

Auburn University

Title VI

Annual Remedial Decree Report

July 1, 2002 - June 30, 2003

May 3, 2004

Faculty and Administration Data

STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT

FALL STAFF SURVEY 2003

INSTITUTION: Auburn University

NUMBER OF PERSONS EMPLOYED BY RACE AND PAYROLL STATUS*									
FULL-TIME					PART-TIME				
NON- HISPANIC BLACK	NON- HISPANIC WHITE	OTHER	TOTAL	NON- HISPANIC BLACK	NON- HISPANIC WHITE	OTHER	TOTAL	TOTAL ALL	
14	303	6	323	0	2	0	2	325	
54	960	143	1,157	1	136	9	146	1,303	

*Includes Permanent and Temporary Employees

Signature of President or Chancellor *Samuel R. Atkinson*

Date 4/30/04

Note: For definitions of employee categories follow instructions for IPEDS 2003 Fall Staff Survey.

DUE DATE MAY 3, 2004

NARRATIVE REPORT:

“OTHER RACE” FACULTY AND ADMINISTRATION RECRUITMENT

Faculty Recruitment

A variety of activities are in place to support and enhance the recruitment of minority faculty members. Some examples follow:

1. Each academic department within the University has developed a minority faculty recruitment and retention plan, with the dean of each college and school providing an overarching plan to coordinate the individual departmental plans for the college/school. Each academic department is expected to make every effort to identify qualified black faculty – preferably faculty who are already tenured or who have made significant progress toward tenure at other institutions. When a position in a department becomes vacant it is expected that the department will encourage minority faculty previously identified to apply for the position. If there is no current vacancy within a department that can be filled by a minority faculty member who has been identified, but a future need within the department can be established with the anticipated retirement, resignation or non-continuation of an existing faculty member, it is still possible to recruit the black faculty member for current employment, with funding provided by the Provost, until such time as the anticipated vacancy occurs.
2. In the monthly Provost’s Council meetings, the Provost regularly receives updates on the progress being made by the deans to recruit new minority faculty.
3. All deans have been made aware of the University’s overall recruitment and retention efforts, in order to facilitate their respective school’s and college’s planning and goal-setting efforts.
4. At the conclusion of each faculty search, the University’s Office of Affirmative Action/Equal Employment Opportunity compiles a recruitment summary. Among other information, the summary includes the number of minorities who applied for the position, the number of minorities interviewed for the position, and if the selected candidate is a minority. The summary also includes the advertising venues to which the applicants responded. The recruitment summary is provided to the Provost and to the appropriate dean following each search. This enables the Provost and the deans to determine the success of their efforts to recruit minorities and to evaluate the various recruitment venues utilized in those efforts as strategies are developed for the next faculty recruitment.

5. The President's Graduate Opportunity Program (PGOP) continues. Its major purpose is to recruit, retain and support African-American students who enroll in graduate programs leading to a doctoral degree from Auburn University.
 - a. University awards are \$10,000.
 - b. Each student receives \$5,000 from his or her department or from some other University source.
 - c. The PGOP Committee has developed a set of responsibilities for participating departments and a set of responsibilities for the fellows. Included in these responsibilities is the expectation that the fellows will participate in the teaching program of their department and/or college.
 - d. Appointments can extend for up to four years.
6. A fund has been established in the Office of the Provost to aid in minority faculty recruitment. When a dean identifies a black applicant as the leading candidate for a vacant budgeted faculty position, the Provost will provide additional funding as needed to make Auburn University competitive as the dean attempts to recruit the black candidate for the existing vacancy. Deans are encouraged to recruit senior black faculty who have strong instructional and research records and who can assist in the recruitment and mentoring of young black faculty.
7. To assure that new black (and other) faculty have the best chance to succeed in their Auburn careers, the Office of the Provost sponsors annual workshops to provide information on the tenure and promotion processes.
8. Faculty holding the terminal degree from Auburn University normally are not eligible for permanent appointment and thus will not be placed on tenure-track appointment except in rare circumstances. Exceptions are allowed for tenure-track appointment of otherwise qualified black faculty.
9. The Multi-Cultural Diversity Commission's charges include making the Auburn University campus more culturally diverse in terms of ethnicity, race, national origin, gender, age and disability, in order to prepare students, faculty, staff and administrators for the 21st Century global community. An additional charge is to monitor and assess all diversity initiatives at Auburn University. This group has undertaken numerous activities toward identifying and meeting the needs of an expanding base of minority faculty, staff and students.
10. A number of efforts throughout the University have been put in place with the goal of enhancing the campus climate with respect to cultural diversity:
 - a. A series of workshops has begun, conducted cooperatively with Russell Corp., to provide diversity education to all sectors of Auburn University.

