

STATE OF INCLUSION & DIVERSITY

APRIL 20, 2023



A message from

DR. TAFFYE BENSON CLAYTON

As Vice President and Associate Provost of Inclusion and Diversity, it is my distinct honor and privilege to serve the Auburn family. I am even more honored to serve alongside the Office of Inclusion and Diversity team and ALL of you – our campus partners in this important work. This is a collective effort that could not happen without you.

Today is about celebrating Auburn University's successes and progress toward inclusive excellence. It's also about shaping a path forward for the work that still lies ahead.

This time last year, we held our inaugural State of Inclusion and Diversity, and what a difference a year can make. Through increased enrichment of cultural experiences, support for meaningful professional development, provision for high impact student experiences, and increased access for all, we have indeed made a difference for Abubura students, faculty and staff.

I hope as you hear today's presentation, you see an emphasis on the importance of collaboration and partnerships, along with the guidance and support of OID toward greater impact and stronger outcomes.

At Auburn, we understand that diversity, in its most broad and encompassing sense, is our strength. This view is best described in the Auburn Crede at is tates." Believe in the human touch, which cultivates sympathy with my fellow men and mutual helpfulness and brings happiness for all." Let's keep believing as we move this work forward. War Eagle!



Dr. Taffye Benson Clayton
 Vice President and Associate Provost for Inclusion and Diversity



Office of Inclusion and Diversity team members Tonika Boyd, Director of Cross Cultural Center for Excellence, Plage Wetted, Executive of Cross Cultural Center for Excellence, Plage Wetted, Executive Provest for Inclusion and Diversity, May Robinson, Cammunications Specialist, Mike Smith, Coordinator of Diversity Engagement, and Dr. Julkan Robinson, Deputy, Chief Diversity Engagement, and st the Annual Cr. Martin Luther King, Jr. Scholarship Breakfast held emilier this year.

AUBURN UNIVERSITY 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 list forms including those based on life experience, gender, sex, nationality, race, identity, ethnicity, age, political afficiant, 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.

Office of Inclusion and Diversity Mission

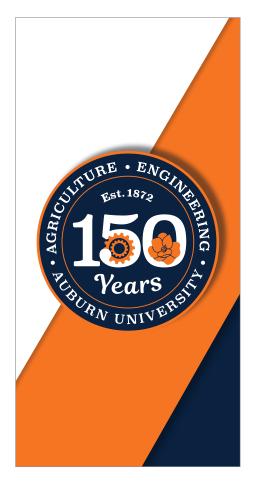
The Office of Inclusion and Diversity supports the mission, values, cademic endeavors, and strategic priorities of Auburn University by empowering diversity, fostering partnerships, increasing access, and enriching the learning, living, and working environments for all. Mission-driven and data-informed strategy, practices, and consultation are foundational to diversity, equity, and inclusion at Auburn University.

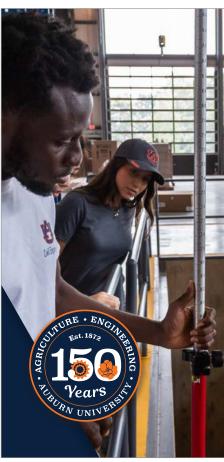
Office of Inclusion and Diversity Goals

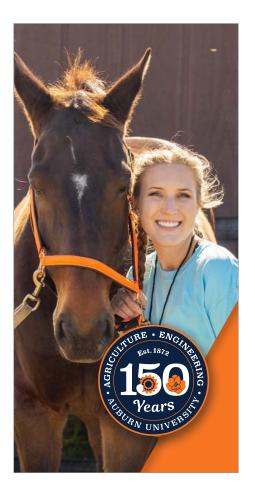
- The Office of Inclusion and Diversity advances initiatives that sustain and supports diversity in all its forms for all members of the Auburn Family.
- The Office of Inclusion and Diversity fosters belonging through active inclusion by fostering an environment where all members are valued, respected, and can thrive.
- The Office of Inclusion and Diversity advances Auburn
 University's pursuit of excellence through equity-minded
 and data-informed initiatives to ensure all members of the
 community have access and support to achieve their goals.

