

The Annual Diversity Plan Report

The Kentucky Council on Postsecondary Education approved the 2016-20 Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion on September 23, 2016. The updated policy builds on the strong foundation cultivated over the past 30 years and further integrates the new degree program approval process, the statewide diversity policy, and the 2016-2021 Strategic Agenda for Postsecondary and Adult Education into one seamless framework upon which equal educational opportunity goals can be set; strategies to obtain these goals can be developed, adopted, and implemented; and institutional progress can be evaluated. The policy includes three focus areas synonymous with the focus areas set forth in the Strategic Agenda: Opportunity, Success, and Impact.

<p>“Opportunity” Recruitment and Enrollment of Diverse Students</p>	<p>Maintaining a diverse student body is an essential contribution to the educational experience of Kentucky’s postsecondary students. Public institutions of postsecondary education in Kentucky have a responsibility to ensure citizens have the opportunity to receive a rich and fulfilling educational experience which cannot be fully obtained without exposure to the different perspectives and cultures of those around them.</p>
<p>“Success” Graduation Rates, Retention Rates, Degrees Conferred, Credentials Earned</p>	<p>While maintaining a diverse student body is an essential educational experience of Kentucky’s postsecondary students, institutions must commit to helping those students be successful when they arrive on campus. Unfortunately, some student populations have historically exhibited lower rates of student success than the overall student population.</p>
<p>“Impact” Campus Climate, Inclusiveness, and Cultural Competency</p>	<p>To fully realize the positive impacts of diversity, Kentucky’s public institutions must be communities that provide an inclusive and supportive environment for its diverse group of students. A supportive and respectful campus climate, interacting with diverse faculty and staff, and being culturally competent are critical to student success.</p>

Strategies of Owensboro Community and Technical College

These are the strategies proposed and approved for OCTC:

Opportunity:

- #1 - Focus on offering academic and personal support for students with disabilities, first-generation college students, and low-income students.
- #2 - Foster and develop relationships with Hispanic members of the service community to increase awareness of educational opportunities at OCTC.
- #3 - Continue to promote opportunities at OCTC to minority populations through the Super Sunday program.
- #4 - Partner with area high schools and community organizations serving minority students to promote and provide higher education opportunities students and community members.
- #5 - Promote education and awareness of LBGTQA students.
- #6 - The Transfer, Retention and Advising Center (TRAC Central) has been established to promote transfer opportunities to OCTC students.
- #7 - Review and Revise the joint admissions process with WKU to alleviate barriers that may hinder students following through with plans to transfer.
- #8 - Change the advising process to better serve students at the point of intake.

Success:

- #9 - Reduce the number of underrepresented Minority students who experience Financial Aid Suspension.
- #10 - Increase student engagement in campus support programs (TRIO, Office of Diversity and TRAC Central).
- #11 - Attainment of Key Enrollment Indicator (KEI) targets for retention and persistence.
- #12 - Improve academic advising process by creating advisor training.
- #13 - Improve academic success for low-income and underrepresented minority students who participate in TRIO.

Impact:

- #14 - Strategically market all full-time positions advertised to minority audiences, such as career services and academic administration departments at Historically Black Colleges and Universities (HBCUs), academic institutions with minority programs in place, and minority professional networks and organizations.
- #15 - Attend Southern Regional Education Board (SREB) events to recruit minority faculty

members.

#16 - Work with campus representatives and community members to explore the atmosphere on campus and/or the surrounding community and consider its impact on the college's ability to retain diverse faculty and staff.

#17 - Reach out to potential URM hires utilizing the Louisville Defender and American Baptist.

Reporting Contact

*** 1. Who is the contact person for this report?**

If we have questions about the content of this report, who should we contact for clarification?

First Name

Last Name

email

phone

Diversity Strategy #1

#1 - Focus on offering academic and personal support for students with disabilities, first-generation college students, and low-income students.

*** 2. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support.

Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 3. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 4. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #2

#2 - Foster and develop relationships with Hispanic members of the service community to increase awareness of educational opportunities at OCTC.

*** 5. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 6. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 7. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #3

#3 - Continue to promote opportunities at OCTC to minority populations through the Super Sunday program.

*** 8. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 9. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 10. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #4

#4 - Partner with area high schools and community organizations serving minority students to promote and provide higher education opportunities students and community members.

*** 11. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 12. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 13. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #5

#5 - Promote education and awareness of LGBTQA students.

*** 14. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 15. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 16. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #6

#6 - Transfer, Retention and Advising Center (TRAC Central) has been established to promote transfer opportunities to OCTC students.

*** 17. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 18. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 19. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #7

#7 - Review and Revise the joint admissions process with WKU to alleviate barriers that may hinder students following through with plans to transfer.

*** 20. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 21. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 22. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #8

#8 - Change the advising process to better serve students at the point of intake.

*** 23. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 24. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 25. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

26. This is the end of the Opportunity focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Diversity Strategy #9

#9 - Reduce the number of underrepresented minority students who experience Financial Aid Suspension.

*** 27. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 28. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 29. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #10

#10 - Increase student engagement in campus support programs (TRIO, Office of Diversity and TRAC Central).

*** 30. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 31. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 32. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #11

#11 - Attainment of Key Enrollment Indicator (KEI) targets for retention and persistence.

*** 33. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 34. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 35. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #12

#12- Improve academic advising process by creating advisor training.

*** 36. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 37. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 38. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #13

#13- Improve academic success for low-income and underrepresented minority students who participate in TRIO.

*** 39. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 40. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 41. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

42. This is the end of the Success focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Diversity Strategy #14

#14- Strategically market all full-time positions advertised to minority audiences, such as career services and academic administration departments at Historically Black Colleges and Universities (HBCUs), academic institutions with minority programs in place, and minority professional networks and organizations.

*** 43. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 44. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 45. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #15

#15- Attend Southern Regional Education Board (SREB) events to recruit minority faculty members.

*** 46. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 47. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 48. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #16

#16- Work with campus representatives and community members to explore the atmosphere on campus and/or the surrounding community and consider its impact on the college's ability to retain diverse faculty and staff.

*** 49. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 50. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 51. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #17

#17- Reach out to potential URM hires utilizing the Louisville Defender and American Baptist.

*** 52. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 53. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 54. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

55. This is the end of the Impact focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Review for Submission

* 56. At the end of this reporting process you will be emailed a copy of the information you have submitted. Please take a moment to thoroughly review your submission.

- If you wish to receive feedback from Council on Postsecondary Education staff, designate this submission as **DRAFT** (below). **Must be submitted by 12/14/2018.**
- If your report is final, designate this submission as **FINAL** (below) and your report will be forwarded to the Committee for Equal Opportunities. **Must be submitted by 3/1/2019, before 11:59pm.**

**If you have questions before you submit, please call
Dr. Caroline Atkins at 502-892-3006.**

DRAFT

FINAL

57. **OPTIONAL:** Please attach any additional documentation to support this annual report.

Select the file(s) you wish to upload.

Choose File

No file chosen