We Believe
in each other!
At Auburn, We Believe in Each Other.

We embrace those that are different from us; for we believe in human touch that brings happiness for all. We continually work at sustaining an environment where each one of us receives equal attention and wins respect based on effort, knowledge, honesty, talent, and hard work.
Creating and sustaining a diverse academic community is vital for a university to reach its utmost potential. By cultivating diversity and equal opportunity, we enrich Auburn University as an institution of higher education and help fulfill our obligation as a land-grant institution. One of the main principles on which land-grant universities were founded asserts that higher education should be made available to all, not just the privileged. So, we have a responsibility to be a university for all our citizens.

As president of Auburn University, I pledge our commitment to these principles, and I urge all members of the campus and local community to embrace and enhance our collective efforts to achieve these goals.

It is my hope that this publication will not only assist Auburn in recruiting and retaining the best and brightest students and faculty available, but also to encourage our alumni, along with business and community leaders to take an active part in supporting Auburn University’s efforts to build on the benefits of pursuing diversity.

Jay Gogue
President
Diversity at Auburn University has Six Main Goals.

> Create, promote, and encourage a supportive and friendly campus environment that is welcoming and attractive to all

> Assist the recruitment and retention of underrepresented faculty, students, and staff at all levels

> Develop and strengthen alliances with external communities to support diversity

> Develop efforts that enhance external support for diversity programs and scholarships

> Foster a campus community that values diversity through educational, cultural, and social programs

> Regularly monitor and assess Auburn University’s diversity efforts for effectiveness, identify new and better “best practices” for success, and submit reports

Message from the Provost

Diversity as a core value reaches beyond Auburn’s academic programs to shape all areas of the entire university. The Office of the Provost at Auburn University is strongly committed to institutionalizing diversity within our academic programs as an essential part of the preparation of Auburn students to participate effectively in, and provide leadership for, the global community of the 21st century.

Auburn now has in place a strategic diversity plan that has been hailed as a best practices model for other institutions to follow. It has assigned resources for the office of Diversity and Multicultural Affairs, headed by Associate Provost Overtoun Jenda, that reflects our significant and substantive commitment to the breadth and depth of this effort.

Auburn is committed to having diversity as a core value. The Office of Diversity and Multicultural Affairs has several initiatives that promote diversity on our campus. This publication will inform you about some of the exemplary initiatives we are using to implement the Auburn University Strategic Diversity Plan. These initiatives include the Access and Community Initiatives, Women’s initiatives, Diversity Student advocacy, student and faculty recruitment and retention programs, Provost Leadership Undergraduate Scholarship (PLUS) Program, PLUS Retention Program, outreach and college diversity programs, and staff development programs.

It is my hope that, as you read this publication, you will understand how these initiatives foster and sustain an environment that promotes academic excellence, respects differences, and accepts inclusiveness. Your support will go far in helping the university enhance its diversity goals and guarantee diversity scholarships for outstanding, deserving individuals and diversity programs well into our future.

Overtoun Jenda
Associate Provost for Diversity and Multicultural Affairs
We Believe in Creating Opportunity for Auburn Women.

Women’s Initiatives focuses on advancing the interests, status, and well-being of women in the Auburn University community by fostering a more accepting and supportive university environment; representing women’s interests; recruiting, retaining, and advancing women faculty, staff, and students; increasing the representation of women in all campus units; developing policies that promote and enhance the status and advancement of women; and building partnerships and collaborations that support diversity.

Women’s Resource Center
The center serves as a base for activities that reflect the diversity of interests and aspirations of women at Auburn University. The center also supports the pursuit of an equitable and supportive campus climate for all members of the Auburn community through education, advocacy, and the provision of support services, and emphasizes leadership for women. The center also provides opportunities for leadership development and professional growth for women students, staff, and faculty. Several of the center’s programs work to increase the representation of women at all levels of the faculty.

Women In Science & Engineering (WISE) Institute
WISE Institute collaborates with outreach offices to provide hands-on experiences for K-12 female students to get them excited about science, technology, engineering, and mathematics (STEM); develops programs and increases opportunities for K-16 young women to heighten their interest and skills in STEM fields; and provides female mentors and role models who are active in research in STEM for K-20 female students.