CELEBRATING 150 YEARS

ENGINEERING











Auburn University is where dreams become reality — where ambition meets spirit, charm, friendship and a rich history. We will propel you to success like generations of Tigers before you. Our graduates lead some of the world's most influential companies, like Apple, and found causes like Habitat for Humanity. With an Auburn degree, you'll be ready to lead in your workplace and community.



Best of the Best Located in eastcentral Alabama. Auburn is 1.5 hours from Atlanta's Hartsfield-Jacksor International Airport from Gulf Coast

We're bringing

Auburn to you through our virtual campus tour. Visit auburn.edu/visit for the 360° tour QR code



"The tour is what truly sets Auburn apart from other schools, especially when you are unfamiliar with Auburn. I knew nothing about Auburn before I toured, and I knew (what felt like) everything when I left. From the 'War Eagle' to the handwritten letters from the tour guides, the Auburn Family is so clearly shown."

-Mattie Whitney, Junior, Public Relations, Redmond, WA

Apple Inc. CEO "At Auburn — it's a feeling, it's a spirit you can do anything, you can be anything It's about working hard, integrity and doing what's right. And it's a big family. You have a lot of people around you with a lot of different views Seek people that think

and absorb it all.





a top 50 public university in the nation. according to U.S. News & World Report, 2023

TOP 25

Auburn in the ton 25 for "Best Recreational Facilities," "Students Pack the Stadium" and for "Students Love it Here"

According to Forbes, Auburn is one of the top 100 public

education has enhanced their opportunity for future advancement



high research activity" (The Carnegie Education) is among the nation's top

240,000+

// TUITION AND FEES \$33,028 out-of-State top university in the state of Alabama for delivering a meaningful return on investment. **# STUDENT PROFILE** 31,764 Total Number of Students Enrolled \$\frac{16,086}{100}\$ | \$\frac{16,086}{100}\$ | \$\frac{15,678}{100}\$ | 5,303 New Freshmen 47% Non-resident Students 4,695 Minority Students (15%) 92% First-year Retention Rate AUBURN STUDENTS REPRESENT

50 States 103 Countries

MIDDLE 3.8-4.3 GPA for all 50% RANGE

23-30 26-31
ACT Resident ACT Non-Resident

1120-1350 SAT Resident 1210-1350 SAT Non- Resident

/// FACULTY PROFILE

20:1 Student-to-Faculty Ratio

QUICK LINKS

APPLY

CAMPUS VISIT

FIND YOUR ADVISOR

AUBURN.EDU/ADMISSIONS

f ☑ У □

HOUSING

WEBCAMS

ACADEMICS

12 Colleges

National Survey of Student Engagement, Auburn provides a supportive campus environmen and our students report higher satisfaction with their overall academic experience than

PRESTIGE: Auburn's Honors College mentors students applying for national prestigious scholarships, such as Rhodes, Goldwater and Fulbright.

PREPARED TO SOAR: Through active research, internships, service learning, entrepreneurial competitions, co-op programs, study abroad and bands-or

experiences in and out of the classroom, Auburn students gain the work ethic and leadership skills to be successful in the professiona world. Recruiters note that our graduates "have an edge with their level of professionalism. communication skills, polish and preparation."



HIGH RANKS

WE MEAN BUSINESS.

The Harbert College of Business ranks #32 among public schools in the nation, according to U.S. News & World freshman retention rate Additionally, 94% of students report being satisfied with their

college experience

FNGINFFRING SUCCESS: For

undergraduate Report ranked Ginn College of Engineering #33 among the nation's public

DELIVERING TOP DESIGNS:

Within the College of Human Sciences the fashion design program is ranked #3 and the fashio merchandising #2 in the South by

/// CAMPUS LIFE

600+

GET MOVING: Center has an indoor track. two climbing

towers and group fitness classes

35+

24

Communities

/// CONTACT

OFFICE OF UNDERGRADUATE ADMISSIONS The Quad Center

334-844-6425

ADMISSIONS ADVISOR Arizona /// Bryce Gray

Bryce.Gray@auburn.edu 334-844-6496





OUR INVESTMENT IN YOU

Students with the greatest potential to achieve seek mentors who will challenge and help them attain superior results. We support every student's idea of success based on specific individual aspirations. When it's time to choose a university that understands your goals, look to Auburn.



