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# Task Force Progress

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ESTABLISHED 1856

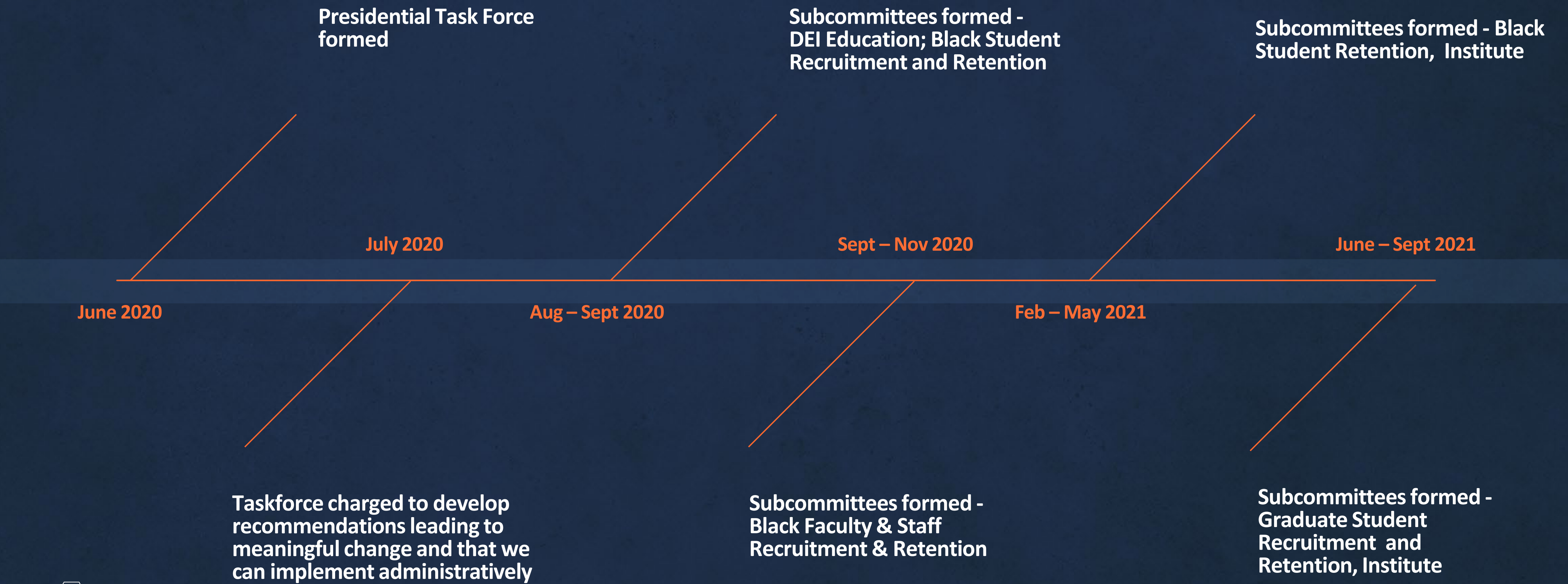
**Presidential Task Force**  
*for Opportunity and Equity*

# Agenda

- Debrief Taskforce Progress with Auburn University's Senior Leadership



# Task Force Timeline



# Diversity Statement



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# Diversity Statement

*Diversity, equity, inclusion and social justice are important values at Auburn University.*

*Auburn University will proactively work to eliminate barriers facing underrepresented community members and commit to sustaining and supporting diversity in all its forms including those based on life experience, gender, sex, nationality, race, identity, ethnicity, age, political affiliation, sexual orientation, gender expression, gender identity, socioeconomic status, veteran status, disability, neurodiversity, and religion. Auburn will actively cultivate a community where all members are valued, respected and can thrive personally and professionally. Auburn will invest substantial resources to increase the number of underrepresented groups in all facets of the University to include staff, students, faculty, vendors, partners and those who offer voluntary service.*

*Auburn will measure its commitment to diversity, equity, inclusion and social justice through ongoing assessment and evaluation of activities and individual and collective actions as reflected in practices, procedures, programs, relationships, behaviors and campus culture.*



Subcommittee:

# Diversity, Equity and Inclusion Education



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# Diversity, Equity and Inclusion Education

**Goal:** Promote EEO/DEI\* education across the campus and provide an opportunity for students, faculty and employees to complete a common learning module. Develop strategy to ensure access to EEO/DEI resources for foundational and continuing EEO/DEI education.

