

Kentucky Council on Postsecondary Education



MEETING AGENDA

Committee on Equal Opportunities

Monday, July 23, 2018

Downing Student Union, Room 3020, Western Kentucky University, Bowling Green,
Kentucky

The Council on Postsecondary Education is Kentucky's statewide postsecondary and adult education coordinating agency charged with leading the reform efforts envisioned by state policy leaders in the *Kentucky Postsecondary Education Improvement Act of 1997*. The Council does not discriminate on the basis of race, color, national origin, sex, religion, age, or disability in employment or the provision of services, and provides, upon request, reasonable accommodation, including auxiliary aids and services necessary to afford individuals with disabilities an equal opportunity to participate in all programs and activities.

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9:00 AM

Downing Student Union, Room 3020, Western Kentucky University, Bowling Green, Kentucky

1. Committee Member Introductions and Roll Call
 2. Institutional Welcome: Mr. Brian Kuster, Vice President of Enrollment and Student Experience
 3. Diversity Initiatives Update: Dr. Lynne Holland, Chief Diversity Officer
 - a. Initiatives in the Area of Impact
 - 1) Student Accessibility Resource Center, Technology as a Tool for Accessibility: Mr. Robert Unseld, Director, Strategic Planning and Innovation
 - 2) Social Justice Working Group, Changing Institutional Culture: Dr. Peggy Crowe, Director, Counseling Center and Chair of the Social Justice Working Group
 - b. Initiatives in the Area of Opportunity
 - 1) Young Male Leadership Academy: Ms. Julia Rivas, Coordinator, Minority Teacher Recruitment, College of Education and Behavioral Sciences
 - c. Initiatives in the Area of Student Success
 - 1) MakerSpaces: High Impact Practice: Dr. Anne Heintzman, Instructor, University Experience/MakerSpace Coordinator
 - 2) Intercultural Student Engagement Center (ISEC) Academy: Ms. Kristina Gamble, ISEC Program Coordinator; Ms. Angie Link, ISEC Office Coordinator; Ms. Jackie Pillow, ISEC Retention Initiatives Coordinator; Mr. Robert Bright, ISEC Student Representative; Ms. Natalia Martin, Mr. Cameron Brooks, Ms. Heavyn Gray, Academy Scholar Navigators
 - d. Professional Development
 - 1) Marketing for DEI: The Value of an Authentic Narrative: Ms. Cheryl Bates Lee, Executive Director, Damascus Road Experience
 4. Approval of Minutes - April 30, 2018 4
 5. Report from the June Council Meeting
 6. Diversity Plan Process Update 8
 7. Other Business
 8. Adjourn
- Next Meeting: October 22, 2018, Bluegrass Community and Technical College, Leestown Campus, Lexington, Kentucky**

STAY CONNECTED TO THE CPE!



STAY CONNECTED TO THE CPE!



Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
April 30, 2018

The Committee on Equal Opportunities met April 30, 2018 in the Curris Center on the campus of Murray State University in Murray, Kentucky. Chair Shawn Reynolds presided over the meeting.

WELCOME: President Robert O. Davies greeted the group and welcomed them to the campus. President Davies outlined campus efforts related to diversity and inclusion, such as the creation of diversity advocates and revised policies related to search committees. He stressed that MSU is committed to inclusive excellence through all campus aspects. He has been working closely with Dr. Damon Williams, a consultant on inclusive excellence.

ROLL CALL: Council staff called the roll.

Members present: Robert Croft, Dr. Brian Dunican, Corey Bellamy, Shawn Reynolds, Silas Session.

Members absent: David Carpenter, Sebastian Torres, Keitha Henderson, Vidya Ravichandran, Ann Morgan, Ling-Yuh Pattie, Robert Staat, and John Johnson.

Council staff and institutional representatives present: Dr. Aaron Thompson, Dr. Caroline Atkins, Travis Powell, Dr. Kathleen Roberts, Dr. Mordean Taylor Archer, Dr. Sonja Feist-Price, Natalie Gibson, Camisha Duffy and Dr. Timothy Forde.

CAMPUS Camisha Duffy, Executive Director and Title IX Coordinator of Institutional Diversity, Equity and Access at Murray State University welcomed the group and introduced various campus representatives.

Dr. David Eaton and Dr. Barbara Washington, co-facilitators of the President's Commission on Diversity and Inclusion shared that commission members had reviewed the campus diversity plan submitted to the Council and were working with individual campus units to create related goals and rubrics to provide feedback on how and when to focus efforts.

Dr. Crystal Rae Coel shared campus efforts related to diversifying the professorate through the Diversity Faculty Fellowship Initiative. The program involves recruitment, mentoring and creating teaching excellence in future faculty as they complete their dissertations. Dr. Ruth Daniel and Dr. Sonya Noruwa, AY 2017-18 faculty fellows shared their experiences with the initiative and expressed their gratitude for the opportunity and mentorship. A total of six fellows have completed the program since it was initiated.

Fred Dietz, Roslyn White and Kendrick Quisenberry shared information related to enrollment and recruitment. A location based recruiter, admitting students on self-reported grades and test scores, expanding their market base and scholarships targeting low-income and underrepresented minority students have all contributed to an increase in freshmen enrollment. Students are recruited to participate in programs such as Rising Stars and alumni involved summits which develop their leadership skills.

