

STRONGER by DEGREES



MEETING AGENDA

Committee on Equal Opportunities

Monday, May 19, 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, May 19, 2014

9:00 AM

Conference Room A

1. Roll Call
2. Remarks by CPE President
3. Approval of Minutes (March 2014) 3
4. Discussion/Information
 - a. Definition of Diversity 7
 - b. Performance Presentations: Institutional Diversity Plan Assessments 9
 - 1) University of Kentucky
 - 2) Morehead State University
 - 3) Western Kentucky University
 - c. Tuition and Fee Recommendations 11
 - d. Status: Statewide Diversity, Inclusion, and Support Programs 16
 - e. Waivers of KRS 164.020(19) 17
 - f. Focus on Diversity: Special Programs and Student Initiatives 18
5. Other Business
 - a. General Information and News Articles
 - b. Other Business
6. Adjourn
Next meeting: October 22, 2014, 9 a.m. (EST), Frankfort, Kentucky

Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
March 24, 2014

The Committee on Equal Opportunities met March 24, 2014, at the Council office in Frankfort, Kentucky. Chair Dennis Jackson presided over the meeting.

ROLL CALL

Members present: Kim Barber, JoAnne Bland, Jerome Bowles, Juan Castro, Arthur Lucas, Glenn Means, Arnold Taylor, Wendell Thomas and David Welch.

Members absent: Reverend Willis Polk, Robert Staat and John Johnson did not attend the March meeting.

CEO Chair, Mr. Dennis Jackson, provided opening remarks, followed by CPE President Robert King, and Senior Vice President for Academic Affairs, Dr. Aaron Thompson.

CEO Chair Jackson asked Council staff to call roll. Ms. Ivy Robinson called the roll.

APPROVAL OF MINUTES

The minutes from the March 2014 meeting were reviewed.

A motion was made by Mr. David Welch to accept the minutes. Mr. Arthur Lucas seconded the motion.

VOTE: The motion passed and was approved.

DEFINITION OF DIVERSITY

Dr. Rana Johnson introduced the first item on the March 2014 agenda—definition of diversity. CPE legal counsel, Mr. Travis Powell, indicated that the item should be untabled, prior to being discussed/presented. Mr. David Welch made a motion to untable the discussion. The motion was seconded by Mr. Wendell Thomas.

Ms. JoAnne Bland delivered a presentation highlighting the necessity to revise the statewide definition of diversity to represent the LGBTQ community. Ms. Bland suggested including the words gender identity and gender presentation.

Mr. Powell stated that the definition of diversity was developed with the words gender and sexual orientation to be inclusive of all.

One CEO member inquired about the next steps after the presentation. Dr. Aaron Thompson stated that the motion or suggestion would move

to the next CPE meeting as an action item, if approved.

Mr. Wendell Thomas stated that he did not believe that this was an issue that the CEO is prepared to make a decision on, nor the CPE members. He believes that both groups should hear from the individuals that experience problems on campus. Mr. Welch indicated that he shared Mr. Thomas' sentiments. Mr. Welch also indicated that he agreed with the Council and believed that the current definition is inclusive—and the definition should remain broad in this area of the law. He also stated that CPE should affirm that all of those characteristics are included in the current definition. Mr. Welch concluded by stating that his position was to vote no on moving to change the definition, with a strong statement that the current definition is inclusive of the LGBTQ community.

Mr. Glenn Means stated that he serves all students, and all individuals should be recognized. Mr. Arnold Taylor stated that he understands the legal argument, and he sees no harm including the suggested language to the definition.

Ms. Kim Barber stated that she understood that inequities exist, and everyone is sympathetic to the issues. She confirmed that if the definition was made broad, intentionally, gender and sexual orientation is included in the current definition.

Mr. Lucas suggested that Council staff ask the institutional representatives – does everyone know what this means, does everyone understand the rights [of the LGBT community]? Mr. Lucas stated that he is in favor of adding the two terms.