**Takeaway:** *Takeaway: The Taskforce has embraced a continuous learning pathway approach to DEI education for faculty, staff, administrator, and professional employees and students at Auburn. From learning modules to in-person learning opportunities to professional development grants, we are making DEI education resources available to meet individual learning needs across our campus. We are currently working with key campus partners to have EverFi/Vector modules placed in key areas to be leveraged as a learning resource. Faculty, staff, and students were surveyed for the Campus Climate Study in Spring 2022.*

\*Equal employment opportunity (EEO) and Diversity, Equity and Inclusion (DEI)

## Implementation Steps

Not Started   In Progress   Complete

Procured EverFi Title IX, EEO and DEI education modules.			✓
Developed institutional strategy for EEO/DEI foundational and continuing education.			✓
Developed and launched foundational Title IX education modules for all faculty, staff, administrator and professional employees.			✓
Develop and launch foundational EEO/DEI education module for faculty, staff, administrator and professional employees.			✓
Develop and launch foundational EEO/DEI education module for students.			✓
Develop and launch Auburn EEO/DEI micro-credential.		✓	
Conduct climate studies to determine current strengths and opportunities to improve campus experience for faculty, staff, and students. Student study was completed in Spring 2021.			✓

Subcommittee:  
**Black Faculty Recruitment &  
Retention**



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Task Force Progress

# Black Faculty Recruitment & Retention

**Goal:** Utilize diversity and EEO informed tools to increase the presence of faculty who identify as Black/African American.

**Takeaway::** *The Office of the Provost and the Office of Inclusion and Diversity has begun the implementation of evidence-based promising practices like bias education, cultivating an inclusive excellence mindset towards hiring, vigorous outreach, SEC prospective faculty talent sharing, and greater college and school accountability for progress on the recruitment and retention of a more diverse and inclusive faculty with increased representation from Black and other historically underrepresented populations. There is increased presence of diversity language in all Auburn jobs including requests for diversity statements. Continued conversations about data governance are important to impact implementation of ongoing DEI search audits.*

## Implementation Steps

Not Started   In Progress   Complete

Leverage SEC network through the <a href="#">SEC Emerging Scholars Career Preparation Workshop</a> , initiating in Fall 2021, to recruit diverse graduate students and to identify new PhDs with diverse backgrounds for postdoctoral and Assistant Professor positions at Auburn University.			✓
Develop faculty position descriptions that clearly embed the values of diversity, equity and inclusion.		✓	
Develop guidelines to encourage the hiring of faculty who will enhance the diversity of each of its units. Colleges/schools will have the ability to track the diversity of the pool of candidates at various stages for all tenure-track faculty positions.			✓
Assure that each member of a faculty search committee receives robust and intentional training relative to implicit or unconscious biases.			✓
Establish policies and procedures that hold search committees and departments accountable and responsible for their faculty hiring policies, procedures and outcomes.			✓
Regularly conduct equity audit of all faculty searches to determine progress and impact; ensure diversity in hiring pools overall and diverse candidates among finalists.		✓	

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Subcommittee:

# Black Staff Recruitment & Retention



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Task Force Progress

# Black Staff Recruitment & Retention

**Goal:** Increase the number of full-time staff who identify as Black/African American.

**Takeaway:** *The Taskforce has endorsed the implementation of evidence-based promising practices like search education, vigorous outreach, inclusive hiring toolkits, exit interviews, and campus cultural affinity groups toward the recruitment and retention of a more diverse and inclusive staff workforce with increased representation of Black and other historically underrepresented staff. Diversity, equity, and inclusion search education offered through HRD by OID includes information on rubrics, hiring processes, and assessment of DEI efforts. Exit Interviews processes and Employee Resource Groups (affinity groups) are actively being developed.*

## Implementation Steps

Not Started   In Progress   Complete

Add proactive and specific language encouraging diverse applications to all staff postings at Auburn University.			✓
Deploy inclusive hiring practices and develop and inclusive hiring toolkit. Increase search committee DEI education, evaluation rubrics and search documentation.			✓
Expand and fully support university’s Onboarding Center to connect new faculty and staff with Auburn affinity groups and include culturally specific community and university resources.		✓	
Implement exit interview surveys that captures strengths and opportunities to improve experiences for all Auburn employees.		✓	
Conduct ongoing tracking and monitoring to improve advertising and outreach sources			✓
Audit all staff postings at multiple checkpoints to ensure diverse applicant pools are achieved. Additional outreach will occur if not achieved.			✓
Auburn University establishes new minimum full-time hiring rate at \$14.50 per hour. The minimum hiring rate, which doubles the federal minimum wage of \$7.25, ensures that all eligible full-time employees will earn at or above the 2021 generally accepted living wage for Lee County. Eligible part-time employees will also see a rate increase to \$14.50.			✓

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Subcommittee:

**Black Student Recruitment &  
Retention (*Undergraduate*)**



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Task Force Progress

# Black Student Recruitment & Retention (*Undergraduate*)

**Goal:** Increase Black student enrollment, increase aid allocated to Black students, improve racial climate, improve retention and graduation rates of Black students.

