



**ANNUAL** REPORT  
2021

## USPOULTRY Foundation Allocates \$302,510 in Student Recruiting Grants

The U.S. Poultry & Egg Harold E. Ford Foundation (USPOULTRY Foundation) awarded student recruiting grants totaling \$302,510 to six U.S. universities with poultry science departments and 20 other institutions with industry-related programs. The Foundation provides annual recruiting and retention funds to colleges and universities to attract students to their poultry programs. The grants were made possible in part by gifts to the USPOULTRY Foundation from companies, individuals and families, in addition to funds earned over the years at the International Poultry Expo, part of the International Production & Processing Expo. The six poultry science departments receiving the grants are:

<u>Institution</u>	<u>Grant Amount</u>	<u>Grant Made Possible in Part By:</u>
Auburn University	\$27,571	Ingram Farms
Mississippi State University	\$32,025	Sanderson Farms
North Carolina State University	\$33,695	Stanley & Dorothy Frank Family Foundation
Texas A&M	\$46,333	Tyson Foods
University of Arkansas	\$34,642	Monty & Margot Henderson Recruiting Fund
University of Georgia	\$25,734	Leland Bagwell Education and Innovation Fund

The 20 other institutions with industry-related programs receiving recruiting and retention grants under the Foundation's Industry Education Recruitment Funding Program are:

<u>Institution</u>	<u>Grant Amount</u>	<u>Grant Made Possible in Part By:</u>
Abraham Baldwin Agriculture College, Ga.	\$1,000	Don Dalton Student Recruiting Fund
California State University– Fresno	\$4,620	Agri Stats, Inc.
Clemson University	\$2,570	Leland Bagwell Education and Innovation Fund
Iowa State University	\$4,620	West Liberty Foods
Louisiana State University	\$7,000	Sanderson Farms
Missouri State University	\$7,000	Simmons Foods
Modesto Junior College, Calif.	\$4,620	USPOULTRY Staff
Middle Tennessee State University	\$10,000	Pilgrim's
North Carolina A&T State University	\$2,500	Stanley & Dorothy Frank Family Foundation
Pennsylvania State University	\$7,900	Perdue Farms
Purdue University, In.	\$7,000	Jay Houchin Family
Sam Houston State University, Texas	\$7,000	Jerry and Cherie Moyer
Southern University, Louisiana	\$4,620	Pilgrim's
Stephen F. Austin State University, Texas	\$4,600	Frost PLLC
Tennessee Technological University	\$1,677	Hubbard Farms Charitable Foundation
University of Mount Olive, N.C.	\$4,620	Perdue Farms
University of North Georgia	\$7,000	Leland Bagwell Education and Innovation Fund
University of Tennessee - Martin	\$5,000	Pilgrim's
University of Tennessee	\$2,163	Centurion Poultry
Wilkes Community College, N.C.	\$7,000	Case Farms



From left: Dawn Koltes, Katelyn Boeding, Paul Hill and Morgan Minnehan

The USPOULTRY Foundation awarded a \$4,620 student recruiting grant to Iowa State University. The grant was made possible in part by an endowing Foundation gift from West Liberty Foods.

The check was presented by West Liberty Foods Chairman and USPOULTRY Board Member Paul Hill to Iowa State Department of Animal Science Assistant Professor Dawn Koltes and Student and Poultry Interest Group President Katelyn Boeding. Joining in the presentation was Iowa Turkey Federation Director of Communications Morgan Minnehan.

The poultry interest group at Iowa State University focuses its attention on encouraging poultry industry interest among the students in the university's animal science department. The grant will be used to fund the club's recruitment efforts, which include poultry industry tours and events and educational videos for new student recruitment.

