

## Diversity Statements:

Based on the definition and examples provided, provide every job listing from the last five years that required a DEI statement. If there are no changes to the responses previously submitted, please respond with no changes. If it's easier to send the listings in a different format, please email to rayj@blr.arkansas.gov, and enter "will email" below.

UAMS does not require diversity or DEI statements including statements such as those described.

## Personnel:

"Diversity, equity, and inclusion personnel" means personnel whose duties may include:

- (1) influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- (2) promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- (3) promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by the institution's general counsel and the office of the attorney general for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- (4) conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by the institution's general counsel and the office of the attorney general for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

1. UAMS does not have a Dean of DEI, we have a Vice Chancellor of DEI.
2. Our personnel who work primarily in the DEI department are listed in the table below. Our DEI personnel do not conduct activities described in (1), (2), or (3) above.
3. Federal funding does not require specific DEI personnel; however, it does require DEI efforts, therefore some personnel must allocate time to those efforts. Therefore, yes.
4. Accreditation does not require specific DEI personnel; however, it does require DEI efforts, therefore some personnel must allocate time to those efforts. Therefore, yes.

**UAMS Division of Diversity Equity and Inclusion**

<b>Working Title</b>	<b>% Time DEI</b>	<b>Total Salary</b>	<b>Total Salary for DEI</b>	<b>DEI Effort Funding Source</b>
Director of Pathways Academy	100%	82,500.00	82,500.00	100% Grant
Education Coordinator	100%	52,429.65	52,429.65	100% Grant
Education Coordinator	100%	58,000.00	58,000.00	100% Grant
Outreach Coordinator	100%	60,000.00	60,000.00	100% Grant
Program Manager - VACANT	100%	58,000.00	58,000.00	100% Grant
Project Manager - Utemp	100%	35,360.00	35,360.00	100% Grant
Recruiting Specialist	100%	50,000.00	50,000.00	100% Grant
Education Coordinator	100%	57,500.00	57,500.00	100% Grant
Program Manager	100%	58,750.00	58,750.00	100% Grant
Director of Outreach	100%	65,475.00	65,475.00	70% Institutional, 30% Grant
Senior Diversity Specialist	100%	64,000.00	64,000.00	80% Institutional, 20% Grant
Director of Research and Evaluation	100%	101,600.00	101,600.00	67.50% Institutional, 32.50% Grant
Vice Chancellor - Diversity, Equity & Inclusion	100%	272,700.00	272,700.00	83% Institutional, 17% Grant
Professor	50%	345,420.00	172,710.00	50% Institutional (DDEI); 21% Grants (DDEI)
Associate Professor	100%	12,000.00	12,000.00	100% Institutional
Senior Director - Diversity Affairs	100%	116,150.00	116,150.00	100% Institutional
Administrative Analyst	100%	39,139.21	39,139.21	100% Institutional
Executive Assistant III	100%	55,549.00	55,549.00	100% Institutional
Division Business Administrator	100%	78,000.00	78,000.00	100% Institutional
Education Coordinator - Utemp	100%	12,500.80	12,500.80	Unbudgeted/VACANT
Senior Diversity Specialist	100%	64,000.00	64,000.00	100% Institutional/VACANT
Project Manager - Seasonal Employee - Summer Program	100%	31,850.00	31,850.00	VACANT

**Policies:**

“DEI” policies mean policy that endorses an ideology that promotes the differential treatment of an individual or group of individuals based on race, color, or ethnicity.

5. We do not have policies that fit the definition that is provided.
6. We do not have policies that fit the definition that is provided.
7. We do not have policies that fit the definition that is provided.