

STRONGER by DEGREES



MEETING AGENDA

Committee on Equal Opportunities

Monday, May 18, 2015

Conference Room A



Members, Council on Postsecondary Education

Dennis Jackson (*chair*)

Kim Barber

JoAnne Bland

Jerome Bowles

Juan Castro

John Johnson

Arthur Lucas

Robert Staat

Arnold Taylor

Wendell C. Thomas

Joshua Tunning (*student member*)

David Welch

Pam Miller (*ex officio, nonvoting*)

Robert L. King, CPE President

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Kentucky Council on Postsecondary Education, 1024 Capital Center Drive, Suite 320, Frankfort KY 40601, Ph: (502) 573-1555, Fax: (502) 573-1535,
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AGENDA

Committee on Equal Opportunities

Council on Postsecondary Education

Monday, May 18, 2015

9:00 AM

Conference Room A

1. Roll Call
 2. Approval of Minutes (March 23, 2015) 3
 3. Comments
 - a. Robert L. King, CPE President
 - b. Dr. Aaron Thompson, CPE Executive Vice President
 4. Discussion/Information
 - a. Student Perspective: Ms. Nisa Jones - University of Louisville, May 2014 Graduate
 - b. Institutional Diversity Plan Presentations 9
 - 1) University of Louisville: Dr. Mordean Taylor-Archer
 - 2) Morehead State University: Mr. Charles Hollloway
 - c. New Degree Program Eligibility Framework and Diversity Policy Development Progress Update
 - d. CEO Request: Diversification of Boards
 - e. Waivers of KRS 164.020(19) 10
 - f. Status: Diversity Planning Support Programs 11
 5. Other Business
 - a. General Information and News Articles
 - 1) Resolution: CEO Commitment to Diversity
 - b. Other Business
 6. Adjourn
- Next Meeting: October 19, 2015, 9 a.m. (EST), Frankfort, Kentucky**

Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
March 23, 2015

The Committee on Equal Opportunities met March 23, 2015, at the Council office in Frankfort, Kentucky. Chair Dennis Jackson presided over the meeting.

ROLL CALL

Members present: JoAnne Bland, Juan Castro, Dennis Jackson, John Johnson, Wendell Thomas, Dr. Robert Staat, Arnold Taylor, and David Welch.

Members absent: Kim Barber and Josh Tunning did not attend the March meeting.

CEO Chair, Mr. Dennis Jackson, provided opening remarks regarding the recent protests in regard to the incidents regarding men of color in the media.

Chair Jackson requested a moment of silence in memory of Mr. Terry Allen's father. His comments were followed by CPE Vice President Dr. Aaron Thompson.

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

APPROVAL OF MINUTES

The minutes from the January 2015 meeting were reviewed.

A motion was made by Ms. JoAnne Bland to accept the minutes. Dr. Robert Staat seconded the motion.

VOTE: The motion passed and was approved.

COMMENTS BY VICE PRESIDENT
DR. AARON THOMPSON

Vice President Aaron Thompson recently testified in Washington, DC on GEAR UP, campus initiatives and cultural competency in postsecondary education. Dr. Thompson offered a brief account of his testimony that included a discussion of Kentucky's campuses commitment to diversity and cultural competency.

CEO member Mr. Wendell Thomas asked Dr. Thompson for a definition of cultural competency, as it relates to the campus climate. Dr. Thompson provided a definition and Mr. Thomas responded that there is a need for campus visits and he believes that the CEO is not welcome on campuses.

Mr. John Johnson responded that the CEO has been discussing campus visits for some time. Dr. Thompson indicated that Council staff was putting together a schedule and would like to have a better idea of what the focus should be during the visits.

Mr. Thomas stated that cultural competence does not work in the United States.

DEGREE PROGRAM ELIGIBILITY

Dr. Rana Johnson introduced the first item on the agenda. Each of the public postsecondary institutions met the EEO goals and objectives and are eligible to propose new academic degree programs in 2015. Four universities showed progress in all objectives: MoSU, UK, UofL, and WKU. Seven KCTCS institutions showed progress on all objectives: Big Sandy, Gateway, Hazard, Hopkinsville, Jefferson, Somerset, and West Kentucky.

ROLE OF THE CEO

At the January CEO meeting, one of the members requested that a list of roles and responsibilities of the CEO be presented at the March 23 meeting.

INSTITUTIONAL DIVERSITY PLAN REPORTS

Dr. Johnson provided background information including how it originated, its charge, what it does and does not do, the implementation of the Diversity Policy, expectations of each campus, and consequences for non-performance of goals and objectives.

