

**Commonwealth of Kentucky
Endowment Match Program Diversity Plans
Summary
March 15, 2004**

The 2003 budget bill (HB 269) requires universities that participate in the Endowment Match Program to develop and implement specific strategies and plans calculated to achieve reasonable diversity in the recruitment and retention of women, African Americans, and other underrepresented minorities for positions funded through the program, including fellowship, scholarship, and graduate assistantship recipients.

During the latter half of 2003, a working committee comprised of university officials and Council on Postsecondary Education staff developed a diversity plan outline that provides general guidelines for constructing diversity plans for program positions and financial aid recipients (Attachment A). The outline called for university officials to:

- Assess the current level of program diversity at their respective institutions by comparing gender and race of match program faculty, staff, and financial aid recipients with those occupying similar positions or receiving similar awards in the overall university population.
- Define what is considered to be a reasonable level of gender and racial diversity among match program faculty, staff, and financial aid recipients at their university.
- Identify objectives that are consistent with their university's definition of reasonable diversity and establish a time frame for achieving those objectives (i.e., five-year timeline).
- Identify specific strategies, plans, or programs that their university has implemented, or will implement, that facilitate the attainment of diversity goals within the specified time frame.
- Identify the estimated annual cost to the institution of implementing the identified diversity strategies.

The outline was forwarded to university chief budget officers with instructions that they develop and submit diversity plans to the Council no later than January 5, 2004.

Attachment C contains diversity plans for each of Kentucky’s eight public universities. In the paragraphs that follow, gender and ethnic diversity levels and objectives for match program faculty and financial aid recipients are summarized in four tables.

Table 1 contains assessment information and objectives related to the gender diversity of match program faculty. A review of the table yields several observations. First, a majority of program faculty members are male. Of 177 faculty funded through the program, 143 are men (80.8 percent) and 34 are women (19.2 percent). Second, the proportion of women occupying match program positions exhibits considerable variation across institutions, ranging from a low of 14.8 percent at UofL, to a high of 66.7 percent at ECU. This can be explained by relatively low numbers of filled positions at some institutions (ECU, MoSU, and NKU). There is much less variation among institutions that have a total of 10 or more faculty members (WKU, UofL, and UK). Finally, university objectives for gender diversity range from a low of 23.0 percent at UofL to a high of 54.1 percent at WKU.

Table 1: Faculty Gender Objectives

<u>Institution</u>	<u>Current Diversity Level</u>			<u>Five-Year Objective</u>
	<u>Male Faculty</u>	<u>Female Faculty</u>	<u>Percent Female</u>	
EKU	1	2	66.7%	49.6%
KSU	0	0	-	40.0%
MoSU	3	1	25.0%	40.0%
MuSU	0	0	-	33.0%
NKU	1	1	50.0%	50.0%
UK	106	23	17.8%	24.4%
UofL	23	4	14.8%	23.0%
WKU	9	3	25.0%	54.1%
	<u>143</u>	<u>34</u>		

Information pertaining to the racial diversity of program faculty is presented in Table 2. It shows that a majority of faculty members who receive funding through the program are white. Of 177 total faculty, 149 are white (84.2 percent) and 28 are non-white (15.8 percent). The proportion of non-white faculty ranges from a low of zero percent at three institutions (EKU, MoSU, and NKU) to a high of 17.1 percent at UK. The institutions reporting zero percentages of non-white faculty have relatively low numbers of filled positions overall. University objectives for ethnic diversity range from a low of 8.4 percent at ECU to a high of 50.0 percent at KSU.

Table 2: Faculty Ethnicity Objectives

<u>Institution</u>	<u>Current Diversity Level</u>			<u>Five-Year Objective</u>
	<u>White Faculty</u>	<u>Non-White Faculty</u>	<u>Percent Non-White</u>	
EKU	3	0	0.0%	8.4%
KSU	0	0	-	50.0%
MoSU	4	0	0.0%	20.0%
MuSU	0	0	-	17.0%
NKU	2	0	0.0%	14.4%
UK	107	22	17.1%	11.1%
UofL	23	4	14.8%	28.0%
WKU	10	2	16.7%	12.1%
	<u>149</u>	<u>28</u>		

Table 3 contains assessment information and objectives related to the gender diversity of match program financial aid recipients. It shows that a majority of aid recipients are female. A total of 661 students received scholarships or fellowships through the program in 2002-03. Of that number, 265 were male (40.1 percent) and 396 were female (59.9 percent). The proportion of women receiving awards ranged from a low of 41.3 percent at UK to a high of 100.0 percent at WKU. Objectives for aid recipient gender diversity ranged from a low of 50.0 percent at UofL to a high of 60.8 percent at WKU.

Table 3: Aid Recipient Gender Objectives

<u>Institution</u>	<u>Current Diversity Level</u>			<u>Five-Year Objective</u>
	<u>Male Recipients</u>	<u>Female Recipients</u>	<u>Percent Female</u>	
EKU	15	20	57.1%	59.1%
KSU	0	0	-	60.0%
MoSU	4	12	75.0%	60.0%
MuSU	106	241	69.5%	60.4%
NKU	24	31	56.4%	57.6%
UK	91	64	41.3%	50.3%
UofL	25	27	51.9%	50.0%
WKU	0	1	100.0%	60.8%
	<u>265</u>	<u>396</u>		

Minority participation in match program student aid activities is presented in Table 4. The table shows that a majority of aid recipients are white students. Only 77 of a total 652 aid recipients (some students did not report their race) are non-white (11.8 percent). The proportion of minority students receiving aid through the program ranges from a low of zero percent at two institutions (MoSU and WKU) to a high of 48.1 percent at UofL. University objectives for ethnic diversity range from a low of 5.9 percent at EKU to a high of 75.0 percent at KSU.

Table 4: Aid Recipient Ethnicity Objectives

<u>Institution</u>	<u>Current Diversity Level</u>			<u>Five-Year Objective</u>
	<u>White Recipients</u>	<u>Non-White Recipients</u>	<u>Percent Non-White</u>	
EKU	32	3	8.6%	5.9%
KSU	0	0	-	75.0%
MoSU	16	0	0.0%	16.7%
MuSU	340	7	2.0%	8.7%
NKU	45	1	2.2%	7.4%
UK	114	41	26.5%	25.7%
UofL	27	25	48.1%	50.0%
WKU	1	0	0.0%	13.9%
	<u>575</u>	<u>77</u>		