

Presidential Task Force for Opportunity and Equity

Diversity, Equity and Inclusion Education and Training Sub-Committee	Overarching goal	Recommendations/implementation steps	Timeline
	Auburn University should pursue the licensing of EverFi DEI learning modules. This will support the institutional goal for all members of the Auburn community to complete a DEI learning module.	Completion of the procurement process	Spring 2021
		Campus Socialization Process <ul style="list-style-type: none"> • Sept. 1: Faculty Steering Committee • Sept. 11: A&P Governance Leader Meeting • Sept. 15: University Senate Meeting • Dec. 2: A&P Assembly • Dec. 10: Staff Council General Session 	Fall 2020
		Assemble implementation team with campus partners from HR, EEO, Biggio, Office of Communications and Marketing, Student Affairs and campus governance groups	Spring 2021
		Develop launch strategy	Spring 2021
		Pilot Learning Modules	Spring/Summer 2021
		Launch communications strategy	Late Summer 2021
		Launch campus-wide DEI learning module	Fall 2021
Recruitment and Retention of African American and Underrepresented Minority (URM) Faculty Sub-Committee	Overarching goal	Recommendations/implementation steps	Timeline
	Increase the number of full-time faculty who identify as Black/African American or an underrepresented minority Current initiatives:	Implement a system that collects information on where doctoral students and post-doctoral researchers secure positions upon graduation.	Spring 2021 February 2021 Auburn University Human Resources announced that Employment Services, in partnership with the Provost's Office, has

	<ul style="list-style-type: none"> • 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 	<p>Examine data from the PeopleAdmin automated applicant flow system and use this data to inform efforts on diversifying the faculty pool of applicants.</p> <p>Each college/school should establish priorities and procedures that hold search committees and departments accountable and responsible for their faculty hiring policies, procedures, and outcomes.</p> <p>Each college/school should develop position descriptions that clearly embed the values of diversity, equity, and inclusion.</p> <p>Each college/school’s Human Resource representative should assure that each member of a faculty search committee receives robust and intentional training relative to implicit and/or unconscious biases</p> <p>Encourage and incentivize dual/partner and/or opportunity hiring strategies to recruit diverse faculty.</p>	<p>joined the Higher Education Recruitment Consortium (HERC).</p> <p>HERC is a non-profit coalition of colleges, universities, hospitals, research labs, government agencies, and related non- and for-profit organizations that is committed to diversifying the pipeline of faculty, staff and executives in academia. HERC supports Auburn and other member institutions in recruiting and retaining outstanding and diverse employees.</p> <p>With this membership, Auburn will have exposure through:</p> <ul style="list-style-type: none"> • Unlimited job postings • Toolkits to advance inclusive recruitment and equitable retention • Cross-posting to leading job boards.
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	Pharmacy and College of Architecture, Design and Construction)		
		<p>Develop and focused and targeted high priority, program dedicated to inviting diverse scholars to campus for internships, guest lectures, collaborative research, and/or six month to one year residency programs. Target HBCUs and SEC schools</p> <p>Use SEC network and other discipline specific networks to recruit diverse graduate students and to identify new PhDs with diverse backgrounds for Post Doc and assistant professor positions at AU.</p> <p>Each college/school should develop guidelines to encourage the hiring of faculty who will enhance the diversity of each of its units. At a minimum, colleges/schools should equity diversity in the final pool of candidates for all tenure-track faculty positions.</p> <p>Develop a mentoring program for diverse faculty with an emphasis on preparation for promotion and tenure.</p> <p>Regularly conduct equity audit of all faculty searches to determine progress and impact; ensure diversity in hiring pools, overall, and diverse candidates among finalists.</p>	Fall 2021
		Create a “Building Future Faculty” program (examples include North Carolina State University, University of Missouri, Virginia Tech., etc.) for diverse faculty.	Fall 2021
Recruitment and Retention of African American Staff Sub-committee	Overarching goal	Recommendations/implementations steps	Timeline

