



Recruiting and Retaining a Diverse Faculty: Building an Inclusive Curriculum

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African American and Africana Studies (AAAS)



Cross-Collegiate Interdisciplinary
Program Reporting to College of
Arts and Sciences



Bachelor of Arts (BA) in AAAS

- New Fall 2019
 - Six courses from the program
 - Five additional courses from approved list
 - Two more electives
 - Courses from more than a dozen departments in a wide range of colleges



Cluster Hire in AAAS



- Six new hires
- Four Departments
- Three at level of Associate Professor
- More than 20 new classes a year
- Cluster hire shows UK's commitment



Dr. Nikki Brown



Associate Professor of
History and AAAS

African-American
historian whose work
focuses on black
women's activism

Acclaimed professional
photographer



Dr. Kamahra Ewing

Assistant Professor of
English and AAAS



English and film studies
scholar whose focus is on
the Black Atlantic,
postcolonial studies, and
film studies



Dr. Regina Hamilton

Assistant Professor of
English and AAAS



Literary scholar whose
research interests focus on
20th and 21st century
African-American
literature and African-
American women's
literature



Dr. Frances Henderson

Associate Professor of
Gender and Women's
Studies and AAAS



Political scientist, gender
scholar and Africana
scholar who is working
on anti-racist
organizations in the
rural South



Dr. Bertin Louis

Associate Professor of
Anthropology and AAAS



Cultural anthropologist
whose work focuses on the
African diaspora, Africana
studies, religion, race, and
racism

AAAS Director of
Undergraduate Studies



Dr. Derrick White

Associate Professor of
History and AAAS



Historian of modern black
history and sports history,
with a focus on African-
American organizational
life



Cluster Hire in LatinX Studies

- Emerging Area of Curriculum
 - Started with Hispanic Studies (Spanish Department) and History
 - Commitments for new courses across social sciences
- Need for diversity in faculty



Dr. Eladio Bobadilla

Assistant Professor of
History



Modern U.S. historian
with particular interest in
immigration history, ethnic
history, and working-class
history



Dr. Arcelia Gutierrez

Assistant Professor of
Hispanic Studies



An interdisciplinary
scholar with research
focus on LatinX studies,
media studies, and social
movements



2018-19 Initiatives to Increase Faculty Diversity

- Doubling of support from Provost for under-represented minority (URM) hires
- Support from Vice President for Research for start-up packages for URM hires
- Unconscious Bias Training for all search committees, University-wide
- Inclusivity statements with all faculty job applications in all fields in the College of Arts and Sciences



Where We Go From Here

- 2019-20 AAAS Cluster Search
 - Four Colleges: A&S, Education, Gatton, and Fine Arts
 - Build out inclusive curriculum with focus on particular topics
 - Continue to build faculty diversity
 - Searches linking LatinX and AAAS hiring priorities (Afro-Latinx, Afro-Caribbean)
- 2019-20 Efforts in LatinX
 - Curricular development
 - Faculty coordination
- Cross-collegiate efforts to bring more faculty speakers to campus and explore targeted hiring opportunities in all fields