

Our Commitment to Diversity: Interim VP for Institutional Diversity  
June 19, 2015

Colleagues:

When Dr. J.J. Jackson announced in late February her intention to retire from her role as the University of Kentucky's Vice President for Institutional Diversity, I undertook a long series of conversations with approximately 100 people to listen and learn about the work we still must do to create an inclusive environment. These dialogues included the staff of the Office for Institutional Diversity, the Women's Leadership and Career Development Task Force, the deans, faculty, staff, students, and local community leaders and policy-makers. I have been inspired by the commitment of our campus to the mission we have to expand and sustain our efforts; and I am grateful for the general assessments provided to me about our strengths and challenges as a University and the suggested specific initiatives we should undertake going forward.

It is clear to me there continues to be an essential role for the Office for Institutional Diversity and the need for the leadership of a Vice President who reports directly to me.

I informed our Board of Trustees today that Terry Allen has accepted my offer to serve as Interim Vice President for Institutional Diversity, effective July 1, 2015. Terry brings to this role a deep and long-standing commitment to our University and our work to foster an environment where everyone feels welcomed and believes their current and future success is nurtured.

Terry has led our Office of Institutional Equity and Equal Opportunity since 2003. His efforts in that role include extensive work with our academic colleges, UK HealthCare, and other administrative units across our campus. Most recently, Terry has been working with the Provost and the co-chairs of the "Diversity and Inclusivity" area of the next Strategic Plan as we refine that document and build metrics to assess progress toward our goals. He has represented the University on issues of equal opportunity and diversity before federal and state agencies such as the Council on Postsecondary Education. Terry's involvement will continue as we begin building specific goals and metrics. Terry also has served in various roles with community organizations, notably as coordinator of the annual Martin Luther King, Jr. Freedom March in downtown Lexington.

Before leading our Office for Institutional Equity and Equal Opportunity, Terry served in a variety of leadership roles since coming to our campus in 1983. In particular, Terry spent nine years in Student Affairs, an experience critical to his success as Interim Vice President.

Interim Vice President Allen and I will work quickly to develop a plan of action based on his experience and insights and the thoughtful feedback I have received over the last three months. We will be communicating to you soon a series of initiatives to continue to build the campus we want. There is much to be proud of in our work to facilitate the diversity and inclusion of our community; and there is much work left to do.

Eli Capilouto  
President