

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Katrice A. Albert, Vice President for Institutional Diversity



AN EQUAL OPPORTUNITY UNIVERSITY

**ACCELERATING INCLUSIVE
EXCELLENCE:
OUR CONSEQUENTIAL IMPACT**

ACCELERATING INCLUSIVE EXCELLENCE: OUR CONSEQUENTIAL IMPACT

1. Update on diversity, equity and inclusion (DEI)
implementation plan project 11: committee on responsible speech
2. Update on diverse faculty success
3. Introduction of Damon L. Williams, Jr.
4. INSIGHT into Diversity magazine Higher Education Excellence in Diversity (HEED) award

ACCELERATING INCLUSIVE EXCELLENCE: OUR CONSEQUENTIAL IMPACT

DIVERSITY, EQUITY AND INCLUSION (DEI) IMPLEMENTATION PLAN ALIGNED WITH UK STRATEGIC PLAN



(6) UK101 Diversity Modules

(7) DEI Student Experience Module

(10) Student Gathering Space



(2) Employee Recruitment and Retention

(5) College and Unit DEI Officers



(1) Faculty, Teaching Assistant (TA) Professional Development

(8) Mini-internship Program

(15) UNITE Research Priority Area

(16) Inclusive Postdoctoral Enrichment Program



(3,4,9) DEI Advisory Groups

(11) Committee on Responsible Speech

(14) Supplier Diversity Purchasing Program



(12) DEI Campus Plan

(13) DEI Public Art Fund

(17) DEI Community Advisory Group

COMMITTEE ON RESPONSIBLE SPEECH

Project 11: Committee on Responsible Speech

Phase one worked to examine the speech climate at the university and propose policy recommendations that reflect the university's values on responsible speech, while respecting and complying with the protections provided under the U.S. Constitution, the Kentucky Constitution, the Kentucky Campus Free Speech Act and other relevant federal and state laws.

Phase one committee members:

- Lead: Scott Bauries (professor, J.D. Rosenberg College of Law)
- Lead: Danny Murphy (assistant dean of community engagement and operations/chief diversity officer, J.D. Rosenberg College of Law)
- Sydney Blocker (ambassador for inclusive excellence/resident advisor, student)
- Brian Frye (professor, J.D. Rosenberg College of Law)
- Christine Harper (associate provost for enrollment management)
- Martina Martin (associate director of student transitions and family programs)
- Melynda Price (director, Gaines Center for the Humanities; professor, J.D. Rosenberg College of Law)
- Steven Roberts II (student)
- Leon Sachs (associate professor, Modern and Classical Languages, Literatures and Cultures)
- Shannan Stamper (deputy general counsel for finance and administration)
- Dominick Williams (assistant vice president for strategy and enhancement, Student Success)

Importance of a Committee on Responsible Speech

- Greater understanding of, and appreciation for, academic norms of discourse, including respectful listening, evaluation and use of evidence and crafting dialogue toward improving knowledge and understanding, rather than winning and losing
- Proactive communication efforts around diversity and inclusion help reduce incidents that negatively impact the campus climate and biased targeting of individuals or groups
- We have an opportunity to become best in class if we led the country as a university community committed to each other

Committee on Responsible Speech

Phase one recommendations included establishing a Committee on Responsible Speech to:

- Encourage data collection and reporting of irresponsible and harmful speech incidents;
- Review, revise (as necessary), recommend for approval and implement current recommendations made by the phase one committee;
- Evaluate the progress the university has or has not made on improving the speech climate on campus and in campus-related forums;
- Propose additional policy recommendations to address any shortcomings in the existing policy responses; and
- Focus attention on a communication plan with higher expectations of all of us.

