

STRONGER by DEGREES



MEETING AGENDA

Committee on Equal Opportunities

Monday, March 24, 2014

Conference Room A



Members, Council on Postsecondary Education

Dennis Jackson (*chair*)

Kim Barber

JoAnne Bland

Jerome Bowles

Juan Castro

John Johnson

Arthur Lucas

Glenn Means, III (*student member*)

Willis Polk

Robert Staat

Arnold Taylor

Wendell C. Thomas

David Welch

Pam Miller (*ex officio, nonvoting*)

Robert L. King, CPE President

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AGENDA

Committee on Equal Opportunities

Council on Postsecondary Education

Monday, March 24, 2014

9:00 AM

Conference Room A

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1. Roll Call
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 - b. Other Business
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- Next meeting: May 14, 2014, 9 a.m. (EDT), Frankfort, Kentucky

**Council on Postsecondary Education
Committee on Equal Opportunities
March 23, 2014**

Kentucky's Public Postsecondary Education System Definition of Diversity

The Council on Postsecondary Education's Committee on Equal Opportunities, as well as Council staff, invited multiple groups to participate in the development of the Statewide Diversity Policy. All meetings included institutional administrators and organizations from across the Commonwealth; while both Council staff, as well as institutional representatives, invited multiple groups to participate in providing input in the development of the policy, some selected not to participate.

An array of collaborators attended CEO meetings. The emphasis on inclusivity, including the development of a definition of diversity, was a major focus of the meetings. The feedback received was used to further clarify the primary plan elements, which remained a work in progress until all collaborators had an opportunity to comment.

Council staff, along with educational collaborators, considered multiple groups when the definition of diversity was being developed. The broad definition, agreed upon by educational stakeholders, highlighted differences among students that include, but are not limited to:

- First-generation college students;
- Students from varied socioeconomic backgrounds;
- U.S. ethnic minorities;
- Geographic location including rural communities;
- Students who identify as LGBTQ;
- Students with disabilities;
- Students underrepresented in higher education;
- International students, who speak and communicate in a variety of languages;
- Non-traditional students, including adult learners;
- Students with differing gender identities; and
- Students with varying religious backgrounds, or who identify with no particular religious background.

The final definition was intentionally broad to cover multiple groups/individuals, allowing flexibility for the postsecondary institutions to include supplementary information in their diversity plan definition, if they so desired. The working definition was revised several times- the original definition appears below:

Definition of Diversity:

The term diversity describe differences in racial or ethnic classification, age, gender, religion, philosophy, physical abilities, socioeconomic background, sexual orientation, gender identity, genetic attributes, place of origin, cultural values, or political view as well as other identifying features. The use of diversity also extends to Academia, wherein an attempt to create a "diverse student body" typically supports the recruitment of students from historically excluded populations, such as students of African American or Latino background as well as women in such historically underrepresented fields as the Sciences.

The final definition, included in the Statewide Diversity Policy, states:

Diversity Definition:

Diversity, as a concept, describes an inclusive community of people with varied human characteristics, ideas, and world views related, but not limited, to race, ethnicity, sexual orientation, gender, religion, color, creed, national origin, age, disabilities, socio-economic status, life experiences, geographical region, or ancestry. Diversity in concept expects the creation by institutions of a safe, supportive, and nurturing environment that honors and respects those differences. The policy "focusing on a diverse student body and workforce" advocates the inclusion of students and employees from historically underserved populations, both historical and ongoing.

Several attachments are included that highlight the collaborators input during the development of the Statewide Diversity Policy.

Ms. JoAnn Bland will offer a brief overview of information related to gender identity and gender presentation, and how they relate to the current definition of diversity.

Staff preparation by Rana Johnson

**Committee on Equal Opportunities
Council on Postsecondary Education
April 20, 2009**

Comments by Diversity Plan Collaborators

Based on the action plan adopted by CPE January 16, 2009, the CEO is soliciting input from various collaborators to inform development of a mission, vision, core values, and definition of diversity that will undergird a diversity plan for public postsecondary education in Kentucky.

