Moving Forward Together: Conversations about Shared Priorities and Values

Outcomes Update

August 30, 2016

On November 12, 2015, African American student representatives met with President Capilouto, Provost Tracy, Interim Vice President for Institutional Diversity Terry Allen, and other key administrators at Maxwell Place. The purpose of the gathering was to discuss African/African-American Student Concerns on Racial Climate. Students identified and discussed their Top Five Concerns with Solutions and Strategic Plan References. The following concerns and solutions were communicated:

1) Accessibility to resources/funds—Organizations/Scholarships/African American Programming.

   Solution:
   - Percentage of student fees goes to African American programming.
   - Increase scholarship funding proportionately.

2) Office for Institutional Diversity (OID) is not effectively structured or empowered.

   Solution:
   - Restructure (OID) with input from students, faculty and benchmarks.
   - Allocate funding and specific powers-protocol for racial violence and discrimination.
   - The Division of Student and Academic Life, Dean of Students Office updated the Student Code of Conduct to include language that speaks to civility and how we expect students to treat each other.

3) Measurable benchmarks for diversity and accountability measures.

   Solution:
   - Ongoing transparent communication of outcomes and mechanisms of meeting strategic plan benchmarks, as well as consequences.

4) Lack of African American professors and their retention on campus.

   Solution:
   - Intentional recruitment plans for hiring and retaining African American professors that is supported and funded.

5) Class on race and ethnicity that all students must take as a graduation requirement.

   Solution:
   - Update UK Core requirements to include a required class that focuses on race and ethnicity.
On February 10, 2016, President Capilouto, Provost Tracy, Interim Vice President for Institutional Diversity Terry Allen, and other key administrators met with the same group of students at The 90 to provide an initial update on the accomplishments related to the Top 5 Concerns that were communicated. The first concern, which pertained to accessibility to resources and funds, was addressed by Mr. Victor Hazard, the Interim Associate Provost for Student and Academic Life, with the assistance of Dr. Cleo Price, the Graduate School’s new Assistant Dean for Graduate Student Records and Diversity Outreach. The second concern, which pertains to the Office for Institutional Diversity, was addressed by the Interim Vice President for Institutional Diversity, Mr. Terry Allen. Provost Tim Tracy addressed the third concern, which pertained to measurable benchmarks for diversity and accountability. Dr. Sonja Feist-Price, Sr. Assistant Provost for Faculty Affairs, addressed concern four, which pertained to the lack of African American faculty and retention issues. The fifth and final concern, which pertained to a required course on race and ethnicity, was addressed at that time by Dr. Charley Carlson, the former Sr. Vice Provost for Academic Excellence.

At the conclusion of the February 10th meeting, students asked the administration to present the PowerPoint presentation to the larger campus community at a student-facilitated town hall meeting. The administration agreed to this request, and the town hall occurred on Monday, February 29, 2016. Students also posed a list of questions shortly after the town hall meeting, and a written response was provided. The University continues to foster a community of inclusive excellence.

The following information provides an update on the ongoing work associated with the students’ Top 5 Concerns:

**Concern #1:**

Accessibility to Resources /Funds—Organizations/Scholarships/African American Programming

- Percent of Students Fees for African American Programming
- Increase Scholarship Funding Proportionately

**Lead:** Mr. Victor Hazard, Interim Associate Provost for Student and Academic Life, with the assistance of Dr. Cleo Price, Assistant Dean for Graduate Student Records and Diversity Outreach

**Action:**

*Scholarships – Enrollment Management, Graduate School*

- The current fiscal climate does not diminish the President’s commitment to student engagement within our campus community
- Partnerships have been formed with Student and Academic Life and Institutional Diversity to advance African American Student Programming
- Greater attention is devoted to student groups to ensure access to campus facilities for programming
- *The Provost Persistence Grant* (PPG) encourages retention, progression, and graduation of UK undergraduate students by assisting students who are experiencing financial challenges. During the 2015/2016 Academic Year, 209 students were awarded the *Provost Persistence Grant*. Of this number, 115 (54%) were underrepresented minority
students, with 81 or 39% being African American student recipients, and 124 or 59% being Kentucky residents.

