

August 18, 2021

## MEMORANDUM

TO: The Senate Council  
FROM: Senate Advisory Committee on Diversity and Inclusion (SACDI)  
RE: **Summary of Committee Activities and Recommendations, 2020-2021**

Dear Chair Cramer:

The Senate Advisory Committee on Diversity and Inclusion (SACDI) is charged with *“increasing diversity among senators, in particular representation of underrepresented minorities; working with senior leadership to disseminate best practices for recruiting and retaining faculty of color and other underrepresented groups; and addressing other issues around diversity and inclusion as they arise.”* Current and former SACDI participants are listed below, and more details about the composition of the committee may be found on its [webpage](#).

Cindy Jong (Univ Faculty)  
Julia Johnson (Senator)  
Ajay Mehra (Senator)  
Kevin Pearson (Senator)  
Julia Stevens (Senator)  
Lovingia Williams (Univ Faculty)  
Kip Guy (Ex Officio member)  
G.T. Lineberry (Ex Officio member)  
Bilal Shaikh (Student member)  
Kayla Woodson (Student member)

During the 2020-2021 academic year, the committee has met via zoom five times, and discussed topics including:

- The DEI statement for the UK syllabus initiative
- The UK-CEC initiatives for a DEI requirement for undergraduates
- A review of the previous proposal for a DEI requirement for undergraduates
- Strategies to increase diversity and participation of URM members in the University Senate
- Data showing trends about recruitment and retention of URM faculty from the Office of Faculty Advancement
- Testing practices for students who are non-native English speakers
- Testing accommodations students for who participate in religious holidays
- The A&S race/ethnicity requirement proposal

Resulting from these discussions:

1. Created the DEI statement for the UK syllabus initiative
2. Provided feedback and voted to support the proposed UK-CEC process for DEI graduation requirements
3. Provided feedback and voted to support the proposed A&S race/ethnicity requirement

4. Encouraged testing accommodations for Muslim students who participate in Ramadan by crafting to text to share via the Senate Council Newsletter
5. Communicated with Dr. Sue Roberts at the International Office about testing practices for non-native English speakers and will craft suggested language for syllabi
6. Suggested strategies to increase diversity and participation in the University Senate
7. Suggested strategies to increase retention rates among URM faculty

As the result of the above we have several recommendations currently drafted, and would be happy to presentation them to the Senate Council:

1. We propose that language be added to the syllabus to encourage and support Testing Accommodations for Non-Native English Speakers. “For students who are non-native English speakers who can benefit from testing accommodations, please see the instructor as soon as possible during scheduled office hours. To receive testing accommodations in a course, please discuss potential strategies that might support your academic achievements. Some examples might be extended time on exams, copies of course notes/slides, access to a dictionary, and/or additional information about exam format or expectations. Instructors should also be mindful that non-native English speakers might not have an international status or have been required to complete the TOEFL.”
2. One of the main charges of our committee is to increase diversity among senators, which we agree is important. In addition, we believe that increasing the active participation of members of diverse and underrepresented groups is vital to shift the culture of the UK senate. Below are varying questions, considerations, and recommendations.
  - a. Questions to consider: What are the processes colleges have in nominating and voting for senators? What incentives are provided beyond a small % on the DOE? Should there be a limit on the consecutives terms a senator can serve to encourage participation from faculty who have not served? In regard to participation, what can we learn from the use of technology during COVID that might encourage other voices to be heard?
  - b. There should also be special consideration to the amount of time it often takes to serve as a senator and university committees that can take away from time for scholarship, which relates to promotion. Women of color in particular are asked to serve on many committees and can be overburdened. Thus, we believe appropriate incentives are needed to offset the taxing time commitment. And ultimately, retainment of URM faculty.
3. Upon review of data from the Office for Faculty Advancement, it was clear that retention and promotion of faculty of color and women of color in particular are persistent challenges at UK. Thus, we raise additional questions and recommendations to increase the likelihood of retaining and promoting faculty who are underrepresented minorities.
  - a. Questions to consider: Do all colleges have robust mentoring programs for new faculty? What are the reasons faculty have left UK that can be improved? Do we know anything about the interactions faculty of color are having with students that might relate to their lack of retention or promotion? If affinity groups are active, can more resources be dedicated to increase participation and a sense of belonging?
  - b. In addition to the DUS, DGS, Chairs, and Deans, data on AD positions should be examined as they can often play critical roles in colleges. How are faculty of color

being encouraged to take on leadership roles while also getting support needed for their promotion? We believe that the data presented by the Office of Faculty of Advancement and data from the UK at Work Survey need to be continually examined by UK Administrators and Leadership to seek solutions to retention and promotion of underrepresented faculty.

The agendas and minutes for all of our meetings, along with supporting documents are on a collaborative Google doc, and I would be happy to share the link.

Sincerely,

*Cindy Jong*

Cindy Jong, Ph.D.  
Associate Professor, Department of STEM Education  
Chair, Senate Advisory Committee for Diversity and Inclusion  
University of Kentucky