To facilitate the discussion process, the draft statements have been shared with collaborators, institutional presidents, provosts, legal counsels, and members of the general public as the beginning point for discussion and offering of recommendations for consideration by the CEO and CPE as elements in a diversity plan. The draft statements are a product of input from the above collaborators filtered through CPE staff and institutional equal opportunity representatives.

The information presented in today's meeting is a continuation of the process of CEO seeking input from a broad array of collaborators to inform the process for developing a plan. Input received will be used to further clarify the primary plan elements, which will remain a work in progress until, to the extent possible, all collaborators have had an opportunity for input.

It is believed that a critical element is whether the plan supports the health and well being of the Commonwealth and its citizens. Thus, sustaining a statewide commitment to educational access becomes an economic imperative of effectively managing Kentucky's diverse resources and directly impacts its ability to successfully compete in the global marketplace. Conversely, the social necessity of effectively managing diversity is critical if Kentucky is to become an attractive place to live, to raise children, and to build successful businesses and careers. To provide some background with regard to the economic benefit of diversity and to explore some of the demographic characteristics that influence the success of these efforts, representatives of the Kentucky Long-Term Policy Research Center and the Kentucky State Data Center and former members of CPE/CEO were invited to speak to the Committee.

Kentucky Long-Term Policy Research Center

The center is asked to provide a basic philosophical argument in favor of having a population that respects, welcomes, and celebrates diversity, if for no other reason than economic self-interests. Included in the conversations will be examples of opportunities lost because a community could not persuade a biotech firm to locate there. The Center will also explore with CEO the idea that "whatever its root cause, Kentucky's persistent homogeneity is problematic for our shared future." They will also discuss the question "what is the role of

postsecondary education in helping to address this critical issue; what may its relationship be to Kentucky's efforts to attract new business and industry?"

Kentucky State Data Center

The State Data Center is asked to provide a basic overview of demographic information that contrasts the Kentucky population with the population of other areas to identify ways that diversity planning can benefit the economic prosperity of the Commonwealth by: (a) linking diversity, education, and economic development by region of the state; (b) linking the trends in educational attainment of African Americans and other minorities to Kentucky's ability to attract industry; (c) linking the student pipeline (P-12) and its diversity to economic development, world economy and competitiveness; (d) linking collaboration among government, education, and business to improve workforce development and participation in the pipeline; and (e) suggesting actions to consider, demographics to pay attention to, and other actions that may impact areas that should be investigated.

Former Members of CEO/CPE

Former Committee on Equal Opportunity members Walter A. Baker, Marlene Helm, William Wilson, Hilma Prather, Lois Combs Weinberg, and Steve Barger are invited to provide comments to the committee regarding what should be included in a statewide diversity plan, or whether Kentucky should even have a diversity plan. As former members of the committee, their observations and suggestions may add great value to the vision and deliberations as a new plan is developed. The conversation offers a unique opportunity for the committee receive insight and to discuss this project.

The plan/policy review workgroup will continue to provide opportunities for collaborators to provide input and suggestions to further clarify the postsecondary education diversity plan. As opportunities are identified, members of CEO and its constituents will be given notice.

Staff preparation by Sherron Jackson and Rana Johnson

**Committee on Equal Opportunities
Council on Postsecondary Education
April 20, 2009**

Diversity Plan Development: CEO Discussion

Based on the action plan adopted by CPE January 16, 2009, the CEO is developing guidance for the mission, vision, core values, and definition of diversity that will undergird a diversity plan for public postsecondary education in Kentucky. One role of the committee in collaboration with colleges and universities is to recommend policies or changes in policy to ensure that Kentucky complies with the standards articulated by the Supreme Court in the Michigan cases *Grutter* and *Gratz*, Kentucky law, and federal law. The U. S. Supreme Court ruling in *Friends of McDonald v. Jefferson County School District* explicitly excludes postsecondary education and allows *Grutter* and *Gratz* to remain the primary law.