- The amount of the Parker Scholarship (Undergraduate) has more than doubled from $7.5 million in the 2009/2010 Academic Year to $15.4 million in 2015/2016 Academic Year. This amount will increase by $600,000 for the 2016/2017 Academic Year.
- The amount of the Lyman T. Johnson Fellows Awards (Graduate) has increased from $926,000 in 2011/2012 to $1,064,900 in 2015/2016.
- As it relates to African American Student Programming, Student and Academic Life and the Office of Institutional Diversity have taken into consideration students comments regarding programming and support. As such, steps have been taken to ensure policies and procedures are in place to meet the needs of diverse student groups. Specifically, adjustments have been made to ensure any requests and needs are appropriately considered and in a timely fashion. For examples, Underground Formal was reinstated by the Student Activities Board. This event was held on February 19, 2016 and approximately 400 students were in attendance. As it relates to programming needs, $5,000 has been allocated to the MLK Center for programming.
- With the decommissioning of the Student Center, more demand has been placed on existing facilities. However, the concern communicated about Access to Campus Facilities for Programming is important and requires attention. As such, meetings have been taking place with Ms. Penny Cox (in EVPFA’s Office), Mr. Kahlil Baker (MLK Center), Ms. Ashley Casteel (Student Center & Event Management), Athletics, and Mr. Terry Allen (IVPID) to identify appropriate venues for routine meetings and special events (e.g. Fall 2016 Step Show to be held in an athletic venue). Also, off-campus facilities will be made available to the extent necessary.
- The Code of Student Conduct was updated to include guidelines on civility and non-discrimination. The Dean of Students has worked collaboratively with the Office of Legal Counsel and the Office of the Provost to incorporate changes into the Code of Conduct. Such changes were reviewed and approved by the Board of Trustees at the June 2016 meeting.

The Graduate School has also been involved in ensuring accessibility to resources and funds. To date, the following has occurred:

- A mentoring program has been established for Lyman T. Johnson Fellows
- Allies for Diversity is a mentoring program that is being developed for underrepresented minority (URM) graduate students. A list of faculty mentors has been identified from faculty who expressed an interest in being involved in this initiative.
- An opening of the term social mixer has been planned for URM graduate students and LT Johnson, SREB, and McNair Scholars. The purpose of the mixer is to discuss and update attendees on the mentoring program and opportunities for mentoring.
- Web-based resources on best practices for mentoring relationships are available for faculty mentors.
- A Fall 2016 social event and informational session will occur with faculty mentors and students.
Concern #2:
Office for Institutional Diversity (OID) is Not Effectively Structured or Empowered

- Restructure
- Funding and Powers
  - Racial Violence and Discrimination

Lead: Mr. Terry Allen, Interim Vice President for Institutional Diversity

Action:
Assessment of the Vice President for Institutional Diversity central unit is under review. Specific needs and recommendations are being examined to identify responsibilities and develop an organizational chart that supports an increase in professional staffing. Additionally, an examination of diversity and inclusion institutional structures nationwide is being conducted. Universities examined include all Southeastern Conference and UK benchmark institutions.

Assessment of the Office for Institutional Diversity’s Effectiveness as it relates to the campus survey of students, faculty and staff: The Office for Institutional Diversity self-study is complete. An external review team will be assigned to review the self-study, conduct stakeholder interviews and develop a final report.

Fund, Support and Transform Institutional Diversity Departments, which include resources for CARES, SSS, MLK CENTER, HCSDS, and LGBTQ*: All units under the auspices of OID are of utmost importance. Funds have been allocated to strengthen human and physical resources for each unit. Vacant positions filled, new positions created, and facilities either enhanced or plans underway to enhance. Health Colleges Student Diversity Services changed the mission to become the Center for Graduate and Professional Diversity Initiatives. All graduate and professional students campus-wide will be served by this unit. Increased resources, including funding, staffing and facilities, are pending.

New University of Kentucky Diversity Plan: Based on a new diversity policy by the Kentucky Council on Postsecondary Education, the University will seek compliance by development of a new diversity plan. According to a June 2, 2016 correspondence from CPE, it was determined that CPE would postpone the approval of a new diversity policy until the September Council meeting. This impacts timing of the University’s new diversity plan. However, we will begin examination of potential diversity plan goals.

