

From: Loewen, Ronald A (Ron)

Sent: Wednesday, September 09, 2015 4:08 PM

To: 'Bruce Davis' <bruce.davis@capitol.tn.gov>

Cc: Haynes, Anthony Curtis <anthony.haynes@tennessee.edu>; Johnson, Tonja <tonjanita.johnson@tennessee.edu>; Peccolo, Charles M (Butch) <cpeccolo@tennessee.edu>; dipietro <dipietro@tennessee.edu>; Carver, Keith <carverk@tennessee.edu>

Subject: Funding for UT Diversity Programs

Attached are two documents summarizing the financial resources allocated to UT's access and diversity efforts.

First is a summary of budgets for offices that have primary responsibility at each campus for access and diversity. Most of these resources are needed to ensure compliance with state and federal regulations regarding equity and diversity. The next largest share is allocated to programs to improve student access (primarily scholarships and fellowships) and equity and diversity in the hiring process (such as job advertising in minority publications). Following these two areas are training and communications efforts designed to raise awareness of diversity issues among faculty, staff, and students.

Second is a summary of the annual report we make to THEC on use and allocation of state access and diversity appropriations. These are appropriations we receive through state allotment code 332.21 "UT Access and Diversity Initiative." These fund programs related to the settlement that led to the dismissal of the 1968 Geier desegregation lawsuit. While a small portion of these funds are used to support some of the diversity offices listed in the first attachment, most of the funding is allocated to programs in colleges and departments that directly support recruitment and retention of minority students, faculty, and staff. The university supplements the state's access and diversity appropriations with gifts, endowments, and general funds to offset inflation and successfully meet the objectives mandated for these appropriations.

Please let me know if you have questions or need more information.

Ron Loewen, Budget Director
The University of Tennessee
711B Andy Holt Tower
Knoxville, Tennessee 37996-0174

From: Peccolo, Charles M (Butch)

Sent: Tuesday, September 22, 2015 10:07 AM

To: Bruce Davis <bruce.davis@capitol.tn.gov>

Cc: Maples, Ron <maples00@tennessee.edu>; Loewen, Ronald A (Ron) <ron.loewen@tennessee.edu>; Haynes, Anthony Curtis <anthony.haynes@tennessee.edu>; Carver, Keith <carverk@tennessee.edu>; High, Katherine Noel <khhigh@tennessee.edu>; Scoggins, Matthew <scoggins@tennessee.edu>; Johnson, Tonja <tonjanita.johnson@tennessee.edu>

Subject: University of Tennessee Diversity Spending

Bruce,

As promised, we have examined the responses to information requests received from you and from Representative Daniel and offer the following explanation. When you first shared the Daniel letter, I noted that it looked like the information requests from the Legislative Budget Office and Representative Daniel was asking for related but different sets of data, and in fact that is the case. Below is a summary of how our responses to these inquiries differ:

UT Diversity Office Budgets: this response includes the budgets of UTK's Office of Diversity and Inclusion and similar offices at other UT campuses, including salaries, benefits, and operating funds.

UT Diversity Spending Data: this responded to a request for the salaries and benefits of each UT employee engaged in diversity efforts, adjusted by percent-of-effort. This includes staff in the Diversity Office Budgets described above, but differs in the following ways:

- It does not include operating budgets.
- It adjusts staff salaries based on percent-of-effort devoted to diversity. Most of the office budgets show total salary budgets for each office, which in some cases includes effort in other areas such as compliance, general human resources, student services, and others.
- It includes faculty and staff working on diversity issues who are in offices that do not have primary responsibility for campus diversity programs, such as Student Affairs & Enrollment, Student Academic Support, University Libraries, and Admissions.

In both cases, we interpreted the requests as broadly as possible. An example is the summary of the annual report we make to THEC on use and allocation of state access and diversity appropriations received through state allotment code 332.21 "UT Access and Diversity Initiative." This was not included in any information requests, but we included it in our response to you since it was related to your original request.