**Takeaway:** *The Taskforce will continue to advocate for long-term commitments to support need-based aid, utilizing collaborative partnerships, and removing enrollment barriers. Our long-term commitment to increasing diversity within the Auburn Family will remain an ongoing work in progress.*

## Implementation Steps

	Not Started	In Progress	Complete
Pilot a flexible admissions model, expanded access by guaranteed admission to Alabama's valedictorian and salutation and launched the Common Application. <b>Year 1 Complete, Year 2, In Progress</b>		✓	
Shifted at least 10% of scholarship funds towards need/non-merit aid and shifted oversight of PLUS Scholarship to Enrollment Management to ensure strategic deployment of funds. <b>Year 1 Complete, Year 2, In Progress</b>			✓
Document and celebrate the history of diversity at Auburn. Updated campus tour script. Develop hometown news, student showcases with clear messaging on Affordability, Ability and Fit. Leverage social proof opportunities <u>Why Auburn?</u> <b>Year 1 Complete, Year 2, In Progress</b>		✓	
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. Track and report annually on funds allocated towards diversity scholarships		✓	
Conduct a climate survey in the spring 2021. Division of Student Affairs commissioned a vendor to administrate the survey and analyze results during summer 2021.			✓
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 scholarship. <b>Year 1 Complete, Year 2- Ever Auburn Scholarships Established Fall 2021</b>		✓	

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Subcommittee:

# **Institute for African American and Black Studies Subcommittee**



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# Institute for African American and Black Studies Subcommittee

**Goal:** Explore the feasibility of an institute that focuses on African American and Black Studies

**Takeaway.** *The institute subcommittee has received very constructive and helpful feedback on the feasibility of an institute that focuses on African American and Black Studies. Currently, we are in the process of refining our “elevator speech” and finalizing the proposal. Recently the subcommittee provided an overview of the institute proposal to the PTF , Interim Provost Nathan, and Mr. Duante Stanton for feedback and insight on next steps.*

## Implementation Steps

	Not Started	In Progress	Complete
Phase I Listening sessions			✓
Proposal Development		✓	
Phase II Listening Sessions			✓
Development of Business Plan for Institute		✓	

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Subcommittee:

# Black Graduate Students



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Task Force Progress

# Black Graduate Students

**Goal:** Seeks to identify and find solutions for specific issues of equity, diversity and inclusion impacting Auburn University graduate students.

**Takeaway:** *The graduate student subcommittee has received excellent feedback from Black/African American graduate students from across campus. This feedback is helping us to identify issues of concern and practical steps that can be taken to address them. This includes both immediate/near-term efforts and long-term commitments that are needed.*

# Implementation Steps

Not Started   In Progress   Complete

Conduct listening sessions with graduate students across all of Auburn University’s colleges and schools with the objective of assessing the climate for Black/African American graduate students.			✓
Develop and conduct detailed surveys to identify key issues of concern for Black/African American graduate students			✓
Compile data and conduct thematic analysis.			✓
Refine themes using student focus groups and individual interviews with Black/African American graduate students			✓
Develop recommendations & presented recommendations to full taskforce on 3/17/2022. Full presentation to be presented to the Interim Provost.		✓	

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Subcommittee:

# **Black Student Retention** *(Undergraduate)*



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Task Force Progress

# Black Student Retention (Undergraduate)

**Goal:** Understand the Black student experience and recommended strategies and systems Auburn can employ to improve the satisfaction of our Black undergraduate students.

**Takeaway:** *The Taskforce will continue to advocate for long-term commitments to support need-based aid, utilizing collaborative partnerships, and removing enrollment barriers. Our long-term commitment to increasing diversity within the Auburn Family will remain an ongoing work in progress.*

## Implementation Steps

	Not Started	In Progress	Complete
Formalize the role and importance of student advocacy. Black Student Advocacy will remain at the core. Student Advocacy to serve marginalized student populations. Black Student Advocacy will remain at the core. Division of Student Affairs has established an Office and hiring a Student Advocacy position. Student Advocacy to serve marginalized student populations. <i>Student Advocacy Administrator hired. Center in place July 2022.</i>			✓
Establish Community Standards and Communicate Policies. Develop a strategic communication plan to promote BERT. Enhance BERT website.		✓ ✓	
Perform and release a new Climate Study. Due to low response rate, larger survey to take place in Spring 2021.			
Presented recommendations, “Successful Models at Auburn” to Senate Retention Committee.		✓	

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Subcommittee:

# Taskforce Briefing Document



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# Taskforce Briefing Document

**Goal:** To support the presidential transition and provide the new president with a document that summarizes the Taskforce's efforts, outlines the existing work and provides a suggested future structure.

# Implementation Steps

Not Started    In Progress    Complete

Establish a subcommittee to develop a document that summarizes the Taskforce's efforts.			✓
Develop a draft that outlines the existing work and provides a suggested future structure.			✓