ADVANCE Auburn Center
This center focuses on the “small wins” approach for producing lasting change in increasing the representation, advancement, and success rate of women faculty in sciences, engineering, and mathematics. The center is supported by a grant from the National Science Foundation.
“I have been a student at Auburn since 2003 and the campus as a whole has become more diverse. I am happy to see more undergraduate minority students on campus, especially those holding leadership roles and making a positive impact on the community. Now that I am in graduate school, I realize that the population of students pursuing advanced degrees is not as diverse, and I would like to see more minorities take advantage of this opportunity.”

Kiersten Koen
Among new students at Auburn, 95% desire to get to know individuals from diverse backgrounds.

(New Student Survey, 2004)
We Believe
Access and Community Initiatives Strengthen Our Community.

Access and Community Initiatives builds and strengthens partnerships with communities, businesses, and civic and community organizations to support diversity and multiculturalism within the university and in external communities, and it develops programs to address community-related access issues in higher education.

The Multicultural Center
The center develops services and programs that promote education and understanding across cultures and creates an environment that ensures that underrepresented students, staff, and faculty feel at home at the university and in external communities. It exists to applaud differences by enhancing cultural experiences through outreach, service, and scholarship. The center serves as a resource center for cultural education and as the home of cultural and ethnic student organizations.

Diversity and Tolerance Annual Dinner
This annual event promotes diversity education through dialogue on gender, race, ethnicity, culture, and faith. In addition to Auburn students, faculty, and staff, guests include community and church leaders, students from local schools, and representatives from Auburn Montgomery (AUM). Each year, university, church, and community leaders are invited to give presentations at the dinner.
We Believe in Mentoring.

The Diversity Faculty Mentor works with academic departments to implement best practices for the recruitment and retention of a diverse faculty.

Minority Faculty Mentoring and Networking Program
The Minority Faculty Mentoring and Networking Program focuses on the specific needs of faculty of color. The emphasis of the program is to create a welcoming and nurturing environment for minority faculty to succeed at Auburn University.

The Women’s Mentoring and Networking Program
This program helps female faculty become more effective teachers, develop collegial departmental relationships and research collaborations, balance work and family demands, and feel connected to a larger network in the Auburn community.

Auburn ranked among the top four of 31 doctoral universities for collegiality, policy effectiveness, tenure policies, and work-family environment*. On each dimension, junior faculty of color rated Auburn more highly than their counterparts.

*2005-06 Harvard COACHE national survey of junior faculty
Future Faculty Visitation Program
The Future Faculty Visitation Program is one of a series of recruitment strategies designed to fuel the future pipeline of faculty at Auburn University. This program begins by bringing in students that are nearing the end of their doctoral studies to Auburn to receive the “War Eagle Treatment.”

Presidential Administrative Fellowship Program
The Presidential Administrative Fellowship Program aims to provide senior administrative experience to faculty and to provide them the opportunity to appreciate and understand higher education administration.

“As a faculty member and scientist, embracing diversity in all of its forms—in ideas, people, and skills—is essential to the success of my research. The Office of Diversity and Multicultural Affairs is a vital part of ensuring that this diversity is a core value of Auburn University.”

Ed Thomas, Professor of Physics
We Believe Educational Partnerships that Enhance Diversity Improve Lives

Auburn University has a long history of highly successful partnerships with schools, colleges, and universities. The Office of Diversity and Multicultural Affairs is committed to educational partnerships that focus on increasing the participation of underrepresented groups in Auburn’s academic programs.

GK-12 Fellows in Science and Mathematics for East Alabama Schools
Auburn sends science and mathematics graduate students (GK-12 Fellows) into east Alabama schools through a partnership with universities and school districts. Under the supervision of the teachers (GK-12 Teachers), GK-12 Fellows serve as a resource to the teachers and as role models to the students. Visit www.auburn.edu/diversity/gk12.html for additional information including GK-12 Fellows activities.

The College is Possible Program and the KnowHow2Go Campaign
This K-16 youth development program emphasizes that a college education is an attainable goal for all students and focuses on motivating middle and high school students from underserved communities to seek a college education. The American Council on Education provides resource materials on how to pay and prepare for college.

