

The Annual Diversity Plan Report

The Kentucky Council on Postsecondary Education approved the 2016-20 Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion on September 23, 2016. The updated policy builds on the strong foundation cultivated over the past 30 years and further integrates the new degree program approval process, the statewide diversity policy, and the 2016-2021 Strategic Agenda for Postsecondary and Adult Education into one seamless framework upon which equal educational opportunity goals can be set; strategies to obtain these goals can be developed, adopted, and implemented; and institutional progress can be evaluated. The policy includes three focus areas synonymous with the focus areas set forth in the Strategic Agenda: Opportunity, Success, and Impact.

<p>“Opportunity” Recruitment and Enrollment of Diverse Students</p>	<p>Maintaining a diverse student body is an essential contribution to the educational experience of Kentucky’s postsecondary students. Public institutions of postsecondary education in Kentucky have a responsibility to ensure citizens have the opportunity to receive a rich and fulfilling educational experience which cannot be fully obtained without exposure to the different perspectives and cultures of those around them.</p>
<p>“Success” Graduation Rates, Retention Rates, Degrees Conferred, Credentials Earned</p>	<p>While maintaining a diverse student body is an essential educational experience of Kentucky’s postsecondary students, institutions must commit to helping those students be successful when they arrive on campus. Unfortunately, some student populations have historically exhibited lower rates of student success than the overall student population.</p>
<p>“Impact” Campus Climate, Inclusiveness, and Cultural Competency</p>	<p>To fully realize the positive impacts of diversity, Kentucky’s public institutions must be communities that provide an inclusive and supportive environment for its diverse group of students. A supportive and respectful campus climate, interacting with diverse faculty and staff, and being culturally competent are critical to student success.</p>

Strategies of Somerset Community College

These are the strategies proposed and approved for SCC:

Opportunity:

- #1 - Expand minority recruitment events by increasing the number of Super Someday college recruitment event locations.
- #2 - Promote minority-focused scholarships by utilizing the SCC Latino recruitment "Viewbook".
- #3 - Increase number of minority scholarships specifically available to SCC students from one to two by specifically soliciting local business owners and managers who hire Hispanic-speaking individuals for scholarship funds.

Success:

- #4 - Lessen language barriers on campus by offering ESL opportunities on campus.
- #5 - Provide free Spanish-speaking professional development to all faculty and staff.
- #6 - Initiate early alert program for URM and low-income students.
- #7 - Improve retention through existing student services and develop addition innovative programs.
- #8 - Utilize direct marketing techniques to improve semester-to-semester and year-to-year retention.
- #9 - Provide professional development opportunities to all faculty but specifically target "low performance" courses with regards to student completion and success.
- #10 - Take steps toward making the campus more "student friendly" and provide opportunities for student engagement and involvement while providing easy access to information that may affect retention.
- #11 - Increase credential completion through increased monitoring of student progress.
- #12 - Create clearly defined pathways to facilitate on-time completion and opportunities for alternate pathways for students who are not chosen in selective admissions programs.

Impact:

- #13 - Increase workforce diversity by utilizing the Fellows Program when possible.
- #14 - Designate gender-neutral restrooms on campus.
- #15 - Conduct annual training with all employees to promote the benefits and value of diversity and to increase cultural competency.
- #16 - Develop SCC Campus Diversity Advisory Board.
- #17 - Further increase faculty diversity by recruiting and hiring URM as adjunct faculty.
- #18 - Further increase faculty diversity by researching and trying out new methods of outreach and recruitment, specifically (but not limited to) part-time faculty.
- #19 - Increase preparedness for unexpected opportunities by maintaining a database of credential

URM faculty candidates with contact information and teaching disciplines.

Reporting Contact

*** 1. Who is the contact person for this report?**

If we have questions about the content of this report, who should we contact for clarification?

First Name

Last Name

email

phone

Diversity Strategy #1

#1 - Expand minority recruitment events by increasing the number of Super Someday college recruitment event locations.

*** 2. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 3. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 4. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #2

#2 - Promote minority-focused scholarships by utilizing the SCC Latino recruitment "Viewbook."

*** 5. How did you implement this strategy with fidelity? (500 words or less)**

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*** 6. How would you describe the effectiveness of this strategy?**

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*** 7. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #3

#3 - Increase number of minority scholarships specifically available to SCC students from one to two by specifically soliciting local business owners and managers who hire Hispanic-speaking individuals for scholarship funds.