Several universities presented the results of their 2014 Institutional Diversity Plan Reports. Equal Educational Opportunity representatives shared the results of their reports in the areas of student enrollment, retention, degrees/credentials earned, and faculty diversity. Reports were presented by the following:

- Mrs. Cami Pierce Duffy and Kristal Cole, J.D.
Murray State University
- Mr. Terry Allen
University of Kentucky
- Dr. Richard Miller
Western Kentucky University

Several CEO members asked follow up questions regarding the reported results. Mr. Jerome Bowles requested that an administrator from the Kentucky Department of Education be requested to attend the May CEO meeting to offer an update on programs and strategies to close the achievement gaps in K-12, in addition to reporting on initiatives to increase the number of diverse teachers/superintendents in Kentucky. Council staff noted that a request would be made.

Mr. David Welch inquired about incidents taking place at the public postsecondary education campuses. An EEO representative stated that last year the University of Alabama noted they were not integrating their Greek organizations. The Kentucky institution structured a discussion with their Greek organizations to determine what the university was doing to integrate their Greek groups. The

institution engaged in on-going discussion with SAE, following the incident in the media.

Ms. JoAnne Bland stated that cultural competency is important.

Mr. Johnson asked Mr. Terry Allen to elaborate on conversations that took place at UK following the SAE incident in Alabama. Mr. Johnson suggested that the CEO may want to take a strong position and draft appropriate language stating that discrimination and inequality will not be tolerated in Kentucky's public postsecondary education system.

Mr. Welch stated that he was offended listening to the rights of passage lyrics of the SAE in the media.

Dr. Thompson stated that Council staff will be happy to develop a letter, and that we will also include a discussion inquiring about the public safety reports.

Chair Jackson asked if the CEO should request institutions to submit public safety reports. CPE legal counsel, Travis Powell, stated that the Michael Minger report may highlight useful information. Arnold Taylor asked Travis to present the information in the Minger report at the May meeting.

Mr. Welch indicated that he was disappointed that the CEO is limited to making recommendations that transition to the CPE—he stated that he would like to know if the CEO has the support of the CPE. Mr. Johnson suggested that the letter also be sent to the CPE.

Another EEO administrator stated that their College of Medicine is integrating in the academic curriculum a focus on training doctors to treat diverse individuals with dignity and respect.

WAIVERS OF KRS 164.020(19)
OTHER BUSINESS

No waivers were requested.

DIVERSITY PLANNING SUPPORT PROGRAMS

Dr. Johnson offered an update on several CPE funded support programs:

- The GMSCPP Statewide Conference will take place June 15-16, 2015 at Murray State.
- The 2015 Academically Proficient High School Jr/Sr Diversity Conference will be held at the University of Louisville, June 19-20, 2015.
- The 2015 Institute on Teaching and Mentoring will be held in Arlington, Virginia October 29-November 1, 2015.

OTHER BUSINESS

Mr. Johnson stated that he wanted to ensure that adequate resources are identified for EEO initiatives, as a follow up to his request for a copy of the budget for EEO projects, as much as possible. Dr. Thompson indicated that requests were made during the development of the Council budget for EEO projects and pass through programs.

NEXT MEETING

The next regularly scheduled meeting will take place Monday, October 19, 2015, 9:00 am (ET) in Frankfort, KY.

ADJOURNMENT

The meeting adjourned at noon.

**Council on Postsecondary Education
Committee on Equal Opportunities
May 18, 2015**

**Kentucky Public Postsecondary Education Diversity Policy
Performance Presentations: Institutional Diversity Plan Assessments**

The Committee on Equal Opportunities will receive an update by several institutional EEO representatives 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 institutional presentations parallel 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 that guide the work of the postsecondary system in the area of Student Success.

The presentations will introduce 2012-13 data, in comparison to 2013-14, 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:

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

The following EEO representatives are scheduled to present:

- University of Louisville: Dr. Mordean Taylor-Archer
- Morehead State University: Mr. Charles Holloway

The remaining institutions will share the results of their reports at the October CEO meetings: ECU, KCTCS, KSU, and NKU.

Staff preparation by Rana Johnson

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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 May 2015.

Staff preparation by Rana Johnson

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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 March, 2015.

Governor's Minority Student College Preparation Program: The Annual GMSCPP Statewide Conference will be hosted by Murray State University, June 15-16, 2015; approximately 200 students from across the Commonwealth are expected to participate in STEM-H activities and laboratory experiments during the day and a half conference.

GMSCPP Academically Proficient High School Junior and Senior Diversity Conference: The University of Louisville will host the 28TH Annual Academically Proficient High School Junior and Senior Diversity Conference, June 19-20, 2015. Jefferson County Circuit Court Judge Erica Williams will deliver the opening address.

Participation in this conference by students and parents is voluntary. The partners for this conference are the Council on Postsecondary Education and the University of Louisville. As of Friday, May 15, a total of 150 students and parents registered for the day and a half event. Current sophomores and juniors are encouraged to visit the registration page for additional information: <http://cpe.ky.gov/news/calendar/statewide/acadprof.htm>

SREB Doctoral Scholars Program: The Compact for Faculty Diversity Teaching and Mentoring Institute will be held October 29 – November 1, 2015, in Arlington, Virginia. 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 transition into the professoriate.

Staff preparation by Rana Johnson