

DIVERSITY ADVISORY COUNCIL

Annual Update

Presented June 25, 2015

Dr. Noma Anderson, DAC Chair and
Dean, UTHSC College of Health Professions

**Academic Affairs and Student Success Committee
of the University of Tennessee Board of Trustees**

UT DIVERSITY ADVISORY COUNCIL

Agenda

- I. Introduction
- II. Outcomes in 2014-2015
- III. Continuing Work by DAC
- IV. Data Trending
- V. Diversity Summit



DIVERSITY ADVISORY COUNCIL

I. Current Members

Noma Anderson, Chair, HSC

Michael Alston, HSC

Caula Beyl, UTIA

Richard Brown, UTC

Keith Carver, UWA

Don Green, IPS

Camille Hall, UTK

Rickey Hall, UTK

Linda Harig, UWA

Dennis Hengstler, UWA

Katie High, UWA

Carolyn Hodges, UTK

Bonnie Lynch, Student Trustee

Leann McElhaney, UTIA

Tom Rakes, UTM

Bryan Samuel, UTC

Victoria Steinberg, UTC

Gail Stephens, UTM

Lofton Stuart, Foundation

Janet Wilbert, UTM, Vice Chair

Tonjanita Johnson, Advisor

Frank Lancaster, Advisor

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II. Outcomes of the DAC in 2014-15

- BOT approved a University of Tennessee Diversity Statement
- Held a statewide Diversity Summit
- Reviewed women/minority owned purchasing practices and developing a recommendation for review
- Continued diversity initiatives recommended in 2013/14:
 - Incorporate diversity into campus leadership/accountability-the assessment instrument has been drafted
 - Define and collect demographic data on faculty, staff and students statewide
 - Create diversity teams at each campus/institute
 - Survey student climate

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III. Continuing Work by DAC

- Continue to collect demographic data on faculty, staff and students statewide.
- Diversity teams have been created or continued at each campus/institute.
- Continue to review options for conducting a student climate survey
- Review use of diversity funding for each campus/institute
- Create process for rotation of members and appointment of new members

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Continuing Work by DAC

Survey student climate:

- Convene a small campus/institute group to develop, conduct and analyze future recommendations for climate surveys, to include guidelines, survey questions, survey administration, reports and utilization



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Continuing Work by DAC

- Developing recommendations for developing participation of women/minority owned vendors including:
 - Meeting with the CBO's, procurement administrators, and members of the Office of General Counsel to begin dialogue.
 - Designing the next DAC-sponsored summit as an Economic Summit for minority vendors.
 - In order to ensure that recommendations are data driven , request that Institutional Research collect and share with DAC procurement data, including:
 - How to standardize collection and storage of data about procurement vendors
 - Educate minority vendors to self-identify.

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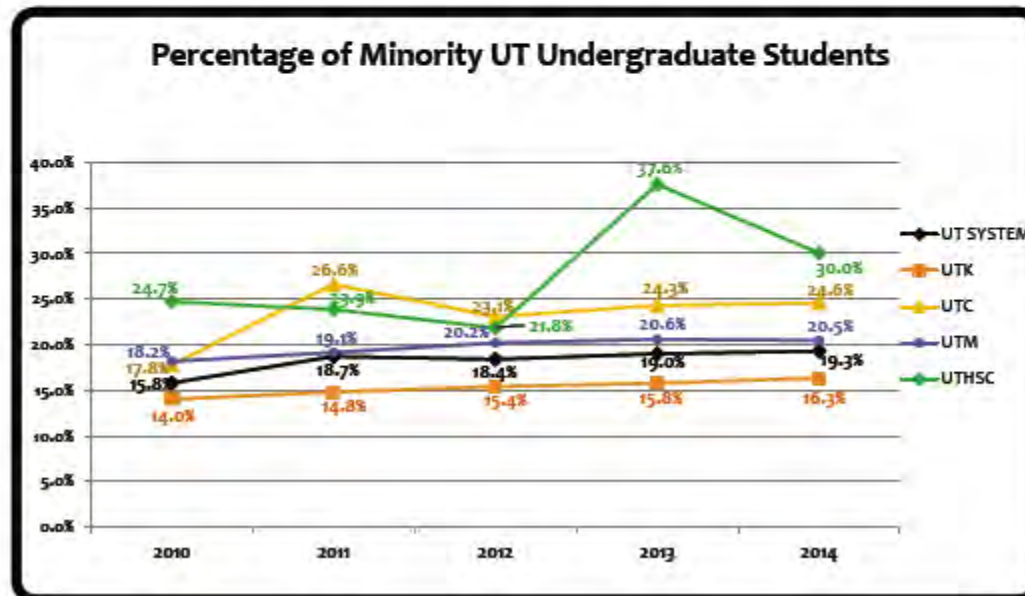
IV. Data Trending



