



Environment and Natural Resources Trust Fund (ENRTF) M.L. 2014 Work Plan

Date of Report: May 27, 2014

Date of Next Status Update Report: January 1, 2015

Date of Work Plan Approval: June 4, 2014

Project Completion Date: July 30, 2017

Does this submission include an amendment request? No

PROJECT TITLE: Diversifying Involvement in the Natural Resources Community: Bridging under-represented youth with natural resources, environmental science degrees and work experience.

Project Manager: Susan Galatowitsch

Organization: University of Minnesota

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Location: Ramsey, Hennepin, Dakota, Washington, Anoka, Carver, Scott Counties

Total ENRTF Project Budget:	ENRTF Appropriation:	\$84,000
	Amount Spent:	\$0
	Balance:	\$84,000

Legal Citation: M.L. 2014, Chp. 226, Sec. 2, Subd. 09d-2

Appropriation Language:

\$416,000 the second year is from the trust fund to the commissioner of natural resources and \$84,000 is to the Board of Regents of the University of Minnesota to increase participation of under-represented communities in the natural resource professions and in outdoor recreation by means of targeted urban outreach and stronger linkages between Department of Natural Resources programs and academic offerings. This initiative must be coordinated with other environmental education appropriations in this subdivision. This appropriation is available until June 30, 2017, by which time the project must be completed and final products delivered.

I. PROJECT TITLE: Diversifying Involvement in the Natural Resources Community.

II. PROJECT STATEMENT:

Minnesota's natural resource professional workforce is much less diverse than its citizenry and many other professional fields. The benefits of a more diverse workforce include the ability of the organization to increase innovation and creativity, attract a higher qualified candidate pool and ensure services that meet the interests and needs of its citizens. To accelerate the diversification of the natural resources workforce, two barriers must be removed. First more under represented urban youth and their families need to be familiar and comfortable with outdoor recreation, natural resources and natural resource professional career opportunities. Second, more under represented youth need to be recruited to natural resource programs at the university level.

To develop an active and environmentally literate citizenry that reflects the diverse faces of Minnesota this project will engage the urban community in natural resources education and in the development of outdoor recreational skills. Additionally this project will provide more under represented youth with the support necessary to bridge their outdoor experiences and interests with the steps necessary to enter into university natural resources programs, where upon graduation they will have the knowledge, skills, and experience necessary to qualified for natural resource careers. Those youth will build the bridge for others to be able to see themselves as part of the next generation of natural resource professionals and become a reflection of the diverse faces of Minnesota.

This workplan, focuses on university recruitment, and is part of a larger project (Gina Bonsignore, project manager). The University of Minnesota will:

- Recruit URM high school students to the UM Presidents Emerging Scholars (PES) and Post-Secondary Education Options (PSEO) programs, in coordination with Conservation Corps Minnesota.
- Facilitate the UM admissions process for students in the program , including consideration for the President's Emerging Scholars Program.
- Work with students admitted in this program as part of a special first-year mentoring and advising program, including assisting DNR with internship placement.

III. PROJECT STATUS UPDATES:

Project Status as of January 1, 2015:

Project Status as of July 1, 2015:

Project Status as of January 1, 2016:

Project Status as of July 1, 2016:

Project Status as of January 1, 2017:

Overall Project Outcomes and Results:

IV. PROJECT ACTIVITIES AND OUTCOMES:

ACTIVITY 1: Bridging under-represented youth with natural resources, environmental science degrees and work experience.

Description: The University of Minnesota's College of Food, Agricultural and Natural Resource Sciences recognizes that there is a lack of enrollment of under-represented youth in their natural resource and

environmental science degree programs. Through the creation of a high school-university bridging program for interested and academically qualified youth, students will be recruited to participate in in Post Secondary Education Option (PSEO) and Presidential Emerging Scholars (PES) programs. They will be mentored through the admissions process for these programs, including course selection. Students in the program will be assigned a teaching assistant who will provide pre-college advising, links to professional mentor groups, and connections to university groups for under-represented minorities.

Summary Budget Information for Activity 1:

ENRTF Budget: \$ 84,000
Amount Spent: \$ 0
Balance: \$

Activity Completion Date:

Outcome	Completion Date	Budget
1. Recruit URM high school students to the UM Presidents Emerging Scholars (PES) and Post-Secondary Education Options (PSEO) programs, in coordination with Conservation Corps Minnesota.	May 31, 2016	\$ 19,598
2. Enroll 10 -20 URM high-school students into the natural resources bridging program (PSEO). Assist with selection of natural resources courses	January 1, 2017	\$ 9,516
3. Provide students with pre-college advising, including course-work assistance and links to professional mentors.	June 30, 2017	\$ 35,564
4. Guide students in program through university admissions process, including consideration for the PES program. Help first-year university students in the program arrange internships with DNR.	June 30, 2017	\$ 19,322

Activity Status as of January 1, 2015:

Activity Status as of July 1, 2015:

Activity Status as of January 1, 2016:

Activity Status as of July 1, 2016:

Activity Status as of January 1, 2017:

Final Report Summary:

V. DISSEMINATION:

Description: We will work with our partners at the MN DNR and Conservation Corps of Minnesota (CCM) to identify opportunities and venues for disseminating information and findings about this project. Documents prepared in connection with this project will be published and available free to citizens and will be posted at www.dnr.mn.gov . Conservation Corps of MN will be the primary disseminator and provide a link on their website describing the CLIMB (Critical-science Learning Integrative Metro Bridge) youth program www.conservation-corps.org. The partnerships developed with schools, recreation centers and youth organization will also serve as outlets for introducing families to outdoor recreational activities and career opportunities and to recruit youth to participate in the CLIMB(Critical-science Learning Integrative Metro Bridge) program. In addition, collaboration with other youth outdoor programs will provide the opportunity to promote and enhance the program.

