UT Diversity Advisory Council

2016 Annual Update

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

I. Introduction
II. Outcomes in 2015-2016
III. Continuing Work
IV. Women/Minority-Owned Vendor Program
V. Data Trending
## I. Current Members

<table>
<thead>
<tr>
<th>Chair</th>
<th>HSC</th>
<th>Vice Chair</th>
<th>Advisor</th>
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<tr>
<td>Noma Anderson</td>
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<td>Joe Henderson</td>
<td>Frank Lancaster</td>
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<td>Michael Alston</td>
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<td>Caula Beyl</td>
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<td>Jalen Blue</td>
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<td>Richard Brown</td>
<td>UTC</td>
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<td>Keith Carver</td>
<td>UWA</td>
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<td>Jimmy Cheek</td>
<td>UTK</td>
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<td>Martin Donaldson</td>
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<td>Don Green</td>
<td>IPS</td>
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<td>Camille Hall</td>
<td>UTK</td>
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<td>Linda Harig</td>
<td>UWA</td>
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<td>Dennis Hengstler</td>
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<td>Katie High</td>
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<td>Carolyn Hodges</td>
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<td>Rickey McCurry</td>
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<td>Leann McElhaney</td>
<td>UTIA</td>
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<td>Blake Reagan</td>
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<td>Valerie Rutledge</td>
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<td>Bryan Samuel</td>
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<td>Janet Wilbert</td>
<td>UTM, Vice Chair</td>
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<td>Frank Lancaster</td>
<td>Advisor</td>
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II. Outcomes of DAC in 2015-16

• Continued diversity initiatives recommended in 2015/16:
  o Incorporate diversity into campus leadership/accountability—the assessment instrument has been drafted
  o Define and collect demographic data on faculty, staff and students statewide
  o Create diversity teams at each campus/institute
  o Survey student climate
  o Develop DAC bylaws
  o Create process for rotation of members and appointment of new members
III. Continuing Work by DAC

• Survey student climate:
  o A small campus/institute group was convened and recommended a student climate survey
  o Additional work will include: guidelines, survey questions, survey administration, reports and utilization
  o Survey scheduled for spring 2017
IV. Women/Minority Vendors

- Developed recommendations for 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
  
  - Assisted businesses with being certified as a Diversity Business Enterprise (DBE) with the Governor’s Office:
    - Communication
    - Electronic Bidder Campaign
    - Orientation and outreach programs
IV. Cont. Women/Minority Vendors

• Provided electronic marketplace opportunities

• Benchmarked data against peers

• Hired a small business liaison to assist with efforts—time devoted to training suppliers and internal UT departmental staff
V. Data Trending
The percentage of undergraduate enrollments that are minority has increased at all campuses since 2011, with the exception of UT Chattanooga.

### Percentage of Minority UT Undergraduate Students

<table>
<thead>
<tr>
<th>Year</th>
<th>UT System</th>
<th>UTK</th>
<th>UTC</th>
<th>UTM</th>
<th>UTHSC</th>
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<tbody>
<tr>
<td>2011</td>
<td>14.8%</td>
<td>18.7%</td>
<td>15.4%</td>
<td>19.3%</td>
<td>23.9%</td>
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<tr>
<td>2012</td>
<td>15.4%</td>
<td>18.4%</td>
<td>19.0%</td>
<td>20.5%</td>
<td>24.3%</td>
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<tr>
<td>2013</td>
<td>15.8%</td>
<td>20.6%</td>
<td>24.3%</td>
<td>20.3%</td>
<td>24.6%</td>
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<tr>
<td>2014</td>
<td>16.5%</td>
<td>24.0%</td>
<td>20.5%</td>
<td>29.8%</td>
<td>30.0%</td>
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<tr>
<td>2015</td>
<td>16.7%</td>
<td>23.5%</td>
<td>20.3%</td>
<td>29.8%</td>
<td>37.6%</td>
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</table>
The percentage of minority graduate enrollment has increased at all campuses since 2011. UTHSC continues to have the highest percentage of minority graduate students.
Faculty Diversity

UT faculty that are tenured or on the tenure-track are becoming more diverse. Between 2011 and 2015, the percentage of faculty who are minority increased 2.3%, system wide.
System wide, the percentage of staff who are minority has increased from 17.7% in 2011 to 19.5% in 2015.

### Percentage of Minority UT Staff

- **UT SYSTEM**:
  - 2011: 17.7%
  - 2012: 18.2%
  - 2013: 18.5%
  - 2014: 19.2%
  - 2015: 19.5%

- **UTK**:
  - 2011: 35.4%
  - 2012: 36.6%
  - 2013: 39.2%
  - 2014: 40.7%
  - 2015: 40.7%

- **UTC**:
  - 2011: 27.1%
  - 2012: 26.9%
  - 2013: 26.4%
  - 2014: 23.6%
  - 2015: 26.0%

- **UTM**:
  - 2011: 10.7%
  - 2012: 11.7%
  - 2013: 11.5%
  - 2014: 12.2%
  - 2015: 12.3%

- **UTHSC**:
  - 2011: 22.0%
  - 2012: 21.9%
  - 2013: 22.2%
  - 2014: 23.0%
  - 2015: 23.3%

- **UTIA**:
  - 2011: 11.0%
  - 2012: 9.4%
  - 2013: 9.0%
  - 2014: 8.3%
  - 2015: 7.4%

- **UTIPS**:
  - 2011: 0.0%
  - 2012: 5.0%
  - 2013: 10.0%
  - 2014: 15.0%
  - 2015: 20.0%
Questions/Answers

Thank you!