Hope this provides you with sufficient information but will be happy to respond/clarify any remaining issues..... thanks, Butch

UT Offices for Access, Diversity, and Inclusion

University of Tennessee at Knoxville

Unrestricted Educational and General Current Funds:

Funding Sources	% of total
Tuition and fees	63
State Appropriations	31
Grants and Contracts	4
Sales and Services, Other	2

Office of Diversity and Inclusion - 3.75 FTE; professional salaries include the VC, a Communications Manager, and 25% for the Director of the Pride Center. Support salaries include an administrative assistant and a graduate assistant (GA) for the Pride Center. Website: <http://diversity.utk.edu>

Budgeted Expenditures	
salaries - professional	\$ 260,002
salaries - support	\$ 50,307
operating	\$ 126,413
total	\$ 436,722

Councils and Commissions Support for groups engaged in diversity efforts such as the Chancellor's Council for Diversity & Interculturism, the Commission for Blacks, the Commission for LGBT People, and the Commission for Women. Approx. \$22k for two .50 FTE GA positions.

operating	\$ 65,000
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Office of Equity and Diversity Ensures compliance with legal mandate set out by state and federal law related to civil rights, equal employment, and affirmative action. Staffed by 5.0 FTE.

salaries	\$ 437,774
operating	\$ 11,275
total	\$ 449,049

Educational Advancement Support Federally funded program for students with demonstrated academic need who are also first-generation college students, from low-income families, or who have physical or learning disabilities. Staffed by 4.0 FTEs supported by grant funds.

operating	\$ 36,473
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Office of Multicultural Student Life Contributes to an inclusive learning environment, enhancing efforts in retaining/graduating students prepared for a diverse global society. Staffed by 7.0 FTE.

salaries	\$ 368,774
operating	\$ 51,821
total	\$ 420,595

UT Offices for Access, Diversity, and Inclusion

University of Tennessee at Martin

Unrestricted Educational and General Current Funds:

State Appropriations 100%

Office of Equity and Diversity - Proactively works to achieve institutional equity and diversity by increasing recruitment, retention, and advancement of persons of diverse backgrounds, cultures, and ideas; enhancing/developing training for faculty, staff, and students; and monitoring and providing training and direction on all searches for faculty/staff. Staffed by 1 administrator and a part-time clerical position.

Budgeted Expenditures	
salaries - professional	\$ 68,800
salaries - support	\$ 15,600
benefits	\$ 13,739
operating	\$ 2,088
total	\$ 100,227

Office of Minority Affairs - Coordinates a holistic program to cultivate ethnic diversity on campus.

salaries - professional (1)	\$ 66,443
salaries - support (1)	\$ 22,718
benefits	\$ 27,650
operating	\$ 70,793
total	\$ 187,604

Office of Financial Aid - Aid to first-generation, under-represented groups, and need-based students.

operating	\$ 288,817
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Office of Graduate Studies - Administers awards to grad students from under-represented groups.

operating	\$ 18,000
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Office of Admissions - Assistant director is assigned to recruitment of under-represented groups.

salaries - professional (.60 fte)	\$ 28,985
operating	\$ 19,885
total	\$ 48,870

Office of Student Engagement - Academic assistance, primarily first-generation and low-income students.

salaries - faculty	\$ 9,016
salaries - support	\$ 63,000
operating	\$ 33,680
total	\$ 105,696

Women's Center- Provides awareness of contributions/value of women to society.

salaries - professional	\$ 12,919
operating	\$ 8,185
total	\$ 21,104

Office of Academic Affairs- Actively recruits minority faculty and staff

salaries - faculty (1)	\$ 40,000	faculty
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Office of Int'l Programs - Works with food services raising awareness of international cuisine/culture.

operating	\$ 700
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UT Offices for Access, Diversity, and Inclusion

University of Tennessee at Chattanooga

Unrestricted Educational and General Current Funds:

Funding Sources	% of total
Tuition and fees	67.59%
State Appropriations	28.51%
Grants and Contracts	0.33%
Sales and Services, Other	3.56%

Office of Equity and Diversity - Proactively works to achieve institutional equity and diversity by increasing recruitment, retention, and advancement of persons of diverse backgrounds, cultures, and ideas; enhancing/developing training for faculty, staff, and students; and monitoring and providing training and direction on all searches for faculty/staff. Staffed by 3.5 FTE plus 4 student positions.

