

**Council on Postsecondary Education
February 11, 2010**

Committee on Equal Opportunities Report

Following is the status of initiatives, recurring activities, and discussions related to the implementation of the *Kentucky Plan for Equal Opportunities*, diversity plan development, and the Committee on Equal Opportunities.

2010 Meeting Schedule: The 2010 CEO meeting dates are February 16, April 12, June 14, August (retreat), and October 12.

Governor's Minority Student College Preparation Program: Planning is underway for the GMSCPP Annual Conference hosted by Northern Kentucky University at the Highland Heights campus during the week of June 1-5, 2010. Also, planning is underway for the Annual Proficient African American Juniors and Seniors Conference hosted by Kentucky State University on the institution's main campus in Frankfort June 11-12, 2010.

SREB Doctoral Scholars Program: Planning for the fall 2010 Teaching and Mentoring Institute began during a meeting of the state Doctoral Scholars Regional Advisory Committee, January 28-29, 2010, in Atlanta, Georgia. The Teaching and Mentoring Institute will be held October 28-31, 2010, and is designed for scholars currently supported by the Kentucky Doctoral Scholars Program. It is implemented collaboratively by the Council on Postsecondary Education, the University of Kentucky, and the University of Louisville to help students complete the doctorate more quickly and to encourage them to go into the professoriate. As of December 31, 2009, 42 students are currently matriculating at Kentucky institutions, 33 percent of these students are in the STEM areas, there are 47 graduates, and 44 of the Kentucky graduates are employed (37 percent in education and 35 percent in postsecondary education).

Diversity Planning: The CEO continues to invite input and comment from external parties to inform the development of the statewide approach to diversity planning. A draft of the most recent work related to diversity planning has been shared with internal and external organizations. At its February 16 meeting, the CEO anticipates hearing from those interested in providing commentary on the most recent draft or additional ideas regarding the overall development of a diversity plan for postsecondary education in Kentucky.

Since the November report to the Council, the idea of developing a postsecondary education diversity policy, including a framework for institutional plan development, has come to light and is being explored as a more appropriate means of communicating the Commonwealth's approach to diversity planning for postsecondary education. The suggested revised approach, along with an invitation to make comments, was shared with collaborators,

including the conference of presidents, institution legal counsels, chief academic officers, student representatives, State Conference of NAACP, Kentucky Association of Blacks in Higher Education, Educating Latinos for Kentucky's Future, Governors Office for Minority Empowerment, and others. It is anticipated that:

- The CEO will invite comments at its February 16 meeting from groups interested in the diversity planning process and instruct the workgroup to reflect appropriate ideas in a revised draft document.
- The CEO will receive formal comments regarding the most recent draft from the conference of presidents through its special committee on diversity planning.
- Based on the suggestion that it is more appropriate to have a diversity policy that includes a framework for institutions to develop individual plans for implementation, the planning process will produce a more clearly articulated directive for performance in the diversity planning area.
- Following consensus on the policy approach, the CEO will begin developing a set of objectives and appropriate accountability measures, including KRS 1654.020(19).
- The accountability system supporting the diversity planning process will not require any additional reporting of data by institutions but will rely on data already reported by institutions in the Integrated Postsecondary Education Data System (IPEDS) or the Council on Postsecondary Education comprehensive database.
- A diversity policy will include a component that ensures that the Commonwealth does not lose ground in areas related to the Kentucky resident African American student population.

These issues remain unresolved:

- What, if any, would be the impact of a statewide policy on developmental education?
- Is the diversity policy/plan legally sound?
- What assessment/accountability metrics will be applied?
- What is the relationship of the diversity policy/plan to the Council's statewide strategic plan?

Diversity planning next steps:

- Continue to receive input from collaborators and other constituent groups.
- Report status of diversity planning at February 2010 CPE meeting.
- Report status of diversity planning at April/May 2010 CPE meeting.
- Submit diversity policy/plan to CPE for review/action July/September 2010.
- Following adoption of policy/plan by CPE, institutions will develop individual plans for CEO/CPE review and action.