Diversity Organizations Council—Increase Programming Budget $10,000 Annually: This action has been achieved. The 2016-2017 fiscal year budget will retain this increased budget amount. Review of student diversity programming is ongoing.

Memorial Hall Mural Committee: In January 2016 President Capilouto formed and charged the Mural Committee with recommending a plan of action for the atrium in Memorial Hall which serves as an important venue for educating students and welcoming visitors. The committee was asked to determine specifically how best to give a context to the mural that reflects our shared values and the University’s compelling interest in the educational benefit of diversity. The Memorial Hall Mural Committee worked throughout the Spring and Summer terms in an effort
to develop sustainable recommendations. Committee members received ideas and feedback from individuals and groups, including students.

Proposal—Center for Equality and Social Justice: There is a clear, continuing need for greater equality and social justice across the U.S. and in Kentucky specifically. Based on these needs for greater equality and social justice, researchers from across the campus community have proposed a University of Kentucky Center for Equality and Social Justice. The UK Center for Equality and Social Justice will be structured around three key facets: (1) Research, (2) Policy Studies and Law, and (3) Community Engagement and Advocacy. The Center will help scholars and students draw connections between these facets, with the aims of better understanding social inequality through scholarship and collaboration, shaping policies and practices to reduce existing inequality, and empowering scholars, students, and the community to advocate for greater social justice. The University of Kentucky is uniquely positioned to study and offer solutions readdressing inequality and promoting social justice on the basis of race/ethnicity, immigration status, gender, sexual orientation and gender identity, religion, and class. UK has numerous strengths in these domains, and one of the primary goals of the Center would be to draw on the strengths of the individual scholars, programs, centers, and departments already in place. This Center can be a common resource and support for many of the existing programs, and can help us all feel like there is “strength in numbers” as we grapple with these complex social problems. The co-directors for the proposed Center are Professors Christia Spears Brown (Arts and Sciences) and Melynda Price (Law, Former Director of AAAS), and will include scholars and researcher across the university’s 17 colleges. Processes are underway to make this center a reality.

Concern #3:

Measurable Benchmarks for Diversity and Accountability Measures

- Transparent Communication of Outcomes, Meeting Strategic Plan Objectives, Accountability

Lead: Dr. Tim Tracy, Provost

Action:

The University will continue to move forward with all diversity efforts and will provide an Annual Report on all diversity metrics. Aggressive metrics have been identified for the 2015-2020 Strategic Plan for underrepresented minority students as it relates to enrollment and success. Accountability metrics will be used for all faculty, administrators, and professional employment personnel.

Concern #4:

Lack of African American Professors and Their Retention on Campus

- Intentionally Funded Recruitment Plan and Retention Plan

Lead: Dr. Sonja Feist-Price, Sr. Assistant Provost for Faculty Affairs
Action:
The University of Kentucky aspires to cultivate and maintain a culture that is truly welcoming and inclusive, where the contributions of every individual is equally recognized, appreciated and valued. As such, the University of Kentucky (UK) has embarked upon a 3- to 5-year campus-wide Unconscious Bias Initiative that includes students, faculty, and staff (including healthcare providers). Thus, the purpose of the Unconscious Bias Initiative is to provide a sustainable roadmap for impacting awareness on campus for all members of the UK community beginning with leaders. Among the initiatives are faculty search committee trainings for all faculty search committees, unconscious bias training to faculty, staff, students and health care providers, events that include internal and external speakers, and scholarly research activities (e.g., grant-writing, publications and presentations) involving unconscious bias efforts. As a means to inform the Unconscious Bias Initiative and assess campus climate, a climate survey was conducted from late-March to mid-April for all campus constituents (students, faculty and staff, which include health care providers. The climate survey assessed issues related to openness to diversity, welcoming campus climate, curricular/co-curricular effectiveness, perceptions of disparate treatment, community engagement, and faculty interactions. Over 8,000 constituents participated in the campus climate survey.