Ready for Success Auburn aims to elevate the student experience by providing opportunities for hands-on learning. Students graduate with real-world knowledge that is valuable in the workplace or when applying to professional or graduate schools.

SCHOLARSHIP CONSIDERATION auburn.edu/scholarship

Auburn is proud to award a number of scholarships to students each year. Students must complete the admissions application and be accepted for admission prior to receiving consideration for scholarships. The scholarship application is available through the Auburn University Scholarship Opportunity Manager (AUSOM) and provides consideration for general and departmental scholarships.

First-year students accepted for admission receive automatic consideration for competitive merit and select need-based scholarships. Consideration is based on several factors including, but not limited to, high school GPA and standardized test score. Scholarships are awarded competitively, and first-year students who meet the minimum requirements for consideration are not guaranteed an award. Applicants are responsible for confiring correct test scores and GPA have been received by the deadline.

To receive consideration for needbased scholarships, students must complete the Free Application for Federal Student Aid (FAFSA)*. More information on available scholarships, the process for consideration, and pertinent deadlines can be found on our website at aub.ie/firstyearsch.

GENERAL AND DEPARTMENTAL SCHOLARSHIPS

General and departmental scholarships are awarded to incoming and current students. First-year students accepted for admission by mid-, January should complete the scholarship application in AUSOM by February 1 for general and departmental scholarship consideration. Criteria vary, including, but not limited to, geographic location as defined by city, county, or state of residence and/or high school attended, academic achievement, financial need, and for departmental scholarships, college, and academic major, Generally, first-year students must have a minimum 3.0 high school GPA for consideration. Financial need is determined by the FAFSA, which must also be received by Auburn by February 1. Students selected for financial need verification are not eligible for need-based scholarships if the verification process is

competitively, and consideration does not guarantee an award. General and departmental scholarships are awarded in early March. The average award amount for general and departmental scholarship recipients is \$1,500 to \$2,000 for one year.

FINANCIAL AID

Last year, approximately 60% of Auburn students were awarded financial aid. This includes grants, loans, federal work study and scholarships. Students interested in receiving financial aid should complete the FAFSA*.

Visit the Veterans Resource Center website at auburn.edu/veterans for information regarding the processing of veteran education benefits.

*The FAFSA is the only form a student is required to complete to be completed to the considered for student assistance from any of the Title IV HEA programs, except for information needed to ensure the student's eligibility for such assistance (e.g., information needed to complete verification or to demonstrate compliance with the student eligibility provisions of the HEA and the

regulations). Additional information, if requested, will be listed on the student's AU Access My Finances page after results of the FAFSA are received. For additional information, visit auburn.edu/finaid.

CONTACT

UNIVERSITY SCHOLARSHIPS

108 Mary Martin Hall Auburn, Alabama 36849 334-844-7570 scholar@auburn.edu

FINANCIAL AID 203 Mary Martin Hall

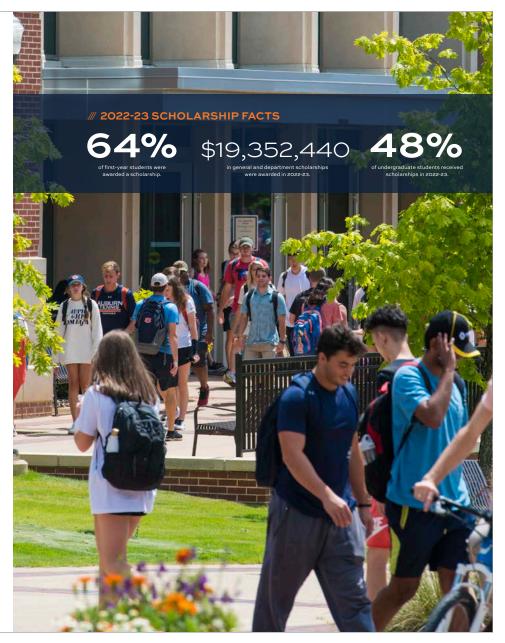
Auburn, Alabama 36849 334-844-4634 finaid7@auburn.edu

