

Minutes
Committee on Equal Opportunities
Council on Postsecondary Education
October 13, 2009

The Committee on Equal Opportunities met October 13, 2009, at the Council office. Chair Phyllis Maclin presided.

Approval of Minutes

The minutes of the August 26, 2009, meeting were approved as distributed.

2010 CEO Calendar

The committee adopted meeting dates for calendar 2010: February 16, April 12, June 14, August 16, and October 12.

Motion: Mr. Weis moved that the committee adopt the recommended meeting dates for calendar 2010. Ms. Osborne seconded the motion. VOTE: The motion passed.

Campus Public Safety Report

Dr. Rana Johnson discussed the report. The role of the institutional department of public safety is to provide a safe environment that protects students, faculty, staff, administrators, and visitors on campus, and occasionally in the vicinity immediately adjacent to the campus. The report covers the period between January 1, 2008, and December 31, 2008. While the Kentucky Community and Technical College System and its individual campuses do not have departments of public safety, administrators at the central office submitted a report that highlights safety and security precautions taken by the institutions. For example, each institution is required to have a crisis management/emergency response team. Also, the KCTCS director of crisis management administers an emergency response/crisis management policy.

The campus reports indicate that 17 (11.1 percent) of campus police officers were African American in 2008, compared to 14 (9.5 percent) in 2007. Systemwide, the racial breakdown shows a slight increase in the representation of African American police officers as well as the representation of white police officers (136 white officers in 2008, compared to 132 in 2007).

KCTCS follows Administrative Policy 3.3.17. The policy was developed to establish criteria for emergency response and crisis management plans that are maintained by all KCTCS colleges and the system office.

Each university supplied information showing citations issued between January 1, 2008, and December 31, 2008 (the numbers/percentages only includes African Americans and whites).

KCTCS does not have a campus police force, and information regarding citations issued on campus by local or state police is not maintained at the community and technical colleges.

Each report offered a description of how institutions use the public safety information. Six institutions (EKU, MoSU, MuSU, NKU, UK, and WKU) indicated that the report and data are shared with the CET, or its equivalent. The data are used by MoSU as part of the university's compliance under the Clary Act and Minger Law.

Overall, the reports demonstrate that increased attention to the campus and community environments has fostered improvements at many campuses with the intention of creating an environment that supports diversity and promotes student retention. Institutions are using the information to inform policy related to campus safety and student, faculty, and staff retention. Staff recommends that the CEO collect the information on an ad hoc basis.

Motion: Mr. Welch moved that the committee collect the data on an ad hoc basis. Mr. Johnson seconded the motion. VOTE: The motion passed.

**Governors Minority Student
College Preparation Program
2009 Annual Report**

Dr. Rana Johnson reported that the annual report highlights academic enrichment activities that prepare African American middle and junior high school students to explore academic enrichment activities and career opportunities to enable them to successfully transition from high school to Kentucky's public universities and the Kentucky Community and Technical College System. The program was created in 1986 to address the underrepresentation of African American students in postsecondary education. The GMSCPP assists students in preparing for high school and postsecondary education by encouraging them to become recipients of an array of opportunities as a result of acquiring a postsecondary degree.

The program allows institutions to strengthen relationships with middle and junior high schools, and public postsecondary education institutions, and enables students to identify and address possible academic challenges before transitioning to high school.

The report looks at indicators of participants' success in the program as they prepare to enter high school. Participants of the 2008-09 GMSCPP include 1,025 middle and junior high school students: 771 students (75.2 percent) enrolled in the seven university programs, while 254 students (24.8 percent) enrolled in the KCTCS programs.

In comparison, 1,209 students participated in the 2007-08 programs: 959 students (79.3 percent) in the seven university programs, and 250 students (20.7 percent) in the KCTCS

programs. In 2006-07, a total of 1,091 students participated in the programs: 862 at the university level and 229 at KCTCS. The number of participants has fluctuated over the past several years. Currently, 79 students are on waiting lists at four institutions (UofL, Big Sandy CTC, Elizabethtown CTC, and Madisonville CC). The program is funded from two sources of funds (general funds and interest earnings). CPE President King suggested that other funds, such as grants, might be used to assist the programs.

Overall, the GMSCPP has been invaluable in serving African American middle and junior high school students across the state. With increased institutional and state support, more students will become beneficiaries of the statewide program, and Kentucky may see an increase in the number of bachelor's degrees awarded to African Americans and other minority groups. More detailed information is available in CPE offices.

The committee requested that staff ask program representatives at the University of Louisville to attend the February 2010 meeting to provide additional information regarding the UofL program.

Status: Statewide Diversity Plan Development

Mr. Sherron Jackson reported that the CPE adopted an action plan for the development of a statewide diversity plan January 16, 2009. The action plan asked the CEO and a CPE/institutional collaborative workgroup to work with constituents across the Commonwealth to develop a diversity plan. Special consideration is given the conference of presidents, the institution legal counsels, and others to provide active input and guidance for plan development.

The workgroups continue to have multiple meetings each month to discuss plan elements in light of the information, comments, recommendations, and other data received from collaborators and constituents.

A working DRAFT document containing mission statement, core values, guiding principles, framework, definition of diversity, commitments and action steps, and summary and conclusion was shared with the committee for purposes of discussion.

The statewide plan includes a strategic framework, alignment of actions with specific targets/objectives, consideration of the postsecondary education strategic plan, and institution strategic plans, as well as other areas. Suggested components are identified as institutional commitment and leadership, student enrollment, retention and graduation, student transfer and degree attainment, employment, curricular and co-curricular transformation, campus climate/environment, and institutional outreach.

