

NIH Scientific Workforce Diversity Seminar Series

**#SWDSS**

# Julian Vasquez Heilig, Ph.D.

Dean, College of Education  
University of Kentucky



**National Institutes of Health**  
*Office of the Director*  
*Chief Officer for Scientific Workforce Diversity*

# Fostering Cohort Recruitment (FCR) Virtual Forum: Cultural change through Diversity

**Julian Vasquez Heilig, Ph.D.**

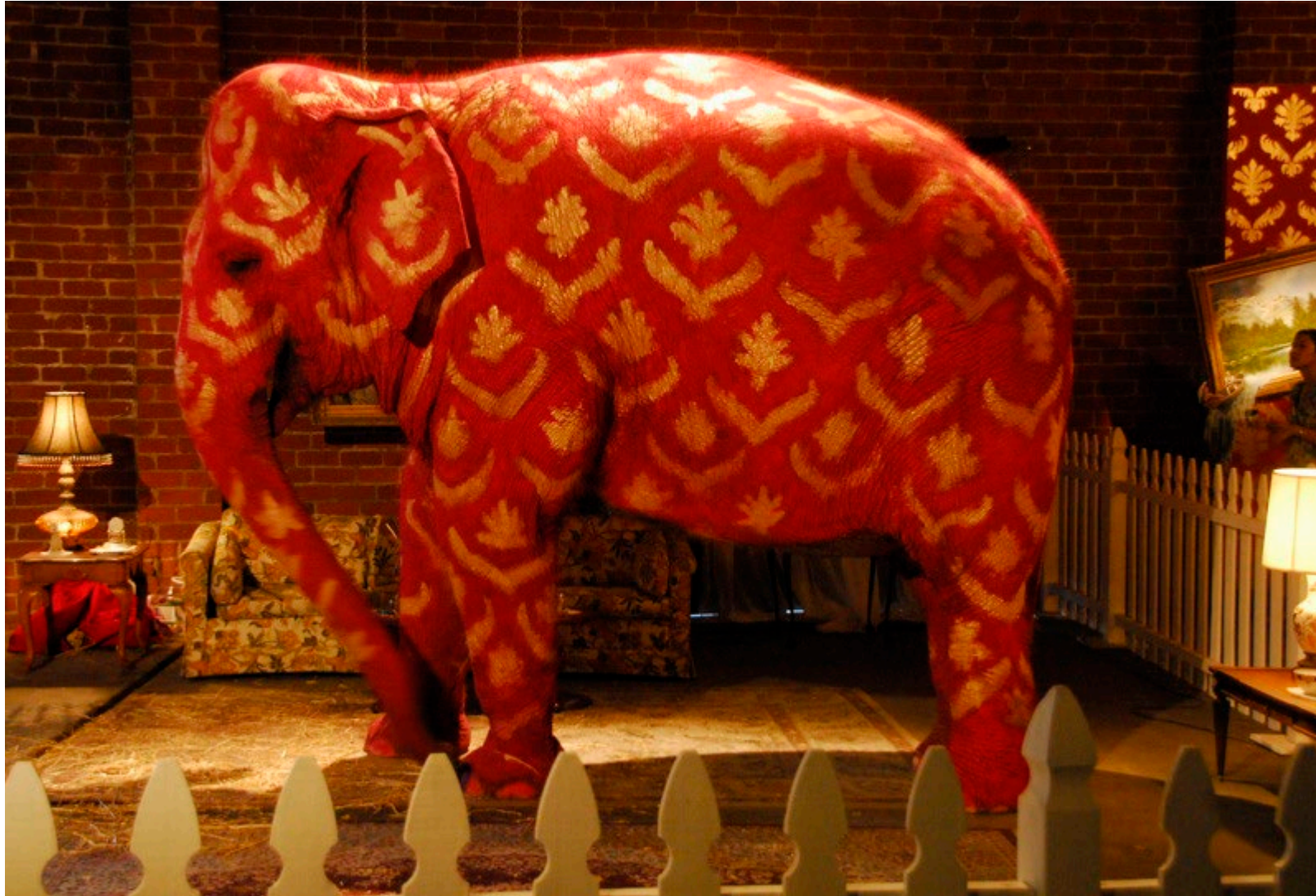
Dean and Professor of Educational Policy  
Studies and Evaluation  
Education Chair, Kentucky NAACP  
Steering Committee, Education Deans for  
Justice and Equity



Tweet @ProfessorJVH

With recognition and respect I live and  
work in the traditional territories of  
the Cherokee, Chickasaw, Delaware,  
Mosopelea, Shawnee, Wyandot and  
Yuchi





## *The Elephant in the Room*

Vasquez Heilig, J., Flores, I., Souza, A., Barry, J., & Barcelo Monroy, S. (2019). Considering the Ethnoracial and Gender Diversity of Faculty in US College and University Intellectual Communities. *Hispanic Journal of Law and Policy*, 2(1), 1-31.