## USPOULTRY Foundation College Student Career Program: The Poultry Industry Can Be a Home for You

Students from 31 universities nationwide convened in Atlanta recently for the USPOULTRY Foundation College Student Career Program, held in conjunction with the 2022 International Production & Processing Expo (IPPE). Nearly 500 university students, as well as human resource managers and recruiters from 21 companies, participated in the program. The College Student Career Program is the most efficient and effective way for the poultry industry to find managers of the future and has been a vital part of many companies' hiring process for nearly 50 years. It is one of the largest career events of its kind for students seeking professions in the industry.

The College Student Career Program officially kicked off with a keynote address by Kendall Layman, managing director of Global IT and Global Marketing for Cobb-Vantress, who shared knowledge learned throughout his career. Early in the address, Layman encouraged students by stating, "Although you might have interests outside of poultry science, the poultry industry can still be a home for you. The poultry industry needs finance people, HR people, marketing people, IT people and lab people."

Layman also shared his story of how he came to be in the poultry industry and how being purposeful with words and actions is crucial to career success. Describing purpose as "knowing the words you say before you say them and knowing the actions you are going to do before you do them," Layman emphasized the importance of making calm, purposeful decisions rather than quick, emotional responses. Being present in the moment, or "where your feet are," is another way that Layman described this approach. The students were left with five pieces of advice to carry with them:

- Start each day thankful for what you have.
- Always be present.
- Failures happen and plans change, and both are valuable learning experiences.
- Have purpose in everything you say and do.
- Finish the job.

The International Student Program also brought in 14 students and advisors from seven universities in Latin America for a specialized program that enabled the students to discuss job opportunities with companies that have Latin American operations.



Kendall Layman

## USPOULTRY Foundation Brings Latin American Students to the 2022 IPPE

Students and advisors from seven universities in Latin America were invited to the 2022 IPPE, as part of the USPOULTRY Foundation's continued recruitment efforts, both domestically and globally.

The students participated in the USPOULTRY Foundation International Student Program, enabling them to interact with companies that have global operations. They were also afforded the opportunity to explore the vast IPPE trade show floor to see the exciting technology used in today's modern, sustainable poultry industry. In addition, the students participated in the Latin American Poultry Summit, sponsored by the IPE and the Asociación Latinoamericana de Avicultura (ALA), where they were recognized during the Summit lunch.

"ALA has assisted the USPOULTRY Foundation with the selection of the Latin American universities attending the USPOULTRY Foundation International Student Program for three years. We are pleased to be able to contribute to the Foundation's efforts to bring the best and brightest Latin American students to explore opportunities in the global poultry industry," said Juana Galvan, executive director, ALA.

"Several interviewing companies at IPPE have locations outside of the United States and are looking for students to fill positions in various countries. We are pleased to offer companies an opportunity to meet and talk with these international students," remarked Greg Hinton, Rose Acre Farms, and USPOULTRY Foundation chairman.



International students attending the 2022 Latin American Poultry Summit

## Good Turnout at Ph.D. and Vet Student Career Fair

Students from a variety of Ph.D. and vet school programs recently attended the fourth Ph.D. and Vet Student Career Fair, held during the 2022 IPPE. The Career Fair is sponsored by the USPOULTRY Foundation and the Poultry Science Association (PSA) Foundation.

This unique program is designed to better serve USPOULTRY member companies and allied suppliers, particularly involved in, but not limited to, genetics, health, pharmaceutical and nutrition. It allows Ph.D. and vet students to become familiar with the career opportunities that are available to them. Further, this opportunity is provided in one place at one time in conjunction with the International Poultry Scientific Forum, conveniently benefitting these exceptional students and industry companies seeking talented employees to provide for their next generation of scientific leadership.

"We are pleased with the Ph.D. and veterinarian student participation in the fourth year of this program being offered," said Greg Hinton, Rose Acre Farms, and USPOULTRY Foundation chairman. "This is an excellent service our two organizations, the USPOULTRY Foundation and PSA Foundation, can provide to the poultry and allied industry."

"We really enjoy watching the companies and students engage in conversations that can help define career path decisions for the future," said PSA Executive Director Jacelyn Hemmelgarn.