The Alabama Louis Stokes Alliance for Minority Participation
Funded by the National Science Foundation, this program is aimed at enhancing students’ success in completing science, technology, engineering, and mathematics baccalaureate degree programs and increasing the number of students who are interested in, academically qualified for, or matriculated into programs of graduate study, particularly those from populations underrepresented in those areas of study.
The Alabama Alliance for Graduate Education and the Professoriate

Funded by the National Science Foundation, this program aims to significantly increase the number of domestic students receiving doctoral degrees in the sciences, technology, engineering, and mathematics, with emphasis on those population groups underrepresented in these fields. In addition, AGEP is interested in increasing the number of minorities who will enter the professoriate in these disciplines.

“Our work, as faculty members, is reinforced by the vision and goals of the Diversity and Multicultural Affairs office—to embrace something or someone different from us. Differences, whether they are cultural, physical, social, or emotional, affect all of us. It means respecting and developing our own potential and that of others so that we benefit from everyone’s talents and strengths.”

Maria Martinez Witte, Associate Professor of Adult Education
“Being an Auburn student and living in a community with people from all cultures, races, and religions, has enhanced my outlook on life. As a student in the Department of Foreign Languages and Literature, I gained an immense appreciation and knowledge of the various cultures that existed within the university, and I learned to find common ground in understanding their customs and beliefs. The diversity at Auburn encouraged me to experience other cultures firsthand, which is why I studied abroad in Europe twice, once as an undergrad, and again as a grad student. I was so intrigued with other cultures that I have been back to Europe several times since then. Being in the Department of Foreign Languages and Literature has helped me and other students promote an atmosphere that is understanding and appreciative of other cultures.”

Jennifer Ruiz
We Believe in Advancing Educational Opportunity for Everyone.

The Educational Opportunity Resource Center provides students with academic and counseling services, particularly students of color and low-income or first generation undergraduate students, and assists the university in determining and implementing best practices for recruiting and retaining students with diverse backgrounds.

The Provost Leadership Undergraduate Scholarship Program
The PLUS Program was established to increase diversity among the undergraduate student population at Auburn. The Office of the Provost created, with the help of generous financial support from alumni and corporate partners, the PLUS Program, which assists participants financially by providing them a $2,000 scholarship per academic year (renewable up to three years) and supports them academically to ensure they succeed. For additional information visit www.auburn.edu/diversity/finaid.html.

The PLUS Retention Program
Providing academic and social support to assist PLUS Program participants as they pursue their undergraduate studies, the program offers a learning community that provides peer mentoring, leadership opportunities and training, time management and study skills, tutoring and counseling services, and an opportunity to enroll together in a series of classes throughout the freshman and sophomore years.

President's Graduate Opportunity Program
African-American students engaged in graduate study leading to a doctoral degree from Auburn University are recruited, retained, and supported by this program. Successful applicants receive a $10,000 PGOP Fellowship in addition to a stipend of the minimum amount set by the Provost’s Office for 25% FTE each year.

The Summer Enrichment Experience
SEE is an intensive four-week summer program for underserved students majoring in one of the seven colleges sponsoring this program. The program is staffed by mathematics and English faculty, graduate teaching assistants, counselors, and academic advisors. The primary objective of SEE Auburn is to increase enrollment for underserved populations and increase students’ mathematics and English skills.

Saturday Academies
Saturday Academies are held at Auburn four times annually. Students from surrounding school systems participate in enrichment activities and in sessions to encourage college preparation. Parallel sessions for parents provide information about financial aid, college admission, and application requirements.

The Diversity Student Advocacy Office
This office addresses diversity-related challenges and obstacles faced by underrepresented and disadvantaged students and international students.
Diverse: Issues in Higher Education ranks Auburn University in the Top 50 Producers of Minority Undergraduate Degrees in seven disciplines.
We Believe in Diversity Planning, Assessment, and Research.

To know where we have been and where we are going is essential to effective planning and programming. We continuously gather and analyze quantitative and qualitative data related to all initiatives in the Office of Diversity and Multicultural Affairs. Regular reports are published that provide feedback on progress, milestones, success, and opportunities for improvement.

The Strategic Diversity Plan
The major guiding force behind the Office of Diversity and Multicultural Affairs is the Strategic Diversity Plan. The goals and objectives set forth in this document are designed to provide Auburn University with a proactive framework to meet and exceed its commitments through diversifying the various campus populations, the curricula, and students’ experiences. The plan can be viewed at www.auburn.edu/administration/specialreports/diversity_plan.