- b. A Diversity Leadership Council has been formed to formulate a diversity plan for the entire institution.
 - c. All segments of the University have been mandated to establish or accelerate programs aimed at promoting and nurturing diversity and tolerance.
 - d. The Multi-Cultural Diversity Commission has been named a standing University committee.
 - e. A Center for Diversity and Race Relations has been established and funded.
 - f. Existing course offerings have been examined and more than 400 have been identified that incorporate some element of diversity and/or tolerance with respect to race, disability, gender and sexual preference. A comprehensive web site is being developed that will outline these courses so that students can explore these offerings.
 - g. A project entitled "Programs Emphasizing Acceptance, Change and Education" (PEACE) has been implemented by Student Affairs. It has sponsored a variety of events and activities on campus that are aimed at diversity.
11. During 2002-03, several searches for administrators were initiated in order to permanently fill positions currently held by interim appointees. AA/EEO staff provided two-hour training seminars for each search committee. The seminars addressed recruitment and outreach issues through the interview and selection process. Sessions also were designed to make committee members aware of various forms of bias so it could be eliminated from the process. So far, two of those positions have been filled, one with a white male and one with a black male.

Administrator Recruitment

The nature of senior administrative positions does not provide as many opportunities for recruitment and growth as there are for faculty positions. However, a number of initiatives are underway, and more are being developed regularly. Some examples follow:

1. Auburn University seeks to provide the greatest opportunity for the selection of minorities by reviewing the search procedure for all appointments to senior administrative positions.
2. Appointments of all members of search committees for administrative positions are reviewed carefully to assure the broadest possible representation among the members of the search committees is achieved. Members are charged to obtain a pool of candidates who are as diverse as possible through the application and nomination process, and to be certain that the qualified minority candidates have the maximum opportunity to be considered.

3. As part of the regular appointment process for senior administrators, all aspects of the search are reviewed and no appointment is approved until all feasible efforts have been made to identify and recruit qualified black candidates.
4. The search process is designed to provide input from various campus constituencies, so that participation reflects a broad spectrum of the University's constituencies. Specifically, groups such as the Women's Caucus and the Auburn Black Caucus are invited to attend interview sessions with candidates.

STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT

RECRUITMENT AND RETENTION
OF BLACK FACULTY AND ADMINISTRATIVE STAFF
ANNUAL FINANCIAL REPORT

INSTITUTION: Auburn University

Amount received Fiscal Year 2002-2003 (Oct 1, 2002-September 30, 2003) \$ 480,220

Method in which Funds were spent Amount

Recruitment Efforts Black Faculty \$ _____

Retention Efforts Black Faculty \$ 55,667

Recruitment Efforts Black Administrative Staff \$ _____

Retention Efforts Black Administrative Staff \$ _____

Total amount spent Fiscal Year 2002-2003 \$ 55,667

Were any black faculty members recruited and hired using these funds? NO If so, how many? _____

Were any black administrative staff members recruited and hired using these funds? NO If so, how many? _____

Please provide the total amount spent of the Court Ordered Recruitment and Retention funds FY 2002-2003 below:

General Recruitment Efforts**	Salary amounts for New Black Faculty Paid with Funds	Salary amounts for New Black Administrative Staff Paid with Funds	Salary amounts for Existing Black Faculty Paid with Funds	Salary amounts for Existing Black Administrative Staff Paid with Funds	Equipment for Black Faculty	Equipment for Black Administrative Staff	Funds for Research support for Black Faculty**	Funds to cover Departmental costs for Travel, Release Time, etc. **	Other**
							\$ 51,848	\$ 3,819	

DUE DATE MAY 3, 2004

Notes:

- 1) This report is not to be completed by Alabama A&M University or Alabama State University.
- 2) This report relates to the Court Order issued March 28, 2002.
- 3) For definitions of employee categories follow instructions for IPEDS 2003 Fall Staff Survey.

Include a detailed report on how all the funds ordered in the March 28, 2002 Court Order were spent immediately after this form.
**Include a comprehensive and specific listing of how these funds were spent in the attached report.

