

**Council on Postsecondary Education
Committee on Equal Opportunities
October 14, 2010**

Institutional Campus Environment Team Reports

Background

The Campus Environment Team (CET) was created as part of *The Partnership Agreement* between the Commonwealth of Kentucky and the United States Department of Education, Office for Civil Rights. CETs address campus and community issues with the goal of improving the campus climate for minority students, faculty, and staff. They accomplish their work by identifying concerns, developing programs or strategies, and offering recommendations to the presidents. The CEO encourages institutions that are successful in creating positive, nurturing campus environments to share the practice and encourages other institutions to replicate the best practice. This is accomplished through resource and information sharing at the campus level.

Each university, as well as the Kentucky Community and Technical College System, submitted a Campus Environment Team Report covering 2009. Institution reports are created using a uniform framework and guidelines which ensure a consistent and coordinated approach to data collection and reporting. The CET reports are summarized below.

Charge of the Campus Environment Team

The charge to CETs by the institution president did not change from the previous year. Murray State University altered the name of their CET. The former Blue Ribbon Task Force became the President's Commission on Diversity and Inclusion (PCDI).

Membership of the Campus Environment Team

The members of the institutional CETs are diverse and include representatives of colleges, departments, varying experiences, and resources to assist in the development of positive, enriching, and culturally diverse environments. The 2009 CET members include presidents (KSU, MoSU), administrators, faculty, staff, public safety personnel, legal counsels, and members of local communities. Student members are represented on all university CETs. Additionally, the UofL president and/or provost attend one CET meeting each semester.

CET membership at KCTCS includes college or system office staff. Three KCTCS institutions identified student members (Hazard, Madisonville, and West KY). Ashland identified two student seats that were vacant in both 2008 and 2009. Three colleges identified presidents as members (Big Sandy, Bluegrass, and Somerset). The KCTCS vice president responsible for diversity serves as a member of both CETs in the system office. Additionally, the KCTCS Diversity Peer Team is comprised of the cultural diversity directors, as well as three administrators from the KCTCS system office diversity staff and one KCTCS cabinet member. Members of the KCTCS Cultural Engagement Team include two KCTCS cabinet members and 11 KCTCS office staff. One college (Big Sandy) reported participation by local community leaders.

The chart below displays the number of CET members at each institution:

INSTITUTION	NUMBER OF MEMBERS	
	Student(s)	Administrators, Faculty, Staff, Others
EKU	1	29
KCTCS		
Ashland	(2) Vacant	10
Big Sandy	0	2 Committees- 12, 25
Bluegrass	0	2 Committees- 7, 15
Bowling Green	0	11
Elizabethtown	0	No list provided
Gateway	0	17
Hazard	2	8
Henderson	0	16
Hopkinsville	0	16
Jefferson	0	25
Madisonville	1	25
Maysville	0	15
Owensboro	0	42 members- (8 workgroups)
Somerset	0	24
Southeast	0	10
West Ky	1	17
KCTCS Office		
Diversity Peer Team	0	21
Cultural Engagement Team	0	13
KSU	3	10
MoSU	1	15
MuSU	1	17
NKU	2	9
UK	2	16
UofL	2	27 CODRE, 14 CET
WKU	1	20

Goals and Objectives of the Campus Environment Teams

The goals and objectives of the universities' teams remained the same as the previous year with the exception of MoSU and MuSU. Changes are provided below.

- **MoSU:** The five goals and objectives highlighted in the previous report were revised and now total six. The following goals were highlighted and include several objectives under each of the six headings:
 - Academic Excellence and Diversity
 - Student Success and Diversity
 - Productive Partnerships and Diversity
 - Improved Infrastructure and Diversity
 - Resource Enhancement and Diversity
 - Enrollment and Retention and Diversity

- **MuSU:** The newly established PCDI is a permanent and standing governance body that is housed in the office of the president with wide ranging leadership responsibility for providing recommendations to the president on issues relating to the planning,

development, improvement, and assessment of Murray State University's overall diversity efforts.

Objective: To develop a framework for PCDI to receive information and begin development on the Campus Diversity Plan upon the adoption of a Statewide Diversity Policy.

Effectiveness of the Campus Environment Teams

The measures to determine the effectiveness of the CETs did not change from the previous year with the exception of two institutions. New information highlighted in the MoSU and MuSU reports appears below.

Morehead State University-Recruitment, Enrollment, Advising, Retention, and Graduation Strategies/Activities:

- The Eagle Ally Program established with 45 university employees receiving training in September 2009.
- DREAMS program implemented with students participating in a visit to the Muhammad Ali Center and creating posters to present to the campus community.
- Headcount of African American first time freshmen for 2008 and 2009 remained stable while retention for fall 2008 to fall 2009 improved from 50 percent to 55 percent.

Murray State University-The PCDI began its work with an initial meeting that briefed the members of the measures employed by the President's Blue Ribbon Task Force and invited the Commission to evaluate the efforts of the Task Force to determine the strengths and development needs.

The PCDI then began their work with a dialogue about barriers to addressing needs of groups specified in MSU's Equal Opportunity statement. Some of the needs include, but are not limited to, publications, salary inequities, and promotions. The Commission reviewed applicable policies and programs that affect the aforementioned groups.