Dr. Thompson stated that he would seek input from the EEO reps, as well as institutional attorneys. He also supported Ms. Barber's position that gender and sexual orientation is included in the current definition; he further suggested that we must receive input from EEO representatives/lawyers because that is what we are called to do.

Mr. Welch asked about religion, in relation to the definition- Jewish, Buddhism, and race/color. He stated that he did not feel a need to go deeper- creed, national origin, age, etc.

Several EEO representatives provided feedback regarding the institutional support services offered to the LGBTQ community.

Mr. Taylor moved to call the question.

Mr. Bowles asked what the colleges/universities are saying about the

issue. Several institutions responded with programs/services offered to students/workforce from the LGBTQ community.

A motion was made by Mr. Taylor to amend the existing definition to include gender identity and gender presentation, and seconded by Mr. Means.

VOTE: The motion passed- 6 yes, and 5 no. The motion was approved to move to the April CPE meeting.

Dr. Thompson and Mr. Powell stated that they would send correspondence to the institutional legal counsels to determine what policies/programs are in place at each of the public postsecondary institutions.

DIVERSITY PLAN ASSESSMENT PRESENTATIONS

The March CEO meeting included reports by several institutional EEO representatives.

- Kentucky Community and Technical College: Gloria McCall, Natalie Gibson, Alicia Crouch, Erin Howard, Tracy Folden-Faust
- Murray State University: Cami Pierce Duffy, Don Robinson
- Eastern Kentucky University: Sandra Moore

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 guides the work of the postsecondary system in the area of Student Success. The diversity plan assessment reports included a discussion of progress made between 2011, and 2012, with a focus on four areas:

- Student Body Diversity
- Student Success
- Workforce Diversity
- Campus Climate

Institutional representatives, and administrators, reported on their progress, discussed diverse student enrollment at the undergraduate and graduate levels, undergraduate student retention, degrees and credentials conferred, STEM-H enrollment and degrees conferred, transfer from 2-year KCTCS institutions to 4-year universities, best practices, workforce diversity, and minority representation on the KCTCS boards. The presentations also included a discussion of the institutions' campus climate and campus environment teams.

The PowerPoint presentations were summarized to coincide with the full reports presented at the January CEO meeting.

The remaining presentations will be presented at the May and October CEO meetings.

**STATEWIDE DIVERSITY
PLANNING AND SUPPORT
PROGRAMS**

The Academically Proficient High School Jr/Sr Diversity Conference will be hosted by Murray State University, June 13-14, at the Murray campus. Approximately 150 students and parents, from across the commonwealth are expected to participate in the day and a half event.

Eastern Kentucky University will host the annual Governor's Minority Student College Preparation Program Statewide Conference, June 25-26, 2014, in Richmond, Kentucky. Approximately 200 middle and junior high school students from around the state will participate in STEM-H workshops during the day and a half event.

The 2014 SREB Institute for Teaching and Mentoring will be held October 30-November 2, 2014, in Atlanta, Georgia.

No waiver requests were made as of March 2014.

**WAIVERS OF KRS
164.020(19)
FOCUS ON DIVERSITY:
PROGRAMS TO RECRUIT,
RETAIN, AND GRADUATE
UNDERGRADUATE
STUDENTS OF COLOR**

Dr. Johnson introduced several institutional administrators/staff from the following institutions, to discuss special services offered:

- **Northern Kentucky University**
NKU Rocks
- **Kentucky Community and Technical College System**
K'LEA
Super Sunday
- **University of Louisville**
African American Male Initiative
Built to Graduate
LGBTQ Programs and Initiatives

OTHER BUSINESS

No other business was brought before the CEO.

NEXT MEETING

The next meeting will take place Monday, May 19, 2014.

ADJOURNMENT

The meeting adjourned at approximately 1:20 p.m.

Council on Postsecondary Education
Committee on Equal Opportunities
May 19, 2014

Kentucky's Public Postsecondary Education System Definition of Diversity

At its April 29, 2014 meeting, the Council on Postsecondary Education unanimously approved the recommendation made by the CEO at its March meeting to amend the current statewide definition of diversity:

ACTION: The Committee on Equal Opportunities recommends that the Council amend the definition of "diversity" outlined in the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development to include the terms "gender identity" and "gender presentation."

