

Answers for Final – DEI Questions for Institutions

1. INSTITUTIONAL DEI INITIATIVES (GENERALLY)

a. DEI Officers

- See supporting document labeled:
“1a. 1b. DEI Personnel Report for Institutions”

b. DEI Offices

- See supporting excel document labeled:
“1a. 1b. DEI Personnel Report for Institutions”
“1b. OIE Org chart 8.29.24”
- Please note the information only includes January 2023 to present due to the fact that the University of Louisville upgraded its HR software to WorkDay in January 2023. Due to privacy concerns, this response does not include information that could be used to identify our employees.
- Total number of UofL employees in 2024: 10,496
- Total number of UofL employees who held the title of “Diversity”, “Equity”, “Equality”, “Inclusion”, “Inclusion,” “Inclusion”, “Inclusive” or “DEI,” in 2024: 70 (represents approximately 0.7 % of the total University of Louisville employee population)
 - 2023 Salaries
 - 27 exempt employees; estimated total in salaries is \$2,202,224.86
 - 32 nonexempt employees; estimated total annual salary for nonexempt employees, based on a 37.5-hour work week, with various hourly rates is \$1,426,567.00.
 - 2024 Salaries
 - 32 exempt employees; estimated total in salaries is \$2,732,789.37
 - 38 nonexempt employees; estimated total annual salary for nonexempt employees, based on a 37.5-hour work week, with various hourly rates is \$1,347,919.75

c. DEI Events

- See below chart of events. Please also find supporting document labeled:
“1c. OIE event flyers”

University of Louisville
 DEI Questionnaire responses
 9/11/2024

Name and Date	Mission or Purpose	Location	Budget and Source	Estimated # of Attendees
Distinguished Lecture for Senior Leadership Team – Dr. Damon Williams, Speaker August 22, 2023	To help access current climate and help prepare senior leaders for the university’s strategic planning process for institutional equity	University Club	\$30,000 speaker (includes lodging and travel for 2) Food – breakfast and lunch - \$2000 Source: OIE Budget 30197	SLT, CAO, OIE staff and student leaders - 40
Research!Louisville Health Equity Speaker Harriet Washington, October 5, 2023	Health equity speaker for Research!Louisville conference, a weeklong showcase of health sciences research.	Kornhauser Health Sciences Library	\$20,000 for speaker \$1800 travel and lodging Source: OIE Budget 30197	100, primarily students, faculty and staff on the HSC campus
President’s Forum on Inclusive Excellence (a part of the President’s Inauguration Week activities) Dr. Steve Robbins, Speaker September 27, 2023	Annual event for campus and community regarding the importance of inclusive excellence in higher education.	Student Activities Center Multipurpose Room	\$22,500 for speaker (included airfare and lodging) Source: OIE Budget 30197	75 members of the campus community, including the President and members of the SLT
Kentucky Women’s Book Festival Joy Priest, Keynote Speaker March 2, 2024	Return of in-person book festival sponsored by the Women’s Center for Women’s History Month	Ekstrom Library	\$1500 Speaker Fee \$1100 lodging and transportation Source: OIE Budget 30197	100+ campus and community members

Louisville Urban League Guild Annual Meeting	UofL has hosted this event for over 20 years, starting with Provost Carol Garrison who served on the LUL Board of Directors	University Club	\$800 for food Source: OIE Budget 30197	40 LUL Guild members
AAPI Heritage Week Chef Lee, Keynote Speaker April 9, 2024	OIE collaboration with the AAPI Faculty/Staff Association to host Chef Lee to campus	Bigelow Hall, MITC	\$4500 for food (Chef Lee waived his speaking fee) Source: OIE 30197	200+ faculty, staff, and students
President Forum on Inclusive Excellence August 28, 2024 Geoffrey Canada, Keynote Speaker	Annual forum on Inclusive Excellence	Student Activities Center	\$20,000 Speaker Fee (Other expenses yet to be incurred since the event has not yet happened)	200+ faculty, staff, students and community members registered

d. Admissions and Recruitment

- The University of Louisville has no policies related to the promoting and increasing the representation and participation of individuals from groups that have been historically underrepresented.

e. DEI Spending

- The University of Louisville primarily offers presentations and voluntary workshops, not trainings. These opportunities educate the campus community and focus on eliminating gaps and promoting equitable practices for the campus community. These presentations and workshops are conducted per request.

f. Institutional missions

UofL Mission Statement (<https://louisville.edu/about/mission>)

The University of Louisville pursues excellence and inclusiveness in its work to educate and serve its community through:

1. teaching diverse undergraduate, graduate, and professional students in order to develop engaged citizens, leaders, and scholars,
2. practicing and applying research, scholarship and creative activity, and
3. providing engaged service and outreach that improve the quality of life for local and global communities.

