

**College of Human Sciences  
Strategic Diversity Plan  
Progress Report: Summer 2012 – Spring 2013**

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## College of Human Sciences

**Mission:** *Establish diversity as a core value in the College of Human Sciences*

**Definition of Diversity:**

*Diversity at Auburn University encompasses the whole of human experience and includes such human qualities as race, gender, ethnicity, physical ability, nationality, age, religion, sexual orientation, economic status and veteran status. These and other socially and historically important attributes reflect the complexity of our increasingly diverse student body, local community and national population.*

*Auburn University recognizes and values the considerable educational benefits emanating from diversity as we prepare our students for life and leadership in a multicultural world. Students who interact with and learn about people from a variety of backgrounds are more apt to understand, appreciate and excel in the community they inhabit. In this context, diversity is aligned with Auburn University's land grant mission of providing its students with a superior education in service to the needs of Alabama, the nation and the world.*

**Goal 1:** Foster a total campus environment that respects differences and encourages inclusiveness.

**Strategy 1:** Foster a College environment that respects differences and encourages inclusiveness.

**Tactic 1:** Share the College of Human Sciences Belief System with students, faculty, and staff. The Belief System includes a commitment to global issues, human diversity, awareness of emerging trends, and a realistic perspective of the student's place in the world.

**Responsible:** Dean's Office

**Measure:** Belief System provided to all incoming freshmen and transfer students at Camp War Eagle and Successfully Orienting Students.

- Provided during Camp War Eagle and SOS. The Belief Statement is provided as a handout in the CWE CHS Handbook. The Belief Statement is also available on the College website. The CHS Belief Statement and CHS Mission Statement were both updated in the 2012-2013 cycle.

**Tactic 2:** Ensure that the College of Human Sciences is represented on the University Diversity Council. Representatives will serve rotating three year terms.

**Responsible:** Dean

**Measure:** Representation on the council and attendance at meetings will be documented.

- Susan Hubbard, Associate Dean, served as representative for CHS until May 2013. Kelly Martin, Student Services Coordinator, currently serves as the CHS representative for the Diversity Council (three year term: 2013-2016).

**Tactic 3:** Encourage faculty, staff, and students in the College of Human Sciences to participate in campus activities involving diversity initiatives (i.e. participate in programs such as PLUS, attend diversity conferences/meetings, etc.).

**Responsible:** Dean's Office and Department Heads

**Measure:** Documentation for how faculty, staff, and students are encouraged (e-mails, building monitors, faculty meetings, etc).

- Over the past year, the Diversity Council Representative sent e-mails to all faculty, staff and students, posted flyers, and placed announcements on building monitors sharing information about upcoming diversity events (Women Studies program offerings, diversity initiatives and activities, etc.).

**Goal 2:** Increase the recruitment, retention, and representation of people of color, ethnic minorities, women, people with disabilities, and other underrepresented students, faculty, administrators, and staff at Auburn University to a level that reflects the appropriate relevant pool of availability for the target population.

**Strategy 1:** Develop and implement diverse recruitment and retention strategies for underrepresented students.

**Tactic 1:** Support Provost Leadership Undergraduate Scholarship (PLUS) program administered through the Office of Diversity and Multicultural Affairs.

**Responsible:** Dean's Office

**Measure:** Provide funding in 2013-2014 cycle.

- Dean's Office will provide match funding support for two CHS students for PLUS program (\$1,000/year per student). Kaelin Lee and Jasmine Freeman were offered and have accepted CHS-sponsored PLUS scholarships.

**Tactic 2:** Offer the College of Human Sciences Mentoring Program to all freshmen students in the College.

**Responsible:** Associate Dean for Academic Affairs

**Measure:** Record activity of students taking part in freshman mentoring program.

- All Fall 2012 incoming CHS freshmen were assigned to a CHS Ambassador as a mentee. Regular e-mail contact was maintained through the semesters to inform students of news and events and to keep an open line of communication should students need advising or assistance. Freshmen students were invited to socials and/or meetings each semester. One hundred fifty-eight freshmen were assigned to CHS Ambassadors as mentees for the 2012-2013 academic year.

**Tactic 3:** Monitor all transfers from CHS to identify retention needs.

**Responsible:** Academic Affairs Office

**Measure:** Report of major findings compiled.

- CHS developed a system for tracking and reporting on-campus transfers in and out of the College for retention information. The Associate Dean of Academic Affairs is provided a report each month. A report is also provided to each department head in the College at the conclusion of each semester. During the past year (Summer

2012, Fall 2012, and Spring 2013), 250 students transferred into CHS from on-campus programs and 129 transferred out of CHS.