Status as of January 1, 2015:

Status as of July 1, 2015:

Status as of January 1, 2016:

Status as of July 1, 2016:

Status as of January 1, 2017:

Final Report Summary:

VI. PROJECT BUDGET SUMMARY:

A. ENRTF Budget Overview:

Budget Category	\$ Amount	Explanation
Personnel:	\$ 84,000	Faculty coordinator (1.3 months total) to oversee all aspects of the UM subproject; Teaching assistants (4 semesters) to assist with recruiting and to serve as pre-college and first year mentors.
TOTAL ENRTF BUDGET:	\$ 84,000	

Explanation of Use of Staff:

Faculty coordinator (1.3 months total) to oversee all aspects of the UM subproject: 50% of effort for outcome #2, 50% for all other outcomes (i.e., approximately 17% each).

Teaching assistants (4 semesters) to assist with recruiting and to serve as pre-college and first year mentors: 50% for outcome #3 and 50% for outcomes #1 and #4 (25% each).

Explanation of Capital Expenditures Greater Than \$5,000: N/A

Number of Full-time Equivalents (FTE) Directly Funded with this ENRTF Appropriation: UMN Coordinator at 8.3% FTE for 2 years, UMN Teaching Assist. 50%% FTE for 4 semesters)

Number of Full-time Equivalents (FTE) Estimated to Be Funded through Contracts with this ENRTF Appropriation: N/A

B. Other Funds:

Source of Funds	\$ Amount Proposed	\$ Amount Spent	Use of Other Funds
Non-state			
	\$	\$	
State			
UM-CFANS-Faculty/Administrative Support (In-Kind)	\$ 20,000	\$	Post -Secondary Enrollment Options (PSEO) Coordination for 2 yrs
TOTAL OTHER FUNDS:	\$ 20,000	\$	

VII. PROJECT STRATEGY:

A. Project Partners: MN DNR, Conservation Corps Minnesota

B. Project Impact and Long-term Strategy: This project will establish a focused approach to integrate diversity into the natural resource community and DNR workforce. This three-year comprehensive approach addresses the need to connect under represented families and their communities with outdoor recreation and natural resource higher education to create a path to professional natural resource career opportunities. The project pathway takes under represented urban youth from outdoor experience, to higher education, to real world natural resource management experiences and onto professional careers in natural resources. Their success will provide other youth with the familiar faces they need to be able to imagine themselves as part of the next generation of natural resource professionals. MN DNR, Conservation Corp of MN and UMN will continue to expand this program to ensure the DNR workforce becomes a reflection of the diverse faces of Minnesota.

C. Spending History:

Funding Source	M.L. 2008 or FY09	M.L. 2009 or FY10	M.L. 2010 or FY11	M.L. 2011 or FY12-13	M.L. 2013 or FY14

VIII. ACQUISITION/RESTORATION LIST:

IX. VISUAL ELEMENT or MAP(S): *See Main Work Plan*

X. ACQUISITION/RESTORATION REQUIREMENTS WORKSHEET: N/A

XI. RESEARCH ADDENDUM: N/A

XII. REPORTING REQUIREMENTS:

Periodic work plan status update reports will be submitted no later than January 15, 2015, July 1, 2015, January 2016, July 2016, and January 1, 2017. A final report and associated products will be submitted between June 30 and August 15, 2017.



Environment and Natural Resources Trust Fund										
M.L. 2014 Project Budget										
Project Title: <i>Diversifying Involvement in the Natural Resources Community</i>										
Legal Citation: <i>M.L. 2014, Chapter 226, Section 2, 09d-2</i>										
Project Manager: <i>Susan Galatowisch (UMN); Gina Bonsignore (DNR)</i>										
Organization: <i>Minnesota DNR; Conservation Corps Minnesota</i>										
M.L. 2014 ENRTF Appropriation: <i>\$ 500,000 (total); \$84,000 (UMN)</i>										
Project Length and Completion Date: <i>3 Years; July 1, 2017</i>										
Date of Report: <i>05/15/2014</i>										

ENVIRONMENT AND NATURAL RESOURCES TRUST FUND BUDGET	Activity 1 Budget	Amount Spent	Activity 1 Balance	TOTAL BUDGET	TOTAL BALANCE					
BUDGET ITEM	<i>Bridging UR Youth with Natural Resources</i>									
Personnel (Wages and Benefits)	84,000	\$0	84,000	84,000	84,000					
<i>Faculty Coordinator, (2 nine month appointment periods, .65 months each appointment, salary 64%, fringe 36%)</i>										
<i>Teaching Assistant, 4 semesters, (\$16,242 per semester-49% salary, 51% fringe)</i>										
COLUMN TOTAL	\$84,000		\$84,000	\$84,000	\$84,000					