Faculty recruitment, inclusion and retention are very important to the University. The following efforts are underway:

- From November 2015 to April 2016, Mr. Terry Allen (Interim Vice President for Institutional Diversity) and Dr. Sonja Feist-Price (Sr. Assistant Provost for Faculty Affairs) held Fireside Conversations with minority faculty groups, including African American, Hispanic, Muslim, LGBTQ*, Asian, and Native American. The purposes of these meetings were to better understand the benefits and challenges of university life and allow faculty to establish relationships with other colleagues with whom they may not have an opportunity to interact. Reports were compiled following each of these meetings, and a comprehensive report was completed that synthesized all of the findings. Mr. Allen and Dr. Feist-Price will use this information to better assist minority faculty, and plans are underway to carry-out the needs expressed by faculty.
- The Diversity Incentive Funds have increased from $350,000 to $700,000 annually. These resources will be used to assist with hiring and retaining underrepresented minority faculty.
- The Annual President and Provost sponsored meet and greet reception will occur August 31st and include all minority faculty.
- The Black Faculty and Sr. Staff Family Social at Jacobson Park occurred at the opening of the term. The event provided an opportunity for new and existing faculty, senior staff and their families to enjoy a time of food and fellowship.
- A 3.5 hour workshop titled Mentoring Junior Faculty through Promotion & Tenure is offered to each Chair’s Academy. This workshop includes a 1 hour presentation on “Special Considerations for Diverse Faculty”
• The Office of Institutional Diversity, the Center for the Enhancement of Learning and Teaching, and the Office of Faculty Advancement and Institutional Effectiveness are partnering to offer a webinar titled *Move Beyond Civility: How to Facilitate Difficult Dialogues in the Classroom*. This event is scheduled for September 27, 2016.

• There are a number of committees and councils that will assist with appropriately addressing the needs of underrepresented faculty. Included are the following:
  
  ○ *African American Faculty Advisory Committee*: This committee involves faculty representatives from across our campus community and across faculty ranks. Committee members established a charge and are spearheading efforts to impact faculty recruitment and retention, and identifying ways to recognize and award inclusive excellence.
  
  ○ We are finalizing the formulation of the *Faculty Council on Diversity and Inclusion*. This will include underrepresented minority faculty from throughout our campus community who will assist with inclusive excellence.
  
  ○ *Faculty Forward: The Committee on Faculty Success and Advancement*: This committee includes key stakeholders involved in faculty affairs who assist with positively impacting the success and advancement of our faculty constituents, including underrepresented minority faculty.

• The Office of Faculty Advancement and Institutional Effectiveness offers workshops on a number of essential topics, some of which are specifically targeted for underrepresented minority faculty. Among the workshops that have either been developed or in the process of being developed are:
  
  ○ Understanding Performance Reviews and Promotion & Tenure Expectations
  
  ○ Getting Promoted to Professor
  
  ○ Rejuvenating the careers of late-career faculty

• Conversations with key administrators and diverse faculty:
  
  ○ Vice President for Research on *Advancing your Research Agenda*
  
  ○ University President and Provost
  
  ○ Vice President for Institutional Diversity
  
  ○ Sr. Assistant Provost for Faculty Affairs

• Building community engagement and belonging through social interactions
  
  ○ Receptions prior to and after social events
  
  ○ Social gatherings to promote community-building and networking

• Establishing best practices for faculty recruitment, hiring and retention efforts, particularly as it relates to hiring underrepresented minority faculty

• Developing a faculty handbook that includes relevant information about mentoring and supporting early-career faculty, particularly persons from underrepresented minority faculty

• Establishing mentoring models based on best practices for unit administrators to implement for early-, mid-, and late-career faculty
• Establishing awards and recognitions for inclusive excellence
• University of Kentucky is partnering with Northern Kentucky University and the Council on Postsecondary Education on the Symposium on Inclusive Excellence, which will occur October 13-14, 2016.
• Conduct faculty exit surveys, both retroactively (previous 5 years), as well as with faculty who are currently separating for the University. This information will help to inform initiatives and resources at the University.
• College Diversity and Inclusion Officers have been identified in each college and school. These officers will work collaboratively with the Vice President for Institutional Diversity and the leadership of their college to achieve the vision and strategic objectives of Diversity and Inclusivity within their respective college and the greater University community.

