

COSBAE/CWAE TRACK

- Name of Track:** Issues on Diversity in the Workplace
- Project Leaders:** Keithly Jones* kjones@ers.usda.gov, phone 202-694-5172
Annette Levi** alevi@csuchico.edu, phone 530-898-4250
*COSBAE and **CWAE
- Location:** AAEA Annual Meeting, Providence, RI
- Need for Track:** As the demographic composition of the student population continues to change and as more women and minorities enter the workplace, the question of whether the agricultural economics discipline is adjusting at the same pace is considered. In addition, agricultural economics programs, themselves, have become more diverse. Agricultural economics departments are moving away from the once homogeneous production agriculture focus, to natural resources, community development, business, finance, etc. Concurrently, demand for a diverse workforce is increasing in government and nongovernmental organizations as well as the private sector. These changes create challenges in recruitment and retention for universities, government, and private industry.
- Track Objectives:** The objective of this track is to generate discussions on issues related to diversity in the agricultural economics discipline. Issues related to the changing structure of the discipline, salary, promotion and advancement, hiring practices, recruitment, retention and work culture, among other things, will be covered. Topics covered will include, but are not limited to, the changing society and the workplace, managing and valuing diversity, and barriers to managing diversity. The following sessions will be proposed:
1. The status and progress of underrepresented groups in the Agricultural Economics profession.
 2. Diversity within the Agricultural Economics discipline
 3. Recruitment and retention of students, faculty and staff
 4. Bridging the gap between minority feeder schools and universities and institutions (as listed in the proposal)
- Target Audience:** The target audience spans the entire AAEA membership. Department chairs should be particularly interested in these sessions.

Requested Time: We are requesting 3 slots running over a 1-day period.

Proposed Presentations: We plan 4 organized symposiums as part of this track. We are hoping for 50% contribution from each Section. The overall plan for the 90-minute symposiums, includes brief opening statements by the moderator and 4 15-minute presentations each. Thirty minutes will be left for open discussion.