

Senate Advisory Committee on Diversity and Inclusion (SACDI)

Kevin Pearson, PhD

College of Medicine

Chair, SACDI, 2022-2023

Member, 2019-2022

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.”**

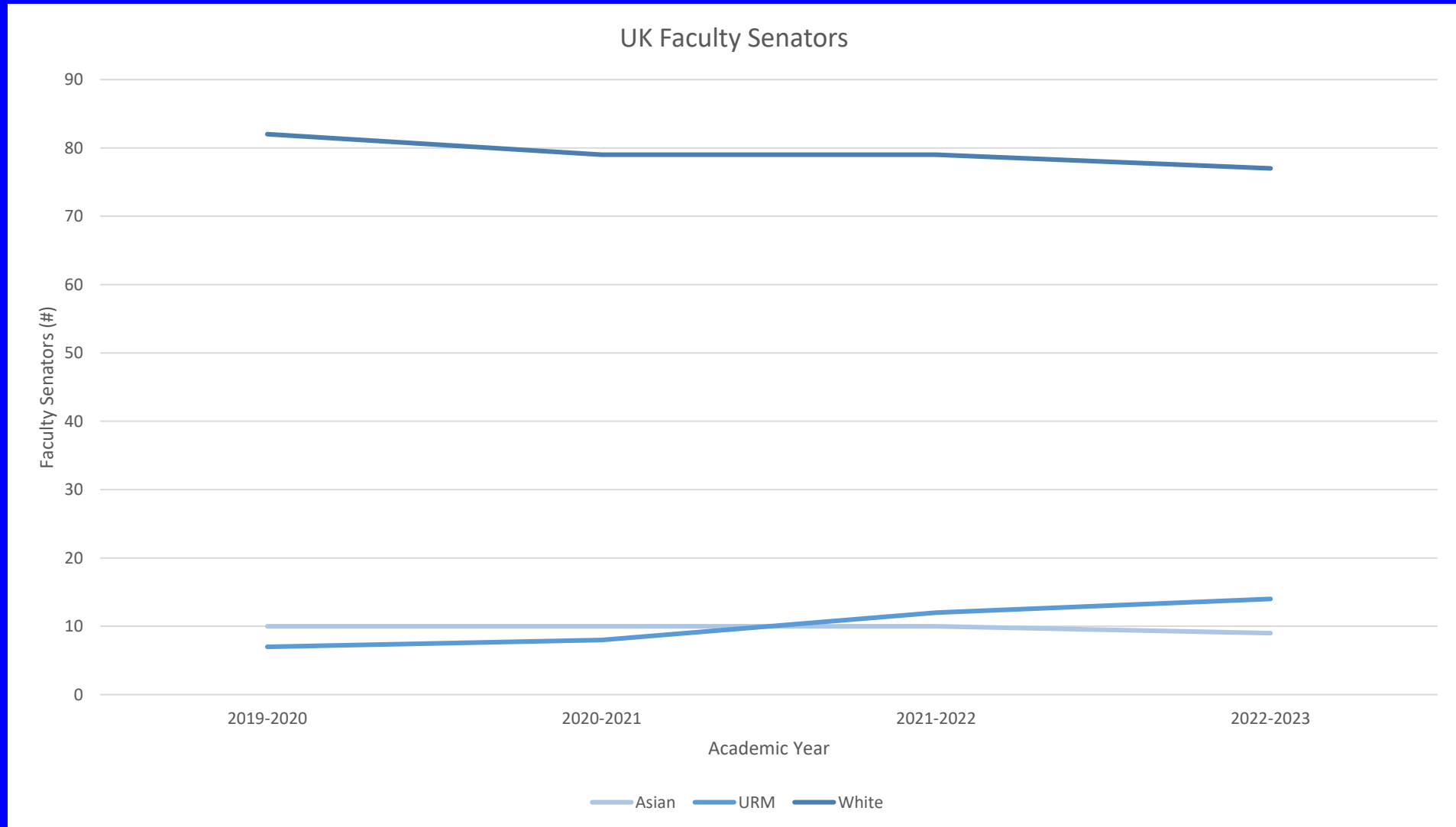
SACDI History and Current Committee Members

- **Dr. Beth Guiton, College of Arts and Sciences**
 - **Inaugural Chair, 2018-2020**

