### Situation

Increase the number of Hispanic leaders in the field of animal science by developing an appreciation for research. This will:

- Provide experiential learning opportunities for both undergraduate and graduate students interested in research.
- Increase the number of students obtaining a Bachelor of Science and Master of Science degree in animal science or an agriculturally related field at both TAMUK and NMSU.
- Improve student success through engagement using internships and educational tours of USDA, state agency worksites, and private sectors of industry.
- Provide opportunities to attend professional meetings or leadership development workshops.

### Actions

- Identify/recruit undergraduate and graduate students interested in research.
- Design and conduct animal-based research.
- Communicate results through presentations and publications.
- Coach and mentor throughout the program to retain 90% until graduation.
- Research training and advisement.
- Internship opportunities.
- Professional career development.
- Educational tours.

### Expected Outcomes

- Improved retention rates in the College of Agriculture and specifically Animal Science.
- Increased graduation rates of both B.S. and M.S. students.
- A pipeline of students continuing their education between HSIs.
- Human capital that is capable of conducting animal-based research that will contribute to global food security.

### Conditions

- Employment opportunities will be identified by students.
- Networking by students with professionals (USDA, private industry) will improve job placement into these organizations and support the retention of underrepresented human capital in the field of agriculture.

### Assumptions

- Identifying students who have real potential and diligently working to further develop that potential will improve student success.

### External Factors

- Many of these students come from low-income households; thus financial support to attend college may limit student retention.
- Many students are also the first generation in their family to attend college, so the importance of a college education may not have been emphasized during the developmental years; consequently the value of a college education may not be recognized.
- K-12 STEM education may not have provided a solid foundation for student success.