**Tactic 4:** Conduct training for peer advisors regarding student retention programs offered on campus.

**Responsible:** Academic Affairs Office

**Measure:** Training delivered to peer advisors; participation tracked.

- Training program, developed by Ms. Kim Parker (Academic Advisor), was presented as a part of new Peer Advisor trainings Fall 2012.

**Tactic 5:** Nominate minority students for appropriate scholarship opportunities offered through trade/professional associations and foundations (i.e. Hyatt Minority Scholarship).

**Responsible:** Academic Affairs Office and Department Heads

**Measure:** Record and announce student scholarship award recipients as appropriate.

- Students were counseled by HRMT faculty regarding the American Hotel and Lodging Education Foundation scholarship opportunities. Specifically, the Hyatt Minority Scholarship is a scholarship available to minority students in HRMT. The scholarship is a self-nominated opportunity and students meeting the qualifications were encouraged to apply.

**Tactic 6:** Recruit and sponsor students for the SEE (recruitment program for underrepresented students) program and make presentations during the program.

**Responsible:** Associate Dean for Academic Affairs

**Measure:** Document support of participants for SEE program from CHS, and track students.

- CHS recruited students through letters and follow up e-mails. CHS approved support for one accepted student for the summer 2013 SEE program. A recruitment representative gave a CHS presentation to the SEE cohort, Summer 2013.

**Tactic 7:** Support undergraduate attendance at the Women's Leadership Conference.

**Responsible:** Department Heads

**Measure:** Track support of undergraduate students for the Women's Leadership Conference.

- Students were encouraged to attend the leadership conference through e-newsletter announcements and class announcements. All CHS Ambassadors and Peer Advisors were invited to attend the Women's Leadership Conference (supported by CHS). A total of nine students and staff attended to represent CHS.

**Tactic 8:** Participate in Prospective Student Receptions for minority students, sponsored by the Admissions Office.

**Responsible:** Academic Affairs Office/Recruiting

**Measure:** Document participation in the yearly event.

- The College of Human Sciences participated (CHS recruiting representative and information table) in the Prospective Student Reception for minority students, held in Birmingham in April 2013, sponsored by the AU Admissions Office.

**Tactic 9:** Participate in the Minority High School Counselor Orientation sponsored by the Admissions Office.

**Responsible:** Academic Affairs Office/Recruiting

**Measure:** Document participation in the yearly event.

- The College of Human Sciences participated (CHS recruiting representative and information table) in the 2012 Minority High School Counselor Orientation, held in Auburn and sponsored by the AU Admissions Office.

**Tactic 10:** Participate in community-focused minority recruitment initiatives.

**Responsible:** Academic Affairs Office/Recruiting

**Measure:** Document participation in yearly events.

- The College participated in the 2012 Lochapoka Exploring Auburn Days (L.E.A.D.) event, held in Auburn and sponsored by University Outreach and the Truman Pierce Institute/College of Education. For this event, students from Lochapoka High School visited the College of Human Sciences. A recruitment representative gave a presentation about CHS majors and potential career paths, talked with the students about their college goals, provided informational brochures about the college, and took the students on a tour of the building.
- A recruitment representative of the College of Human Sciences visited Family and Consumer Sciences classes at various high schools with noteworthy minority populations to recruit for degree programs in CHS, including the following:
  - Valley High School (41% minority enrollment) in September 2012
  - Florence High School (41% minority enrollment) over two days in April 2013
  - Bob Jones High School (30% minority enrollment) in October 2012. Additionally, a recruitment representative and a Hotel and Restaurant Management faculty member visited Culinary and Hospitality courses at Bob Jones High School in October 2012.
  - Spain Park High School (27% minority enrollment)
- A recruitment representative delivered CHS brochures and information to high school guidance counselors at various high schools with notable minority student populations, such as Homewood High School (43% minority enrollment), Hoover High School (35%), Vestavia Hills High School (15%), and Huntsville High School (26%).
- In Spring 2013, a group of students enrolled in Fashion courses at Bob Jones High School (30% minority enrollment) visited Auburn's campus to tour the facilities of the Apparel Merchandising, Design and Production Management program.
- A recruitment representative of the College visited students in the Teacher Education program at the Chambers County Career Tech Center in December 2012 to recruit for the dual-objective curriculum in Human Development and Family Studies and Early Childhood Education and provided a presentation on college readiness.
- In November 2012, CHS hosted its first annual "Career and Professional Development Workshop", a one-day event led by Human Sciences faculty & staff and geared toward teachers in Family and Consumer Sciences programs in Alabama high schools. The focus of the workshop was college and career readiness

for high school students. A total of 26 teachers attended, many of whom represented high schools with significant minority enrollment, such as Tallassee High School (33%), Weaver High School (28%), and Sipsey Valley High School (27%).