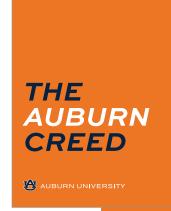


ESTIMATE YOUR COSTS

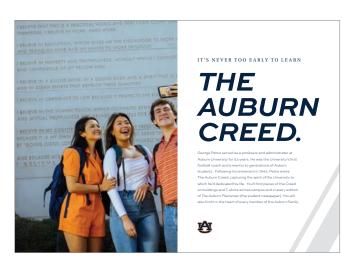
Freshman Cost Calculator auburn.edu/freshmancalc

Tuition Cost Calculator











/// I believe in the human touch, which cultivates sympathy with my fellow men and mutual helpfulness and brings happiness for all.



/// I believe that this is a practical world and that I can count only on what I earn. Therefore, I believe in work, hard work.

A

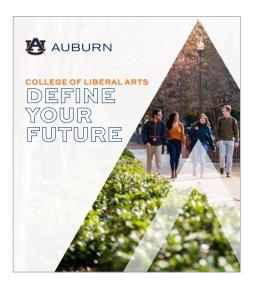


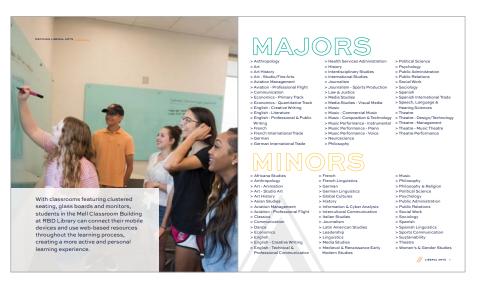
And because Auburn men and women believe in these things,
/// I believe in Auburn

and love it.

















Thank You!

The Foy Society provides welldeserved recognition to donors who, like you, contribute to the significant life-changing accomplishments of our students, faculty and academic programs.

We greatly appreciate your continued support and annual commitment to Auburn. Your loyalty and generosity continue to enrich our longstanding tradition of excellence.



The Foy Society consists of 26,760 loyal members of the Auburn Family, representing all 50 states, eight countries, and includes alumni from the classes of 1941 through 2022.







THE FOY SOCIETY **26,760** DONORS **789,500** GIFTS TOTALING MORE THAN \$1.45 BILLION THE CATER CIRCLE Foy Society members with 25 or more years of consecutive giving to Auburn **3,479** DONORS

TOTALING MORE THAN— \$486 MILLION





the embodiment of loyalty to Auburn University. As Dean of S helped guide the campus community through the Vietnam War, the int friend and colleague, former Dean of Women Katharine C an immeasurable impact on Auburn's campus and its students. The im love both of these significant figures had for Auburn still lives or

THE JAMES E. FOY LOYALTY SOCIETY

Donors who have made gifts to Auburn University for five or more consecutive years are recognized through membership in the Foy Society. Giving for 10, 15 and 20 consecutive years results in additional recognition. Donors who contribute for 25 years consecutively are recognized in the Katharine Cooper Cater Circle of the Foy Society.















Brianna Foster
OFFICE OF ALUMNI AND PROFESSIONAL AFFAIRS





Dear [NAME],

This year, the College of Agriculture celebrates 150 years of transformative, world-changing research, teaching, and extension. What we have achieved is possible because of committed donors such as yourself.

As we celebrate this milestone, we want to continue providing exceptional learning opportunities for our students, as well as facilitating ground-breaking research from our faculty members.