Funds for Research Support for Black Faculty
October 1, 2003 - May 1, 2004

<u>Faculty Name</u>	<u>Department</u>	<u>Amount</u>	<u>Research Activity</u>
Gary Adams	Management	\$12,855	Power Plays: A Longitudinal Examination of CEO/BOD Power Circulation and Its Impact on Organizational Performance
Denise Davis-Maye	Sociology, Anthropology & Social Work	\$10,332	African American Families
Rosephanye Dunn-Powell	Music	\$10,000	Composition of a Song Cycle on the Poetry of African American Poets
Henry Fadamiro	Entomology & Plant Pathology	\$27,690	Exploring the Behavioral and Neurophysiological Basis of Olfaction in Insects
Oladiran Fasina	Biosystems Engineering	\$10,000	Densification of Biomass for Bioenergy Value-Added Utilization
Deacue Fields	Agricultural Economics & Rural Sociology	\$15,702	Pelleting and Characteristics of Pellets from Poultry Litter
Juan Gilbert	Computer Science & Software Engineering	\$ 9,768	Economic Impact Analysis of the Alabama Green Industry
Erica Jackson	Health & Human Performance	\$14,837	Researching Adaptive Instruction
			Assess Validity of Laboratory Stressor Programs

Vivian Larkin	Rehabilitation & Special Education	\$17,000	Changing Trends in Vocational Assessment: Can Current Assessment Tools Meet Consumer Service Demands?
Paul Pitre	Educational Foundations, Leadership & Technology	\$14,333	College Choice as it Relates to African American Students
Melody Russell	Curriculum & Teaching	\$29,170	Development and Implementation of a Mentor Teacher Support Program for Cooperating Teachers
Cheryl Seals	Computer Science & Software Engineering	\$ 8,222	Reuse Programming for Novice Programmer Communities
L. Octavia Tripp	Curriculum & Teaching	\$28,752	Implementing the TNT Interdisciplinary Summer Science Camp for Rural African American Girls

Funds to Cover Departmental Costs for Travel, Release Time, Etc.
October 1, 2003 - May 1, 2004

<u>Faculty Name</u>	<u>Department</u>	<u>Amount</u>	<u>Professional Development Activity</u>
Rosephanye Dunn-Powell	Music	\$1,308	Hawaii International Conference on Arts and Humanities
Henry Fadamiro	Entomology & Plant Pathology	\$3,000	International Congress of Entomology
Vivian Larkin	Rehabilitation & Special Education	\$4,300	Empowerment through Entrepreneurship Conference
Paul Pitre	Educational Foundations, Leadership & Technology	\$1,925	Empowerment through Entrepreneurship Conference
William Powell	Music	\$ 698	Hawaii International Conference on Arts and Humanities
		\$ 507	College Music Society Southern Chapter Annual Meeting
		\$ 898	American Choral Directors' Association Southern Division Conference

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TITLE VI REMEDIAL DECREE REPORT

RECRUITMENT AND RETENTION
OF BLACK FACULTY AND ADMINISTRATIVE STAFF
ANNUAL FINANCIAL REPORT

INSTITUTION: Auburn University

Amount received as of May 1 of Current Fiscal Year (FY 2003-2004) (Oct 1, 2003-May 1, 2004) \$ 240,110

Method in which Funds were spent

Recruitment Efforts Black Faculty	Amount
Retention Efforts Black Faculty	\$ _____
Recruitment Efforts Black Administrative Staff	\$ <u>240,970</u>
Retention Efforts Black Administrative Staff	\$ _____
Total amount spent as of May 1 of Current Fiscal Year	\$ <u>240,970</u>

Were any black faculty members recruited and hired using these funds? NO If so, how many? _____

Were any black administrative staff members recruited and hired using these funds? NO If so, how many? _____

Please provide the total amount spent of the Court Ordered Recruitment and Retention funds as of May 1 of the Current Fiscal Year below:

General Recruitment Efforts**	Salary amounts for New Black Faculty Paid with Funds	Salary amounts for New Black Administrative Staff Paid with Funds	Salary amounts for Existing Black Faculty Paid with Funds	Salary amounts for Existing Black Administrative Staff Paid with Funds	Equipment for Black Faculty	Equipment for Black Administrative Staff	Funds for Research support for Black Faculty**	Funds to cover Departmental costs for Travel, Release Time, etc. **	Other**
							\$228,334	\$12,636	

DUE DATE MAY 3, 2004

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October 1, 2002 - September 30, 2003

<u>Faculty Name</u>	<u>Department</u>	<u>Amount</u>	<u>Research Activity</u>
Denise Davis-Maye	Sociology, Anthropology & Social Work	\$25,559	Daddy's Little Girl
Chester Galloway	Accountancy	\$ 5,453	Perceived Economic Alternatives as a Predictor of Employees' Intent to Quit: A New Construct Utilizing the Wage Survey Model
Willie Harper	Civil Engineering	\$20,836	Mechanisms for Removal of Endocrine Disrupting Compounds in Engineered Wastewater Treatment Systems

Funds to Cover Departmental Costs for Travel, Release Time, Etc.
October 1, 2002 - September 30, 2003

<u>Faculty Name</u>	<u>Department</u>	<u>Amount</u>	<u>Professional Development Activity</u>
Kim King	Educational Foundations, Leadership & Technology	\$3,819	People to People Ambassador Program