To assist with the process, the committee established the plan legal principles committee, the plan/policy review committee, and institutional representative and CEO staff workgroup to develop working drafts of plan elements for review and action by CEO. Further, the conference of presidents established a working committee of presidents to provide suggestions and recommendations to the CEO as the new plan is developed. Others engaged as collaborators, reviewers, and contributors include provosts, legal counsels, and members of the general public. The draft statements included in this agenda item are a product of input from the above collaborators filtered through the CPE staff and institutional equal opportunity representatives' workgroup.

The information presented in today's meeting is a continuation of the process of CEO seeking input from a broad array of collaborators to inform the process for developing a plan. Input received will be used to further clarify the primary plan elements, which will remain a work in progress until, to the extent possible, all collaborators have had an opportunity for input. The workgroup, responding to a strong recommendation from the conference of presidents, has endeavored to preserve/address the principal policy of The Kentucky Plan to continue to focus on access and equal opportunity for African Americans and underserved groups that have experienced historical patterns of discrimination and exclusion. The following draft elements are a consensus recommendation of the CPE staff/institutional equal opportunity representatives' workgroup and are presented for discussion.

Recommended Report Name:
Kentucky Public Postsecondary Education Diversity Plan

Definition:

Diversity, for purposes of this plan, is an essential characteristic in building an inclusive community of people with varied human differences and world views that honor and respect those differences in a safe, supportive, and nurturing environment for living, learning, and working.

Vision

Postsecondary education, through its institutions, will enhance the Commonwealth by embracing valuing, respecting, and promoting diversity and educational excellence to increase economic viability and social inclusion.

Core Values

Valuing a diverse student body, faculty, staff, administrators, and citizenry is a vital principle in the education and economic development environment of the Commonwealth. The following values shape the priorities and guide decisions in fulfilling the Commonwealth's vision of diversity.

- Value Diversity as a vital component in the state's educational and economic development.
- Continue to focus on access and equal opportunity for African Americans and underserved groups that have experienced historical patterns of discrimination and exclusion.
- Respect personal uniqueness and differences.
- Encourage Intellectual and creative freedom.
- Challenge stereotypes and promote awareness and inclusion.
- Prepare students to live and work in a diverse global society.
- Promote access and high expectations, and support student success.
- Support community engagement, civic responsibility, and service that advance diverse and underserved population groups.
- Implement assessment and accountability measures that document the progress and outcomes of diversity efforts.
- Foster a campus climate that supports collegiality, collaboration, and civility.

The Process:

- October 2008, CEO agrees on a broad outline to develop a diversity plan.
- November/December 2008, CPE/Institutional Representatives' workgroup creates a detailed outline for developing a statewide diversity plan.
- December 2008, CEO holds a special meeting to receive recommendations from the conference of presidents diversity committee.
- January 6, 2009, CEO holds a special meeting to act on a recommended detailed action plan to develop a diversity plan submitted by the CPE staff/institutional equal opportunity representatives' workgroup.
- January 16, 2009, CPE accepts the detailed action plan to develop a diversity plan as recommended by the CEO.

- February 16, 2009, CEO holds its first session at which input is offered by external collaborators (The Kentucky Association of Blacks in Higher Education) and by representatives of EKV, KCTCS, KSU, MoSU, MuSU, NKU, UK, UofL, and WKU.
- March 6, 2009, a status report to CPE and request for input to clarify proposed plan development by CEO and its collaborators.
- April 1, 2009, conference of presidents diversity committee presented their report to the conference of presidents and asked for further review, clarification, and input to guide plan development.
- April 7, 2009, revised plan elements are forwarded to the presidents, the institutional representatives, the legal counsels, the CEO legal principles committee, and the CEO plan/policy committee for review and comment.

