

PSYCHOLOGICAL SCIENCES EAGLEs COMMITTEE



Guided by [Auburn University's Strategic Plan](#), Psychology EAGLEs is committed to:

1. Fostering **engaging** student and research experiences.
2. Remaining **accountable** to stakeholders in our classrooms, labs and local communities.
3. **Growing** research advancements in the psychological and brain sciences that are innovative, representative and benefit Alabamians.
4. Develop responsible **leadership** in education and research practices.
5. **Empowering** department and community constituents to be active and respected partners in our classes and scholarship.

The Department of Psychological Sciences at Auburn University recognizes, values and upholds the contributions of students, staff and faculty from all identities including 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.

These values are directly support by the accreditation mandate of the American Psychological Association (APA; e.g., Standards I.B.2, III.A.1.b.i-ii and IV.B.5) and training mandates of the Society of Industrial and Organizational Psychologists (SIOP; General Knowledge and Skills #1).

To this end, our committee has the following broad aims:

Aim 1. Enhance recruitment of Department of Psychological Sciences 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:

- Developed a volunteer opportunity for psychology undergraduate and graduate students at Circles Opelika and submitted an AU Competitive Outreach grant application to support further program development and engaged scholarship with this community partner.
- Continued implementing best practices for equitable faculty recruitment in all faculty search committees.
- Planned for SCOPE 2024 (e.g., identified program date, refined program structure and sent out first SCOPE newsletter to partners and alumni).
- The directors of our three PhD programs participated in [APA's Virtual Graduate School Fair](#), which aims to connect diverse prospective students with graduate programs in psychology.
- Continued holistic application review for graduate student applications.

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

Completed:

- Safe Zone training complete for all clinical graduate students
- Graduate Student Engagement Subcommittee held 'Walk in My Shoes' events to build intercultural competence.
- Continued event calendar for programs across campus to benefit intercultural competence, recognize holidays, and initiatives to facilitate greater community and campus engagement.

Fall 2024 Updates

- Brought in one speaker, Dr. Chardee Galan, fall 24
- Will bring in another speaker, Lisa Diamond, spring 25
- Working on developing a workshop to better understand and accommodate neurodiverse students

Aim 3: Enact best practices to engage and empower classroom and research stakeholders from all backgrounds and improve the lives of Alabamians.

Completed:

- Continue curating and promoting the Multicultural Resource repository. Added new resources related to academic writing, research, and undergraduate success.
- Hosted trainings on the use of the resource repository.
- Assessed use of the resource repository. Sixty-five percent of faculty report knowing how to access the repository and 41% have explored and implemented resources in their classes.
- Conducted roundtables on special topics related to department issues (e.g., economic disparities for students, campus violence, equitable research practices).
- Added Resources for the Roundtables, more lab training modules for undergraduate students, and the upcoming 2026 federal law about disabilities accommodations, which are in the process of being organized but do have training materials on updating class materials for Canvas from the Writing Center.

Aim 4: Grow research activities to expand access to psychological sciences, engage community stakeholders and give back to our local Alabama communities.

Completed:

- Facilitated childcare resources for Circles Opelika, geared at combating poverty in Lee County.

Aim 5: Assess and address department climate across all stakeholders and cultivate a physical and social space that is welcoming to all students, staff and faculty.

Completed:

- Developed and disseminated a graduate student resources document with an emphasis on students with marginalized or underrepresented identities
- Continued to meet monthly with leadership from the graduate student subcommittee to support their efforts to implement groups to support graduate students from marginalized identities.

Fall 2024 Updates

- Continued to increase departmental awareness (faculty, staff, students) of the resources available for reporting bias via email (e.g., BERT)
- Developed a plan to updating inclusive signage and artwork in Thach, with plans for implementation in the spring and summer of 2025.
- Identified plan to make Cary Hall ADA accessible, with implementation over the winter break 2024.