Our priorities this year include:

- The Transformation Garden, a 16-acre teaching garden on Ag Hill that will offer our students hands-on experiences in horticulture, agricultural technology management, crop, soil and environmental sciences and more
- A new Agricultural Science Research Building. This state-of-the-art facility will provide faculty members and students currently housed in Funchess Hall with new workplaces and research facilities.
- The restoration of Comer Hall. This 100-year-old building is one of the most iconic on campus, and its interior needs updating. The restoration of the inside of this building will serve students and faculty, while reflecting the beauty of its exterior.

Please give to the College of Agriculture today.

Your continued commitment will help us fulfill our vision to prepare students to lead the way in agriculture, food, and natural resources for the purpose of improved quality of life and well-being for individuals and communities.

Thank you and War Eagle,



Paul Patterson

P.S. Give online at AuburnGiving.org/Ag or return the enclosed gift envelope. Thank you!



Savannah

ABOUT ME

I am a senior from
Lakeland, Fla. I'm
majoring in animal science,
with minors in poultry
science and business.

THE COLLEGE OF

I knew I wanted to work in animal agriculture and the College of Agriculture provided so many opportunities — a sense of family and the promise of a successful future if I was willing to put in the work.

WHY GIVING TO THE COLLEGE OF AGRICULTURE IS

The generosity of those who give to our college has allowed me the opportunity to explore my passion and learn how to feed the world. Our facilities offer an amazing learning environment, and the scholarships have significantly lessened the burden of out-of-state tuition for me.













WELCOME Mike Kensler, Director, Office of Sustainability

INTRODUCTORY REMARKS st, Assistant Vice President, University Outreach and Public Service

AWARD PRESENTATIONS Mike Kensler

GROUP INITIATIVES
Alabama City Year Program
Master of Community Planning faculty
College of Liberal Arts

Conservation Governance Lab Kelly Dunning, Assistant Professor College of Forestry, Wildlife and Environment

The EAGLES Program
Betty Patten, *Director*, The EAGLES Program
College of Education

Kreher Preserve and Nature Center Michael Buckman, *Manager* College of Forestry, Wildlife and Environment

Office of Global Education Kate Thornton, *Director*, Office of Global Education College of Human Sciences

Crop, Soil and Environmental Sciences Club Sophia Foliano, *President* College of Agriculture

FACULTY
Beth Davis-Sramek, Gayle Parks Forehand Professor
Raymond J. Harbert College of Business

Ryan Thomson, Assistant Professor College of Agriculture

Ifeoluwa Adebayo Odeniyi, *Ph.D. Graduate Student* College of Human Sciences

WARDS SELECTION COMMITTEE-

McDonald, Alumnus '92, ne Biology, College of nces and Mathematics

Glenn Loughridge, Director, Campus Dining nie zuiolgy, Culiege ur.
nees and Mathematics.
Gameron Herzog, Freshman,
Gianability Program, College of
ral Arts
Wayde Morse, Professor,
College of Forestry, Wildlife and
Environment

100% recycled paper





The new programs in the RBD Library's new vation & Research Commons (I&RC). have continued meeting the needs of students and enhancing their learning experience. The Digital Wall in I&RC was used by faculty and students to showcase their digital artwork with scientific contents. It made it possible to illustrate science through artistic expressions. The Adobe Creative Space in I&RC expanded its services in Creative Space in IRRC responded its services in 2022 to support the campus wheil initiative for all Auburn students. This program not only supports and the control of the control of the control of the pain practical skills in edgital production cutside their classrooms. The IRRC also did a complete replacement of IRR Macintosh computers with the latest high end Macintosh computer models in 2022. These computers enables tuted to access the most advanced versions of forfware packages required by their clauses at higher percent propriet of the price clauses at higher percent propriet to the price of the price of the price propriet of the price of the price propriet of the price of the price price of the price of the price price of the price price

required by their clauses at higher speed. The Libraries continue supporting learning spaces in the RiD Library and branch libraries. These improvements below make the library space more attractive and inviting. The RiD Library's attrium starcases froming use replaced with new flooring materials from the ground level to the fourth floor starcases from the ground level to the fourth floor clauses and the space of the s Library were designed and constructed. The major renovation in the Vet Med Library is near completion These space projects help student learn better

completed their library projects in thoughtfuln and high quality. The visits from local middle and high schools at the Libraries enabled these well-designed exhibits continued showing important history events and their impacts to large societies. These outreach efforts assured that the Libraries is the University's intellectual hub!