	<p>Increase the number of full-time staff who identify as Black/African American</p>	<p>Establish a Diversity, Equity and Inclusion strategic communication plan.</p> <ol style="list-style-type: none"> 1. Add diversity statements to university websites 2. Include proactive and specific language in position advertisements 	<p>Target completion for diversity statement is March 2021</p>
		<p>Deploy inclusive hiring practices and develop and inclusive hiring toolkit.</p> <ol style="list-style-type: none"> 1. Human Resources will increase search committee DEI training; rubrics; search documentation. 	<p>February 2021 Auburn University Human Resources is pleased to announce that Employment Services, in partnership with the Provost's Office, has joined the Higher Education Recruitment Consortium (HERC).</p> <p>HERC is a non-profit coalition of colleges, universities, hospitals, research labs, government agencies, and related non- and for-profit organizations that is committed to diversifying the pipeline of faculty, staff and executives in academia. HERC supports Auburn and other member institutions in recruiting and retaining outstanding and diverse employees.</p> <p>With this membership, Auburn will have exposure through:</p> <ul style="list-style-type: none"> • Unlimited job postings • Toolkits to advance inclusive recruitment and equitable retention • Cross-posting to leading job boards.
		<p>Expand and fully support university's Onboarding Center</p> <ol style="list-style-type: none"> 1. Connect new Black faculty and staff with Auburn black Caucus (affinity groups) and include culturally specific community and university resources. 	<p>Underway</p>

		Enhance supervisor training 1. Supervisor Pathways programs is underway and will be reviewed to ensure DEI training is included.	
		Implement mandatory exit surveys 1. Human Resources will begin program development.	In development
Recruitment and Retention of African American Students Sub-Committee	Overarching goal	Recommendations/implementation steps	Next steps
Recruitment and Retention of African American Students	Increase Black student enrollment	Pilot a flexible admissions model—deployed a test flexible model based on a holistic review. • Deployed non-cognitive based short essay prompts. All applicants reflect and respond to a situation where they experienced or witnessed unfairness. Applicants have an opportunity to reflect on an experience, demonstrate understanding, learning and growth. • Alabama's valedictorian and salutation are guaranteed admission to the university and the Honors College. The top two students will also receive priority consideration for scholarships. • Launched the Common Application	Establish full benchmarks with SEC, SREB and top-performing institutions for Black students Leverage partnerships with GearUp Alabama and Black Belt Community Foundation Increase enrollment of students participating in DiCE Annually track and report on funds allocated towards diversity scholarships
	Increase aid allocated to Black students	Shifted at least 10% of scholarship funds towards need/non-merit aid and reduced the cost of attendance for students with unmet need. Award more scholarships to transfer students. • Shifted oversight of PLUS Scholarship to Enrollment Management to ensure strategic deployment of funds. Increase annual awards. New awards will range from \$5,000- \$8,000. Shift the oversight of President's Graduate Opportunities Program (PGOP) funds to the Graduate School.	Identify new funds to increase need-based aid Ensure students with the greatest need can experience the FULL Auburn experience Increase the number of diversity scholarships
	Improve the racial climate Improve retention and graduation rates of Black students	Document and celebrate the history of diversity at Auburn. Student Center renaming and updated campus tour script.	Conduct a climate survey in spring 2021

		<p>Develop an “Inclusive Language Guide” and toolkit. Hometown news, student showcase—clear messaging on Affordability, Ability and Fit.</p>	<p>Continue to document and celebrate the history of diversity at Auburn</p> <p>Continue to develop an “Inclusive Language Guide” and toolkit</p> <p>Improve retention and graduation rates of Black students</p> <p>Select champions responsible for equitable student success and a process for continuous improvement</p> <p>Survey non-returning students</p>
	<p>Improve retention and graduation rates of Black students</p>	<p>Held follow-up meetings with provost and Sr. VP for Academic Affairs and Sr. VP for Student Affairs to discuss the next steps.</p> <p>Formed Retention Subcommittee to ensure a comprehensive review and recommend strategies improve Black student satisfaction and outcomes</p>	<p>Change metrics for student organization incentives. Evaluate funding for student organizations, block seating, etc. Reward organizations based on diversity and inclusion.</p>