

# ACADEMIC UPDATE

University Senate  
January 19, 2016



OFFICE OF THE PROVOST

# Provost's Update

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## ➤ **Dr. Jared Russell**

- Associate Professor, School of Kinesiology
- Chair, Strategic Plan Faculty Success Implementation Committee
- Spring 2016 Presidential Administrative Fellow
- Vice-President, Black Faculty Caucus

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## ➤ Key Initiatives for Spring 2016:

### 1. Continued Implementation of COACHE Recommendations:

- On-Campus Child Care
- Training for Department Heads and Chairs
- Salary Review

### 2. Climate Study for Diversity, Equity and Inclusion

### 3. Strategic Hire Initiative

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## ➤ **COACHE Recommendations: Assessing the Need for On-Campus Childcare**

- Key theme identified in the COACHE data and findings from the Commission on Women in Academic Careers.
- In fall 2015, the Provost's Office engaged with Mills Consulting Group, Inc. on the potential for establishing an on campus early care and education center to serve the Auburn University community.
- Provost will continue discussions and make a recommendation to the President in spring 2016.

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- **COACHE Recommendations: Response to the need for enhanced training for department heads and chairs**
  - During fall 2016, the Faculty Success Implementation Committee recommended a new position to support the development of department heads and chairs.
  - **Biggio Center Faculty Fellow for Transformational Leadership** will support and advance the development of departmental leaders by (1) identifying and (2) developing applicable strategies necessary to support departmental success, including effectively evaluating faculty and developing/maintaining productive departmental cultures.
  - Beginning in February, the Provost's Office will recruit, through an internal search process, a an experienced head or chair who has successfully led a department to embrace the challenge of helping our colleagues lead more effectively.
  - Duration of the appointment will be three years.

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- **COACHE Recommendations: Creation of a Commission on the Academic Careers of Women at Auburn University**
  - Commission report submitted in fall 2015—a key theme involved concerns regarding salary inequality;
  - In spring 2016, the Provost's Office will initiate a review of salaries for faculty in an effort to ensure compensation is fair and equitable.

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## ➤ **Climate Study for Diversity, Equity and Inclusion**

- In fall 2015, the Provost's Office launched the Auburn University Climate Study for Diversity, Equity and Inclusion.
- Representation from students, faculty, alumni, staff, and administrators, the Climate Study Steering Committee will initiate a comprehensive study of the climate for diversity at Auburn University.
- The overarching goal of the study will be to provide a foundation for establishing and maintaining a culture of equity, diversity, and inclusiveness that is embedded throughout the university.
- Throughout spring 2016, the Committee will facilitate exhaustive data collection methods, including individual interviews, listening sessions, surveys, and comparable data analysis.

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## ➤ **Climate Study for Diversity, Equity and Inclusion**

➤ In December, the group began its work to measure the following aspects of Auburn's campus climate with regard to the following areas:

1. Diversity, Equity and Inclusiveness
2. Recruitment and Retention of Diverse Students and Faculty
3. Cultural Competency
4. Respect and Collegiality



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## ➤ Strategic Hire Initiative

- Five strategic cluster areas were chosen as part of a "bottom up," faculty-driven process with strong input from ADR, OVPR, Deans, and Provost:

1. Climate and Earth System Science
2. Health Disparities
3. Institute for Scalable Energy Conversion Science and Technology
4. Omics and Informatics
5. Pharmaceutical Engineering

- 41 searches are in progress, spread among the five cluster areas.

## Questions?