Note: The CPE staff/institutional equal opportunity representatives' workgroup meets once each month and by conference call twice each month to discuss and revise the plan elements in light of the information, comments, recommendations, and other data received from collaborators and constituents.

What are the next steps?

- Continue to receive input from collaborators and other constituent groups
- Report final draft of working definitions to CPE May 2009
- Report first draft of objectives and implementation strategies to CPE July 2009
- Report first draft diversity plan to CPE September 2009
- Report final draft of the diversity plan to CPE November 2009
- Submit diversity plan recommendations to CPE January 2010

Staff preparation by Sherron Jackson and Rana Johnson

**Committee on Equal Opportunities
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KCTCS Diversity Plan Assessment

The Council on Postsecondary Education worked collaboratively with Kentucky's public postsecondary institutions and numerous higher education stakeholders across the Commonwealth, to develop the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development. The policy directed institutions to develop campus-based diversity plans that included specific strategies that promote diversity, measurable goals that describe diversity and equal opportunity for students, faculty, administrators, and staff, and strategies that address the campus environment. The plans include four focus areas highlighted in the policy:

- 1) Student Body Diversity
- 2) Student Success/Closing the Achievement Gap (retention, graduation rate, degrees/credentials awarded)
- 3) Workforce Diversity (faculty, staff, and executive/administrative/managerial)
- 4) Campus Climate (environment, employment retention, and promotion)

The Kentucky Community and Technical College System (KCTCS) developed two annual diversity plan assessment reports that acknowledged advancements made by the 16 institutions, as well as areas that will require attention. Reports were submitted in spring 2013, as well as February 2014. The March CEO meeting will include a presentation by KCTCS administrators that feature the results of their diversity plan assessments from the 2010-11, 2011-12, and 2012-13 academic years.

Dr. Gloria McCall, Ms. Natalie Gibson, and Ms. Alicia Crouch will deliver the presentation.

Staff preparation by Rana Johnson

**Council on Postsecondary Education
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**Kentucky Public Postsecondary Education Diversity Policy
Performance Presentation: Institutional Diversity Plan Assessments**

At the January 28, 2014, meeting, the Council's Committee on Equal Opportunities received an update by Council staff regarding the universities' efforts to implement the objectives of their institutional diversity plans. The plans were developed in response to the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development.

The March CEO meeting will include a report by several institutional EEO representatives. The institutional performance presentations correspond to the Student Success focus area, identified in the Council's Strategic Agenda, *Stronger by Degrees*. The Statewide Diversity Policy advances one of the main policy objectives to guide the work of the postsecondary system in the area of Student Success:

- Policy Objective 4: Increase high quality degree production and completion rates at all levels and close achievement gaps, particularly for lower-income, underprepared, and underrepresented minority students.
 - Strategy 4.7: Implement a Statewide Diversity Policy that recognizes diversity as a vital component of the state's educational and economic development.

The presentations will introduce 2011-12 data, in comparison to 2012-13, and identify areas where progress was made, as well as areas that will require improvement to reach their 2015 goals. The four focus areas in the Statewide Diversity Policy will also be highlighted in the presentations:

- Student Body Diversity
- Student Success/Closing the Achievement Gap
- Workforce Diversity
- Campus Climate

EEO representatives from the following institutions will present at the March 24 CEO meeting:

- Western Kentucky University: Richard Miller
- Murray State University: Cami Pierce Duffy
- Eastern Kentucky University: Sandra Moore

The remaining universities will present their institutional diversity plan assessments at the May

and October CEO meetings.

Staff preparation by Rana Johnson

**Council on Postsecondary Education
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**Status: Statewide Diversity Planning and
Support Programs**

The following information focuses on diversity activities and initiatives since the Committee on Equal Opportunities met January 28, 2014.

Governor's Minority Student College Preparation Program Statewide

Conference: The 14TH Annual GMSCPP Statewide Conference will be hosted by Eastern Kentucky University, June 25-26, 2014. Two hundred students, from across Kentucky, are expected to participate in STEM-H activities.