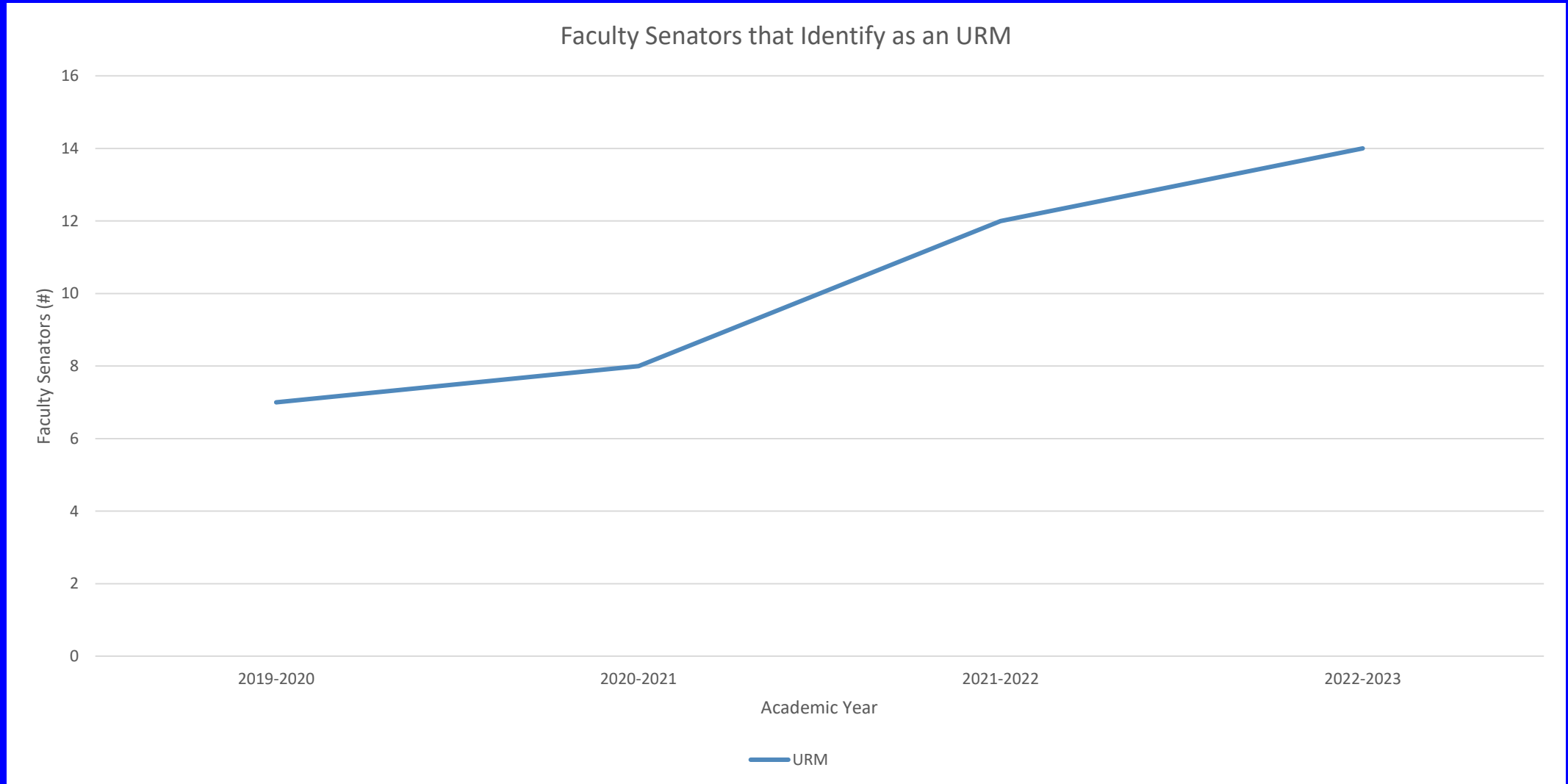
- **Dr. Cindy Jong, College of Education**
 - **Chair, 2020-2022**

- **Current Members:**
 - **Dr. Laneshia Conner (SW)**
 - **Dr. TK Logan (ME)**
 - **Dr. Brittany Smalls (ME)**
 - **Dr. Cindy Jong (ED)**
 - **Dr. Melissa Stein (A&S)**
 - **Dr. Loka Ashwood (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.**

Issues for Discussion

- 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
 - Same for URM faculty, even with highly useful programs like the Provost DIF, etc.
- Retention of URM faculty is highly variable due to less overall # of faculty, but the recent trends appear to be improving.
- Virtually no student representative participation this year
- “My Old Kentucky Home, Good-Night!” request from Senate Council