support various library projects, including the funding supports from 2021 and 2022 Tiger Giving provide the best services for our faculty and students. The University Libraries have become come over to engage in their group projects, individual research projects, use technologies, find assistance to their questions, check out high tech items for free, and many more. We are very



202 number of student workers at AU Libraries in FY 2022

67,443

From AU Libraries student worker to AUCON faculty

in good oreer for an users.

Seth H. Perry was one of those hardworking student employees when he was an undergraduate at AU. He worked in circulation for four years. After graduating from the AU College of Nursing in 2016 with a BSN, Perry worked at Children's of Alabama hospital before returning to AU to complete his MSN in 2021.

Now Seth is an assistant clinical professor who teaches within the Engaging Active Group Learning Environments in Simulation (EAGLES) center in the Auburn University College of Nursing.

We caught up with Seth and wanted to know if his experience as an AU Libraries student worker had been significant in his life

"I worked in RBD from 2012 to 2016"

"I worked in RBD from 2018 to 2016"
What department of you work in?
What department of you work in?
What department of you work in?
What department of your work in which is the construction zone for the Mell
Classroom Building.
Any fun stories of working in the liberates?
Any fun stories of working in the liberates?
Any fun stories of working in the liberates which is the staff and we always had fun tegether checking inventory. One, I steamed to make white I worked done in the stacks, and I can say I have listened to Beyonch's Super down half ball not be over a love at low to 10 cms."

Did working at the Birary help you while you were at Auburn?
"One hundred percent. Working off campus can become complicated with a college course schedule, especially once to got him oursing school. Mrs. Patti was always flexible with me, and I was able to make money to support myself."

you after graduation?
"All the work I did had to be self-motivated because I spent most of my
time in the stacks by myself. I learned to keep going and be flexible.
Additionally, I learned how a library functions and that has served me well
as a now faculty member doing scholarship."

as a now faculty member coing scholarship."

"It sught a group of Auburn nursing students on my hospital floor early on in my carer and immediately knewl wanted to go back and teach undergraduate nursing students. I love teaching concepts that someon hasn't already learned, talso love that the we dedicated time towards developing scholarship, outreach, and service projects.

happen?

"I love Auburn. I apparently can't get away. I did all my undergraduate and graduate education here. It's certainly a different experience living here as a professional, but Auburn was always somewhere I was going to call home whether I lived here or not."

"Would you recommend being a library student worker to your studer
"Again, too "As it's a great way to make money, serve your peers at
the university, and start developing skills to be a professional after
graduation."

Cary Veterinary Medical Library gets update

gets update
The Cary Veterinary Medical Library, last updated approximately 15 years ago, is undergoing a muchmodel removation than will update the book, feel and
functionality of the library space, based on an evolving
move toward online usage, boand print in granulas
have been relocated to BBB. While they are still fully
available to patrons, their relocation flows us to
reconceptualize how we can make the library a smore
valuable to patrons, their relocation in discuss us
to
reconceptualize bow we can make the library a
more
valuable to gaze for the feedings, stiff, and residents at
are already underway, with new carpet and paint, and
we will soon solicit from from patrons as we make
decisions about seating and other amenities.

Dean Zhang becomes newest Endowment Trustee at ALA

Endowment Trustee at ALA
The American Library Association (ALA) recently
announced that Dr. Shail Zhang, Dean of Libraries
at Aubarn University Libraries, has been selected
as ALA's newest Endowment Trustee by the ALA
Executive Board. Dr. Zhang's selection is based on
her experience in the management and oversight of
investment funds in a business setting.

investment funds in a business setting.