[Banksy](#) exhibition, 2006 Barely Legal show, Los Angeles



CLUSTERS OF FACULTY IN PROGRAM/DEPARTMENT/COLLEGE/UNIVERSITY

“HOMIE HIRES”



Richard Reddick,  
Associate Dean (UT-Austin)

Victor Saenz,  
Department Chair (UT-Austin)

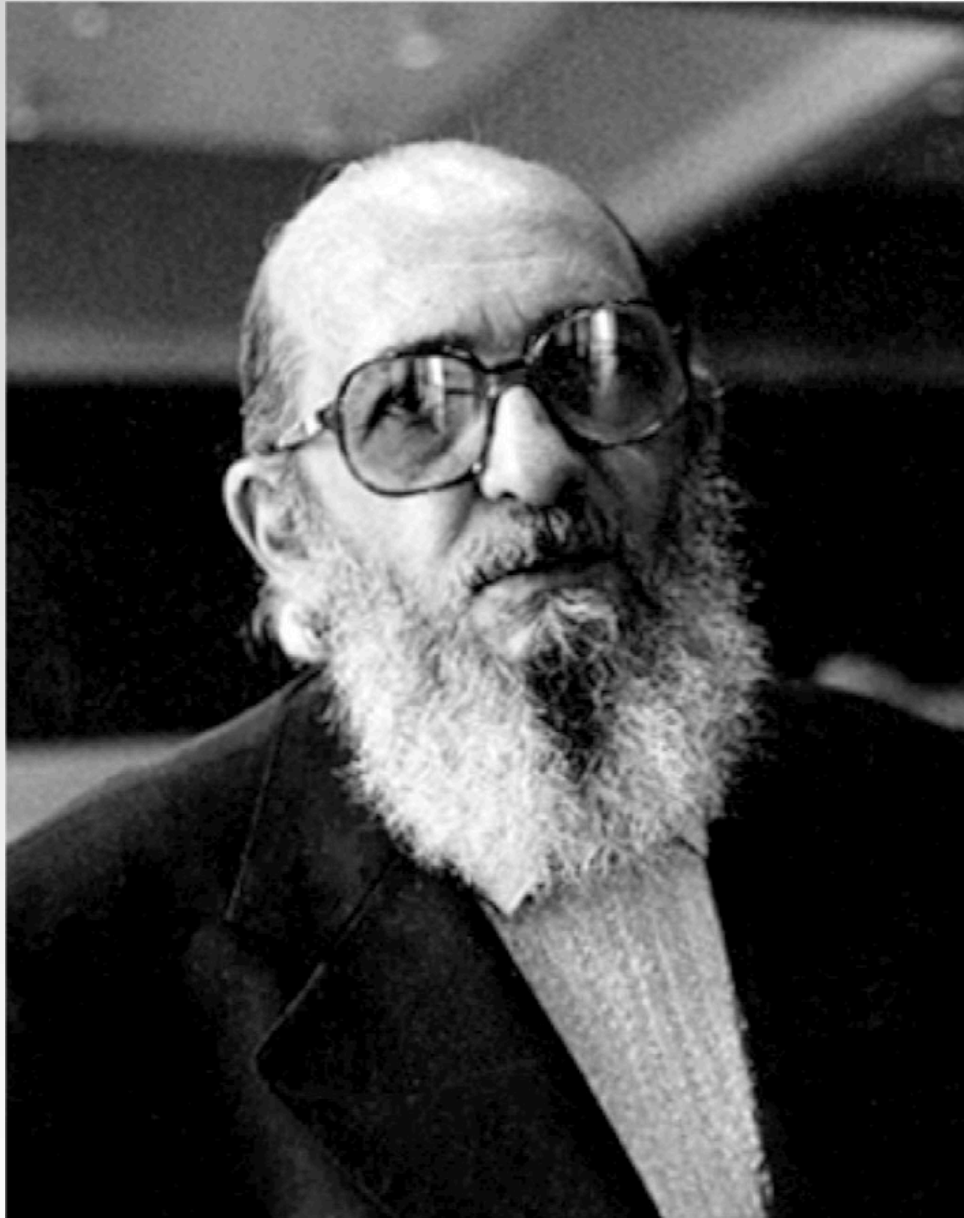
UNIVERSITY OF TEXAS AT AUSTIN CIRCA 2006

# HOMIE HIRES

- Drive professional development
- Clarify and set goals
- Collaborative accountability
- Network and leadership
- Address isolation
- Social comradery







DIALOGIC LEADERSHIP:

**[Networking,  
relationship-building,  
equitable and  
transparent—  
characterized by the  
ability to lead and  
contribute through ideas  
and influence rather than  
exerting hierarchical  
authority.]**



# College of Education

*Education and Civil Rights Initiative*  
in collaboration with the NAACP

FIRST-EVER COLLABORATION BETWEEN A UNIVERSITY  
AND THE NAACP FOR THIS WORK

AMPLIFY RESEARCH FOCUSED ON CIVIL RIGHTS

EXPAND THE DIVERSITY & INCLUSION OF THE COLLEGE  
& IMPACT TEACHER TRAINING

DEEPEN TIES WITH OUR COMMUNITIES

VIRTUAL EVENTS:

- Navigating Your Teens in Breonna Taylor's America
- Coronavirus Impact on Students and Education Systems
- Annual Civil Rights and Education conference

# The Results

## Data Across the UK College of Education

- Concrete action steps and results grounded in active listening and commitment;
- Named our first Associate Dean for Diversity and Student Success;
- In 2020, our College hired one-third African American faculty— overall faculty of color represented two-thirds of new hiring.
- In 2021, 40% of our hires were African American and 80% are faculty of color;
- In 2022, both faculty hired are of color
- College now almost 29% faculty of color
- President appointed to UK Many People, One Community strategic planning DEI workgroup.

Contact: Julian Vasquez Heilig, Dean [j.vh@uky.edu](mailto:j.vh@uky.edu)

**The UK College of Education is built on compassion and respect for all people. We are united in a common cause to strengthen communities across our Commonwealth and beyond, and to do the transformative work that helps them thrive.**

