
PSYCHOLOGICAL SCIENCES DIVERSITY, EQUITY, AND INCLUSION COMMITTEE



MISSION STATEMENT

The Department of Psychological Sciences at Auburn University recognizes, values, and upholds the contributions of students, staff, and faculty from diverse race, ethnicity, sexual orientation, gender expression or gender identity, age, country of origin, disability, physical stature and body size, religious or spiritual beliefs, socioeconomic class, and political beliefs. We are especially committed to increasing the representation of those populations that have been historically excluded from participation in U.S. higher education as a whole, and the field of psychological sciences, specifically.

Acknowledging the history and effects of systemic racism and discrimination, our department firmly stands for social justice for all people within and beyond our campus, particularly for Black, Indigenous, and People of Color.

Spring 2023 Updates

AIM 1: Enhance recruitment of Department of Psychology faculty and graduate students from historically marginalized/excluded backgrounds, while also working to improve retention of existing faculty and students by ensuring they thrive and feel supported.

→ Completed

- Continued work with [Auburn University's Office of Inclusion and Diversity](#) to implement best practices for recruiting historically marginalized/excluded scholars for all advertised faculty positions.
- Auburn University Bridges into Excellence (AUBiE) Fellowship: Successfully hosted the first AUBiE fellow in early April.
- Graduate student stipends will be increased for Fall 2023, with the minimum stipend amount for masters students going from \$9,800 to \$19,200, and the minimum stipend amount for PhD students going from \$13,680 to \$21,600. Over the next few years, the College of Liberal Arts intends to further raise stipends for PhD students with a masters degree to \$30,000.
- Supported the execution of the [Scholars Committed to Opportunities in Psychological Education \(SCOPE\) program](#) in early June, which is geared towards improving the recruitment and retention of BIPOC undergraduate students into graduate programs in psychology.

→ What's next for Fall 2023

- Maintain progress with [Auburn University's Office of Inclusion and Diversity](#) to continue to implement best practices for recruiting historically marginalized/excluded scholars for all advertised faculty positions.
- Graduate programs across the department will continue to work toward fully implementing newly developed holistic admissions approach, with a deadline implementation by end of Fall semester 2023.
- Continue to encourage the College of Liberal Arts to approve the department-approved (as of March 2022) tenure and promotion policy that provides credit for DEI activities.
- Once tenure and promotion policy gets approved at college and institution level, update the Faculty Annual Review policy to incorporate and encourage DEI activities and obtain department-level approval.

Spring 2023 Updates

- Apply for funding through Auburn's Office of Inclusion and Diversity to expand the AUBiE Fellowship program during the 2023-2024 academic year.

AIM 2: Provide programming to enhance the intergroup competencies and practices of the faculty and graduate students in the Department of Psychological Sciences.

→ Completed

- Executed two departmental colloquia in Spring related to DEI topics.
 - Thank you to the [Office of International Programs](#) and [Ms. Danielle Chapa](#) for joining us this spring.

→ What's next for Fall 2023

- Prepare for hosting of departmental colloquia in Fall.
- Begin to prepare for future departmental colloquia for Spring 2024.

AIM 3: Advance research and support for incorporating DEI goals and materials into our curriculum and courses.

→ Completed

- Data was collected from undergraduates providing feedback on adequate incorporation of DEI content into department curricula.
- Held roundtable discussions with faculty from graduate and undergraduate programs to discuss incorporation of DEI materials into the training of students.

→ What's next for Fall 2023

- Disseminate feedback collected from undergraduates on the curriculum.
- Continue building the department's DEI resource repository, as well as implement new strategies to improve repository navigation and increase repository use within the department.
 - Will continue to work with IT to obtain data on navigation traffic and use.
- Continue to hold faculty roundtable discussions, at least once per semester.
- Develop a formalized department-wide checklist that incorporates DEI goals for conducting peer teaching evaluations.

Spring 2023 Updates

- Continue to solicit graduate and undergraduate student feedback about adequate incorporation of DEI content throughout department curricula, especially in non-clinical graduate courses.

AIM 4: Expand resources, access, and publicity for diversity science research.

→ Completed

- Expanded access to funding for research opportunities for undergraduates by initiating a new program that allows department undergraduates to seek support for travel to academic and professional conferences.

→ What's next for Fall 2023

- Organize and maintain up-to-date information on funding, award, and research opportunities for students on the department website.
- Obtain approval for new departmental milestone rubrics that include DEI evaluation and implement their use.
- Incorporate materials describing the department's diversity-focused research on the DEI website.

AIM 5: Assess and address department climate across all stakeholders and cultivate inclusive physical space in the department.

→ What's next for Fall 2023

- Continue ongoing consultation with the Office of Inclusion and Diversity and the College of Liberal Arts on a sustainable plan for regular assessment of department climate.
- Continue to increase departmental awareness of resources available through the [AU Bias Education and Response Team](#) by highlighting on the departmental website and reaching out to department faculty.
- Continue to evaluate and assure that signage and artwork throughout the department is inclusive.