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ANNUAL REPORT

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USPOULTRY FOUNDATION ALLOCATES \$324,215 IN STUDENT RECRUITING GRANTS



The 22 other institutions with industry-related programs receiving recruiting and retention grants under the Foundation’s Industry Education Recruitment Funding Program are:

California State University, Fresno, California	\$7,000
Clemson University, South Carolina	\$2,600
Cleveland Community College, North Carolina	\$7,000
Delaware Valley University	\$7,000
Hannibal-LaGrange University, Missouri	\$7,000
Iowa State University	\$4,000
Modesto Junior College, California	\$7,000
North Carolina A&T State University	\$3,785
Ohio State University	\$4,000
Pennsylvania State University	\$10,000
Sam Houston State, Texas	\$3,500
Stephen F Austin State University, Texas	\$6,000
Tennessee Tech University	\$7,000
University of California - Davis	\$4,620
University of California - Merced	\$7,000
University of Delaware	\$2,060
University of Maryland	\$5,650
University of Mount Olive	\$5,500
University of North Georgia	\$10,000
University of Tennessee	\$5,500
University of Wisconsin	\$1,000
Wilkes Community College, North Carolina	\$7,000

The USPOULTRY Foundation awarded student recruiting grants totaling \$324,215 to six U.S. universities with Poultry Science departments and 22 other institutions with industry-related programs. The Foundation provides annual recruiting and retention funds to colleges and universities to attract or connect students to their poultry programs or the industry. 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 from the International Poultry Expo, part of the International Production & Processing Expo (IPPE).

The six poultry science departments receiving the grants are:

University of Arkansas	\$29,699
Auburn University	\$30,143
University of Georgia	\$28,875
Mississippi State University	\$27,987
North Carolina State University	\$32,868
Texas A&M University	\$50,428



USPOULTRY FOUNDATION COLLEGE STUDENT CAREER PROGRAM HIGHLIGHTS RESOURCES AVAILABLE TO CURRENT AND GRADUATING STUDENTS

More than 500 students from 45 colleges and universities traveled to Atlanta for the USPOULTRY Foundation College Student Career Program, held in conjunction with the 2025 IPPE. The students had an opportunity to meet and interview for full-time and internship opportunities with more than 100 human resource managers and recruiters representing 26 companies.

In addition, the College Student Career Program's opening session featured two speakers that provided information about resources available to college students while they pursue their studies and transition to their careers.

Jennifer Bloss, executive director of the National Professional Agricultural Student (PAS) Organization, provided information about her organization's ability to assist students with the transition from school to the workforce. Bloss outlined ways in which PAS can provide resources for professional development while in college, as well as provide a network for young professionals starting their careers.

Meredith Shepard provided information on AgCareers. She noted that AgCareers was solely dedicated to connecting job seekers with employers in the agricultural sphere, with a wide range of career fields and job locations. Shepard also spoke about FoodGrads.com, which can be a resource for agriculture students who wish to continue their studies.

Further, Agriculture Future of America (AFA) was mentioned. AFA assists in developing industry leaders by helping its collegiate members expand their network and grow their leadership skills.

USPOULTRY FOUNDATION SUPPORTS LATIN AMERICAN STUDENT ATTENDANCE AT IPPE

As part of its ongoing efforts to support the recruitment and education of talented students while promoting careers in the poultry and egg industries worldwide, the USPOULTRY Foundation welcomed 12 students and advisors from six universities across Latin America to attend the 2025 International Poultry Expo, part of the IPPE.

Through participation in the USPOULTRY Foundation International Student Program, these students had the unique opportunity to connect with companies operating on a global scale. They also explored the vast IPPE trade show floor, which featured cutting-edge advancements in modern, sustainable poultry technology. Additionally, they attended the Latin American Poultry Summit—jointly hosted by IPE and the Asociación Latinoamericana de Avicultura (ALA)—where they were recognized during the Summit luncheon.

"ALA values this program as a way to introduce the best and brightest Latin American students to career opportunities in the global poultry and egg industries. ALA has assisted the USPOULTRY Foundation with the selection of the Latin American universities attending the USPOULTRY Foundation International Student Program for the last six years. We appreciate the partnership and being able to continue to contribute to the Foundation's efforts," said Dania Ferrera, executive director, ALA.