GMSCPP Academically Proficient High School Junior and Senior Diversity

Conference: The 27TH Annual Academically Proficient High School Junior and Senior Diversity Conference will be hosted by Murray State University, June 13-14, 2014, in Murray, Kentucky. Participation in this conference by students and parents is voluntary. The partners for this conference are the Council on Postsecondary Education, and Murray State University. Current sophomores and juniors should be encouraged to visit the registration page for more information, the link can be accessed at:

<http://cpe.ky.gov/news/calendar/statewide/acadprof.htm>

SREB Doctoral Scholars Program: The Teaching and Mentoring Institute will be held October 30 - November 2, 2014, in Atlanta, Georgia. The institute is designed for scholars currently supported by the Kentucky Doctoral Scholars Program. The Kentucky program is implemented collaboratively by the Council, the University of Kentucky, and the University of Louisville, to help students complete the doctorate more quickly and to encourage them to go into the professoriate.

CPE Meeting Dates: The CPE meeting dates for 2014 are April 29, June 20, September 16, and November 21.

Staff preparation by Rana Johnson

**Committee on Equal Opportunities
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Waivers of KRS 164.020(19)

The CEO asked for regular reports regarding institutions that choose to adopt a waiver of the standards of KRS 164.020(19) in order to implement new degree programs. The statutes establish the Council's responsibility to approve the offering of new degree programs (KRS 164.020(14)) and also limit an institution's eligibility for new degree programs (KRS 164.020(19)) by the requirement that an institution meet its equal opportunity objectives.

The Council has authority to grant a temporary waiver of the requirements of KRS 164.020(19). Administrative Regulation 13 KAR 2:060 establishes criteria for determining an institution's compliance with equal opportunity objectives and for the granting of a temporary waiver to a state-supported postsecondary education institution that has not met its objectives.

No institutions requested a waiver as of March 2014.

Staff preparation by Rana Johnson

**Committee on Equal Opportunities
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**Focus on Diversity: Undergraduate Student Initiatives to Recruit, Enroll,
Retain, and Graduate Diverse Groups**

The 2014 Committee on Equal Opportunities meetings will feature special groups or organizations, at each meeting, that promote diversity and inclusion across Kentucky's public postsecondary education system.

The March 24, 2014 meeting will introduce undergraduate strategies to recruit, enroll, retain, and graduate students from the KCTCS institutions, as well as several of the universities. The following institutional administrators and the programs they oversee will be featured:

➤ **Northern Kentucky University**

Mr. Dannie Moore, Associate Dean/Director of African American Programs & Services
Program: NKU Rocks

➤ **Kentucky Community and Technical College System**

Ms. Erin Howard, K'LEA Project Director/BCTC Latino Outreach Director
Program: Kentucky Latino Education Alliance (K'LEA)

Ms. Tracey Folden-Stewart, Director for Cultural Diversity – Hopkinsville CC
Program: Super Sunday College Fair

➤ **University of Louisville**

Mr. Tierney Bates, Director of the University of Louisville Cultural Center
Program: African American Male Initiative

Ms. Phyllis Clark, Associate Director of the University of Louisville Cultural Center/
Advisor to the Porter Scholars
Program: "Built to Graduate"

Mr. Brian Buford, Assistant Provost and Director of the University of Louisville LGBT Center;
The first center of its kind in Kentucky.
Program: LGBT Initiatives/Strategies

The remaining "Focus on Diversity" initiatives will highlight the following:

- **May 19, 2014:** Programs/Strategies/Services provided for Special Focus Areas/Groups: International Students, Low-Income/Socioeconomic, LGBT, Veterans, etc.
- **October 20, 2014:** Special Initiatives, Programs, and Collaborations with K-12 to promote higher education.

Staff preparation by Rana Johnson

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Other Business and News Articles

Articles and reports about access and equal opportunity that are of general interest to the Committee and its work are provided for information.