Budgeted Expenditures	
salaries - professional	\$ 181,689
salaries - support	\$ 13,302
operating	\$ 11,357
total	\$ 206,348

University of Tennessee Health Science Center

Unrestricted Educational and General Current Funds:

Funding Sources	% of total
Tuition and fees	32%
State Appropriations	53%
Grants and Contracts	6%
Sales and Services, Other	9%

Office of Equity & Diversity (OED) Promotes inclusion, respect, and the inherent value of all students, faculty, and staff within the UTHSC community. OED's primary focus is harassment/discrimination in relation to compliance with equal employment opportunity, affirmative action, Title VI, Title VII, ADA/Section 504, and ADEA; in addition to student conduct administration and student rights. OED addresses ways diversity is a focus as it relates to compliance, but also as it relates to ways UTHSC leverages advantage through differences, through training and educational programs for faculty, staff, and students enhancing individual knowledge, understanding, and application. The Health Careers Program, a unit within OED, operates as a bridge program targeting the next generation of healthcare professionals from Tennessee from under-represented populations enrolled in undergrad degree programs. UTHSC's Tennessee Institute for Pre-Professionals (TIP) program, funded with Post-Geier funds, is a seven-week summer program for 54 participants domiciled on the Memphis campus, staffed by 8 UTHSC students and 20 faculty (18 UTHSC/2 Non-UTHSC). OED is staffed by 6 FTE plus 2 shared halftime positions.

Budgeted Expenditures	
salaries - professional	318,046
salaries - faculty	14,860
salaries - support	128,670
salaries - student	80,112
operating	84,402
total	\$ 626,090

Summary of UT-THEC Access & Diversity Reports: FY 2015 thru FY 2017

Funding sources include state Access & Diversity appropriations (allotment code 332.21), gifts, endowments, and unrestricted institutional funds

