Subcommittee—Recruitment and Retention of African American Staff


Institutional Goal: To increase the number of full-time staff who identify as Black/African American

Immediate Recommendations:

Recruitment
- Establish a Diversity, Equity and Inclusion strategic communication plan
  - Add diversity statements to university websites and include proactive and specific language in position advertisements
- Deploy inclusive hiring practices and develop an inclusive hiring toolkit
  - Human Resources will increase search committee DEI training; rubrics; search documentation.

Retention
- Expand and fully support university’s Onboarding Center
  - Connect new Black faculty and staff with Auburn Black Caucus (affinity groups) and include culturally specific community and university resources.
- Enhance supervisor training
  - Supervisor Pathways programs is underway and will be reviewed to ensure DEI training is included.
- Implement mandatory exit surveys
  - Human Resources is on board to implement this effort and will start working on program development.