The revised definition will read as follows:

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, gender identity, gender presentation, 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.

Members of the CEO, as well as institutional representatives, were notified of the revision following the conclusion of the CPE meeting.

Staff preparation by Rana Johnson

Definition of Diversity

ACTION: The Committee on Equal Opportunities recommends that the Council amend the definition of "diversity" outlined in the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development to include the terms "gender identity" and "gender presentation."

On March 24, 2014, the Council on Postsecondary Education's Committee on Equal Opportunities passed a motion recommending that the definition of "diversity" outlined in the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development be amended to include "gender identity" and "gender presentation." The proposed definition is as follows:

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, gender identity, gender presentation, 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.

Council staff will inform the Committee on Equal Opportunities, as well as the public institutions, of the status of the recommendation immediately following action by the Council.

Staff preparation by Rana Johnson and Travis Powell

**Council on Postsecondary Education
Committee on Equal Opportunities
May 19, 2014**

**Kentucky Public Postsecondary Education Diversity Policy
Performance Presentations: 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 May 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. Four focus areas will 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 May 19 CEO meeting:

- University of Kentucky: Terry Allen
- Morehead State University: Charles Holloway
- Western Kentucky University: Richard Miller

The remaining universities will deliver presentations at the October CEO meeting.

Staff preparation by Rana Johnson

**Council on Postsecondary Education
Committee on Equal Opportunities
May 19, 2014**

Tuition and Fee Recommendations

At its April 29, 2014 meeting, the Council on Postsecondary Education voted to accept the recommendation made by the Tuition Development Committee to set a ceiling rate for tuition and fees for 2014-16. The recommended ceiling is consistent with the Council-approved Tuition and Mandatory Fee Policy objectives.

Dr. Bill Payne, Assistant Vice President for Finance, will provide a summary of the Council action at the May 19 CEO meeting.

Staff preparation by Rana Johnson

REVISED

**Tuition and Mandatory Fee Recommendation
Academic Years 2014-15 and 2015-16**

The Council staff used a collaborative process to develop its 2014-15 and 2015-16 tuition and mandatory fee ceiling recommendations, which included sharing information and engaging in discussions with the Council's Tuition Development Work Group, additional Council members, campus presidents and chief budget officers, student groups, and the governor's office. Based on feedback from multiple stakeholders, there is a general sentiment that increases in resident, undergraduate tuition and mandatory fees should be moderate to support a necessary balance between students' and families' ability to pay for college and institutional funding to support continued progress toward achieving the goals of HB1 and the Strategic Agenda. There is also interest among Council members and campus officials in transitioning to a two-year tuition setting cycle. Adopting a two-year approach will facilitate strategic planning and budgeting processes at the institutions and make college costs more predictable for students and families.

ACTION: For the research and comprehensive universities, the Tuition Development Work Group recommends that the Council approve resident, undergraduate tuition and mandatory fee ceilings for academic years 2014-15 and 2015-16 that do not exceed 5 percent in any one year and do not exceed 8 percent over two years.¹

For KCTCS institutions, the Tuition Development Work Group recommends that the Council approve resident, undergraduate tuition and mandatory fee ceilings of no more than \$147.00 per credit hour in academic year 2014-15 and no more than \$150.00 per credit hour in academic year 2015-16, which equates to a three dollar per credit hour increase each year.

It is recommended that the Council and the institutions be able to revisit the academic year 2015-16 ceilings should there be a change in net General Fund appropriations.

It is recommended that the Council maintain the current floor for nonresident, undergraduate tuition and mandatory fees of two times the resident, undergraduate rate.

Finally, it is recommended that the public universities be allowed to submit for Council approval market competitive resident and nonresident tuition and mandatory fee rates for graduate and online courses.

These recommendations are consistent with Council-approved Tuition and Mandatory Fee Policy objectives, including funding adequacy, shared benefits and responsibility, affordability and student access, attracting and importing talent, and effective use of resources.

