The primary purpose of the College of Architecture, Design and Construction (CADC) is to accomplish the mission set forth in Auburn University’s Strategic Diversity Plan (SDP).

Vision: The College will be a diverse learning community; engaging in exemplary teaching, research, outreach, scholarship, creative endeavor, and service.

Mission: Establish diversity as a core value in the College of Architecture, Design and Construction.

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: Create, promote, and encourage a supportive and friendly campus environment that is welcoming for, and attractive to people of all races, ethnicity, nationalities, religions, gender, sexual orientation, and those with disabilities.

Tactic 1: Give recognition awards to faculty and staff for exceptional progress in advancing college climate objectives.
Measure: Document faculty and staff recognition

Tactic 2: Host open forums and workshops to engage faculty and staff in open dialogue, utilizing professional expertise, in order to promote opportunities to increase understanding through formal and informal dialogue and education to confront and eliminate harassment, racism, and discrimination.
Measure: Forums and workshops instituted, Participation tracked.

Tactic 3: Ensure that the CADC continues to be represented on the Diversity Council.
Measure: Representation on the council and attendance at meetings will be documented
Strategy 2: Develop and implement activities and programs designed to increase and enhance undergraduate and graduate students and faculty diversity at all levels of the college, with particular focus on racial, ethnic and gender differences.

Tactic 1: Encourage faculty to submit proposals to external diversity conferences and to the yearly Auburn University Conference on Research Initiative for the Study of Diversity.
Measure: Proposals submitted

Tactic 2: Continue to organize the CADC Diversity Committee to carry out diversity activities.
Measure: Committee activities tracked

Tactic 3: Generate a data base from our professional societies which pinpoint minority professionals.
Measure: Data-base created

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 activities and programs designed to increase and enhance undergraduate and graduate students and faculty diversity at all levels of the college, with particular focus on racial, ethnic and gender differences. Recruitment of minority and underrepresented undergraduate students.

Tactic 1: Increase number of minority students by 1 percent increase between fall 2009 and fall 2010 and to increase by 1 percent each year thereafter, targeting students with ACT scores of 24 or better and SAT scores of 1100 or better.
Measure: Enrollment tracked by ACT/SAT average

Tactic 2: Provide 50% support for CADC PLUS Scholarships for incoming minority students.
Measure: Document number of additional CADC PLUS Scholarships awarded.

Tactic 3: Establish internal scholarships, and identify external minority scholarship opportunities for minority and female incoming and existing undergraduate and graduate students.
Measure: Scholarships established and list of opportunities created and disseminated

Tactic 4: Survey students from underrepresented groups that are admitted but do not enroll to better understand why they did not enroll.
Measure: Report on student responses compiled
Tactic 5: Increase female enrollment for the School of Building Science through aggressive recruitment and development of scholarships.  
Measure: Enrollment tracked and scholarships established and tracked

Tactic 6: Visit high schools and magnet schools in the Alabama, Georgia, and Tennessee area to recruit minority students, especially females interested in Building Science.  
Measure: High school visitations tracked, List of potential students created

Tactic 7: Attend conferences and HBCUs to recruit transfer minority students.  
Measure: List of potential students created and track the number admitted and enrolled

Tactic 9: Develop programs to expose middle and high school students to the design fields in an effort to increase the number of minority students applying to design schools and then practicing in the field or teaching in academia. 
Measure: Programs developed, Participation tracked, Enrollment into CADC tracked

Strategy 2: Develop and implement activities and programs designed to increase and enhance undergraduate and graduate students and faculty diversity at all levels of the college, with particular focus on racial, ethnic and gender differences. Retention of minority and underrepresented undergraduate students.

Tactic 1: Track minority students and their progress in the college, with focused attention on African-American students.  
Measure: Mechanism for tracking students created and utilized, Annual reports to understand successes of students

Tactic 2: Conduct exit interviews of underrepresented groups upon completion of their degrees.  
Measure: Report on student responses compiled

Tactic 3: Track minority students after graduation and administer an alumni survey for feedback.  
Measure: Post-graduation status tracked, Survey developed and administered

Tactic 4: Provide assistive funding for the National Organization of Minority Architects and Designers (NOMAD) student chapter to create outreach opportunities and travel to the annual NOMA Conference.  
Measure: Funding documented

Tactic 5: Continue to implement such programs and fund raising initiatives as the CADC-A.S.A.P.; Summer Enrichment Experience (S.E.E.); CADC Summer Camps; and the Donor Scholarship Initiative.  
Measure: Participation in programs tracked
**Tactic 6:** Identify faculty mentors for students participating in NOMAD Design competition.

*Measure:* Faculty mentors identified, Summary of mentorship

**Tactic 7:** Offer tutoring support for critical academic courses (calculus, physics and structures).

*Measure:* Tutoring support offered, Attendance tracked

**Tactic 8:** Continue the mentoring program for incoming freshmen during the fall semester. Each year, students will have a mandatory panel discussion with NOMAD members, School Heads and Director of Multicultural Affairs to chat about challenges, huddles and expectations in the CADC programs.

*Measure:* Panel discussion held, Mentoring program documented

**Strategy 3:** Recruit, retain and advance minority graduate students.

**Tactic 1:** Ensure minority students are considered for scholarships and graduate assistantships.

*Measure:* Documentation of scholarships and graduate assistantships offered

**Tactic 2:** Develop a College Graduate Opportunities Program to increase the number of minority graduate students in the college and the professoriate.

