

GIPSA Civil Rights Program
Basu Settlement Agreement
Recruitment Strategy

Background: Under the terms of the settlement agreement (Basu v. Veneman), USDA has established a graduate scholarship program focused on providing employment related scholarships to recruit Asian Pacific Americans in graduate programs into trainee positions with USDA agencies.

Recruitment Strategy: The Student Career Experience Program (SCEP) will be the primary basis and authority for providing scholarships and employing scholarship recipients as trainees in the USDA workforce. The full flexibilities available under the SCEP authority will be utilized in order to meet program objectives and the spirit and intent of the settlement agreement. Financial assistance will be provided to graduate students who will be hired into SCEP trainee positions that will lead to a conversion to a permanent position upon successful completion of the SCEP requirements.

Recruitment Procedures: The following procedures will be used to recruit, select and hire students into this program:

1. **Workforce Planning** – Based on the results of local workforce planning and affirmative employment planning, GIPSA Deputy Administrators and Directors will be asked to identify trainee positions within their respective areas that will be appropriate for this scholarship program. These positions will be sent no later than December 1st each year to the following:

USDA, Marketing and Regulatory Program (MRP)
Human Resources Division
1400 Independence Avenue, SW, Room 1713-South Building
Washington, D.C. 20250
Fax: (202) 690-0866

2. **Identification of Positions** – The GIPSA Deputy Administrators and Directors will identify desired fields of study and the positions to be filled no later than January 15th.
3. **Recruitment** – Deputies associated with the three selected positions will work through their academic contacts, agency recruiters and associated professional associations to identify appropriate candidates for the specific positions. Potential recruitment sources include the University of Maryland-College Park, University of Washington, Virginia Tech, University of Hawaii-Manoa, Cal Poly-San Luis Obispo, Ohio State University, and Oregon State University. Using the flexibilities under the SCEP employment authority, Deputies will select the best students for

their positions. The Human Resources Staff will assist in this process as needed.

4. **Selections** – All selections will be finalized and communicated to the HR Staff no later than June 15th. Local servicing HR Staffs will complete the personnel actions. Students will be hired as SCEP trainees and will begin their work assignments in the summer.
5. **Tuition Assistance** – Tuition assistance will begin in the Fall semester after the first work assignment and continue thereafter until graduation and conversion.

Graduate Scholarship Program

Program Description

The Graduate Scholarship Program provides funding for graduate school as preparation for a career in government service. The program is designed to recruit individuals to work for USDA after completion of graduate course work in particular disciplines, and will be administered under the Student Career Experience Program (SCEP).

In 2006, twelve scholarships will be awarded to students enrolled in Master's or Ph.D. programs. Generally, a maximum of two (2) years of funding will be provided for a Master's degree and four (4) years of funding will be provided for a Ph.D. degree.

Recipients of the scholarships enter into an agreement with USDA and receive full tuition scholarships. Prior to graduation, recipients intern at USDA for a minimum of 640 hours. The internships are paid in addition to the scholarship funds.

After graduation, recipients are required to work for USDA one year for every year of financial assistance received from USDA.

The awards include the following:

- Full-tuition scholarships: tuition, mandatory university fees and books;
- Paid internship (minimum 640 hours) leading to permanent employment;
- Employee benefits; and
- Mentoring, career development, and leadership training.

Sponsoring Agencies and Eligible Fields of Study

The scholarships are sponsored by eight (8) USDA agencies. The following lists the agencies and each agency's eligible fields of study.

Agricultural Marketing Service

- Eligible Fields of Study:
 - Agricultural Business (Master's)
 - Agricultural Economics (Ph.D. or Master's)
 - Agricultural Engineering/Mechanics (Master's)
 - Agricultural Management (Master's)
 - Agricultural Marketing (Master's)
 - Agronomy (Ph.D.)
 - Animal Sciences (Ph.D.)
 - Auditing (Ph.D.)
 - Botany Statistics (Ph.D.)
 - Food Sciences/Technology (Master's)

- Contact Person: Ruihong Guo
(202) 720-0583
Ruihong.guo2@usda.gov

Forest Service

- Eligible Fields of Study:
 - Aquatic Ecology (Ph.D.)
 - Fire Ecology (Ph.D.)
 - Forest Ecology (Ph.D.)
 - Geomtronics and Geographic Information Systems (Master's)
 - Hydrology (Master's)
 - Mechanical Engineering (Master's)
 - Range Ecology (Ph.D.)
 - Safety Engineering (Master's)
 - Soil Science (Master's)
 - Transportation Engineering (Master's)
 - Wildlife and Fisheries Biology (Ph.D.)
- Contact Person: John Kusano
(703) 605-0877
johnkusano@fs.fed.us

Farm Service Agency

- Eligible Fields of Study:
 - Accounting
 - Agriculture
 - Agricultural Business
 - Agricultural Economics
 - Agricultural Management
 - Business Administration
 - Computer Science
 - Finance
 - Geographical Information Systems
- Contact Person: Mondina Jolley
(202) 418-8992
mondina.jolley@usda.gov

Grain Inspection, Packers and Stockyards Administration

- Eligible Fields of Study:

- Accounting
- Agricultural Business
- Agricultural Economics
- Auditing
- Computer Science
- Economics

- Contact Person: Eugene Bass
(202) 720-0218
eugene.bass@usda.gov

National Agricultural Statistics Service

- Eligible Fields of Study:

- Geographic Information Systems
- Statistics

- Contact Person: George Hanuschak
(703) 877-8000 Ext. 100
george.hanuschak@usda.gov

Or

Hubert Hamer
(202) 720-8092
hubert.hamer@usda.gov

Natural Resources Conservation Service

- Eligible Fields of Study:

- Agricultural Economics
- Agricultural Engineering
- Agronomy
- Archeology
- Biology (including Wildlife and Fisheries)
- Civil Engineering

- Computer Science
 - Geographic Information Systems
 - Hydrology
 - Soil Science
- Contact Person: Pamela Boyland
(202) 720-6526
pamela.boyland@usda.gov

Office of Chief Information Officer

- Eligible Fields of Study:
 - Computer Science (Master’s)
- Contact Person: Lorri Clark
(504) 426-6200
lorri.clark@usda.gov

Rural Housing Service

- Eligible Fields of Study:
 - Business Administration
 - Public Administration
- Contact Person: Junius W. Scott
(202) 692-0199
junius.scott@wdc.usda.gov

Eligibility Criteria

Each applicant must meet all of the following eligibility requirements:

- Be a U.S. citizen;
- Possess a Bachelor’s degree from an accredited institution, or be a graduating senior, with at least a cumulative 3.0 grade point average based on a 4.0 scale;
- Be accepted into or enrolled in an accredited institution as a graduate student, seeking a Master’s or Ph.D. degree in a field as defined above;
- Have a strong interest in a career in public service with USDA; and
- Not a current USDA employee.

Additional Information

For further information, please direct inquiries to the contact person for the agency you are interested in.