¹ The actual 2015-16 ceiling may slightly exceed 8% above the 2013-14 base rates due to the effect of compounding.

2014-15, 2015-16 Resident, Undergraduate Tuition and Mandatory Fees

The following table contains the maximum possible 2015-16 resident, undergraduate tuition and mandatory fee ceilings under the CPE staff recommendation. For the research and comprehensive universities, the one-year percentage point increases in 2014-15 and in 2015-16 cannot sum to more than 8 percent, and the increases in any single year cannot exceed 5 percent. The final 2015-16 ceilings shown in Table 1 represent slightly more than an eight percent increase due to compounding. If there is a change in net General Fund appropriations, the Council and the institutions reserve the right to revisit the 2015-16 ceilings.

Resident Undergraduate Tuition and Mandatory Fees Table 1
Recommended 2015-16 Maximum Dollar Ceilings by Institution

Institution	2013-14 Tuition & Fee Base Rates ^(a)	Maximum 2015-16 Tuition & Fees	Biennial Dollar Change	Biennial Percent Change ^(b)
UK – Lower Division	\$9,966	\$10,780	\$814	8%
UK – Upper Division	10,254	11,091	837	8%
UofL	9,750	10,546	796	8%
EKU	7,536	8,150	614	8%
KSU (FTCR) ^(c)	7,061	7,637	576	8%
MoSU	7,366	7,967	601	8%
MuSU	7,044	7,619	575	8%
NKU	8,088	8,748	660	8%
WKU	8,582	9,282	700	8%
KCTCS				
Tuition	\$144.00 pch	\$150.00 pch	\$6.00 pch	4%
Agency Bond Fee ^(d)	0.00 pch	8.00 pch	8.00 pch	
Total	\$144.00 pch	\$158.00 pch	\$14.00 pch	10%

FTCR - Full Time Comparison Rate
pch - per credit hour

(a) Does not include Special Use Fees at NKU, MoSU, WKU, and UL

(b) May exceed eight percent due to compounding.

(c) KSU is planning to transition to a flat-rate pricing structure for 2014-15. This change may necessitate an adjustment to their approved ceiling at the June Council meeting.

(d) KCTCS's Agency Bond Fee is not included in the CPE staff recommendation. It is displayed here for information purposes only.

Nonresident, Undergraduate Tuition and Mandatory Fees

The current floor for nonresident, undergraduate tuition and mandatory fees is two times the resident, undergraduate rate. The staff recommends the Council maintain the current floor. Any institution desiring to assess a nonresident, undergraduate rate that is less than two times the resident, undergraduate rate is expected to request an exception to this policy when it submits its 2014-15 and 2015-16 tuition and mandatory fee rates for final Council action.

Graduate and Online Tuition and Mandatory Fees

The staff recommends that the public universities be allowed to submit for Council approval market competitive resident and nonresident tuition and mandatory fee rates, as approved by their respective boards, for graduate and online courses.

Budgetary Impact of Fixed Cost Increases

It is estimated that Kentucky's universities and KCTCS will incur increases in fixed costs and other obligations of nearly \$77.9 million in 2014-15 (Attachment 1). The largest individual categories are increases in institutional financial aid (\$25.6 million), health insurance premiums (\$15.5 million), maintenance and operations expenses (\$9.7 million), and employer-paid retirement, contributions (\$8.4 million). Other fixed costs, including, utilities, contractual obligations, workman's compensation, and unemployment compensation, are expected to rise by \$18.7 million.

In addition to fixed cost increases, the universities and community colleges are faced with reductions in their net General Fund appropriations. House Bill 235 provided \$8.4 million to cover half the expected increase in employer-paid retirement contributions associated with state mandated KERS rate increases. A 1.5 percent reduction, totaling \$13.9 million, was then applied to the total of the 2013-14 net General Fund appropriations and the additional KERS funds (Attachment 2).

