

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.

“Opportunity”

Recruitment and Enrollment
of Diverse Students

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.

“Success”

Graduation Rates,
Retention Rates, Degrees
Conferred, Credentials
Earned

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.

“Impact”

Campus Climate,
Inclusiveness, and Cultural
Competency

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.

Strategies of Southcentral

These are the strategies proposed and approved for SKYCTC:

Opportunity:

- #1 - Target under-represented minority high school students to increase awareness of SKYCTC.
- #2 - Expand outreach within the community.

Success:

- #3 - Strengthen mandatory academic advising prior to registration.
- #4 - Increase retention of under-represented minority and low-income students by assigning a student ambassador to each new credential-seeking student.

Impact:

- #5 - Develop ethnically sensitive job announcements that include language of inclusion, acceptability, flexibility, family-oriented, that are appealing to ethnic communities.
- #6 - Advertise faculty and executive management jobs in minority education publications.
- #7 - Educate search committees on hidden biases.
- #8 - Ensure diverse interview panels.
- #9 - Conduct a campus climate survey.
- #10 - Provide educational training opportunities for faculty and staff around equity and inclusion.
- #11 - Ensure every degree completer has culturally diverse themes in curriculum.
- #12 - Include student representation on the diversity committee.
- #13 - Provide a culture of caring and an inclusive environment for SKYCTC faculty and staff by providing: education resources and professional development; involve faculty and staff in social and culture life of SKYCTC; and mentoring program for new faculty and staff.

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 - Target under-represented minority high school students to increase awareness of SKYCTC.

* 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 - Expand outreach within the community.

* 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.

8. 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 #3

#3 - Strengthen mandatory academic advising prior to registration.

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

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* 10. 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.

* 11. 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 - Increase retention of under-represented minority and low-income students by requiring new student orientation for all new credential-seeking students.

* 12. 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.

* 13. 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.

* 14. 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.

15. 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 #5

#5 - Develop ethnically sensitive job announcements that include language of inclusion, acceptability, flexibility, family-oriented, that are appealing to ethnic communities.

* 16. 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.

* 17. 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.

* 18. 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 - Advertise faculty and executive management jobs in minority education publications.

* 19. 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.

* 20. 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.

* 21. 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 - Educate search committees on hidden biases.

* **22. 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.

* **23. 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.

* **24. 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 - Ensure diverse interview panels.

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

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* 26. **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.

* 27. **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 #9

#9 - Conduct a campus climate survey.

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

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* **29. 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.

* **30. 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 - Provide educational training opportunities for faculty and staff around equity and inclusion.

* 31. 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.

* 32. 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.

* 33. 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 - Ensure every degree completer has culturally diverse themes in curriculum.

* 34. 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.

* 35. 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.

* 36. 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 - Include student representation on the diversity committee.

* 37. 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.

* 38. 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.

* 39. 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 - Provide a culture of caring and an inclusive environment for SKYCTC faculty and staff by providing: education resources and professional development; involve faculty and staff in social and culture life of SKYCTC; and implement a mentoring program for new faculty and staff. These are the strategies proposed and approved for SKYCTC:

* **40. 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.

* **41. 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.

* **42. 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.

43. 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

* 44. At the end of this reporting process you will 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

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

Select the file(s) you wish to upload.

Choose File

No file chosen