Concern #5:
Class on Race and Ethnicity That All Students Must Take as a Graduation Requirement

Lead: Dr. Charley Carson, Senior Vice Provost for Academic Excellence with the Support of Dr. Kirsten Turner, Special Assignment to the Office of the Provost

Action:
A variety of courses have been reviewed that are included in UK Core’s 9th and 10th Content Domains. Currently, all students are required to take a course that “promote(s) a student’s understanding of historical, societal and cultural differences, such as those arising from race, ethnicity, gender, sexuality, language, nationality, religion, political and ethical perspectives, and socioeconomic class; engage students in grappling with conflicts, compromises, and/or ethical dilemmas stemming from the complex and diverse cultural contexts of US communities; and foster effective and responsible participation in a diverse community or society in the United States.” A second course is required that will “equip students to participate in a diverse, multiethnic, multilingual world community. Global trends, social change, and civic engagement in the context of local cultures outside the U.S.” It would be helpful to review this information at future meetings.

Although two courses are currently required from two distinct lists of courses, the call to "require all students to take a course on race and ethnicity as part of the requirements for graduation,” was presented by students at the November 12, 2015 meeting and later from faculty who prepared an open letter to the UK community. As such, a core group will examine in a scholarly way how to address the request for “a required course on race and ethnicity” in light of UK Core’s original intents and the concern communicated by students and faculty. This examination explores and determines what pedagogical strategies and course structures may better accomplish the creation of a community of inclusive excellence. Additionally, programs that foster diversity/inclusivity during K-Week were also be enhanced, and a second diversity module in the UK 101/201 curriculum has been developed and will be offered beginning Fall 2016. The purpose of these initiatives is to provide the best educational experiences that will improve the campus climate for diversity.
Bias Incident Support Services and Reporting

Lead: Ms. Carol Taylor-Shim, Bias Incident Response Coordinator, Violence Intervention and Prevention Center

In addition to the concerns mentioned, students also asked for a place to go for support when they are impacted by an instance of hate, bias, racism, or identity-based violence. Along with that place of support there was also a request for a formalized institutional reporting mechanism. In response to those requests the Violence Intervention and Prevention Center (VIP), which is part of the Division of Student and Academic Life, expanded the scope of services to provide support and advocacy for any student, staff, or faculty member impacted by an act of bias, hate, or identity-based violence.

Bias Incident Support Services (B.I.S.S.) include:

- Support at the time of crisis
- Resource to support physical, emotional and academic well-being
- Information on reporting options
- Assistance Navigating campus and community reporting systems and resources

The Bias Incident Response Team (B.I.R.T.) is the entity through which incidents of identity-based violence and harassment can be reported, reviewed and appropriate action can be taken by the University. This will allow the University to respond to individual incidents and to examine trends and themes that need to be addressed. Reports can be made anonymously or contact information can be provided and the Bias Incident Response Coordinator will reach out to office support and services.

For further information on Bias Incident Support Services and the Bias Incident Response Team, please go to [http://www.uky.edu/StudentAffairs/VIPCenter/support_bi.php](http://www.uky.edu/StudentAffairs/VIPCenter/support_bi.php) or contact the Bias Incident Response Coordinator, Carol Taylor-Shim, directly at carol.taylor@uky.edu or 257-3574.

The following Webinars have been offered to the campus community:

- “Racial Climate Programs: Campus Strategies for Success”
- “Black Men and Mental Health: Understanding Needs, Breaking Down Barriers to Achieve Greater Success & Achievement”
- “Create a Safe and Inclusive Campus Facility for Transgender Students”
- “Hate Crimes and Clery: Are You In Compliance?”
- “Microaggressions: Improve Your Campus Climate and Community”
Upcoming Webinars:

- “Support Your Muslim Students: Address Islamophobia, Create Safe Spaces and Manage Incidents Appropriately”
- “Will Free Speech Survive on Campus: How to Find Balance in the Space of Politics, Race, Gender and Religion that Create Protests and Triggers”