

College of Architecture, Design and Construction
Strategic Diversity Plan
2012-13 to 2014-15

Vision: *The College of Architecture, Design and Construction (CADC) is committed to create a diverse learning environment for its students, faculty and staff. The College will be engaged in exemplary teaching, research, outreach, scholarship, creative endeavor, and service by recruiting talented undergraduate and graduate students, knowledgeable faculty, administrators, and staff irrespective of their gender, racial, religious and social background.*

Mission: *Establish and embrace 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: 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: Encourage students, faculty and staff to participate in university-wide diversity activities.

Responsible: CADC Diversity and Multicultural Affairs (DMA) committee

Measure: Documentation such as Web postings, e-mails, flyers, etc.

Tactic 2: Organize an annual College-wide potluck lunch to celebrate any international festival that will bring together students, faculty, administrators, and staff.

Responsible: Dean's office

Measure: Track participation.

Tactic 3: Ensure that the CADC continues to be represented on the Diversity Council.

Responsible: CADC-DMA committee

Measure: Document representation on the council and attendance at meetings.

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 recruitment of minority and underrepresented undergraduate students in all schools and departments within CADC.

Tactic 1: Increase number of minority undergraduate students to 20 percent by the year 2015, targeting higher achieving students.

Responsible: CADC-DMA liaison officer

Measure: Track number of minority students admitted annually.

Tactic 2: Maintain four CADC PLUS Scholarships for incoming minority undergraduate students.

Responsible: CADC-DMA liaison officer, School and Department heads

Measure: Document CADC PLUS scholarships award plan and recipients.

Tactic 3: Establish internal scholarships, and identify external minority scholarship opportunities for minority and female incoming and existing undergraduate students.

Responsible: School and department heads

Measure: Track number and types of scholarships offered and awardees names.

Tactic 4: Survey students from underrepresented groups that are admitted but do not enroll to better understand why they did not enroll.

Responsible: CADC-DMA liaison officer

Measure: Compile an annual report on students' responses.

Tactic 5: Establish scholarships to increase female enrollment for the School of Building Science (BSCI).

Responsible: BSCI school head

Measure: Track female enrollment and names of scholarships recipients.

Tactic 6: Visit high schools and magnet schools in the Alabama, Georgia, and Tennessee area to recruit minority students, especially females interested in the Building Science program.

Responsible: CADC-DMA liaison officer, School and department heads, Students services

Measure: Track high school visitations, Create list of potential students.

Tactic 7: Visit Historically Black Colleges and Universities (HBCUs) and attend HBCUs conferences to recruit transfer minority students.

Responsible: CADC-DMA liaison officer

Measure: Create list of potential students, Track the number of students admitted and enrolled on annual basis.

Tactic 8: Continue to implement such programs and fund raising initiatives as the CADC-A.S.A.P. and the Donor Scholarship Initiative to conduct summer camps to expose middle and high school students to the design and construction fields in an effort to increase the number of minority students applying to design and construction fields.

Responsible: CADC-DMA liaison officer

Measure: Document programs details, Track participation, Track enrollment.

Strategy 2: Develop and implement activities and programs designed to increase the retention of minority and underrepresented undergraduate students in all schools and departments within CADC.

Tactic 1: Track minority students and their progress in the college, with focused attention on African-American students.

Responsible: CADC-DMA liaison officer

Measure: Track students' GPA and mentor students with GPA below 2.8, Prepare an annual report depicting analysis of students' performance.

Tactic 2: Conduct exit interviews of underrepresented groups upon completion of their degrees.

Responsible: School and department heads

Measure: Document results of exit interviews.

Tactic 3: Track minority students after graduation and administer an annual alumni survey for minority students graduated 5 years back for feedback.

Responsible: CADC-DMA liaison officer, CADC Development office

Measure: Track post-graduation status on annual basis, Document survey results.

Tactic 4: Provide funding and mentorship assistance for the National Organization of Minority Architects and Designers (NOMAD) student chapter to create outreach opportunities, and participate in the annual NOMAD conference. Maintain a peer mentoring program that provides workshops for architecture and industrial design summer options, career opportunities, free hand drawing and sketching, time management skills, and confidence building to assist incoming and transfer students.

Responsible: CADC Dean's office, CADC-DMA liaison officer

Measure: Document NOMAD student chapter activities.

Tactic 5: Continue to implement such programs and fund raising initiatives as the Summer Enrichment Experience (S.E.E.); PLUS scholarships, and the Donor Scholarship Initiative that could be helpful for students retention.

Responsible: CADC-DMA liaison officer

Measure: Track students' participation in various programs.

Tactic 6: Offer tutoring support for critical academic courses (calculus, physics and structures).

Responsible: CADC-DMA liaison officer

Measure: Document details of tutoring support offered and students' participation.