"One of the Foundation's key missions is to attract emerging talent to careers in the poultry and egg industries. The program plays an

essential role in that mission by connecting companies with international students seeking career opportunities. Many companies exhibiting at IPPE have operations outside the United States and are looking for future leaders to fill critical roles in various countries," remarked Mikell Fries, Claxton Poultry Farms, and USPOULTRY Foundation chair.

USPOULTRY also provides research funding through the Latin American research program. The research funds come from attendee and sponsor support of La Cumbre Avícola Latinoamericana, and a \$25,000 check was presented to ALA during the program.



Representatives from ALA accepting a \$25,000 USPOULTRY research grant. From left are: Nath Morris, president, USPOULTRY; María del Rosario Peneda de Falla, president, ALA; Dania Ferrera, executive director, ALA; Dr. Carlos Ikeda, treasurer, ALA; and Dr. Hebert Trenchi, coordinator of the technical and scientific institute, ALA.

GOOD PARTICIPATION AT PH.D. AND VET STUDENT CAREER FAIR

Ph.D. and vet school students recently participated in the Ph.D. and Vet Student Career Fair, held during the 2025 International Production & Processing Expo (IPPE) in Atlanta. Sponsored by the USPOULTRY Foundation and the Poultry Science Association, the event was held in conjunction with the International Poultry Scientific Forum.

This specialized program aims to support USPOULTRY member companies and allied suppliers, particularly those in fields such as genetics, health, pharmaceuticals and nutrition. It provides Ph.D. and veterinary students with valuable insight into career opportunities within the poultry industry, benefiting both students seeking employment and companies looking for the next generation of scientific leaders.

"The participation of this year's Career Fair, now in its seventh year, was good. We look forward to expanding this opportunity further so that more Ph.D. and vet students can explore the many career paths

available in the industry," said Mikell Fries, Claxton Poultry Farms, and USPOULTRY Foundation chair. "This is an outstanding resource that our organizations, the USPOULTRY Foundation and the Poultry Science Association, can offer to the poultry and allied industries."

"We are pleased to help connect companies with students, fostering conversations that can shape future career decisions. This event presents an incredible opportunity for both students and professional members," said Poultry Science Association Executive Director Andy Vance.



USPOULTRY FOUNDATION SUPPORTS ATTENDANCE OF FFA STUDENTS AND ADVISORS AT IPPE 2025

The top 10 teams from the National FFA Poultry Evaluation and Food Science and Technology Career Development Events (CDEs) were invited to attend the International Poultry Expo, part of the 2025 IPPE. This opportunity was made possible through the USPOULTRY Foundation's ongoing efforts to inspire students to explore careers in the poultry and egg industry. As part of the initiative, the selected teams received an all-expense paid trip and had the opportunity to explore the vast IPPE trade show floor.

"Through our Foundation, USPOULTRY has long supported the FFA Poultry Evaluation and Food Science and Technology CDEs. Giving these students the chance to experience IPPE's impressive trade show—featuring the latest innovations in modern, sustainable poultry production—along with access to more than 80 hours of world-class educational programs, is a fantastic way to introduce them to career opportunities in the poultry and egg industry," remarked Mikell Fries, Claxton Poultry Farms, and USPOULTRY Foundation chair.

The students participated in a special program featuring poultry industry leaders from Pilgrim's, who highlighted the wide range of career paths available in the industry. They also received a special tour of the show floor highlighting IPPE exhibitors who are also National FFA supporters.

The following Poultry Evaluation CDE teams were invited to attend IPPE: Caney FFA, Kansas; Dover FFA, Arkansas; Felicity-Franklin FFA, Ohio; James Madison FFA, Texas; Olney FFA, Illinois; Pierce City Schools FFA, Missouri; Roane County High School FFA, West Virginia; Righetti FFA, California; and Westville FFA, Oklahoma.

The following Food Science and Technology CDE teams were invited to attend IPPE: Belgrade FFA, Montana; Bergen County Academies FFA, New Jersey; Big Walnut-DACC FFA, Ohio; Louisburg FFA, Kansas; Oley Valley FFA, Pennsylvania; Orlando Colonia FFA, Florida; Palmyra FFA, Missouri; Prairie Central FFA, Illinois; and Westville FFA, Oklahoma.

USPOULTRY FOUNDATION BRINGS NATIONAL FFA OFFICER CANDIDATES TO THE 2025 IPPE

As part of the USPOULTRY Foundation's ongoing commitment to supporting the recruitment and training of top students while promoting careers in the poultry and egg industry, National FFA Officer Candidates were also invited to attend an all-expense paid trip to the 2025 International Poultry Expo.

