

Senate Advisory Committee on Diversity and Inclusion (SACDI)

Kevin Pearson, PhD

College of Medicine

Chair, SACDI, 2022-2023

Member, 2018-2022

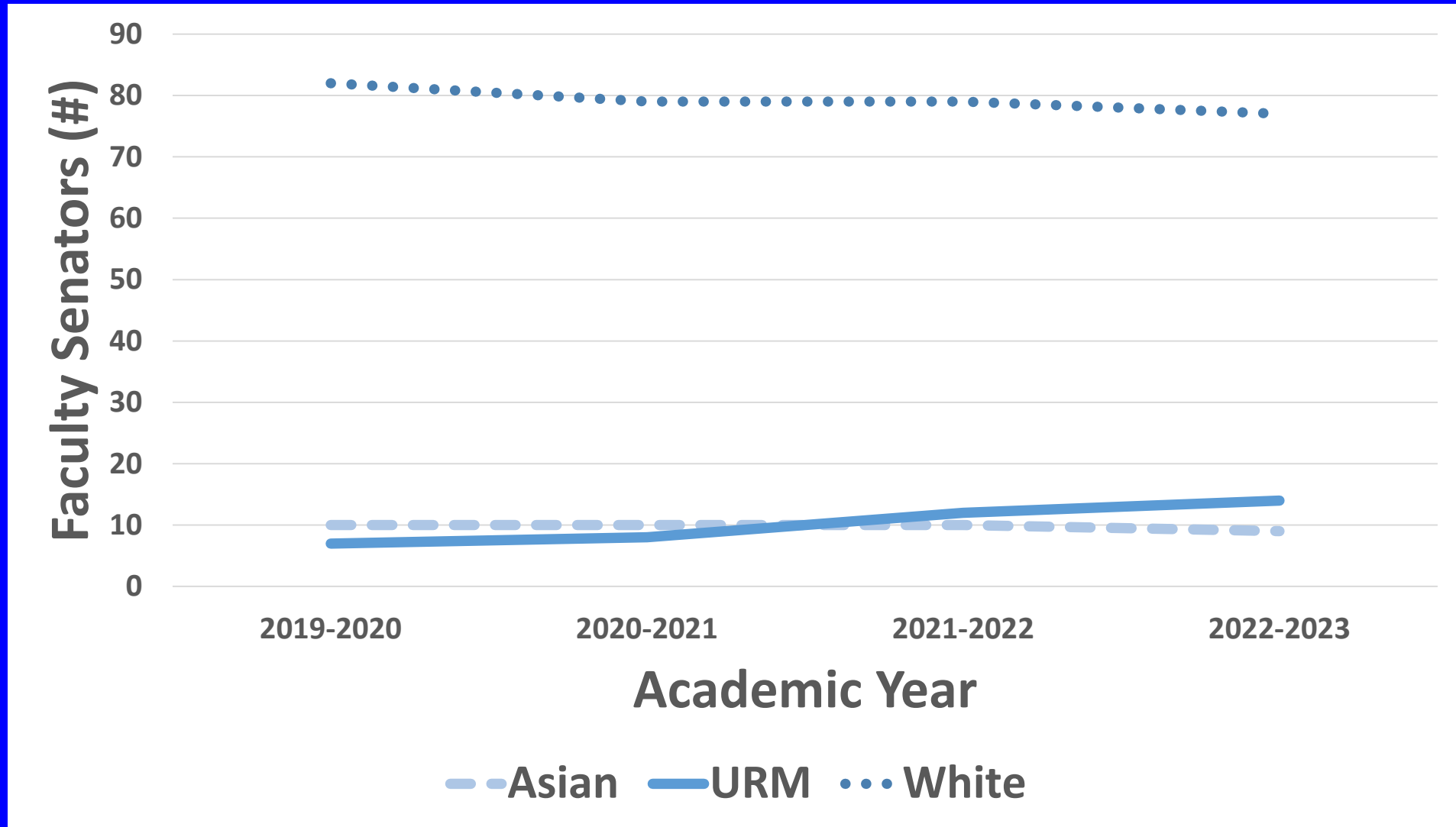
The Charge of the SACDI

- **“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.”**

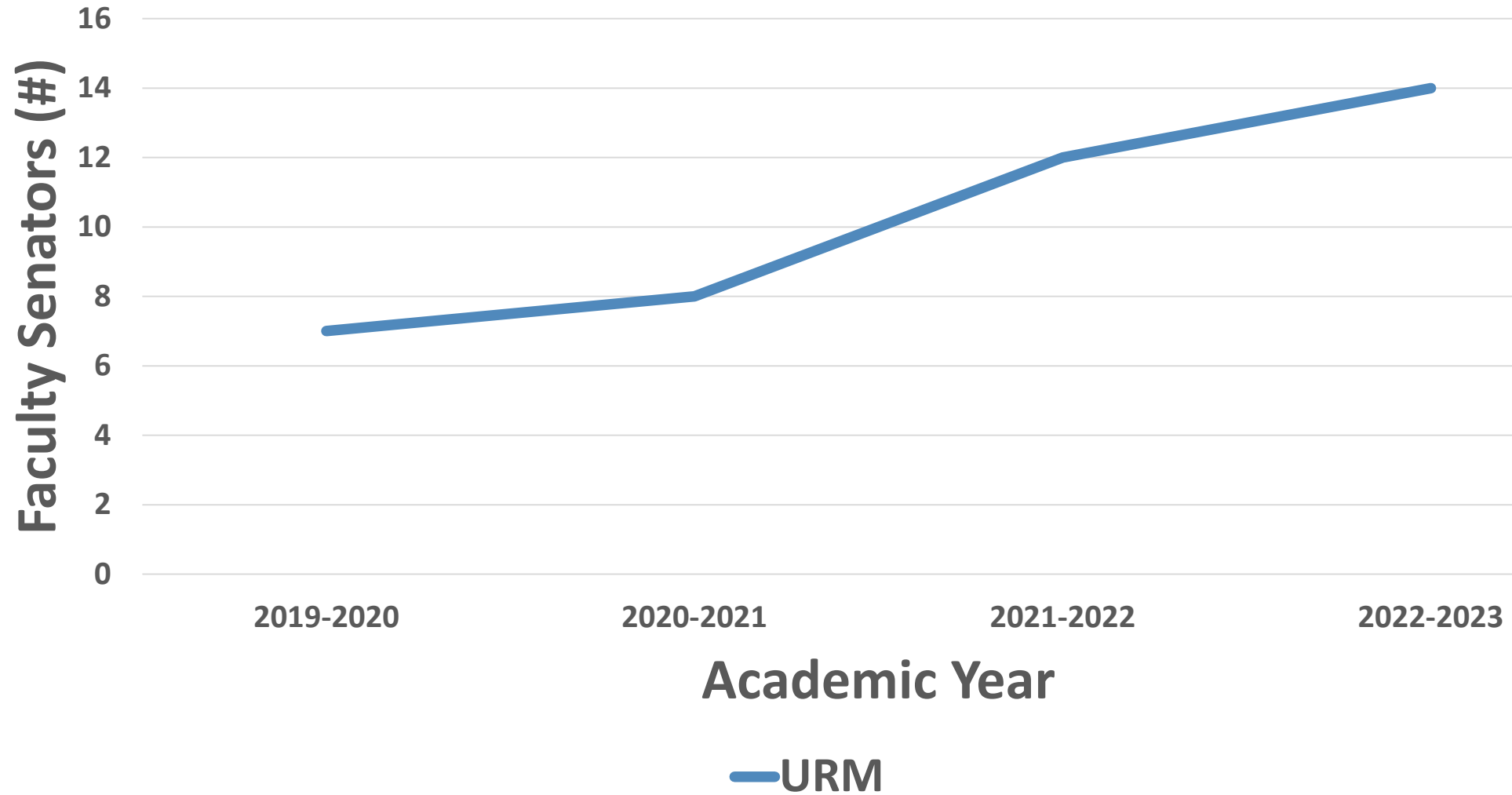
SACDI History and Current Committee Members

- **Dr. Beth Guiton, College of Arts and Sciences**
 - Inaugural Chair, 2018-2020
- **Dr. Cindy Jong, College of Education**
 - Chair, 2020-2022
- **Current Members:**
 - Dr. Loka Ashwood (A&S)
 - Dr. Laneshia Conner (SW)
 - Dr. Cindy Jong (ED)
 - Dr. TK Logan (ME)
 - Dr. Brittany Smalls (ME)
 - Dr. Melissa Stein (A&S)
 - Promise Kayembe, student rep
 - Star Watts, student rep
 - Dr. Rodney (Kip) Guy (ex officio, Pharmacy)
 - Dr. Kenneth Tyler (ex officio, Education)

Faculty Senator Demographics Since SACDI Formed



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How did this happen?

- **Tireless work of a lot of individuals**
- **Roger Brown, Chair, Senate Rules and Elections Committee**
 - **DOE**
- **Senate Council Chair Collett**
 - **Katie Silver, Sheila Brothers**
- **Change and appreciation of diverse perspectives naturally over time at UK**

What about Faculty Recruitment and Retention?