Ph.D. and vet students participating at the Ph.D. and Vet Student Career Fair

## USPOULTRY Foundation Brings FFA Leadership Candidates to the 2022 IPPE

As part of the USPOULTRY Foundation's continued efforts to support the recruitment and training of the brightest students and to promote careers in the poultry and egg industry, the National FFA Officer Candidates were invited to the 2022 International Poultry Expo (IPE), part of IPPE. The opportunity for them to participate was made possible in part by an endowing Foundation gift from Tyson Foods.

"Tyson Foods' culture includes investing in future leaders, and we are pleased to contribute to this effort," said Chip Miller, SVP Live Production for Tyson Foods, and member of the USPOULTRY board of directors. "Our industry is continually evolving, and young talent brings fresh perspectives in addition to diversity of mindset. We need to continue encouraging their growth and development, while attracting the best talent to work in this industry."

"USPOULTRY has been a long-time FFA supporter. We are pleased to be able to offer these National Officer Candidates, our potential future leaders, with the opportunity to see and experience the world's largest annual trade show for the poultry, meat and animal food industries," remarked Greg Hinton, Rose Acre Farms, and USPOULTRY Foundation chairman.

As college students, they were provided the opportunity to participate in the USPOULTRY Foundation's College Student Career Program to interview for internship opportunities with poultry and egg industry member companies and exhibitors. The students were also able to explore the vast trade show floor to see the exciting technology used by today's modern, sustainable poultry industry.



FFA students and advisors at the 2022 IPPE

## USPOULTRY Foundation Brings FFA Students and Advisors to the 2022 IPPE

The top five teams of the National FFA Poultry Evaluation Career Development Event (CDE) and the Food Science and Technology CDE were also invited to the 2022 IPE. The opportunity for them to participate was made possible in part by endowing Foundation gifts from Prestage Farms and Sanderson Farms for the Poultry Evaluation CDE teams and Pilgrim's and Cargill for the Food Science and Technology CDE teams.

"USPOULTRY has been a supporter of the FFA Poultry Evaluation CDE for many years, and now other CDEs and Poultry Efficiency contests. We believe IPPE is a great opportunity for these teams to see the range of career opportunities available to them in the poultry and egg industry and to experience the world's largest annual trade show for the poultry, meat and animal food industries," remarked Greg Hinton, Rose Acre Farms, and USPOULTRY Foundation chairman.

Poultry industry leaders, Amy Gifford, internal business support services consultant at Cargill Protein – North America; Matt Leu, assistant vice president and general manager for Cargill; Mandy Klopp, senior head of operations for Fresh Foodservice at Pilgrim's and member of the USPOULTRY board of directors; Pat Allen, head of human resources operations at Pilgrim's; and Juanfra DeVillena, director of quality assurance and food safety at Wayne Farms LLC, participated in a program that informed the students about the multitude of career opportunities in the industry. The students were also able to explore the vast trade show floor to see the exciting technology used by today's modern, sustainable poultry industry.

The following Poultry Evaluation CDE teams were invited to attend the 2022 IPPE: Lincoln, FFA, Arkansas; Paris FFA, Missouri; Miami Trace Great Oaks FFA, Ohio; Watts Public Schools FFA, Oklahoma; and Katy ISD-Taylor High School FFA, Texas.

The following Food Science and Technology CDE teams were invited to attend IPPE: Orlando Colonial FFA, Florida; Preston High School FFA, Idaho; Louisburg FFA, Kansas; Eustis-Farnam FFA, Nebraska; and Big Walnut-DACC FFA, Ohio.