Members of the President's Commission on Student Success shared details on efforts related to retention and graduation rates. Dr. Don Robertson discussed the revised student success/transitions seminar, which includes topics such as study skills, time management and how to be successful on campus. The seminar has resulted in great success in first to second year retention (2015-16 cohort). The campus is also exploring the purchase of an early alert software program that will include more predictive analytics. They are currently using Mapworks. Dr. Mark Arant shared campus efforts related to academic advising and its critical role in persistence. The campus has initiated a number of efforts to strengthen advising, including listening forums, enhanced training for advisors, and reviewing schedule selection software. They have also begun a partnership with WKCTC for students who do not meet the entrance requirements at Murray. This program, titled Accelerate U, provides an immersive environment with prerequisite courses. Dr. S.G. Carthell shared that the Office of Multicultural Affairs works to enhance retention success and graduation rates for multicultural students. A leadership component is also included in all programming through this office. Peggy Whaley provided details on the campuses recapture campaign. A combination of robo calls and personal phone calls are made to those who have not registered. This is a collaborative effort of faculty, staff and different offices/units across the campus. The campus also promotes a mentoring program to provide students with connections that lead to lifelong friendships and support systems. This program is in support of student retention.

APPROVAL OF
MINUTES:

The minutes from January 22, 2018 were reviewed. Attendance was amended to include Natalie Gibson and Cami Duffy. Motion to accept the minutes was made by Robert Croft with second by Corey Bellamy.

REPORT FROM
COUNCIL
MEETING:

Travis Powell and Aaron Thompson shared updates from the April 26-27 Council meeting held on the campus of the University of Louisville. Mr. Powell detailed the proposal to amend the minimum guidelines for admission to state-supported colleges and universities. For public four-year universities, the proposal would require a minimum high school GPA of 2.5 on a 4.0 scale for traditional high school graduates. However, students with a 2.0 to 2.49 could enroll after signing a learning contract with the institution. The contract would specify the advising, mentoring, tutoring and support services expectations for both the student and the institution, as well as student learning goals and expectations, student participation requirements in a financial literacy program, the process by which student progress will be monitored, and the specified length of the learning contract.

The amendment would also mandate the implementation of the corequisite model for students needing remediation in core content areas. A corequisite course is a credit-bearing course that includes enhanced academic supports, such as additional hours of instruction, tutoring, mentoring or advising. Moving toward the corequisite model of remediation will assist students in progressing to a degree more quickly outside the traditional developmental model, which is often more costly and ineffective in progressing students toward degree completion. Dr. Thompson initiated both of these models during his time as President at Kentucky State University with great success for students.

The Council also adopted a new administrative regulation, 13 KAR 3:060, which sets the criteria and conditions for the issuance of Kentucky high school equivalency diplomas upon successful completion of three credit hours from eligible courses at KCTCS in each of the four core academic content areas. The academic content areas and corresponding eligible courses align with the content areas and related competencies outlined in the College and Career Readiness Standards for Adult Education and assessed in the GED exam. This program will allow adults without a high school diploma to begin earning college credit while simultaneously

working toward obtaining a high school diploma outside the traditional single test environment.

Dr. Thompson added that the campus and the Council on Postsecondary Education would receive a 6.25% budget cut. \$31 million has been added to performance funding. The KERS required contribution for the campuses has been rolled back slightly.

DIVERSITY PLAN TIMELINE: Dr. Caroline Atkins reviewed the updated plan timeline. Upcoming highlights are as follows:

- Preliminary annual quantitative report (not scored) July 24, 2018
- Optional draft report to CPE December 14, 2018
- CPE Feedback to campuses January 10, 2019
- First year final reports due March 1, 2019
- Campus reports distributed to review teams March 15, 2019
- Review teams meet and develop composite scores April 29, 2019

PROFESSIONAL DEVELOPMENT: Annazette Houston provided a workshop on Equity, Equality and Leveraging Campus Partnerships. Ms. Houston serves as the Executive Director of Equity and Compliance in the Office of the President at Pellissippi State Community College. The college provides associates degrees, certificates, and continuing education opportunities to the local communities and boasts nearly 11,000 students on its five campuses throughout east Tennessee.

NEXT MEETING: The next regularly scheduled meeting will be hosted by Western Kentucky University on July 22-23, 2018. A reception and guest speaker will be held on July 22nd at 5:30 p.m. The meeting will start at 9:00 a.m. on July 23rd.

Robert Croft made a motion to adjourn the meeting. Brian Dunican seconded.

Kentucky Public Postsecondary Education Policy for Diversity, Equity & Inclusion Timeline 2018-2019

- | | |
|--|-----------------------------|
| • Campus plans approved by Council | February 2, 2018 |
| • Data collection period | August 2017 – June 2018* |
| • Preliminary annual report with data (not scored) | September 14, 2018 |
| • Optional draft annual report to CPE | December 14, 2018** |
| • CPE feedback to campuses on optional draft report | January 10, 2019 |
| • Year 1 campus reports due to CPE and CEO | March 1, 2019 |
| <i>Subsequent plans due annually at the beginning of March</i> | |
| • Review teams meet and score campus annual reports | March—April 2019 |
| • Review team results presented to Council | June 2019 (Council meeting) |
| • New academic program ineligibility begins (if applicable) | Fall 2019 |
| • Review team meetings with campus representatives | April – June 2019 |
| • CEO meeting at KCTCS (to be confirmed) | January 28, 2019 |
| • CEO meeting at Morehead State University (to be confirmed) | April 29, 2019 |
| • CEO meeting at Council offices | June 24, 2019 |
| • CEO meeting at Northern KY University (to be confirmed) | October 28, 2019 |

**Although the data collection period is for a full AY, the CPE recognizes that not all strategies will have been fully implemented in the fall semester.*

***This draft report is optional and only to be submitted should the campus desire feedback in advance of the final campus report submission in March 2019.*

2018 Council Meetings

- April 26-27, University of Louisville
- June 21-22, Midway University
- September 20-21, Council Offices
- November 15-16, Southcentral KY CTC