"USPOULTRY's commitment to FFA is strong. Offering these National Officer Candidates the opportunity to experience the world's largest annual trade show for the poultry, egg, meat and animal food industries is a valuable way to introduce them to our industries and inspire them to become future industry leaders," said Mikell Fries, Claxton Poultry Farms, and chair of the USPOULTRY Foundation.

The National FFA Officer Candidates had the opportunity to take part in the USPOULTRY Foundation College Student Career Program, where they could interview for internships with poultry and egg industry companies and exhibitors. They also explored the wide-ranging opportunities within the industry, including the vast IPPE trade show floor showcasing the technology driving today's modern, sustainable poultry industry. Additionally, they enhanced their knowledge and skills by attending educational programs offered during Expo week.



USPOULTRY and Foundation Approve \$984,000 in New Research Grants Through the Comprehensive Research Program

USPOULTRY and the USPOULTRY Foundation have approved \$984,000 for 10 new research grants at nine institutions through the comprehensive research program. The boards of directors for both organizations approved the research funding following recommendations from the Foundation Research Advisory Committee. This committee assesses research proposals for their relevance to the industry and advises the boards on funding decisions. Its members are professionals from various segments of the poultry and egg industry, bringing diverse expertise to the evaluation process.

The research grants are as follows, and the research funding was made possible in part by donations to the USPOULTRY Foundation. The donations came from a wide range of poultry and egg companies, individuals and families to support the Foundation's mission of funding industry research and recruiting students into poultry careers.

- **Discerning Lot-to-Lot Independence, Variability and Commercial Feasibility of a Lot Definition Using Statistical Approaches and Biomapping Data in the Secondary Processing** - Texas Tech University
- **Development of Live Attenuated and Killed Vaccines for Emerging Avian Metapneumovirus Subgroup B** - South Dakota State University
- **Utilizing Carbonized Feathers in Visible Light-Responsive Photocatalytic Reactors for Poultry Odor Control** - Georgia Southern University
- **Effects of Phytase and Dacitic Tuff Breccia Supplementation Programs to Support Extended Lay in Laying Hens** - North Carolina State University
- **Novel Multivalent Vaccines for Broad Protection Against Avian Metapneumovirus Infection** - USDA – Agricultural Research Service
- **Evaluation of the Efficacy of a Bivalent Live-Attenuated Non-Transmissible (LANT) Vaccine Candidate for the Control of *Salmonella* serogroups B (O:4) and D (O:9) in Chickens** - University of Maryland
- **Role of Phytase Dosage and Reduced Dietary Mineral Levels in Pullet Performance and Egg Production in Laying Hens – Focus on Bone Development and Eggshell Quality** - Mississippi State University
- ***Salmonella* Detector: A Mobile Application for On-Site Broiler *Salmonella* Infection Diagnosis** - University of Georgia
- **Poultry House Mass Depopulation Calculator** - North Carolina State University
- **A Novel Method at Poultry Hatcheries to Simultaneously Deliver Vaccines and Prebiotics/Probiotics Improving Litter Quality and Animal Welfare in Broiler Operations** - University of Delaware

USPOULTRY and Foundation Approve \$363,000 in New Research Through the Board Research Initiative Program

USPOULTRY and the USPOULTRY Foundation have approved approximately \$363,000 in funding for three new research grants at two institutions through the Board Research Initiative Program. The topics and request for proposals were selected by the USPOULTRY board of directors. The Foundation Research Advisory Committee evaluated several research proposals and then recommended which proposals to fund to the board.

- **Necrotic Enteritis in Chickens: Understanding the Immunological Basis of Host Immunity to Develop Effective Non-Antibiotic Disease Prevention Approaches** - North Carolina State University
- **Cross-Sectional and Longitudinal Epidemiologic Investigations of *Ornithobacterium rhinotracheale* in Commercial Turkeys** - Iowa State University
- **Advancing Infectious *Coryza* Diagnosis and Control: Uncovering the Attenuated Pathogenicity and Potential Immunogenicity of Non-Pathogenic *Avibacterium paragallinarum* (npAP) Isolates** - Iowa State University

The USPOULTRY Board Research Initiative was created by the boards of USPOULTRY and the USPOULTRY Foundation to address current issues facing the poultry industry. The USPOULTRY Board Research Initiative operates alongside the USPOULTRY Comprehensive Research Program and augments the great success of the existing program by focusing additional resources toward defined areas of research.