DIVERSE FACULTY SUCCESS

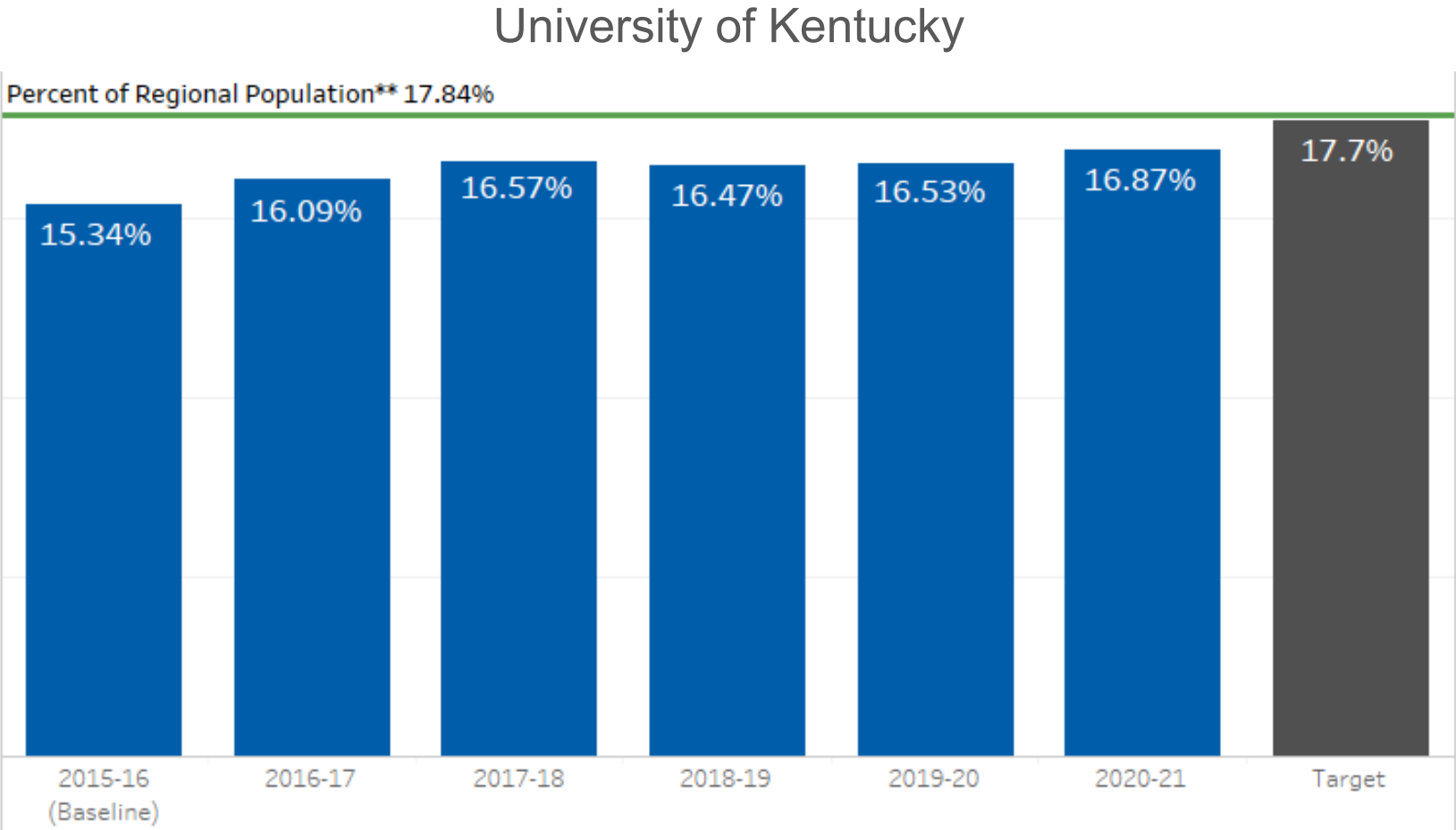
Why Representation Matters to Students

- Academic development and success
- Improved cultural awareness
- Overall satisfaction with the college experience
- Increased desire to promote acceptance

National Challenges for Diverse Faculty

- Challenges in hiring and promotion (the Chronicle of Higher Education)
- Disparity in funding (the Chronicle of Higher Education)
- Biased teaching evaluation and assessments (the Chronicle of Higher Education)
- More work, fewer shoulders
- Inadequate resources (the Chronicle of Higher Education)
- "Invisible labor"

UK Council on Postsecondary Education (CPE) Tenured/Tenure Track Faculty Underrepresented Minority (URM)



How Are We Making an Impact?