## \$1,016,000 Allocated for Research Funding in 2021

### USPOULTRY and Foundation Approve \$736,000 in New Research Grants Through Comprehensive Research Program

USPOULTRY and the USPOULTRY Foundation approved a total of \$736,000 for 11 new research grants at seven institutions through the Comprehensive Research Program. The Comprehensive Research Program is the Association's long-standing research effort dating back to the 1950s. Since its inception, more than \$34 million has been reinvested in the industry, with the research conducted at more than 50 universities and federal and state facilities. The research is approved by the boards of the Association and Foundation, based on recommendations of the Foundation Research Advisory Committee. The committee evaluates research proposals to determine their value to the industry. Committee members are professional specialists in different segments of the poultry and egg industry. The Comprehensive Research Program projects are as follows:

**Utilizing Dry Hydrogen Peroxide as a Replacement for Formaldehyde in Commercial Poultry Hatcheries**  
University of Georgia (research grant made possible in part by an endowing Foundation gift from Fieldale Farms)

**Identification of Early Indicators of Necrotic Enteritis Disease Development in Broiler Chickens**  
North Carolina State University (research grant made possible in part by an endowing Foundation gift from Case Farms)

**How Does Laying Hens' Visual Perception Affect Resource Usage in Cage-Free Housing?**  
Purdue University (research grant made possible in part by an endowing Foundation gift from MPS Egg Farms)

**Realistic Multi-Species Challenge Model to Evaluate Treatment Methods Able to Prevent Colonization of Pathogenic Bacteria in the Hatching Environment**  
University of Arkansas (research grant made possible in part by an endowing Foundation gift from George's Inc.)

**Development of mRNA-Based Vaccines for Heterosubtypic Protection Against Infectious Bronchitis Viruses and Infectious Laryngotracheitis**  
USDA ARS SEA USNPRC (research grant made possible in part by an endowing Foundation gift from Sanderson Farms)

**Evaluating Vertical Transmission of Salmonella Reading Outbreak Strain in Turkeys Using Bioluminescent Imaging**  
Mississippi State University (research grant made possible in part by an endowing Foundation gift from Cargill)

**Increasing the Efficiency of Avian Reovirus Characterization via Real-Time Sequencing**  
University of Georgia (research grant made possible in part by an endowing Foundation gift from Pilgrim's)

**Identifying Genetic Determinants of Campylobacter jejuni That Promote Bacterial Survival During Processing and Storage**  
University of Tennessee (research grant made possible in part by an endowing Foundation gift from Koch Foods)

**Evaluating the Impact of Increased Humidity and Heat with Ventilation Shutdown for Depopulation of Laying Hens During a Foreign Animal Disease Outbreak**  
North Carolina State University (research grant made possible in part by an endowing Foundation gift from USPOULTRY staff)

**Evaluating the Impact of Increased Humidity and Heat with Ventilation Shutdown for Depopulation of Broilers and Turkeys During a Foreign Animal Disease Outbreak**  
North Carolina State University (research grant made possible in part by an endowing Foundation gift from USPOULTRY staff)

**Use of Reference Point Indentation (RPI) to Evaluate Pulsed Alternating Wavelength System (PAWS) on Skeletal Quality of Laying Hens Throughout Lay Cycle**  
Purdue University (research grant made possible in part by an endowing Foundation gift from MPS Egg Farms)

### Board Research Initiative Projects Total \$180,000

USPOULTRY and the USPOULTRY Foundation have approved approximately \$180,000 in funding for two new research grants at two institutions through the Board Research Initiative program. The research funding was approved by the boards of directors of both organizations, based on recommendations from the Foundation Research Advisory Committee. The committee evaluates research proposals to determine their value to the industry and then makes recommendations to the boards for funding.

