

**DEPARTMENT OF CURRICULUM AND TEACHING  
AUBURN UNIVERSITY  
FACULTY RECRUITMENT AND RETENTION PLAN  
ENHANCING FACULTY DIVERSITY**

Diversity Statement - The Department of Curriculum and Teaching offers undergraduate and graduate degree programs in Early Childhood Education, Elementary Education, Music Education and in the areas of specialization at the secondary level. These areas are English/Language Arts, Foreign Languages, Mathematics, Science, Social Science and Career Technical (Business and Agriscience Education). A graduate program is offered in Reading Education. All programs in the department lead to certification at either the B, A, or AA levels in Alabama. The objectives in the department include: 1) provide outstanding instruction in all programs, 2) emphasize research in the area of effective teaching and learning, 3) provide relevant clinical experiences for students, 4) develop additional partnerships with schools that have programs of quality and 5) provide our students with technology training. We believe that to achieve these and other objectives a quality faculty is essential. That faculty should represent diverse racial and ethnic groups. We are committed to recruiting and retaining faculty from under-represented groups. This document describes the process the department will pursue in our attempt to recruit and retain a diverse faculty for each of the unique content requirements in the Department. This document has been reviewed and approved by faculty in the department.

Department Commitment - The Department Head will have the responsibility for overseeing the implementation of this plan. Where indicated the Department will allocate its own resources and will also seek assistance from other sources in implementing the plan.

**Needs Assessment**

**Current Demographics of the Faculty of the Department of Curriculum and Teaching**

<u>Number</u>	<u>Rank</u>	<u>Race/Ethnicity</u>	<u>Gender</u>
4	Professor	White/Non-Hispanic	Male
2	Professor	White/Non-Hispanic	Female
3	Associate Professor	White/Non-Hispanic	Male
1	Associate Professor	African American	Female
7	Associate Professor	White/Non-Hispanic	Female
2	Assistant Professor	White/Non-Hispanic	Male
7	Assistant Professor	White/Non-Hispanic	Female
2	Assistant Professor	African American	Female
1	Assistant Professor	Hispanic	Female

**Pool of Available Candidates**

The recent data from the Office of Affirmative Action does not list percentages by areas of specialization, which is an important concern of this department. The most recent data from the area

of Curriculum and Instruction, however, indicates that 7.1% of the doctoral graduates are African American.

## **Goals**

### **1. Recruitment**

- a. In the coming five years the Department anticipates the possibility of 5-6 available positions due to faculty retirements or departures for other reasons.
- b. It is our goal that the full-time faculty in the department be of backgrounds that contribute to the racial and ethnic diversity of our faculty and reflect the demographics of the state. Therefore, it is our goal, in keeping with the Auburn University Institutional Diversity Plan (1999), that the department will continue to seek African American and other diversity faculty members for these positions.

### **2. Retention**

- a. The Department will implement a comprehensive retention plan designed to provide the greatest opportunity for the career and academic success for new and current faculty of under represented groups.
- b. The Department will seek to support the activities of our new hires through the promotion and tenure process.

## **Implementation Strategies and Activities**

### **Recruitment**

The department has been successful in the past several years in employing candidates from ethnically/racially diverse backgrounds. We have employed three African Americans and one Hispanic faculty member. As a group the faculty will continue to take responsibility for our professional ethical obligation to offer programs that are delivered by a diverse faculty.

1. The chair of each faculty search committee will be specifically charged by the Department Head with responsibility for diversity issues. The chair of the Search Committee will confer with the Department and the COE Director of Human Resources and Outreach to ensure that the Departmental plan is followed in the hiring process and that every effort is made to encourage the applications of candidates from under represented racial/ethnic groups. Prior to making an offer to any candidate, the Search Committee Chair will submit a report to the COE Director of Human Resources and Outreach through the Department Head describing the specific activities undertaken by the committee and the Department relative to diversity issues.
2. Improve visibility of Auburn University within professional organizations supporting diversity.

For example:

- a. Place advertisements in outlets such as professional journals and web pages, Holmes Scholars mail list and website, as well as the *Chronicle of Higher Education* and *Black Issues*.