Multicultural Diversity Commission
The Commission consists of 19 members representing faculty, staff, administration, and students, and provides a permanent and very visible forum for deliberating and developing policies and initiatives on matters of diversity, tolerance, and inclusiveness.

Diversity Research
All colleges and schools are conducting diversity research. Research areas include health disparities, science and technology, worklife, community and race relations, arts, and retention, to name just a few. We will continue to promote interdisciplinary research among faculty and staff that work on diversity and equity issues.

Auburn University Strategic Plan
Auburn will maintain its strong commitment to ethnic diversity with standards to help ensure faculty, staff, and student diversity. We will continue ongoing and systematic implementation of the 2006 Diversity Strategic Plan, already published and accepted, and continue to monitor our progress.
We Believe in Our Alumni.

Developing relationships and establishing lifelong connections between Auburn University and its alumni and friends is crucial to becoming fully invested in Auburn’s future diversity.

Diversity Alumni Leadership Council
The Diversity Alumni Leadership Council serves in an advisory role to the associate provost and senior administration in the Office of Diversity and Multicultural Affairs while assisting in promoting Auburn vision and goals.

Minority Alumni Involvement Now
The Auburn Alumni Association continues to explore opportunities to service minority alumni. MAIN was developed to foster professional relationships among minority alumni of Auburn by encouraging graduating seniors, recent graduates, and other alumni to reconnect with each other and all that is Auburn.

Annual Diversity Dinners
Annually the ODMA main office staff and collaborating units host dinners in major metropolitan cities with our minority alumni. This allows for updates about office accomplishments and initiatives and ways that Auburn alumni can become involved in our efforts to recruit and retain minority students.
“I came to Auburn to experience a different environment. I’m involved in a lot of different extracurricular activities, but the ones dear to my heart are those related to the Office of Diversity and Multicultural Affairs. I love being involved in an office that is growing and motivating students to grow individually to accept all people. As a Nutrition and Dietetics (Pre-Pharmacy) major, I plan on attending pharmacy school after graduation. I received several scholarships, but one of the most important ones was the PLUS scholarship (Provost Leadership Undergraduate Scholarship). This scholarship, along with the mandatory retention program, really forced me to step out of my comfort zone, to meet new people, and embrace new ideas. These are the keys to diversity. All students should be afforded this opportunity to meet people different from them and those that think differently from them.”

LaDarius Madison
We Believe Funding for Diversity Can Make Us Successful and Change Lives.

Auburn University is implementing a comprehensive strategic plan to enhance its pursuit of increased diversity among faculty, staff, and students. Universities throughout the country are beginning to realize the benefits of diversity to their missions and are also seeking the most qualified, most motivated underrepresented students and faculty. To be successful, Auburn must offer competitive scholarships, fellowships, and exemplary retention programs. Financial support from external sources such as alumni and industry will go a long way in helping Auburn enhance its diversity goals.

For additional information on specific programs of the Office of Diversity and Multicultural Affairs and how you can help, contact our main office at (334) 844-4184 or by e-mail at diversity@auburn.edu. For information about our programs, visit www.auburn.edu/diversity.

Auburn University students come from every state in the U.S. and 89 countries.

Enrollment for Fall 2006
We Believe Diversity Programs in Colleges, Schools and Other units Make Us Even Stronger.

In addition to campus-wide resources, Auburn University’s colleges, schools and areas continue to develop and implement additional diversity programs for the recruitment and retention of underrepresented minority students and/or faculty in their areas.

The Diversity Council
The council provides a forum for developing and implementing diversity programs in colleges, schools, and administrative units, and promotes cooperation and collaboration among units on matters concerning diversity. It is comprised of diversity officers from each of the following units:

Colleges and Schools
- Agriculture
- Architecture, Design & Construction
- Business
- Education
- Engineering
- Forestry and Wildlife Sciences
- Graduate School
- Human Sciences
- Liberal Arts
- Nursing
- Pharmacy
- Sciences and Mathematics
- Veterinary Medicine

Other Administrative Units
- Enrollment Services
- Libraries
- Dean of Students
- Undergraduate Studies
- Facilities
- Alabama Cooperative Extension System

Office of Diversity and Multicultural Affairs
- Diversity Faculty Mentor
- Access & Community Initiatives
- Women’s Initiatives

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