**Tactic 11:** Offer and support National Society of Minorities in Hospitality student chapter on Auburn campus.

**Responsible:** HRMT program faculty member (faculty advisor)

**Measure:** Document membership and activities.

- The AU Chapter of the National Society of Minorities in Hospitality has been granted a permanent charter at Auburn through the Student Government Association. In Spring 2013, eleven students and the HRMT faculty advisor attended the NSMH National Conference in Orlando, FL. At this conference, the students participated in what is typically the largest career fair in the country for Hospitality Students. The student members have also held multiple fund raising activities for the organization.

**Strategy 2:** Develop and implement diverse recruitment and retention strategies for underrepresented faculty, administrators, and staff.

**Tactic 1:** Monitor the College of Human Sciences for faculty diversity within each of the three departments and compare levels of availability each year.

**Responsible:** Executive Coordinator

**Measure:** Data tracked yearly.

- Reports are filed (Form B) with each search in conjunction with University Human Resources. Data supports the retention/selection of diverse and underrepresented populations.

**Tactic 2:** Work with Women's Initiatives and Diversity Faculty Mentor programs to retain minority and women faculty.

**Responsible:** Department Heads

**Measure:** Document announcements about programs.

- Sareen Gropper (CHS faculty member) serves on the Advisory Committee on Advancing Female Faculty through the Women's Resource Center's "Pathways to Full Professor and Beyond" mentoring initiative.

**Tactic 3:** Establish exit interview process for faculty, administrators, and staff to identify retention needs.

**Responsible:** Dean and Department Heads

**Measure:** Report of major findings compiled.

- Exit interviews will be conducted for anticipated retirements.

**Tactic 4:** Ensure that a well trained human resources professional is an ex-officio member of all search committees to guide adherence to a diverse search process (i.e., posting in appropriate diversity resources, etc.).

**Responsible:** Executive Coordinator

**Measure:** Documentation of trained Human Resources professionals who serve on search committees.

- The Executive Coordinator served as ex-officio member of search committees. The representative attended Human Resource Liaison quarterly meetings for training purposes and updates.

**Tactic 5:** Utilize national and international diversity organizations as a resource to advertise faculty and administrative position opportunities in the college.

**Responsible:** Executive Coordinator

**Measure:** Document means in which organizations are used to promote faculty/administrative positions within the college.

- All vacant faculty positions are advertised in the Diversity Issues and the Chronicle of Higher Education. Professional positions are advertised through the Human Resources Central Recruitment procedure. This includes HigherEdjob.com, CareerBuilders.com, and others.

**Goal 3:** Develop and implement a comprehensive system of education and training focused on effectively managing and leveraging diversity for students, faculty, and staff.

**Strategy 1:** Develop and implement college-wide diversity educational programs and training initiatives for students, faculty, and staff.

**Tactic 1:** Disseminate information to all Auburn University students regarding the CHS program, Joseph S. Bruno Auburn Abroad in Italy. The semester-long-study abroad program is administered by the College of Human Sciences. Students earn 16 credits and the International Minor while immersing themselves in the art, architecture, history, language, philosophy, literature, and film of Italy through the competent guidance of notable Italian lecturers who are experts in these areas.

**Responsible:** Director of International Programs, Dean's Office and International Minor Committee Chair

**Measure:** Document how announcements and contacts are made (in classes, e-mail, student appointments, etc.).

- Information about the program was provided through standup presentations to all CWE sessions. Information sessions/meetings were held each semester for students interested in the program. The program is advertised in Tiger Transitions (CWE handbook) and the SOS Handbook for incoming transfer students. The program sponsored a booth during the Study Abroad Fair and also hosted an information table during Welcome Week 2012.

**Tactic 2:** Share information with students and campus advising offices regarding the International Minor in Human Sciences. The minor is open to all Auburn University students.

**Responsible:** Dean's Office

**Measure:** Document relevant course rolls; academic plans created with individual students.

- Information is shared in CWE presentations and CWE/CHS Handbooks, Advisors Caucus, included in new student/transfer student information packets, and is available on the Auburn University website. Advisors work with students to complete academic block plans to include study abroad experiences.