**Development of a Probiotic-Based Recombinant Oral Vectored-Vaccine Against Clostridial Dermatitis in Turkeys**  
North Carolina State University (research grant made possible in part by an endowing Foundation gift from Prestage Farms)

**Vaccination Against Salmonella enterica Serotype Reading: Evaluation of the Cross-Protective Salmonella BBS 866 Vaccine and the Avipro® Megan® Egg Vaccine at Reducing Outbreak-Associated S. Reading Colonization, Dissemination and Persistence in Turkeys**  
USDA ARS National Animal Disease Center (research grant made possible in part by an endowing Foundation gift from the Cooper Family Foundation)

### USPOULTRY and the USPOULTRY Foundation Sponsor \$100,000 for FFAR-Funded Research

USPOULTRY and the USPOULTRY Foundation announced \$100,000 in sponsorship funding for two poultry research projects to benefit the U.S. poultry industry. The sponsorship is in partnership with the Foundation for Food and Agriculture Research (FFAR) and will leverage research dollars for two projects that improve poultry welfare and efficiency. The funds are being matched by FFAR for a total \$200,000 investment.

## Completed Research in 2021

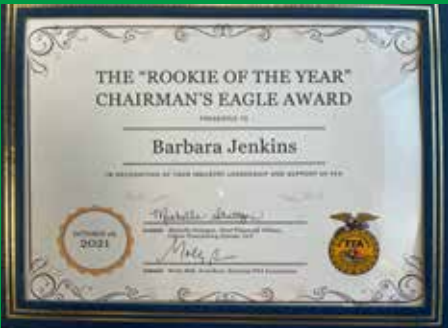
- ◀ **Examining the Roles of Macrophages and Vascular Inflammation in Broiler White Striping**  
Project #713, Dr. Michael J. Mienaltowski and Dr. J. Annie King, University of California, Davis (research made possible in part by endowing Foundation gift from Simmons Foods)
- ◀ **Effect of Varying Protein/Amino Acid Level of Diets with or without Protease to Reduce Feed Cost, Improve Egg Quality and Egg Solids in Post-Peak and Late-Lay**  
Project #716, Dr. Pratima Adhikari, Mississippi State University, Mississippi State, Mississippi (research made possible in part by endowing Foundation gift from Cal-Maine Foods )
- ◀ **Evaluation of a Drinker System With or Without Trays on House Litter Conditions, Bird Performance, Health and Welfare**  
Project #F085, Michael Czarick, University of Georgia, Athens, Georgia (research made possible in part by an endowing Foundation gift from Claxton Poultry)
- ◀ **Investigating the Impact of Anthelmintic Resistance in Nematode Parasites of Poultry**  
Project #F081, Dr. Ray Kaplan, University of Georgia, Athens, Georgia (research made possible in part by endowing Foundation gift from Wayne Farms LLC)
- ◀ **Euthanasia of Large Poultry**  
Project #BRF011, Dr. Dianna Bourassa, Auburn University, Auburn, Alabama (research made possible in part by an endowing Foundation gift from USPOULTRY staff)
- ◀ **Fate and Effect of Peracetic Acid Solutions on Poultry Processing Biological Nitrogen Removal and Anaerobic Treatment Processes**  
Project #F086, Dr. Spyros G. Pavlostathis, Georgia Institute of Technology, Atlanta, Georgia (research made possible in part by an endowing Foundation gift from Sanderson Farms)
- ◀ **Identifying the Contribution of Broiler Genetics on Gut Health and Immune Response When Challenged with *Salmonella Typhimurium***  
Project #714, Dr. Shawna Weimer, University of Maryland, College Park, Maryland (research made possible in part by an endowing Foundation gift from Ingram Farms)
- ◀ ***Cochlosoma anatis* - Identification of Disease Reservoirs and Factors That Lead to Disease in Turkeys**  
Project #BRF010, Dr. Robert Beckstead, North Carolina State University, Raleigh, N.C. (research made possible in part by an endowing Foundation gift from Prestage Farms)



## In Thanks and Recognition to the Following Donors for Their Support of the USPOULTRY Foundation

### Jenkins Receives National FFA Sponsors Board Rookie of the Year Award

USPOULTRY Foundation Executive Director Barbara Jenkins received the National FFA Sponsors Board "Rookie of the Year" Chairman's Eagle Award during the National FFA Convention & Expo in October 2021.



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