

**Council on Postsecondary Education**  
**April 4, 2007**

## **Committee on Equal Opportunities Report**

Kentucky entered into a partnership with the U. S. Department of Education's Office for Civil Rights to bring the Commonwealth into compliance with Title VI of the Civil Rights Act of 1964. The partnership is a joint, cooperative effort between the Commonwealth, the institutions, and the OCR. *The Kentucky Plan*, established by postsecondary education to accomplish the same objectives as the partnership, is folded into this agreement with the OCR.

Following is a summary of recent CEO activities.

The Council has reached agreement with the presidents and fellows of Harvard College on behalf of their Civil Rights Project, effective March 5, 2007, to conduct a statewide diversity study for public postsecondary education in the Commonwealth to be completed March 1, 2008. The cost of the contract is \$200,000 funded by a contribution of \$20,000 from each institution and the Council. The study is intended to produce targeted research that translates into policies for diversity planning. The study will result in recommendations on policies or changes in policy necessary at the Council and each institution to ensure that Kentucky complies with the standards articulated by the Supreme Court in the Michigan cases *Grutter* and *Gratz*, Kentucky, and federal law. Further, the study will:

1. Identify the mission-based governmental interest that the Commonwealth, the Council, and each public postsecondary education institution has in developing and implementing a diversity plan, including a clear statement of the value of diversity and supporting facts that are sufficient to meet the requirements of the Michigan cases, Kentucky, and federal law.
2. Assess the extent to which race-neutral alternatives would be workable in implementing each component of a diversity plan, tied directly to Kentucky results.
3. To the extent that actions taken under a diversity plan may include the necessary use of race or national origin, articulate the policies and policy changes necessary to ensure that the diversity plan is narrowly tailored as required by the Supreme Court, Kentucky, and federal law.
4. Identify the appropriate characteristics for Kentucky's diversity plan, i.e., the areas to be evaluated, measured, and acted upon. Without being limited to these activities, the diversity plan should address the role of recruitment, admissions, financial aid, retention, support services, and integration of diversity values with academic, residential life, extracurricular activities, and other campus-based programs. It should also address the role of Kentucky public postsecondary education in improving the K-12 public school system, closing achievement gaps among groups of students, increasing the development and graduation of highly qualified teachers for work in

Kentucky schools, and improving the readiness of public school graduates for postsecondary education.

The Civil Rights Project will use a single team of researchers to conduct the analyses and develop the report and recommendations. The team is comprised of:

Dr. Gary Orfield (CRP director and the principal in charge)  
Dr. Patricia Marin (CRP)  
Professor Catherine L. Horn (University of Houston)  
William Kidder, Esq. (University of California at Davis)  
Professor Jose F. Moreno (California State University at Long Beach)  
Professor William T. Trent (University of Illinois at Urbana–Champaign)  
Professor John T. Yun (University of California at Santa Barbara)

The CEO conducted a campus visit at Kentucky State University in conjunction with its regular meeting February 20-21, 2007. The committee will act on the KSU campus visit report at its April 16 meeting. The report will then be shared with the CPE.

There is no change in the status of the partnership with the U.S. Department of Education, Office for Civil Rights. Kentucky is not yet released from the agreement.

The committee received a report by MoSU President Wayne Andrews regarding the implementation of the recommendations from the campus visit. The committee commended President Andrews for taking a personal interest in developing and implementing strategies that will attract a more diverse student and faculty to the university.

The committee adopted a resolution expressing concern about stacking of scholarships and support for the Council to review and develop, if needed, a consensus policy position on the matter among the institutions.

The committee adopted a resolution expressing appreciation for the service of Hilma Prather. A copy of the resolution is attached.

At its April 16 meeting, the committee will receive reports from the University of Kentucky and Jefferson Community and Technical College regarding their efforts to implement the recommendations of the campus visit reports.

The remaining Committee on Equal Opportunities meeting dates for 2007 are April 16 (Jefferson Community and Technical College, Louisville), June 18, August 13-14 (meeting and retreat, location TBD), and October 15. All meetings are scheduled to be held in Frankfort unless otherwise noted.



A  
RESOLUTION  
HONORING AND COMMENDING

**HILMA S. PRATHER**

for service to the Committee on Equal Opportunities and Council on Postsecondary Education

WHEREAS, the Council's Committee on Equal Opportunities has greatly benefited from the service of Hilma S. Prather since 1993 because of her insight, passion, timely observations, knowledge and commitment to the Commonwealth and to Postsecondary education; and

WHEREAS, Hilma S. Prather's service ended December 31, 2006; and

WHEREAS, her service to the Committee on Equal Opportunities is just one example of a career dedicated to enriching the dreams of the people of Kentucky; and

WHEREAS, Hilma S. Prather has committed her professional and personal life to education and the cause of equity and access at all levels of education and has inspired countless Kentuckians, often by the simple eloquence of her example; and

WHEREAS, few Kentuckians have contributed so much of their time, energy, and passion to the entire expanse of Kentucky's mosaic of education, P-16 Education, Somerset Independent and Pulaski County, the Kentucky School Board; and the Kentucky Education Television, and

WHEREAS, Hilma is strong advocate for access and equity inspiring others to rise to the new challenges, and her patience, although challenged at times, was never found lacking; and

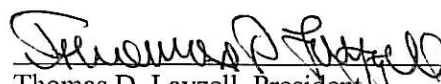
WHEREAS, the people of Kentucky are deeply indebted to her for choosing to use her gifts to solve problems, lift hopes, and build futures in the education arena; and

WHEREAS, the members of the Committee on Equal Opportunities will miss her passion as well as her calm and steady presence; and

WHEREAS, the Committee on Equal Opportunities is heartened by the knowledge that even though her formal service has ended, Hilma S. Prather always will be a trusted and valued colleague in the cause of access and equity;

NOW, THEREFORE, BE IT RESOLVED, that the Council on Postsecondary Education and its Committee on Equal Opportunities hereby adopt this resolution February 20, 2007 thanking Hilma S. Prather for her tireless dedication and service to the Committee on Equal Opportunities and her commitment to improving the lives of Kentuckians.

  
Walter A. Baker, Chair

  
Thomas D. Layzell, President