*** 8. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 9. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 10. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

11. This is the end of the Opportunity focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Diversity Strategy #4

#4 - Lessen language barriers on campus by offering ESL opportunities on campus.

* **12. How did you implement this strategy with fidelity?** (500 words or less)

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* **13. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

* **14. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #5

#5 - Provide free Spanish-speaking professional development to all faculty and staff.

*** 15. How did you implement this strategy with fidelity?** (500 words or less)

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*** 16. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 17. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #6

#6 - Initiate early alert program for URM and low-income students.

*** 18. How did you implement this strategy with fidelity? (500 words or less)**

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*** 19. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 20. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #7

#7 - Improve retention through existing student services and develop addition innovative programs.

*** 21. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 22. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 23. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #8

#8 - Utilize direct marketing techniques to improve semester-to-semester and year-to-year retention.

*** 24. How did you implement this strategy with fidelity?** (500 words or less)

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*** 25. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 26. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #9

#9 - Provide professional development opportunities to all faculty but specifically target “low performance” courses with regards to student completion and success.

*** 27. How did you implement this strategy with fidelity? (500 words or less)**

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*** 28. How would you describe the effectiveness of this strategy?**

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*** 29. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #10

#10 - Take steps toward making the campus more "student friendly" and provide opportunities for student engagement and involvement while providing easy access to information that may affect retention.

*** 30. How did you implement this strategy with fidelity?** (500 words or less)

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*** 31. How would you describe the effectiveness of this strategy?**

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*** 32. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #11

#11 - Increase credential completion through increased monitoring of student progress.

*** 33. How did you implement this strategy with fidelity?** (500 words or less)

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*** 34. How would you describe the effectiveness of this strategy?**

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*** 35. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #12

#12 - Create clearly defined pathways to facilitate on-time completion and opportunities for alternate pathways for students who are not chosen in selective admissions programs.

*** 36. How did you implement this strategy with fidelity? (500 words or less)**

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*** 38. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

39. This is the end of the Success focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Diversity Strategy #13

#13 - Increase workforce diversity by utilizing the Fellows Program when possible.

* 40. **How did you implement this strategy with fidelity?** (500 words or less)

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* 42. **What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #14

#14 - Designate gender-neutral restrooms on campus.

* 43. **How did you implement this strategy with fidelity?** (500 words or less)

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* 45. **What lessons were learned regarding this strategy and what are your next steps?**

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Diversity Strategy #15

#15 - Conduct annual training with all employees to promote the benefits and value of diversity and to increase cultural competency.

*** 46. How did you implement this strategy with fidelity? (500 words or less)**

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*** 48. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #16

#16 - Develop SCC Campus Diversity Advisory Board.

*** 49. How did you implement this strategy with fidelity?** (500 words or less)

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*** 51. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #17

#17 - Further increase faculty diversity by recruiting and hiring URM as adjunct faculty.

* **52. How did you implement this strategy with fidelity?** (500 words or less)

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* **54. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #18

#18 - Further increase faculty diversity by researching and trying out new methods of outreach and recruitment, specifically (but not limited to) part-time faculty.

*** 55. How did you implement this strategy with fidelity? (500 words or less)**

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*** 57. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

58. This is the end of the Impact focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Diversity Strategy #19

#19 - Increased preparedness for unexpected opportunities by maintaining a database of credential URM faculty candidates with contact information and teaching disciplines.

*** 59. How did you implement this strategy with fidelity? (500 words or less)**

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*** 61. What lessons were learned regarding this strategy and what are your next steps?**

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62. This is the end of the Impact focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Review for Submission

* 63. At the end of this reporting process you will be emailed a copy of the information you have submitted. Please take a moment to thoroughly review your submission.

- If you wish to receive feedback from Council on Postsecondary Education staff, designate this submission as **DRAFT** (below). **Must be submitted by 12/14/2018.**
- If your report is final, designate this submission as **FINAL** (below) and your report will be forwarded to the Committee for Equal Opportunities. **Must be submitted by 3/1/2019, before 11:59pm.**

**If you have questions before you submit, please call
Dr. Caroline Atkins at 502-892-3006.**

DRAFT

FINAL

64. **OPTIONAL:** Please attach any additional documentation to support this annual report.

Select the file(s) you wish to upload.

Choose File

No file chosen