- b. Use other technological communications to seek applications through curriculum and teaching department heads, and organizations such as NCTM, NCTE, and NCSS.
3. Improve visibility of Auburn University at institutions producing substantial numbers of racially/ethnically diverse doctorates. Actively solicit engagement with historically black colleges and universities in the region and nationally.  
For example:
    - a. Use personal contacts to seek applications - contact appropriate faculty and department heads (including HBCUs) to identify potential candidates. Make telephone or email contact with potential candidates. Follow-up on interest with contacts by faculty members from under-represented racial/ethnic groups in the College of Education.
    - b. Use informational mailings to institutions producing substantial numbers of racially/ethnically diverse doctorates.
  4. Include diversity-related information on the Departmental website.
    - a. References to Departmental commitments to diversity in the faculty and student body and links to diversity-related Departmental teaching, research and service.
    - b. Access to diversity related materials will be made available to all faculty and others via the Department web site.
    - c. List of all Departmental vacancies.
  5. Seek funds supporting hiring faculty from under-represented racial/ethnic groups with established records at the senior level.
    - a. The Department will identify senior candidates from under-represented racial/ethnic groups with established records and with interests consistent with the strategic plans of the department, college, and university. When such individuals are identified, the Department will make every effort to solicit the support of the university administration, in making available to the Department resources sufficient to attract the candidate to Auburn.
    - b. We will also request of the Dean of the College of Education that positions be identified as Assistant/Associate Professor.
  6. Increase the cultural sensitivity of the on-campus interview process.

The Department will include activities in the on-campus interview process which meet the interests and needs of the applicants.

For example:

1. Involve the Office of Human Resources in assisting with contacts as needed, such as faculty members from under-represented racial/ethnic groups, other faculty and staff groups, and community, cultural and religious groups.
2. Arrange a community trip for candidates.
3. Search committees have minority members when possible.

### **Retention of Current and New Faculty through the Tenure and Promotion Process**

1. Reduce teaching load in the first year to facilitate establishing a research program.

Assign teaching responsibilities to new faculty exclusively to courses for which on-campus expertise, assistance and support exist. When selecting a course or courses for new faculty to teach, the following guidelines will be applied to the extent possible:

- a. The course or courses assigned will be selected from existing courses (not newly created courses).
- b. The course or courses assigned will have been previously taught by faculty currently on campus.
- c. A faculty mentor with previous experience with the course or courses assigned (when possible) will be charged with working with the new faculty member to assist him or her with assigned teaching responsibilities. The course or courses assigned will be as consistent as possible with the new faculty member's background, interests, and previous teaching experience. These guidelines are primarily directed at individuals gaining their initial faculty appointments.

2. Provide resources to new faculty directed at developing skills in teaching and curriculum development.

The Departmental mentor for the new faculty member will be responsible for identifying activities on campus designed to improve teaching and learning effectiveness (e.g., activities coordinated by the Teaching Effectiveness Committee, Web Day). This information will be shared with new faculty, and they will be encouraged and supported to the extent possible to participate in such activities.

1. Facilitate a research program and provide start-up packages that include equipment support as necessary.
  - a. Offer packages that we believe include the critical elements necessary for the candidate to be a successful faculty member of the College of Education. Prior to any offer to a candidate, the Department Head and the Associate Dean for Research will meet to consider support necessary for the candidate in question to succeed at Auburn. The result of this meeting will be a concurrence as to what will be offered in terms of start-up support.
  - b. The Departmental mentor will join the new faculty member as a team member to seek campus funding resources, e.g., Departmental faculty development funds, COE New Faculty Research Funds, COE Outreach Grants, and Office of Research Grant in Aid support and other services of that office.
4. Facilitate the establishment of mentoring relationship(s), both cross and same ethnicity inside and outside of the Department.

In this context new faculty refers to individuals being hired into their first tenure-track academic position at the Assistant Professor or higher level. For all such individuals the Department Head, with input from new faculty, will designate one or more faculty mentors. The Department Head will notify the Associate Dean and the Director of Human Resources and Outreach of the individual or individuals selected. The mentor(s) will be expected to do whatever is possible to facilitate the success of the new hire. The mentor relationship will terminate at the time of the third year review.

5. Facilitate introductions to racially/culturally diverse faculty members and cultural and religious groups.
6. Regular (at least monthly) meetings with department head to facilitate transition in first year, access to resources, and manageable service responsibilities. Quarterly meetings after the first year will continue to assess the faculty member's progress and needs.

### **Evaluation**

1. Goal attainment with regard to faculty recruitment will be reviewed after each search with the entire faculty. (Department Head)
2. Search committees will report to the Department Head each of the recruitment implementation strategies and activities used to identify the relative success of each strategy. (Chair Search Committee and Department Head)
3. Goal attainment with regard to retention of African American faculty will be reviewed annually with those faculty. (Department Head)
4. Review reports from mentors and mentees and share these reports with the Director of Human Resources. (Department Head)
5. New faculty submit a written report to COE Director of Human Resources and Outreach evaluating mentoring and support services by the Department. (New Faculty)