students. While Ohio State is a land grant institution and has an agriculture college, the institutions are different in the demographics of students; Ohio and Arizona are very different states. Reciprocal learning will take place between our students and the student facilitators from Ohio State.

The knowledge base and experiences that Dr. Whittington and her students possess on cultural competency are great assets for partnering with a peer institution in an outreach effort. Ultimately, this training will provide our students with a unique skill set in cultural competency they can carry forward in their pursuit of a career.

Justification of the project relative to the Mission of the Endowment
Developing Cultural Competency among CALS Student Leaders will support the mission of the endowment by providing student participants with an awareness of diversity, as well as a skill set
to express that awareness. The use of student/alumni presenters from Ohio State, under the supervision of Dr. Whittington aligns with the intention of the endowment earnings supporting a guest diversity trainer.

Objectives (general and specific)
General objectives:
- Provide student participants with knowledge of cultural competency
- Provide student participants with skills and practices that demonstrate cultural competency

Specific objectives:
- Engage at least 50 CALS undergraduate students in at least one of two workshops on cultural competency during the Spring 2013 term, facilitated by peers from The Ohio State University.
- Assist student participants to utilize the information and skills learned from the workshops by embedding information about cultural competency in their respective student organizations as well as college and university-wide activities.
- Grow cultural competent individuals through participation in on-campus workshops and ongoing partnerships created through the interaction with peer facilitators.

Personnel for Completion
University of Arizona:
- Dr. Ryan M. Foor, Assistant Professor, Department of Agricultural Education; program coordinator
- Ms. Kristen Vann, Administrative Associate, Department of Agricultural Education; program support and logistical assistance

The Ohio State University:
- Dr. Susie Whittington, Professor, Department of Agricultural Communication, Education, and Leadership; cultural competency expertise and direction of peer facilitators
- Up to five undergraduate students or alumni who will serve as peer facilitators under the direction of Dr. Whittington

End-product or service and integration into the University community
The end product will be the development of culturally competent CALS undergraduate students who can become ambassadors for cultural competence and diversity within the college and university at-large. Students will be encouraged to utilize the learned skills in their student organizations and activities across campus. The event will first be offered to CALS students, but can be expanded to students across campus. This event can serve as a starting point for future student-based cultural competence activities. Future activities can include training CALS students to be able to facilitate cultural competency workshops within CALS and across the University of Arizona community.
## Budget

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost per unit</th>
<th>Quantity</th>
<th>Item total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meeting space at the Student Union Memorial Center</td>
<td>$90</td>
<td>2 rooms</td>
<td>$180</td>
</tr>
<tr>
<td>Meal for participants and facilitators (from Redington Catering)</td>
<td>$11.95</td>
<td>100 meals</td>
<td>$1195</td>
</tr>
<tr>
<td>Materials and supplies (i.e. paper, markers)</td>
<td></td>
<td></td>
<td>$300</td>
</tr>
<tr>
<td>Lodging for Dr. Whittington and up to 5 students</td>
<td>$300</td>
<td>3 rooms @ 2 nights each</td>
<td>$1800</td>
</tr>
<tr>
<td>Travel for Dr. Whittington and up to 5 students (round trip flights from Columbus, OH to Tucson)</td>
<td>Est. $400</td>
<td>5</td>
<td>$2000</td>
</tr>
<tr>
<td>Ground transportation for Dr. Whittington and up to 5 students</td>
<td>$48</td>
<td>5</td>
<td>$240</td>
</tr>
<tr>
<td>Stipend for Dr. Whittington</td>
<td>$2000</td>
<td>1</td>
<td>$2000</td>
</tr>
<tr>
<td>Stipend for student presenters</td>
<td>$200</td>
<td>5</td>
<td>$1000</td>
</tr>
<tr>
<td><strong>ESTIMATED TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>$8715</strong></td>
</tr>
</tbody>
</table>

### Budget Justification

Providing a suitable and professional location is vital to the success of the program. The Student Union Memorial Center and Redington Catering provide the necessary environment, as well as a place to showcase our institution to the Ohio State contingency, as well as our student body. A meal will be provided as part of the program as we anticipate each workshop to last at least two hours; the meal will serve as an incentive for students to participate. Materials and supplies will be necessary to carry out the workshops. In order to access the expertise and knowledge of Dr. Whittington and her students, we will need to provide lodging and transportation for these individuals in order to facilitate the workshops on the University of Arizona campus. Additionally, providing a stipend for Dr. Whittington’s expertise and time is critical to the success of the on-campus workshops. Dr. Whittington will need to work with her students in advance to prepare for the workshops. Honoring the student facilitators’ time, efforts, and talents is reflected in the request for student presenter stipends.

Meal estimates are based on anticipating up to 50 participants and facilitators in each of two workshops (2 x 50 = 100). Participants will be asked to pre-register in order to get accurate meal counts.

Lodging estimates are based on standard rack rates at the Tucson Marriott University Park. The program coordinator will work to negotiate a rate with the property. This hotel was chosen based on convenience to the university campus in order to avoid the need to provide regular ground transportation for the Ohio State contingency.

The total proposal is estimated at $8715. If at least 50 students participate, the investment per student participant is about $175.