**Tactic 3:** Publicize the European Study Tour offered through the Department of Nutrition, Dietetics, and Hospitality Management. The course is offered each summer semester (NTRI 5380/6380 – Study/Travel in Nutrition, Dietetics, and Hospitality Management) and is open to all Auburn University students.

**Responsible:** Department Head/Faculty Tour Leader

**Measure:** Documentation of course rolls and how announcements are made (in classes, e-mail, advisor caucus, etc.).

- Information about the program is shared through e-mails and announcements. Eleven students were enrolled in the European Study Tour during Summer 2013.

**Tactic 4:** Encourage departments to develop and offer courses/course content highlighting multicultural, international, and global issues.

**Responsible:** Associate Dean for Academic Affairs and Department Heads

**Measure:** Collect course data.

- The College offers numerous courses highlighting multicultural, international, and global issues. Examples of these courses include: CADS 2000: Global Consumer Culture, CADS 3940: Study and Travel in CHS, CADS 5600: World Production and Trade in Textiles and Apparel, HDFS 2000: Marriage and Family in a Global Context, HDFS 4300: Family and Social Policy, HDFS 4380: Study and Travel in HDFS, HDFS 4680: Families in Cross-cultural Perspective, HDFS 7030: Advanced Family and Social Policy, NTRI 4380/5380/6380: Study/Travel in NTRI, NTRI 4580: Food and Culture, HRMT 5570/6570: Global Hospitality, HUSC 2000/2007: Hunger: Its Causes, Consequences and Responses, HUSC 4940: CHS@AU in Italy: Directed Field Experience, HUSC 4380: Study and Travel in Human Sciences, HUSC 3380: Study Abroad Opportunities in Human Sciences, and HUSC 4010: CHS@AU in Italy: Integrated Global Studies.

**Tactic 5:** Develop an International Strategic Plan

**Responsible:** Dean's Office

**Measure:** Document progress toward reaching goals of the international programming mission each year.

- The College of Human Sciences, guided by stakeholders, developed the International Programs Strategic Plan in February 2012. The international programming mission is to ensure that awareness of other cultures permeates our teaching, research, and outreach programs. All CHS students, both domestic and international, should be comfortable with peers of different social and ethnic backgrounds, accepting and tolerant of diverse groups, open to new ideas, and knowledgeable about global issues. Since 1990, international initiatives have been a central focus of the CHS's strategic plan and a top priority for the College.



Developing an international programming mission formalized the existing goals and guides future planning and development.

**Tactic 6:** Offer the credit bearing course “International Quality of Life Awards and Study Tour”

**Responsible:** Dean’s Office

**Measure:** Documentation of course rolls.

- The College of Human Sciences offered the credit-bearing International Quality of Life Awards and Study Tour in Fall semester 2012. The course, with an international focus, included special lectures, workshops and assignments on the AU campus designed to enhance the culminating experience in New York, followed by the actual trip to New York at the end of the semester. While in New York from November 29<sup>th</sup> - December 4<sup>th</sup>, 2012, students visited venues related to art, design, food, families, and culture, as well as served as ambassadors at the International Quality of Life Awards presented at the United Nations on Monday, December 3<sup>rd</sup>.

**Tactic 7:** Develop system for capturing data for international education and international study experiences of students.

**Responsible:** Dean’s Office

**Measure:** System developed and international experiences tracked.

- Records are kept of all study abroad forms (Form B) for all students in CHS. International experiences are also tracked through OIE records and course rolls. For the reporting period of Summer 2012-Spring 2013, 82 students in CHS took part in credit bearing international education and/or study abroad. The Joseph S. Bruno Auburn Abroad in Italy program enrolled 60 students, representing various degree programs at AU, during the reporting time period.

**Goal 4:** Build and strengthen partnerships with diverse communities, businesses, and civic and community organizations to support diversity and multiculturalism in the university and in external communities.

**Strategy 1:** Encourage the development of diverse partnerships.

**Tactic 1:** Provide leadership for the Universities Fighting World Hunger initiative in partnership with the United Nations World Food Programme.

**Responsible:** Dean and External Affairs Director

**Measure:** Document activities and leadership efforts.

- CHS representatives (Dean and External Affairs Director) provide leadership for the Universities Fighting World Hunger initiative which has grown to almost 300 national and international universities. In addition, a Hunger Studies minor was launched in 2009/2010 at Auburn University as an interdisciplinary initiative housed in the College of Human Sciences which is serving as a model for other universities. New developments for 2012-2013 include the launch of the Hunger Solutions Institute, Why Care Campaign, and Ending Child Hunger in Alabama initiative.

