

**Minutes  
Committee on Equal Opportunities  
Council on Postsecondary Education  
June 18, 2007**

The Committee on Equal Opportunities met June 18, 2007, at the Council on Postsecondary Education, Frankfort, Kentucky. Chair Baker presided.

**Roll Call**

Members present: Walter Baker, Jerome Bowles, Raoul Cunningham, Margaret Allen Daniel, Cynthia Fox for Linda Stride Murnane, Ryan Quarles, Jesse Harris, David Welch, Joan Taylor, and Wendell Thomas.

Members absent: Phyllis Maclin and Charles Whitehead.

**Approval of Minutes**

The minutes of the April 16 meeting were approved as distributed.

**Madisonville Community College  
Campus Visit**

**RECOMMENDATION:** The staff recommends that the CEO adopt the report of its campus visit to Madisonville Community College, and that the report be forwarded to the MCC president and the KCTCS president along with a request that a report regarding its implementation be given at the October 15, 2007, CEO meeting.

Mr. Sherron Jackson introduced the item by stating that the committee conducted a campus visit at Madisonville Community College. The staff report was shared with university officials for review and comment. Where appropriate, institutional comments were addressed in the report. The final report is now presented to the committee for adoption. Following action by the committee, the report will be forwarded to the president of MCC with a request that a report regarding implementation of the recommendations be presented at the Oct 15 CEO meeting.

**MOTION:** Mr. Welch moved to adopt the final report. Mr. Harris seconded the motion.

**VOTE:** The motion passed.

**Kentucky State University  
Campus Visit**

Kentucky State University President Mary Sias addressed the committee regarding the recommendations. She said that the feedback given by the committee has resulted in numerous changes at Kentucky State University.

(1) 1 KSU should not ignore the perceptions regarding the image of the campus and should embrace efforts to promote the institution and diversity throughout the campus.

- (2) KSU is working with the local community to build stronger relationships.
- (3) KSU needs to market the agreements with the University of Louisville, Northern Kentucky University, and the University of Kentucky to provide access to professional schools by KSU graduates.
- (4) KSU is expanding the first-year programs and the summer bridge program.
- (5) KSU is working to increase graduation rates.
- (6) KSU is promoting the Whitney Young program and reestablishing the Governor's Minority Student College Preparation Program as well as establishing a GEAR Up Program.
- (7) KSU is addressing student Issues.
- (8) KSU is enhancing customer service in the financial aid office.
- (9) KSU is reinforcing it's culture of inclusiveness with all members of the campus community.
- (10) KSU is reviewing unannounced inspection procedures in the dormitories.
- (11) KSU is establishing a program that requires safety officers to meet with students in residential areas.

A copy of the full report is available in the CPE office.

**University of Kentucky  
Campus Visit  
Recommendations  
Implementation**

Mr. Terry Allen, the University of Kentucky associate vice president, discussed the University of Kentucky campus visit implementation. Mr. Allen noted that Kumble Subbaswamy, UK provost had a scheduling conflict and could not attend the CEO meeting but had agreed to attend the October 15 meeting to discuss the campus visit report.

Following the briefing by Mr. Allen the committee raised a number of questions regarding recent articles printed by the Lexington Herald Leader. The articles described challenges encountered by the university in increasing the representation of African American faculty in the College of Arts and Science. Mr. Allen briefed the committee on the university's efforts and provided examples as appropriate.

The committee discussed recent reports on the board of trustees evaluation of the UK president. Following the discussion, the committee agreed to ask the CEO chair to write the chair of the UK board of trustees to express concern that the value afforded EEO/diversity in the president's evaluation should be greater. The committee requested that the letter be mailed within the next 90 days.

**MOTION:** Ms. Taylor moved to ask the chair to write a letter to the UK board chair. Mr. Welch seconded the motion.

**VOTE:** The motion passed

## **Diversity Study**

Mr. Gary Orfield, The Harvard Civil Rights Project, stated that the Supreme Court decision on the Jefferson County case had not been received. The next decision day is Monday, June 25, and is the only decision day left before the end of the term. He said that most people understand where the court is going and have analyzed the oral argument, and believe there will be a limit on school desegregation. Most constitutional lawyers believe that the Michigan case will not be overturned.

After the Supreme Court decision is made the team will work with the other eight research centers on civil rights at universities around the country and issue a statement about what the decision means and its implications for public education. This information will be shared with the CEO. Mr. Orfield said he has made arrangements for two experts to work with his team on this contract. Both are substantial experts in the law of both school desegregation and particularly higher education and affirmative action and so should provide very good legal analysis.

Mr. Orfield said that the student survey must be ready by fall and a survey outline and a data request will be provided soon. This summer will be spent analyzing data, and the survey will be distributed to administrators this fall.

## **Institutional Department of Public Safety**

Dr. Rana Johnson stated that this is an annual report requested by the CEO as an aid to increase student retention and to determine whether law enforcement negatively affects the campus environment for African American students, faculty, and staff members. The KCTCS did not provide a report because campus police are not employed by the community and technical colleges; KCTCS relies on the local police for any infractions that may occur at their 16 districts. While each university submitted a 2006 report, some of the reports failed to fully respond to the information that was requested. Six of the eight reports indicated that a chief of police oversee the daily operations of the department.

Institutions reported that the standard operating procedure used for campus police for hiring practices and staffing has not changed. The initial training at the police academy in Richmond provides diversity training; additionally, Murray State University, the University of Kentucky, and Western Kentucky

University provide supplemental training. Institutions also have programs in place to create a positive relationship between the campus police department and the students.

Three institutions (EKU, KSU and UK) had a decrease in the number of African American employed in the department of public safety and two institutions (the University of Louisville and Western Kentucky University) had an increase.

Campus arrests for 2006 increased at both UL and WKU; both universities indicated that these arrests include students, non-students, and individuals from the community.

**Campus Environment  
Teams**

Dr. Rana Johnson stated all institutions described strategies implemented to improve the campus environment. Three institutions did not hold regularly scheduled meetings for the university, community, and the public to communicate their concerns. Four institutions advertise the dates, times, and locations of their campus environment team meetings. Four institutions showed the evaluation and the effectiveness of the programs and services for African Americans. Currently the Campus Environment Team consist of 31 at EKU, five at KSU, 12 at Morehead, 13 at Murray, eight at NKU, 14 at UK, 25 at U of L and 24 at WKU. There are student members on each CET except NKU, Murray, and KSU.

**Developmental Ed Task  
Force**

Sherri Noxel and Jim Applegate with the council staff discussed the proposed administrative regulation to implement the suggested developmental education guidelines adopted by the task force. The guidelines will be reviewed by the Administrative Regulation Review Subcommittee October 9, 2007. If the Administrative Regulation Review Subcommittee passes the regulation, it will be in force for the 2007 academic year.

The changes proposed will require incoming freshmen at Kentucky's public institutions to have higher scores on the ACT to guarantee enrollment in courses that count toward a degree. Students scoring at or above the standards must be placed in credit-bearing courses. Students who score below the minimum will be enrolled in remedial courses or receive some form of assistance, such as tutoring or extra online instruction. Institutions will be required to give underprepared students a subject placement test, provide developmental support during their first term of enrollment, and place students in college-level coursework immediately following completion of their developmental courses. Students participating in developmental courses are required to continue the program until they have demonstrated competence in the subject area.

**Information and Other  
Business**

The CEO agreed to hold a retreat at Shaker Village, August 13-14, 2007.

**Adjournment**

The meeting adjourned at 12:01 p.m.