



Subcommittee—Recruitment and Retention of African American and Underrepresented Minority (URM) Faculty

Subcommittee Members: Vini Nathan, Katrina Akande, Taffye Benson Clayton, Royrickers Cook, Donielle Fagan, Jaime Hammer, Seymour Irby, Lastella Paradise, Bruce Pearl and Melody Russell.

Institutional Goal: To increase the number of full-time faculty who identify as Black/African American or an underrepresented minority

All Deans reviewed, provided feedback and are committed to implementing appropriate strategies and to increasing current efforts in their specific units to advance the recruitment and retention of African American/URM faculty.

Examples of Current Initiatives/Actions in Auburn’s Colleges and Schools:

- Through the KPMG/PhD Project, the Harbert College of Business continues to support and increase URM (Black and Hispanic) doctoral students to be future faculty.
- Through the AU Chapter of Minorities in Agriculture and Natural Resources Related Sciences (MANNRS), the College of Agriculture and the School of Forestry and Wildlife Sciences engage and support pipelines for diverse faculty.
- Through a memorandum of understanding between the colleges of veterinary medicine at Auburn and Tuskegee University, the Auburn College of Veterinary Medicine provides training programs for Tuskegee College of Veterinary Medicine graduates in veterinary radiology to prepare future faculty. Similar training programs in other veterinary clinical specialties and being developed.
- Various departments are using SREB and other discipline specific networks to recruit diverse graduate students and to identify recently hooded PhDs with diverse backgrounds for post-doctoral and assistant professor positions at Auburn (Ginn College of Engineering, College of Sciences and Mathematics and College of Liberal Arts).
- Due to the widespread availability and use of remote technologies, colleges and schools have immediately increased the number of African American faculty in the classroom through adjunct teaching, collaborative teaching and research and guest lectures, with the goal of building a pool for full-time hiring (School of Pharmacy and College of Architecture, Design and Construction)

Examples of Current Hiring Practices in Auburn’s Colleges and Schools:

- Specific departments are developing faculty position descriptions that clearly embed the values of diversity, equity and inclusion (College of Sciences and Mathematics and College of Liberal Arts).
- All members of a faculty search committee receive robust and intentional training relative to implicit and/or unconscious bias (all Auburn colleges and schools).

Example of Current Mentoring Practices in Auburn's Colleges and Schools:

- Robust mentoring of African American graduate students and junior level faculty (Graduate School and College of Education)