2-bangs three-year term as an Endowment Trustee
will start immediately. The seven Endowment
Trustees are responsible for the management of the
AIA Endowment Fund, within the established policies,
procedures, and guidelines according to the AIA
Endowment Trustees Investment Policy.





137

849,509



Thank you so much for helping me with this. This is a very important piece of literature. I had a copy that had been handed down to me but I lost my entire library when hurricane Katrina destroyed my house and home office in 2005 (I lived down the coast in Ocean Springs, MS). As part of the work we do here in the lab, we discover, describe, and name new species — so the "old" literature is essential (much of our work utilized taxonomic works from the 19th century or 18th century even).

What our users say about us...

century or tetra century even).

In any event, I would very much appreciate the entire published work, all #40 pages (please be sure to include the FiGURES/DRAWINGS that may be at the end of the work but not included in the pagination range. Sometimes with these old works they put the figures at the end and sometimes they can be omitted from photocopies or Plotocopies or Plotoco

omitted from photocopies or PDFs.
Again, thank you so much. It is so important for us to be able to work with a good librarian who really tries to hunt down this rare literature! We really appreciate your help in my lab.
Cheers, Ash
Dr. Stephen (As) Bullard
Dr. Stephen (As) Bullard
Professor, Parastalogy & Taxonomy

In response to a delivered article through ILL to a PhD student:

PPD Students: Several to the service of the service

Cneers:"

Brian Gillis, LMFT (he/him)

Doctoral Candidate and Graduate Research

Assistant Child Sleep, Health, & Development Lab

Human Development & Family Science

An older dissertation was requested and when delivered electronically, the PhD student responded: Wonderfull Thank you, ILL team. Thank you so much for the fantastic service in getting these titles! Kind regards, Ph.D. Student

A student contacted the subject librarian for assistance with her research and a chapter was found that alligated perfectly with the research. The student was guided to put in an ILL request since Auburn University Libraries did not have the book. Neither could any partner library supply the 2022 chapter, so it was purchased and delivered to the PhD student.

"He state of the s

Very best, Graduate Student, Human Development & Family

Also, the subject librarian contacted ILL with: "Thank you so much for getting this for (the Graduate student). You guys are the best!"

A Staff member and current Graduate Student requested a very newly published book not filled requested a very newly published book not filled requested a very newly published book not filled requested through ILL as the contract a talges with or collection. The published requested through ILL as leader a five half or it was requested through ILL and a lender or how long until the newly surchased book arrives and is ready for use. The student was greated as lender or how long until the premise and so and sent the following greating permission to use of the contract of the student and the student for the contract of the student particles and the student for the student permission to use of the best to jugge the "If the three that" to be a student permission to the student permission to the

Staff and Graduate Student

Working with the subject librarian, an Associate Professor, from the Department of Drug Discovery Professor, from the Department of Drug Discovery Auburn University, upgenly receded an article in order to complete a resubmission of her work within order to complete information, ILL was able to purchase and complete information. The second of the and the second of the second of the Partners, but they were gracious to rush this request for the professor for the purchase of the second of the purchase of purchase purcha

II I received a note from the professor















Join us for Auburn University's COLLEGE PREVIEW DAY!





FRIDAY, NOV. 18, 2022

8:30 a.m.-12:30 p.m.

Melton Student Center Ballrooms A and B

- Meet faculty, staff and campus partners.
- Talk with students and learn how to shape your own Auburn Experience.
- Explore Auburn's beautiful campus.

Lunch provided













auburnkingsejong

auburnkingsejong

Auburn King Sejong Institute

2023 YEAR OF THE WATER RABBIT

JANUARY								FEBRUARY							MARCH							APRIL							
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17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23		
24	25	26	27	28	29	30	29	30	31					26	27	28	29	30			24	25	26	27	28	29	30		
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