















**The President's Commission on Diversity was appointed in January 2002 by President Todd is charged with the following:**

-  **Advise** the President on issues, policies and practices that affect the University of Kentucky's commitment as a champion of diversity;
-  **Report** regularly to the President and the University community on the status of issues of diversity at UK on matters of racial and ethnic diversity in employment, working environment, compensation and campus leadership
-  **Offer recommendations** to redress all forms of racial and ethnicity-related inequities
  - Recommendations for enhancing the University's recruitment, retention and graduation of minority students in all of its programs
  - Recommendations for enhancing the University's recruitment and retention of minority faculty and staff
-  **Propose initiatives** to ensure racial and ethnic diversity at the University of Kentucky, which fully engage faculty, staff and students in the creation of a campus that is inclusive; Inclusion of cultural affairs, communications, curriculum and extracurricular opportunities

**The following is a list of accomplishments realized by the President's Commission on Diversity, 2002 to present:**

-  Established and operationalized the Commission, its structure, charge and mission
-  Prepared and conducted retreats to organize the Commission membership, understand and capitalize on talents, and establish viable goals for promoting a diverse workforce.
-  Developed university-wide initiatives with eighteen specific recommendations relative to the faculty, staff and student status of historically underrepresented populations at this institution
-  Proposed and sponsored the "Bucks for Brains" summer research initiative for undergraduate students intended to "grow our own" student scholars (N=102 applicants for 25 positions with 22 students chosen)
-  Developed and launched the PCD website with identifying logo, that is both historical and informational, to reshape the image of UK coupled with resource listings as a university clearinghouse.
-  Published a set of 18 initiatives and recommendations to the President on the PCD website
-  Assisted in the preparation of a senior level community relations and outreach initiative whose goal is to achieve the participation of culturally diverse individuals through planned programs established with the Vice President for Academic Outreach.
-  Secured an artistic bust stature of Mr. Lyman T. Johnson to support efforts of university fine arts faculty member in commemoration of the accomplishments of a memorable and historic alumnus.



**UK**  
UNIVERSITY OF KENTUCKY  
President's Commission on Diversity



- ✿ Established an ongoing Panel on Diversity series.
- ✿ Proposed an emergent occasional paper series incident to the study of diversity in higher education.
- ✿ Developed the Brown v. Board of Education proposal for a university-wide yearlong commemoration of the landmark decision and its impact on Kentucky higher education.
- ✿ Established the Commission on Diversity Award that promotes and recognized the value of cultural diversity actualized by an individual, unit or program.
- ✿ Conducted numerous presentations or visitations to various campus units or other related initiatives
- ✿ Conducted presentations at national conferences and external agencies, including the Kentucky Council on Postsecondary Education Committee on Equal Opportunity.
- ✿ Co-sponsored the African American Studies and Research Program's annual Black Women's Conference for two years.
- ✿ Cosponsored university and community forums and symposiums designed to enhance awareness, understanding and sensitivity among multiple audiences [e.g., Langston Hughes symposium (with the African American Studies and Research Program), Stacking the Deck for Minority Candidates panel (with the Teaching and Learning Center), Black Faculty Education Workshops (with the Office of Minority Affairs)]
- ✿ Co-sponsored numerous academic and cultural events (e.g., The Carter G. Woodson lecture series, new faculty orientation, etc.)
- ✿ Conducted continuing professional education and development for faculty, staff and students (e.g., Curriculum Transformation Institute)
- ✿ Collaborated with academic and student affairs units to ensure a continuing commitment to the values and enhancement of diversity
- ✿ Participated in professional development with several Commission members attending a national research conference on diversity issues.
- ✿ Co-sponsored and participated in the Young Men's Christian Association Black Staff Achievers recognition ceremony.
- ✿ Participated in the Lexington Magic Johnson Urban Enterprise initiative.
- ✿ Sponsored the UK Chapter of MANRRS Luncheon for YMCA Black Achievers