*Measure:* Program established, Enrollment tracked

**Tactic 3:** Attend conferences and visit HBCUs to recruit students to the graduate school.

*Measure:* List of potential students created, Enrollment tracked

**Tactic 4:** Encourage minority graduate students to participate in the National Organization of Minority Architects and Designers (NOMAD) student organization and other CADC student organizations.

*Measure:* Participation in student organizations tracked

**Tactic 5:** Encourage graduate students to serve as mentors for minority and other underserved undergraduate students.

*Measure:* Mentoring tracked, Report of program compiled

**Tactic 6:** Encourage and assist faculty to submit grant proposals for extramural support to provide funding for graduate students to support diversity in the college.

*Measure:* Grants submitted and graduate support documented

**Strategy 4:** Recruit, retain and advance minority faculty.

**Tactic 1:** Conduct exit interviews of staff and faculty when they leave their positions.

*Measure:* Report on faculty/staff responses compiled

**Tactic 2:** Develop an available pool of minority faculty and staff candidates.
Measure: Pool of available applicants developed

Tactic 3: Use outreach and alumni venues to involve minority professionals in the CADC programs.
Measure: Document minority involvement in CADC programs.

Tactic 4: Develop a grant program that supports minority visiting scholars and adjunct faculty positions.
Measure: Program developed, Participation tracked

Tactic 5: Increase faculty participation in college-wide faculty recruitment efforts.
Measure: Faculty participation tracked

Tactic 6: Develop collaborations and partnerships with HBCUs to identify candidates for full-time and part-time faculty positions in the academic units of the College.
Measure: Collaborations and partnerships established

Tactic 7: Offer part-time teaching opportunities in CADC for minority practitioners in regional market centers (Atlanta, Columbus, Birmingham, Montgomery, etc.).
Measure: Number of participants tracked

Tactic 8: Utilize national and international diversity organizations (e.g., NOMA) as a resource to advertise faculty and administrative position opportunities in the college.
Measure: Document means in which organizations are used to promote faculty/administrative positions within the college.

Tactic 9: 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.), or ensure that search committees receive diversity training.
Measure: Documentation of trained Human Resource professionals who serve on search committee members

Tactic 10: Monitor faculty diversity within college and departments by comparing levels of availability each year.
Measure: Faculty report updated each year (requested through ODMA)

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: Identify and/or develop and implement a comprehensive program of education and training opportunities, made available to faculty and staff and designed to include a review of legal issues, best practices, and research related to recognizing, valuing, and effectively managing differences.
**Tactic 1:** Increase the number of students participating in UNIV1050-AR1 and CRN 17212 and demonstrate greater academic performance, retention, and multicultural understanding.

*Measure:* Document the number of students’ participating in a first-year-experience learning cohort program (UNIV1050-AR1) (CRN 17212) and demonstrate greater academic performance, retention, and multicultural understanding.

**Tactic 2:** Establish a summer design studio for NOMA Student Design Competition.

*Measure:* Design studio established

**Tactic 3:** Have all supervisors in the college attend Just Be FAIR training conducted by Human Resources, and extend it to all faculty and staff in the college.

*Measure:* Training participation tracked

**Tactic 4:** Encourage faculty to include multicultural perspectives and understandings in the CADC core curriculum, especially in design studios and other relevant courses. Submit grant proposals to support this effort.

*Measure:* Collect course data

**Strategy 2:** Review the core curriculum and develop a comprehensive plan to provide a common, connected, and cohesive experience for all students designed to improve academic performance, retention and multicultural understanding.

**Tactic 1:** Document college-wide courses that incorporate multicultural perspectives.

*Measure:* Courses documented and list disseminated

**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:** Develop collaborations, partnerships and recruitment programs that are designed to build capacity for extending diversity and multicultural education and related research throughout the college and to the broader community, the construction industry firms, and other Universities or professional offices.

**Tactic 1:** Invite minority–owned firms to participate in College sponsored job fairs.

*Measure:* Invitations sent out, Participation tracked

**Tactic 2:** Develop a special lecture program with presenters from minority groups in CADC disciplines. The lecture program should include additional funding by Tuskegee University and A.S.A.P. and will be accessible to the broader community, location firms, and other Colleges and Universities.

*Measure:* Lecture program established, Report on presentations and participation

**Tactic 3:** Continue to collaborate with Tuskegee University through joint academic offerings, lecture series, etc.
Measure: Document collaboration efforts between CADC and Tuskegee University.

Tactic 4: Develop additional collaborations and partnerships with Historically Black Colleges and Universities (HBCUs).
Measure: New collaborations and partnerships developed

Tactic 5: Raise funds to support diversity efforts at established targeted amounts. Submit grant proposals.
Measure: Grant proposals submitted, Funds raised

Tactic 6: Continue to submit proposals to support diversity initiatives in the college.
Measure: Proposals submitted

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

Strategy 1: Through multi-media forms, promote diversity as a core value for CADC.

Tactic 1: Encourage all faculty to include a statement of diversity on course syllabi.
Measure: Documentation for how faculty are encouraged to include a diversity statement on course syllabi, Data collected regarding syllabi containing diversity statement

Tactic 2: 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

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