The Commission is too current to offer an assessment at this point regarding its effectiveness and impact on the campus environment. The Commission does, however, recognize the direct outputs of the Task Force including the presidential commitment of funding to attract minority faculty, development of the Black Faculty and Staff Association, the addition of the retention specialist position in the African American Student Services & Ethnic Program/Office of Multicultural Affairs, and an additional position in the Office of the Provost, Coordinator for Multicultural Recruitment and Retention. The efforts of the Task Force are still in place and the Commission will continue to monitor, as well as expand on, the initiatives focused toward the recruitment of African American faculty, staff, and students.

Campus Environment Team Meetings (Advertised dates, time, location)

CET meetings were publicized at all universities. The institutions utilized the university website to advertise the dates, times, and meeting locations. Meetings were open to the institutional community, as well as members of the local community. The UofL report stated that community leaders are invited to CODRE meetings when issues relevant to the community are discussed. The CET at Northern Kentucky University underwent a year of transition while awaiting the results of the campus climate survey to best determine future steps of action.

Meetings of the CETs at the KCTCS varied. While some institutions met at will, others scheduled between one and twelve meetings during the academic year.

Recommendations made by the Campus Environment Teams

Each institution identified recommendations made by their CET. Recommendations appear in the attached table, most have been edited for brevity.

INSTITUTION	RECOMMENDATIONS
EKU	<ul style="list-style-type: none"> • Annual Diversity Breakfast. • Campus climate survey. • Distribute diversity t-shirts and posters. • Update/maintain diversity link and UDC website. • On-going conversations of diversity to support inclusiveness/increase diversity and support the mission statement. <p>Shared with the president and may be presented to Board of Regents/Trustees.</p>
KCTCS	<ul style="list-style-type: none"> • Increase cultural diversity activities. • Administer campus climate survey to employees. • Expand mentoring program. • Include disabled students in marketing literature. • Invite high school juniors/seniors to campus. • Revise recruitment/screening/hiring procedures for faculty and staff. • Identify practices/policies that negatively impact certain populations. • Increase the number of minority faculty members. • Build/promote partnerships. • Investigate sister city initiatives.
KSU	<ul style="list-style-type: none"> • Changes in Human Resource Policies. • Student Handbook. • Additional Student Services. • Maintain professional development funds. <p>Shared with the president and presented to Board of Regents.</p>
MoSU	<ul style="list-style-type: none"> • Create a new cabinet level position: Chief Diversity Officer. • Locate Affirmative Action Plan in the Office of Human Resources. • Add a Cultural Studies minor. • Develop/adopt a university-wide definition of diversity. <p>The Board of Regents adopted a resolution stating its commitment to diversity.</p>
MuSU	<ul style="list-style-type: none"> • Create a President's Award for Diversity and Inclusion. • President's Award would carry equal prestige with other university-wide honors. • Recipient acknowledged in university media/forums and receive monetary stipend. <p>President Dunn approved the creation of the workgroups/award for diversity. Annual updates are provided by the president to the Board of Regents.</p>
NKU	<p>The CET will resume work to ensure a successful transition of previous initiatives.</p>
UK	<ul style="list-style-type: none"> • Promote achievement of employment goals for women minorities in all positions. • Examine the university's equal opportunity outreach and engagement initiatives to community and disadvantaged business enterprise (DBE) organizations. • Support educational access for low income students and students with disabilities. • Assess progress in achievement of equal opportunity goals for units reported in annual strategic plan updates. • Review institutional culture and campus climate issues associated with Greek life. <p>Information presented to the executive vice president is regularly shared with members of the president's staff and the institution's governing board.</p>

UofL	<p>The following topics were discussed and recommendations made:</p> <ul style="list-style-type: none"> • CODRE has financial responsibility for African American programming funds. • The CODRE budget was solidified; no cuts to CODRE operations/programming. <p>The recommendations were discussed with the president and addressed by his staff. Additional changes/efforts to improve the campus or address concerns include:</p> <ul style="list-style-type: none"> • A proposal for a bias incident monitoring/support system. • Online campus climate surveys developed/approved for spring 2010 implementation. • Update on 1994 Task Force Report on the Status of Women was completed during fall 2009. • The Cultural Center offers/facilitates cultural education and programming to the campus community. • Department of Public Safety has the highest representation of officers from underrepresented backgrounds in its history (8 black male, 3 black female, 4 white female, 2 black male lieutenants, and one black male sergeant). • Early Learning Campus open and operational. • Staff grievance policy is being revised to better serve the needs of employees. • National search for an ombudsperson is underway. • Campus Environment Team meetings monthly to improve the campus climate. <p>CODRE has a pulse on campus climate and is informed enough to advise the president.</p>
WKU	<p>Recommendations reported by the DEC to the WKU president include:</p> <ul style="list-style-type: none"> • A revision of the hiring process and development of a wide-ranging campus diversity series. <p>Recommendations were approved.</p>

The full reports are available on the CPE website: <http://cpe.ky.gov/committees/ceo/meetings/2010/>.
University representatives will also be available to respond to questions regarding the institutional Campus Environment Team reports.

Staff preparation by Rana Johnson