- **Dr. Sue Nokes (Associate Provost for Faculty Advancement), Megan Lucy, and Dr. Vanessa Jackson (Associate Vice President/Associate Provost for Diverse Faculty Success) attended our March SACDI meeting.**
- **Presented slides and data the committee requested**
- **What follows is a brief summary slide set, but I highly recommend Senate Council ask them to present the entire slide deck.**

Future SACDI Meeting

- **May 17th, 3:00pm (Dr. Katrice Albert, Vice President for Institutional Diversity)**
 - **Present her university-level perspectives on the strengths, weaknesses, opportunities, and threats (SWOT) we face?**
 - **Establishing associations versus affinity groups at the university level**

Issues Moving Forward

- **We have made progress on the diversity of the senate, but can we improve the inclusiveness of how all senator ideas are heard/appreciated/receptiveness?**
- **How do we increase senate participation and leadership for faculty senators from diverse backgrounds?**
- **Stable faculty hiring even with increased student enrollment**
 - **Better for URM faculty (higher % of total faculty hiring) because of highly useful programs like the Provost Diversity Incentive Funds, etc.**
- **Retention of URM faculty is highly variable due to less overall # of faculty, but the recent trends appear to be improving (Research Scholars Program).**
- **Virtually no student representative participation on SACDI this year**