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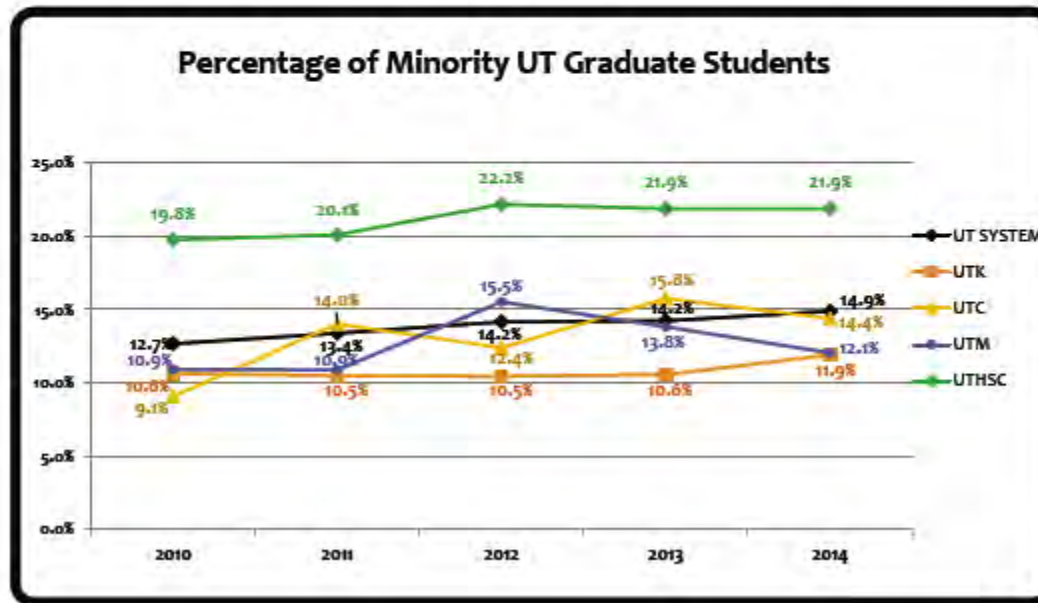
Student Enrollment

The percentage of undergraduate students that are minority has increased 3.5%, with UTC having a 6.8% increase.



Student Enrollment

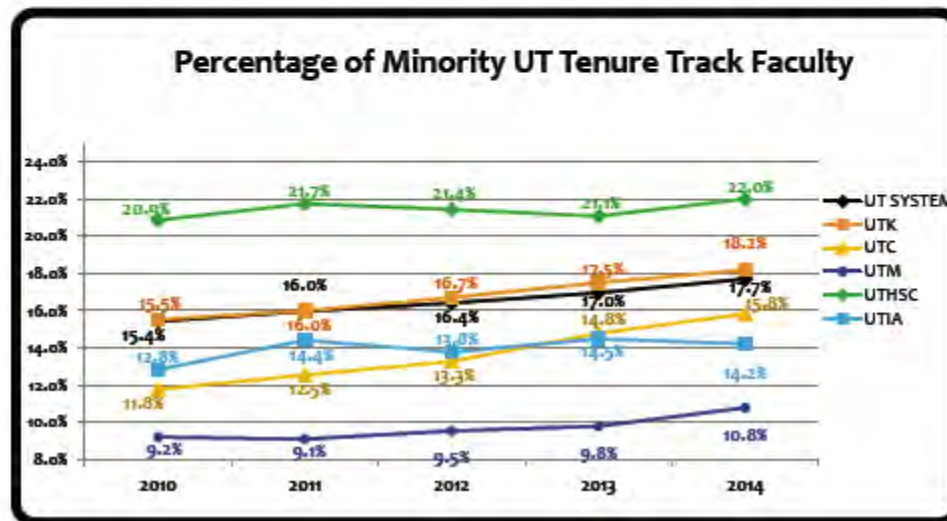
Graduate student diversity increased by 2% over the past 5 years, system wide. UTC led with a 5% increase over the 2010-2014 timeframe