**Tactic 2:** Encourage students to participate in the Women's Philanthropy Board Mentee Program.

**Responsible:** WPB and Dean's Office

**Measure:** Document mentee sign-up participation.

- Information about the program is shared with students through CWE presentations, announcements, e-mails, and in-class presentations. E-mails are also sent to all new incoming freshmen. The WPB Mentee Program currently has over 600 mentee members. Over the past year, over 180 mentees attended the three major events sponsored by WPB (Fall Luncheon, Winter Board Meeting, and Spring Symposium).

**Tactic 3:** Offer the REAL Cents- REAL Change Program administered through the Cary Center for the Advancement of Philanthropy

**Responsible:** Director, Cary Center for the Advancement of Philanthropy and Nonprofit Studies (in coordination with the Boys and Girls Clubs of Greater Lee County)

**Measure:** Record activity of students taking part in the program.

- REAL Cents - REAL Change is a teen learning series designed to further the enhancement and empowerment of teens through education, leadership and philanthropy. Boys & Girls Club teen members learn the basic skills of financial management and philanthropic service. For the reporting period of Summer 2012-Spring 2013, there were on average 10-15 teen participants in attendance each week. The program held weekly meetings, during the academic year and summer, at the Cary Center for the Advancement of Philanthropy and Nonprofit Studies with teenagers ranging in ages from 13-18, from the Auburn and Opelika Boys & Girls Clubs Units of Greater Lee County.

**Tactic 4:** Publicize initiatives of the Alabama Prison Arts and Education Project (APAEP) through the Department of Human Development and Family Studies

**Responsible:** APAEP Director, Dean's Office

**Measure:** Document publicity for APAEP initiatives

- The APAEP brings educational opportunities to prisoners in Alabama, and now, in partnership with the College of Human Sciences, develops new programmatic initiatives that will further impact the lives of prisoners and their families. The APAEP moved to the Department of Human Development and Family Studies in Spring 2012. Information about APAEP initiatives, such as the spring film series which showcased prison-focused documentaries in Spidle Hall for students and faculty, was shared through e-newsletters, e-mail messages, and listed on news monitors in Spidle Hall.

**Goal 5:** Develop and execute a comprehensive Diversity Communication Plan.

**Strategy 1:** Develop and share diversity information within the College of Human Sciences with faculty, staff, and students.

**Tactic 1:** Give information to all CHS students about the CHS Belief System. The Belief System includes a commitment to global issues, human diversity, awareness of emerging trends, and a realistic perspective of their place in the world.

**Responsible:** Dean's Office

**Measure:** Belief System provided to incoming students and transfer students in CWE and SOS.

- Provided during Camp War Eagle and SOS. The Belief Statement is provided as a handout in the CWE Handbook and is also available on the College website.

**Tactic 2:** Encourage student, faculty and staff attendance and participation in campus-wide diversity programs (conferences, meetings, events, training, etc.).

**Responsible:** Department Heads, Dean's Office

**Measure:** Documentation for how faculty, staff, and stakeholders are encouraged (e-mails, building monitors, and faculty meetings, etc.).

- Appropriate information is shared through e-newsletters (faculty/staff and student newsletters), e-mail messages, listed on news monitors in Spidle Hall and announced during department/college faculty meetings.

**Tactic 3:** Disseminate the college diversity plan and promote it among all students, faculty, and staff in the college.

**Responsible:** Department Heads, Dean's Office

**Measure:** Document circulated.

- The Strategic Diversity Plan was circulated to all members of the Dean's Administrative team.
- The Strategic Diversity Plan for CHS is posted on the Office of Diversity and Multicultural Affairs website.

**Tactic 4:** Emphasize diversity as a core value through college media outlets (web pages, brochures, newsletters, magazines, videos, etc.).

**Measure:** Document inclusion of diversity within college publications.

- The CHS Belief Statement is provided to all CHS incoming students in publications given during orientation programs/meetings and is also on the College website. Diversity is emphasized in the CHS recruiting brochure and on the website. Diversity is also emphasized in the recruitment video clips (highlighting individual CHS degree programs, overall CHS information, and the Joseph S. Bruno Auburn Abroad in Italy program). The video clips were sent to potential students and appear on the AU YouTube site, which can be accessed through the AU YouTube site or by following the hyperlink on the main College of Human Sciences website.