The suggested accountability system includes an expectation of

continuous progress by institutions. The vision is that postsecondary education, at all levels of the system, is broadly and demographically representative of the larger population of Kentucky. The plan would be implemented over five years with an evaluation at the end of the five years. The evaluation along with any institutional self-studies will provide the context and foundation for revisions.

Information: Institutional programs for African American Males

The committee requested information regarding programs implemented by institutions to address challenges confronted by African American males. Nationwide, the under-representation of African American males in the postsecondary education system has received a great deal of attention. Much of the available research discusses the immediate implications of the limited number of African American males in the postsecondary education system, as well as the long-term economic, political, and social consequences that society will confront if solutions are not offered to address their persistence and graduation in postsecondary education. The following information is provided in response to the committee's request.

- There were 4,413 Kentucky resident African American males enrolled at the public postsecondary institutions in fall 2008. That number totaled 5,515 in 2007.
- In fall 2008, 2,745 or 49.8 percent (2,745 of 5,515) of the fall 2007 African American males were retained at their institution of origin.
- In fall 2008, an additional 228 or 4.1 percent of the 5,515 African American males from fall 2007 were retained at other Kentucky institutions.
- The six-year graduation rate for Kentucky resident first-time degree seeking African American males (fall 2002 cohort) was 23 percent (120 of 521).

Institutional reports respond to the following questions raised by the committee.

- Have special programs/initiatives been implemented that address the underrepresentation of African American males at the public institutions?
- Are there activities/strategies that assist in the retention of African American males?
- Have efforts been made to support the assessment/enhancement of the campus climate for African American males?
- Are there internships/career planning/placement initiatives for African American males that enhance their retention, "work-readiness," and leadership skills upon graduation?

A summary of the individual reports were included as Attachment A.

**Information: Southern
Regional Education Board
Doctoral Scholars Program**

Student participation in the program is a collaborative effort among the Council on Postsecondary Education, the University of Kentucky, and the University of Louisville. The specific areas of concentration supported by the program are science, mathematics, education (math or science), and engineering. As of January 2009, there were over 400 graduates with 79 percent employed in education, 97 percent employed as campus faculty members, and 71 percent employed in the 16 SREB states. There are 16 graduates employed by Kentucky institutions.

Status of Kentucky Scholars

- The program has served 86 scholars as of December 2008, produced 44 graduates, and has 40 students currently matriculating.
- There are 79 African Americans, 2 Hispanic Americans, 4 American Indian/Alaskan Natives, and one scholar identified as other. There are 55 females and 31 males served by the program.
- Fields of study are science and technology (20 percent), social and behavioral sciences (30 percent), humanities (30 percent), health professions (2 percent), business and management (4 percent), mathematics (4 percent), engineering (6 percent), and education (4 percent).
- The University of Kentucky has served 52 scholars, the University of Louisville 33 scholars, and a non-Kentucky institution has served one scholar. An additional 12 scholars have enrolled (three at the University of Kentucky and nine at the University of Louisville) in fall 2009
- Time to degree from program entrance averaged 1.8 years for scholars entering the program to complete the dissertation, and 3.3 years for doctoral scholars (students having to complete the Ph.D. program including the dissertation).
- Of the 44 graduates, 35 are currently employed with 81 percent in postsecondary education.

**Information: Waivers of KRS
164.020(19) Calendar Year
2009**

Two institutions were granted a waiver to implement new degree programs in 2009. The waiver provisions do not limit the number of new degree programs that can be implemented under a waiver.

Kentucky State University implemented a quantitative waiver, granted June 2009 and ending, December 31, 2009.

Morehead State University implemented a qualitative waiver, granted September 2009 and ending December 31, 2009.

Information: Kentucky Plan Support Programs

Staff provided an update on two programs that support the Kentucky Plan.

Governor's Minority Student College Preparation Program Annual Conference: The Kentucky Community and Technical College System expressed interest in hosting the annual conference in June 2010. Approximately 250 middle and junior high school students participated in the 2009 annual conference. The conference focuses on introducing students to STEM (Science, Technology, Engineering, and Mathematics) and engaging them in hands-on activities, for example, careers in agriculture, engineering, health/science, math, technology, and veterinary medicine.

Academically Proficient African American High School Senior and Junior Conference: Kentucky State University has agreed to host the 23RD annual conference in June 2010. Approximately 300 students and parents attended the 2009 conference, along with 25 college and university representatives, Council staff, and Kentucky Department of Education staff. Both students and parents were complimentary of the information disseminated and believe that the conference promotes a greater understanding of the process and preparation required to transition from high school to postsecondary education.

Report from the Institutions

Institutional representatives are encouraged to provide information to the committee regarding the implementation of the equal opportunity plan on their campus. The institutional representatives are: Ms. Sandra Moore, Eastern Kentucky University; Dr. Gwen Joseph, Kentucky Community and Technical College System; Dr. Kimberly Holmes, Kentucky State University; Mr. Charles Holloway, Morehead State University, Ms. Sabrina Dial, Murray State University; Dr. Willie Elliott, Northern Kentucky University; Mr. Terry Allen, University of Kentucky; Dr. Mordean Taylor-Archer, University of Louisville; and Dr. Richard Miller, Western Kentucky University.

Other Business

There was no other business to come before the committee.

News Articles

Mr. Jackson indicated that a number of news articles were provided in the agenda book.

Next Meeting

The next meeting will take place April 12, 2010.

Adjournment

The meeting adjourned at 1:45 p.m.

