

### College of Liberal Arts Strategic Diversity Plan

The College of Liberal Arts supports Auburn University's official 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 students with a superior education in service to the needs of Alabama, the nation, and the world.*

#### **GOAL 1.0 Promote diversity in all its forms.**

Consistent with the long-stated university mission, the college maintains a strong commitment to diversity and believes the vitality of academic life is dependent upon a diverse population that enriches awareness and broadens understanding of the complex world in which we live. Recognizing the need to advance diversity on the campus, the college will:

1. Strengthen support for diversity by continuing to designate a diversity officer for the college to assist with the implementation of the college's strategic diversity plan.
2. Create a diversity team with representatives from each department within the college.
3. Expand the curriculum and travel abroad activities to promote cultural awareness.
4. Initiate programs and activities which enhance cultural awareness for the entire campus, creating opportunities for campus education, constructive dialogue, and honest reflection of diversity.

#### **GOAL 2.0 Support interdisciplinary and collaborative programs that advance an understanding and appreciation of diversity.**

Interdisciplinary program development is a major focus of top universities. The college is committed to facilitating the development of an infrastructure to

encourage interdisciplinary cooperation and to promote collaborative programs that cross disciplinary lines and advance an understanding and appreciation of diversity. Ways the college will work towards this goal are:

1. Offer a Women's Studies interdisciplinary minor
2. Offer an Africana Studies interdisciplinary minor
3. Offer an Asian Studies interdisciplinary minor
4. Offer a Global Studies minor
5. Collaborate to advance existing interdisciplinary programs by:  
Encouraging and supporting joint appointments with the Women's Studies Program and the Africana Studies Program.

**GOAL 3.0 Increase emphasis on cultivating a global and multicultural perspective for students and faculty.**

The global economy and telecommunications are forcing a reexamination of the knowledge and skills that faculty and students will need to succeed in the 21<sup>st</sup> century. In order to keep abreast of the rapidly changing world and the interconnected nature of nations of the world, the college will:

1. Maintain and increase study abroad programs and exchange programs for both students and faculty.
2. Maintain and expand course offerings to cultivate a global and multicultural perspective
3. Offer more foreign language/culture courses, including at least one undergraduate distance education foreign language course.
4. Evaluate proposals for general education (core curriculum) requirements to ensure that adequate coverage of global and multicultural perspectives are integrated across the core curriculum.
5. Provide support for student and faculty study abroad, exchange, and travel.

**GOAL 4.0 Step up efforts to increase annual giving that will assist in creating a more diverse student population and provide an array of cultural experiences for students.**

An educated citizenry strengthens democracy and well-educated students must have knowledge of understanding of diverse cultures and global issues. To help develop a more informed public and to prepare our students for success in a global economy, we will increase efforts to seek financial resources to help our students succeed by placing emphasis on:

1. Study abroad scholarship giving

2. Scholarships for underserved populations

**GOAL 5.0 Support Diversity Research.**

Universities establish national reputations through the research of their faculty and graduate students and establish their priorities by the types of research they support. To fully embrace the value of diversity, the college will provide support to the:

1. Diversity Research Council efforts to identify faculty and encourage diversity research.
2. Women's Studies Annual Graduate Student Research Symposium

**GOAL 6.0 Support recruitment and outreach efforts to increase the diversity of the student population on campus and offer leadership opportunities for diverse students.**

Universities, academic programs, and athletic programs recruit what they value and want. In line with that principle, the college will continue to recruit a diverse student population and utilize outreach efforts to educate diverse audiences. The college will:

1. Support the Graduate School's annual recruitment visits from top students at HBCUs.
2. Support programs to bring minority and underprivileged grade school and high school students to campus to encourage an interest in and appreciation of a college education
3. Support the Women's Leadership Institute's leadership training for college students and educational opportunities for faculty, staff, and students.

**GOAL 7.0 Support recruitment efforts to increase the diversity of faculty and administrators in the college.**

The College of Liberal Arts is dedicated to the recruitment of women, people of color, ethnic minorities, and other underrepresented groups to faculty positions. To assist in the implementation of this goal:

1. The CLA Diversity officer will participate in all national searches for department chairs.
2. All CLA faculty searches will advertise broadly to reach diverse audiences within the profession.