- Employee Resource Groups
- Office for Institutional Diversity (OID) partnership with the Office for Faculty Advancement
- Commonwealth Institute of Black Studies
- National Center for Faculty Development and Diversity (NCFDD)
- Associate Vice President/Associate Provost for Diverse Faculty Success

UK Employee Resource Groups

- Employee Resource Group Advance – October 3, 2022
- Advance is an opportunity for resource groups to get reorganized, resituated and prepared to make lasting impact
- The day will be facilitated by John Mays, former director of equity and inclusion for Kentucky Fried Chicken (KFC) of Yum! Brands, Inc.

OID and the Office for Faculty Advancement

- Chair's Academy
 - Mission is to encourage faculty to consider leadership career paths and to provide guidance to new and prospective chairs and academic directors in developing the skills that are requisites for effective institutional leadership
- New Faculty Orientation
 - OID is engaged in the in-person orientation and submits content for the Canvas faculty shell
- Women's Executive Leadership Development Program (WELD)
 - OID has developed a relationship with members of this program who want to support inclusive excellence work

Commonwealth Institute for Black Studies

The Commonwealth Institute for Black Studies (CIBS) is a multidisciplinary research institute that serves as a think tank for Black studies. The institute hosts nearly 50 nationally and internationally recognized researchers with expertise in fields such as Black futures and 21st century race in digital cultures as well as slavery and inequality in Central Kentucky.

Created with \$250,000 of seed funding from the university in fall 2021, the institute will now receive annual funding of \$200,000 through UK's Office for Institutional Diversity — an important step forward in helping the institute achieve its goals.

National Center for Faculty Development and Diversity (NCFDD)

The University of Kentucky is pleased to announce its partnership with the National Center for Faculty Development and Diversity.

This nationally recognized independent organization provides online career development, training and mentoring resources to more than 65 colleges and universities nationwide.



Associate Vice President/Associate Provost for Diverse Faculty Success

- Where we are in the search process
- What is expected of the selected candidate
- Expectations between now and when the candidate is onboarded

Associate Vice President Damon L. Williams, Jr.

The Office for Institutional Diversity (OID) is pleased to welcome Damon L. Williams, Jr., OID's new associate vice president.

“My scholarship and work in diversity, equity, inclusion and justice intentionally moves us away from the binary, often limiting, concepts of human difference to ‘excellence expressing itself through the intersections of perspectives and lived experiences.’ This forward thinking and futuristic inclusive excellence framework centers diversity, equity, inclusion and justice (DEIJ) squarely in institutional and human values, permitting everyone to engage in shaping meaning and belonging. Strategic diversity aims to transcend the feelings of otherness by tapping into and uniting the excellence in each person.”



INSIGHT into Diversity Higher Education Excellence in Diversity Award 2022

For the sixth year in a row, INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education, has recognized the University of Kentucky as both a Higher Education Excellence in Diversity (HEED) Award recipient and a Diversity Champion.



Top Colleges for Diversity

INSIGHT into Diversity HEED Award 2022 Diversity Champion

INSIGHT Into Diversity recognizes selected institutions — those that rank in the top tier of HEED Award recipients — as Diversity Champions. These institutions exemplify an unyielding commitment to diversity and inclusion throughout their campus communities, across academic programs and at the highest administrative levels. Known for visionary leadership, Diversity Champions are institutions that serve as role models and set the standard for thousands of other U.S. college campuses striving for inclusive excellence.



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QUESTIONS