The Council staff has recommended maximum 2014-15 tuition and fee rate ceilings of up to 5 percent for the research and comprehensive universities and three dollars per credit hour (or about a 2 percent increase) for all KCTCS institutions. When the proposed increases are assessed uniformly across all categories of students (i.e., every academic level, residency, and full-time or part-time status) in an assumed no-growth student enrollment environment, campus officials estimate that the proposed rate increases will generate \$66.4 million in additional tuition and fee revenue, in fiscal year 2014-15 (Attachment 3). This projected increase in tuition and fee revenue will cover only about 72 percent of the estimated \$91.8 million increase in fixed costs and net General Fund reductions, resulting in an estimated budget shortfall of \$25.3 million (Attachments 4 and 5).

2014-15, 2015-16 Rate Proposals

It is anticipated that institutions will submit their proposed 2014-15 and 2015-16 tuition and fee rates for Council approval at the June 20 meeting. This will allow additional time for campus

officials to share tuition and fee ceilings with various stakeholders and obtain input from their respective boards prior to setting tuition.

The staff will recommend for Council approval tuition and fee rates that meet the following criteria:

- a) Increases in resident, undergraduate tuition and mandatory fees that are at or below the approved ceiling (including any potential change related to KSU's planned transition to flat-rate pricing);
- b) Nonresident, undergraduate rates that are at least two times the resident, undergraduate rate;
- c) Proposed exceptions to the nonresident rate floor that have been previously approved by the Council and are in line with 2013-14 rates; and
- d) Market competitive tuition and fee rates for graduate and online courses.

Staff preparation by Bill Payne, Shaun McKiernan, and Scott Boelscher

**Council on Postsecondary Education
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May 19, 2014**

Status: Statewide Diversity, Inclusion, and Support Programs

The following information focuses on diversity activities and initiatives since the Committee on Equal Opportunities met March 24, 2014.

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. Dr. Robert Belle, SREB-AGEP Doctoral Scholars Program Director, will deliver the opening address.

Participation in this conference by students and parents is voluntary. Approximately 200 students, parents, and postsecondary administrators, from across the commonwealth, are expected to participate. The partners for this conference are the Council on Postsecondary Education, and Murray State University. Current sophomores and juniors are encouraged to visit the registration page for additional information; the link can be accessed at: <http://cpe.ky.gov/news/calendar/statewide/acadprof.htm>

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 the STEM-H workshops.

Kentucky Latino Education Alliance (K'LEA): The partners of the Kentucky Latino Education Alliance (K'LEA) met Friday, May 16, 2014, to debrief, and discuss next steps to sustain the Latino/a student success efforts made over the past four years, through support from the Lumina Foundation. The group also discussed strategic planning, resources, and parent support initiatives, to continue to promote college readiness and Latino/a student success.

SREB Doctoral Scholars Program: The Compact for Faculty Diversity 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 assist students with completing the doctoral degree, and to encourage them to transition into the professoriate or administrative positions.

CEO Meeting Dates: The remaining CEO meeting date for 2014 is October 22.

Staff preparation by Rana Johnson

**Council on Postsecondary Education
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May 19, 2014**

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 May 2014.

Staff preparation by Rana Johnson

**Council on Postsecondary Education
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May 19, 2014**

**Focus on Diversity: Programs/Strategies/Services for Special Focus Groups:
International Students, Low-Income/Socioeconomic, LGBTQ, Veterans, etc.**

The 2014 CEO meetings will feature special groups, organizations, or services offered by Kentucky's public postsecondary institutions that promote diversity and inclusion across the public postsecondary education system.

The May 19, 2014 meeting will introduce services offered to special focus groups: International Students, Low-Income/Socioeconomic, LGBTQ, Veterans, etc. 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: LGBTQ Initiatives

➤ **Morehead State University**

Ms. Shante' Hearst, Coordinator of Student Organizations Leadership and Greek Life
Programs: ALLYance, LGBTQ Initiatives

➤ **Kentucky Community and Technical College System**

Programs: System wide Initiatives

The final "Focus on Diversity" initiative will highlight the following:

- **October 20, 2014:** Special Initiatives, Programs, and Collaborations with K-12 to promote higher education.

Staff preparation by Rana Johnson