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Faculty Diversity

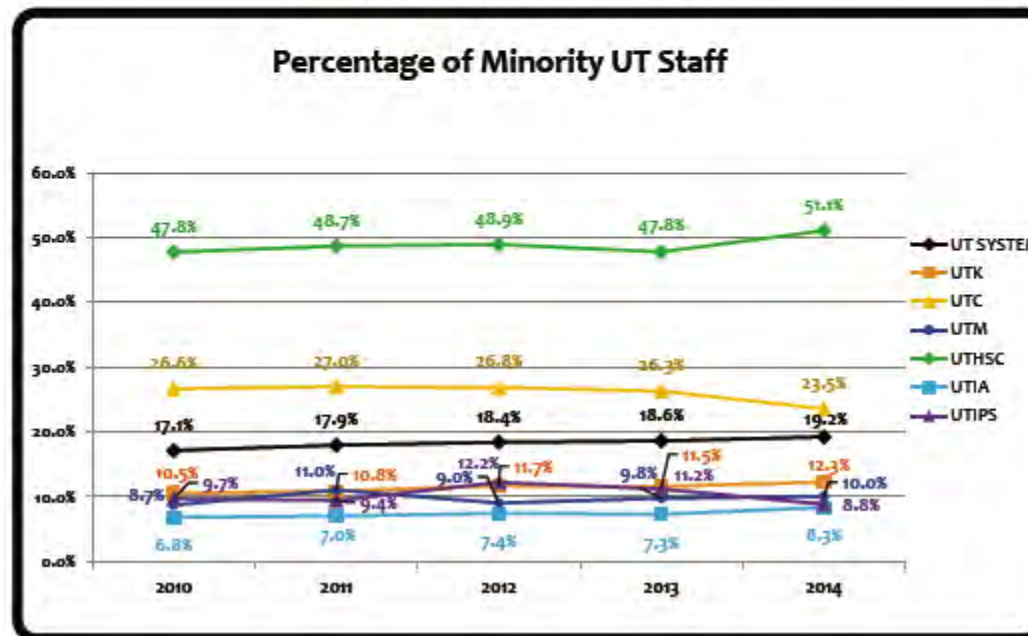
UT Faculty that are tenured or on the tenure-track are becoming more diverse across all campuses. Between 2010 and 2014, the percentage of faculty who are minority increased by 1.8%, system wide.



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Staff Diversity

System wide, the percentage of staff who are minority has increased from 17.6% in 2010 to 19.2% in 2014.



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V. Diversity Summit

A banner for the University of Tennessee Diversity Summit. The background features a colorful geometric pattern of triangles in shades of green, yellow, and orange. A dark brown horizontal band across the middle contains the event details. Below this band, a smaller dark brown box contains the text 'presented by' and the UT Diversity Advisory Council logo. At the bottom, a dark brown section contains a mission statement and the presenter's name.

UT THE UNIVERSITY OF TENNESSEE
DIVERSITY SUMMIT
APRIL 15, 2015 MURFREESBORO, TENN.

presented by
UT DIVERSITY ADVISORY COUNCIL

Partnering as a University community to create more diverse and inclusive learning and working environments that are enriched by and welcoming to all.

Presented by **UT DIVERSITY ADVISORY COUNCIL**

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Diversity Summit

- Sessions were conducted by national speakers



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Diversity Summit



The poster features a colorful, abstract background with shades of blue, green, yellow, and orange. At the top, the University of Tennessee logo and the text 'THE UNIVERSITY OF TENNESSEE' are displayed in white on a dark background. Below this, the title 'DIVERSITY SUMMIT' is written in large, bold, white letters. The word 'AGENDA' is centered in a bold, black font. The agenda items are listed in a clean, sans-serif font, with times on the left and descriptions on the right. At the bottom, the University of Tennessee logo and 'DIVERSITY ADVISORY COUNCIL' are printed in black.

THE UNIVERSITY OF TENNESSEE
DIVERSITY SUMMIT

AGENDA

7:15 a.m. Registration and Breakfast Buffet

8 a.m. **Welcome**
UT President Joe Blease

8:15 - 9:15 a.m. **Making Diversity Really Matter**
Lorilee Black, Chancellor, University of Mississippi (4/16/16)

9:15 - 10 a.m. **What Does Diversity Really Mean?**
Shawn Kelly, Assistant Professor, Loyola University Chicago

10 - 10:15 a.m. Break

10:15 - 11:15 a.m. **Best Practices Showcase**

11:15 a.m. - Noon **Commencement: Our Diversity**
Renee Coppage, Director of Central Studies, Office of Equity and Inclusion, University of Wisconsin

Noon - 1:15 p.m. **Lunch and Presentation: The Psychology of Diversity**
Joe Mills, Assistant Professor of Psychology, UT Knoxville

1:15 - 2:15 p.m. **Panel Discussion: UT's Climate of Inclusiveness**

2:15 - 2:30 p.m. Break

2:30 - 3:30 a.m. **Concurrent Sessions:**

Session 1
Creating Diversity: The Commodification of Race in College Recruitment Materials
Emily Hooper, Assistant Professor of Sociology, Rutgers College

Session 2
Diversity and Accessibility
Averi Davis, Vice President for Human Resources, West Coast University

3:30 - 4 p.m. **Closing Remarks**
Kathleen Kelly, Chair, UT Diversity Advisory Council
Clare, Center of Health, Medical and UT Health Science Center

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Diversity Summit

Specific Feedback from Respondents

- 98 percent felt the diversity summit provided expert speakers
- 85 percent were inspired to become more involved with efforts to advance diversity at their campus or institute
- 88 percent said the diversity summit enhanced their understanding of diversity and inclusion
- 82 percent rated the overall program of events as good or very good
- 73 percent said the diversity summit met or exceeded their expectations
- 80 percent said they would attend the diversity summit if it were offered again next year

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Diversity Summit

Potential Enhancements for Next Summit

- Offer program tracks to allow additional informative sessions that enhance respondents' understanding of diversity and inclusion and inspire them to become more involved
- Increased opportunity to network and talk with colleagues



***Questions/
Answers***

Thank you!