As reported to THEC in UT's FY 2016-17 Appropriations Request, September 2015

Campus/Institute	Unit	Category	Type of Program	FY15 Actual	FY16 Estimated	FY17 Base
Chattanooga	UTC	Student Scholarships & Fellowships	Opportunity Assistantships/Scholarships for Grad/UG students	\$ 273,369	\$ 357,759	\$ 326,871
Chattanooga	UTC	Student Recruitment & Retention	Programs that reach out to the community	48,621	57,628	57,628
Chattanooga	UTC	Faculty/Staff Recruitment & Retention	Nationwide employment advertising to minority groups	289,771	277,206	277,206
Knoxville (UTSI)	UTK	Student Scholarships & Fellowships	Graduate Diversity Enhancement Fellowship Program	174,568	200,434	200,434
Knoxville (UTSI)	UTK	Student Scholarships & Fellowships	Tennessee Pledge Scholarship	12,131,810	12,625,054	12,625,054
Knoxville (UTSI)	UTK	Student Recruitment & Retention	Office of Undergraduate Admission Recruitment Program	119,208	152,766	152,766
Knoxville (UTSI)	UTK	Student Recruitment & Retention	UT LEAD Summer Institute Retention Program	235,980	290,000	290,000
Knoxville (UTSI)	UTK	Faculty/Staff Recruitment & Retention	Opportunity Hire Recruitment Program	1,082,046	847,564	793,654
Knoxville (UTSI)	UTK	Faculty/Staff Recruitment & Retention	Office of Human Resources - Diversity Promotion Program		16,044	16,044
Knoxville (UTSI)	UTSI	Student Scholarships & Fellowships	Graduate Research Assistantships	95,809	83,976	
Knoxville (UTSI)	UTSI	Student Recruitment & Retention	Recruitment Travel Program	338	327	
Knoxville (UTSI)	UTSI	Faculty/Staff Recruitment & Retention	Diversity related training	6,113	4,000	
Knoxville (UTSI)	UTK	Student Scholarships & Fellowships	Law School Scholarship Program	504,950	473,634	405,000
Knoxville (UTSI)	UTK	Student Recruitment & Retention	Recruitment of Diverse Law Students - Law School	170,350	120,000	115,000
Knoxville (UTSI)	UTK	Student Recruitment & Retention	Law School Retention - Job fairs, leadership institutes and other	152,990	120,000	120,000
Knoxville (UTSI)	UTK	Faculty/Staff Recruitment & Retention	Law School Recruitment - 2 year search for 4 tenure track positions		18,000	12,000
Knoxville (UTSI)	UTK	Faculty/Staff Recruitment & Retention	Law School - Retention programs	43,907	55,000	55,000
Knoxville (UTSI)	UTK	Other	Law School - Julian Blackshear Diversity Scholarship Banquet	11,312	12,000	12,000
Agriculture	CVM	Student Scholarships & Fellowships	CVM Medicine Diversity Enhancement Scholarship Program (DVM)		5,000	30,000
Agriculture	CVM	Student Scholarships & Fellowships	CVM Scholarships in Comparative & Experimental Medicine (CEM)	13,481	29,846	
Agriculture	CVM	Student Recruitment & Retention	Veterinary Summer Experience Program (VSEP)	51,485	57,485	58,000
Agriculture	CVM	Faculty/Staff Recruitment & Retention	Grow Your Own Program - Internship and Residency Training	269,078	353,533	238,059
Agriculture	EXPT STN	Student Scholarships & Fellowships	Graduate Research Assistantships	77,633		
Agriculture	EXPT STN	Faculty/Staff Recruitment & Retention	Program for under-represented populations in faculty	47,778	111,186	111,186
Agriculture	EXTEN	Student Scholarships & Fellowships	Minority intern fellowship program	34,660	55,312	44,986
Agriculture	EXTEN	Student Recruitment & Retention	4-H Youth Development Program - Recruitment	1,000	1,000	1,000
Agriculture	EXTEN	Faculty/Staff Recruitment & Retention	UT Extension Agent in Training Program	13,786	113,825	64,931
Health Science Center	MOSU	Student Scholarships & Fellowships	Tennessean Scholarship	1,154,375	1,083,156	1,083,156
Health Science Center	MOSU	Student Scholarships & Fellowships	Chancellor's Diversity Scholarship	1,094,135	1,128,416	1,128,416
Health Science Center	MOSU	Student Scholarships & Fellowships	Chancellor's Non-Resident Diversity Scholarship	670,500	1,245,000	1,245,000
Health Science Center	MOSU	Student Recruitment & Retention	Tennessee Pre-Health Program (TIPP)	325,371	327,710	327,710
Health Science Center	MOSU	Student Recruitment & Retention	SASSII Program - Retention		50,000	50,000
Health Science Center	MOSU	Faculty/Staff Recruitment & Retention	Various faculty support programs - Recruitment	74,780	97,920	97,920
Public Service	IPS	Faculty/Staff Recruitment & Retention	Diversity Awareness Training	9,573	14,185	14,185
Public Service	MTAS	Faculty/Staff Recruitment & Retention	Diversity Awareness Training	1,813	1,851	1,851
Public Service	CTAS	Faculty/Staff Recruitment & Retention	Diversity Awareness Training	1,813	1,851	1,851
System Administration	UWA	Other	System-wide programs	42,367	77,817	77,817
TOTAL				\$ 19,224,770	\$ 20,466,485	\$ 20,034,725