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

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

Responsible: Graduate Program Officers (GPOs), Associate Dean for Graduate Programs

Measure: Document scholarships and graduate assistantships offered.

Tactic 2: Visit HBCUs and attend related conferences to recruit students to the graduate programs. Disseminate CADC graduate programs information CDs to HBCUs and other programs with a large minority representation.

Responsible: CADC-DMA liaison officer, GPOs, Associate Dean for Graduate Programs

Measure: Document dissemination plan, Create list of potential students, Track enrollment.

Tactic 3: Encourage graduate students to participate in NOMAD activities and serve as mentors for minority and other underserved undergraduate students.

Responsible: CADC-DMA liaison officer, GPOs

Measure: Track graduate students participation and prepare an annual report.

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

Tactic 1: Develop collaborations and partnerships with HBCUs and national and international diversity organizations (e.g. NOMAD) to advertise faculty and administrative staff position opportunities in the college; and to identify potential candidates.

Responsible: CADC-DMA liaison officer

Measure: Documentation on collaborations and partnerships established, and faculty and staff positions advertised.

Tactic 2: Develop an available pool of minority faculty and staff candidates.

Responsible: CADC-DMA liaison officer, School and department heads

Measure: List of potential candidates with their areas of expertise.

Tactic 3: Develop a grant program that supports minority visiting scholars, lecturers, practitioners and adjunct faculty positions.

Responsible: Dean's office, CADC-DMA liaison officer, School and department heads

Measure: Document grant program development, Track participation.

Tactic 4: Highlight faculty accomplishments within schools and department related to diversity issues in various venues.

Responsible: CADC-DMA liaison officer, School and department heads

Measure: Annual report on faculty accomplishments related to diversity issues.

Tactic 5: Encourage faculty to submit proposals to external diversity conferences and to the yearly Auburn University Conference on Research Initiative for the Study of Diversity.

Responsible: CADC-DMA committee

Measure: Track proposals submission, award and progress information.

Tactic 6: Conduct exit interviews of staff and faculty when they leave their positions.

Responsible: School and department heads

Measure: An annual report on faculty/staff responses.

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: 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, CRN 17212, CPLN 5970, and CPLN 6970 and demonstrate greater academic performance, retention, and multicultural understanding.

Responsible: Associate Deans

Measure: Document students' participation.

Tactic 2: 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.

Responsible: Dean's office

Measure: Track training participation.

Tactic 3: Encourage faculty to include multicultural perspectives and understandings in the CADC courses, through Study Abroad programs and International Student Exchange programs. Encourage faculty to submit grant proposals to support this effort.

Responsible: CADC faculty, School and department heads

Measure: Collect courses and programs data on annual basis.

Tactic 4: Host an annual workshop to introduce diversity concepts and issues to newly hired faculty, staff and graduate assistants to confront and eliminate harassment, racism, and discrimination.

Responsible: CADC-DMA committee, School and department heads, GPOs

Measure: Track participation, Administer a questionnaire survey to gauge satisfaction of participants.

Tactic 5: Encourage participation in mentoring programs such as "Developing an Innovative Vision for Advancing Staff".

Responsible: CADC-DMA liaison officer, Dean's office

Measure: Track participation, Document feedback of participating staff.

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: 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: Use outreach and alumni venues to involve minority professionals in the CADC programs.

Responsible: CADC-DMA liaison officer

Measure: Document minority involvement in the CADC programs.

Tactic 2: Invite minority-owned firms to participate in College sponsored job fairs.

Responsible: School and department heads, CADC-DMA liaison officer

Measure: Number of Invitations sent out, Track participation.

Tactic 3: 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. program and will be accessible to the broader community, location firms, and other Colleges and Universities.

Responsible: CADC-DMA liaison officer

Measure: Report on presentations and participation.

Tactic 4: Develop collaborations and partnerships with Tuskegee University and other Historically Black Colleges and Universities (HBCUs).

Responsible: CADC-DMA liaison officer

Measure: Document new collaborations and partnerships.

Tactic 5: Generate a database from our professional societies which pinpoint minority professionals.

Responsible: CADC-DMA liaison officer

Measure: Review and update database on annual basis.

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

Strategy: Emphasize diversity as a core value through CADC media outlets (web pages, brochures, newsletters, magazines, videos, course syllabi, etc.).

Tactic 1: Encourage CADC faculty to include the CADC diversity vision and mission in course syllabi.

Responsible: School and department heads, CADC faculty

Measure: Documentation on how faculty are encouraged to include a diversity statement on course syllabi.

Tactic 2: Disseminate the college diversity plan and promote it among all students, faculty, administrators and staff in the college.

Responsible: CADC-DMA officer, CADC-DMA committee, School and department heads.

Measure: Document diversity plan dissemination efforts.