The university is committed to achieving preeminence as a nationally recognized metropolitan research university.

Office of Institutional Equity (<https://louisville.edu/institutionalequity>)

The University of Louisville strives to foster and sustain an environment of inclusiveness that empowers us all to achieve our highest potential without fear of prejudice or bias. We commit ourselves to building an exemplary educational community that offers a nurturing and challenging intellectual climate, a respect for the spectrum of human diversity, and a genuine understanding of the many differences.

2. STUDENT-CENTERED DEI INITIATIVES

a. Academic DEI Instruction

- The University of Louisville does not offer classes/courses related to diversity, equity, and inclusion initiatives or that include instruction on theoretical concepts related to the existence of power dynamics based on racial, ethnic, or gender stereotypes.

b. Student DEI trainings

- The University of Louisville does not require trainings related to DEI for any member of the campus community. All training offerings are voluntary, and are not required for employment, promotion, degree, certificate or any program requirements. New and transfer students have the option to participate in trainings and workshops related to inclusive excellence on a voluntary basis. The Office in Inclusive Excellence offers a variety of trainings. Trainings discuss the right to free speech, and participants are encouraged to share their perspectives. They are reminded that there are no mandates, requirements, or systems of

accountability in place to enforce a commitment to diversity, equity, inclusion, and belonging.

- We have attached the list of programs, trainings, and workshops presented by the HSC Office of Health Equity and Engagement, as they are numerous and time does not allow for us to distinguish between those done specifically for students, or the accompanying budgets. Trainings for Belknap Campus orientations are requested by the Admissions Offices, and those office manage the number how trainings are advertised and the number of participants. See attached PowerPoint presentation for more specific information. Supporting documents are labeled:

“2b. ODI Training Tracking - 2023-2024 AY”

“2b. Copy of 2023-24 HSC LGBT Center Trainings Presentations”

“2b. Embracing Equity - HSC New Student Orientation”

“2b. Cardinal Principle Diversity and Inclusion”

c. Student diversity statements

- The University of Louisville does not require diversity statements or oaths for applications or to be admitted. As mentioned previously, trainings are offered on a voluntary basis through the Office of Inclusive Excellence to all members of the campus community. Students are made aware of the Cardinal Principles along with the Code of Student Conduct and university statements on its mission, including the [Operational Definition of Diversity](#).

d. Scholarship Awards

- The University of Louisville does not administer or distribute scholarships based on race, ethnicity, religion, sex, sexual orientation, or other immutable characteristics or that use criteria related to race, ethnicity, religion, sex, sexual orientation, or another immutable characteristics to distinguish between candidates.

e. Student discipline

- The University of Louisville does not utilize any Bias Incident Response.
- Please see the university’s policy on discrimination and harassment: <https://louisville.edu/policies/policies-and-procedures/pageholder/pol-discriminatory-harassment>.
- The University notes that in 2020-2021, a workgroup was formed by the previous President that proposed forming a “bias incident response team”. The University did not act upon this request and no such organization exists at the University of Louisville.

f. Student Centers

- <https://louisville.edu/military-connected-students>

- <https://louisville.edu/involvement/student-organizations>
- <https://louisville.edu/involvement>
- <https://louisville.edu/student/>
- <https://louisville.edu/internationalcenter/>

3. FACULTY-CENTERED DEI INITIATIVES

a. Faculty/Staff Diversity Statements

- The University of Louisville does not require statements or oaths for any job applicant or employee.
- Please see supporting documents labeled:
“3a. Sample Application Screenshots”
“3a Internal Application Process Screenshots”

b. Faculty/Staff DEI Trainings

- As noted above from 2b., The University of Louisville does not require trainings related to DEI for any member of the campus community. All training offerings are voluntary, and are not required for employment, promotion, degree, certificate or any program requirements. New and transfer students have the option to participate in trainings and workshops related to inclusive excellence on a voluntary basis. The Office in Inclusive Excellence offers a variety of trainings. Trainings discuss the right to free speech, and participants are encouraged to share their perspectives. They are reminded that there are no mandates, requirements, or systems of accountability in place to enforce a commitment to diversity, equity, inclusion, and belonging.

4. Bias Incidents

- The University of Louisville does not utilize any Bias Incident Response.
- The University of Louisville's Discriminatory Harassment Policy reflects the commitment to maintain a community that is free from harassment of any kind. Please see the university's policy on discrimination and harassment: <https://louisville.edu/policies/policies-and-procedures/pageholder/pol-discriminatory-harassment>.
- The University notes that in 2020-2021, a workgroup was formed by the previous President that proposed forming a “bias incident response team”. The University did not act upon this request and no such organization exists at the University of Louisville