USPOULTRY and its Foundation operate an extensive research program incorporating all phases of poultry and egg production and processing. Since the inception of the research program, USPOULTRY has reinvested more than \$37 million, or \$65 million adjusted for inflation, into the industry in the form of research grants. More than 50 universities and federal and state facilities have received grants over the years.

2024 COMPLETED RESEARCH

- **Evaluating Vertical Transmission of *Salmonella* Reading Outbreak Strain in Turkeys Using Bioluminescent Imaging** - Project #729, Dr. Li Zhang, Mississippi State University, Mississippi State, Miss. (research made possible in part by an endowing Foundation gift from Cargill)
- **Risk Assessment Comparing Alternative Approaches to Regulating *Salmonella* in Poultry by Public Health Impact Factors** - Project #BRF015, Dr. Matthew J. Stasiewicz, University of Illinois at Urbana-Champaign, Urbana, Ill.; and Dr. Martin Wiedmann, Cornell University, Ithaca, N.Y. (research made possible in part by an endowing Foundation gift from Cooper Farms and proceeds from IPE)
- **Researchers Evaluate Slow Versus Fast Growth Rate Regimen and its Relation to Animal Welfare** - Project #719, Dr. Prafulla Regmi, North Carolina State University, Raleigh, N.C. (research made possible in part by an endowing Foundation gift from Wayne-Sanderson Farms)
- **Infectious Laryngotracheitis Virus (ILTV) Molecular Diagnostics Tools in Need of An Upgrade** - Project #F105, Dr. Maricarmen Garcia, University of Georgia, Athens, Ga. (research made possible in part by an endowing Foundation gift from Pilgrim's)
- **Evaluation of Zero, Four, and Six-Hour Dark Periods During the First Seven Days on Broiler Performance Physiological Responses to Light Environment** - Project #732, Dr. Brian G. Fairchild, University of Georgia, Athens, Ga. (research made possible in part by an endowing Foundation gift from Koch Foods)
- **Increasing the Efficiency of Avian Reovirus Characterization via Real-Time Sequencing** - Project #730, Dr. James Stanton, University of Georgia, Athens, Ga. (research made possible in part by an endowing Foundation gift from Pilgrim's)
- **Development of Live Attenuated Vaccine for Reoviruses Causing Arthritis and Hepatitis in Turkeys** - Project #734, Dr. Sagar Goyal, University of Minnesota, Saint Paul, Minn. (research made possible in part by an endowing Foundation gift from West Liberty Foods)
- **Identifying Virulent Avian *Enterococcus faecalis* Isolates by Using Matrix-Assisted Laser Desorption/Ionization - Time of Flight Mass Spectroscopy (MALDI-TOF MS)** - Project #F112, Dr. Donald L. Reynolds, University of Nebraska - Lincoln, School of Veterinary Medicine and Biomedical Sciences, Lincoln, Neb.
- **Developing a Multispecies Bacterial Vaccine for Protection Against Bacterial Chondronecrosis with Osteomyelitis Lameness for Broilers** - Project #F106, Dr. Adnan Ali Khalaf Alrubaye, University of Arkansas, Fayetteville, Ark. (research made possible in part by an endowing Foundation gift from George's Inc.)
- **DNA Immunization as a Safe and Economical Vaccination Strategy Against Infectious Laryngotracheitis Virus (ILTV) to Enhance Mucosal Protection in Primary Sites of Infection** - Project #738, Dr. Maricarmen Garcia, University of Georgia, Athens, Ga. (research made possible in part by an endowing Foundation gift from Fieldale Farms Corporation)
- **Development of a Probiotic-Based Recombinant Oral Vectored-Vaccine Against Clostridial Dermatitis in Turkeys** - Project #BRF014, Dr. Ravi Kulkarni, North Carolina State University, Raleigh, N.C. (research made possible in part by an endowing Foundation gift from Prestage Farms)
- **Use of Qualitative and Quantitative Microbial Data to Determine if Turkey Pre-Chill and Post-Chill Sampling Are Predictive of *Salmonella* enterica Contamination in Ground Turkey** - Project #739, Dr. Jessie Vipham, Kansas State University, Manhattan, Kan. (research made possible in part by an endowing Foundation gift from Cargill)

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