

STRONGER by DEGREES



MEETING AGENDA

Committee on Equal Opportunities

Monday, January 26, 2015

Conference Room A



Members, Council on Postsecondary Education

Dennis Jackson (*chair*)

Kim Barber

JoAnne Bland

Jerome Bowles

Juan Castro

John Johnson

Arthur Lucas

Robert Staat

Arnold Taylor

Wendell C. Thomas

Joshua Tunning (*student member*)

David Welch

Pam Miller (*ex officio, nonvoting*)

Robert L. King, CPE President

The Council on Postsecondary Education is Kentucky's statewide postsecondary and adult education coordinating agency charged with leading the reform efforts envisioned by state policy leaders in the *Kentucky Postsecondary Education Improvement Act of 1997*. The Council does not discriminate on the basis of race, color, national origin, sex, religion, age, or disability in employment or the provision of services, and provides, upon request, reasonable accommodation, including auxiliary aids and services necessary to afford individuals with disabilities an equal opportunity to participate in all programs and activities.

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AGENDA

Committee on Equal Opportunities

Council on Postsecondary Education

Monday, January 26, 2015

9:00 AM

Conference Room A

1. Roll Call	
2. Approval of Minutes (October 2014)	3
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a. Robert L. King, CPE President	
b. Dr. Aaron Thompson, CPE Executive Vice President	
4. Discussion/Information:	
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2) Kentucky State University: Raymond Burse, President	
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6. Adjourn	

Next meeting: March 23, 2015, 9 a.m. (EST), Frankfort, Kentucky

Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
October 22, 2014

The Committee on Equal Opportunities met October 22, 2014, at the Kentucky Community and Technical College System office in Versailles, Kentucky. Chair Dennis Jackson presided over the meeting.

ROLL CALL

Members present: Kim Barber, JoAnne Bland, Jerome Bowles, Juan Castro, Dennis Jackson, Arthur Lucas, Arnold Taylor, Wendell Thomas and David Welch.

Members absent: Robert Staat and John Johnson did not attend the October meeting.

CEO Chair, Mr. Dennis Jackson, provided opening remarks, followed by CPE Vice President, Dr. Aaron Thompson.

CEO Chair Jackson asked Council staff to call roll. Council staff called the roll.

APPROVAL OF MINUTES

The minutes from the May 2014 meeting were reviewed.

A motion was made by Mr. David Welch to accept the minutes. Mr. Wendell Thomas seconded the motion.

VOTE: The motion passed and was approved.

Dr. Thompson introduced the Vice President of KCTCS, Dr. Gloria McCall. Dr. McCall welcomed the CEO and EEO representatives to the KCTCS office, and extended an invitation to the CEO members to have lunch and tour the KCTCS facilities at the conclusion of the meeting.

**ACTION: 2014 CEO
MEETING CALENDAR**

Recommendation: The Council staff recommends that the CEO approve the 2015 meeting calendar: January 26,

March 23, May 18, and October 19. Other meetings are to be established as needed.

MOTION: Mr. Wendell Thomas moved to adopt the meeting calendar. Mr. Arnold Taylor seconded the motion.

VOTE: The motion passed and was approved.

YOUNG PROFESSIONALS
DIVERSITY COUNCIL

Dr. Rana Johnson introduced the first item on the October 2014 agenda. Mr. Kyle Lake, of the Young Professionals Diversity Council, discussed his vision to develop partnerships across the Bluegrass region to promote new learning initiatives with a mission to better prepare high school students to become college and career ready.

Several CEO members inquired about collaborations in Lexington. Mr. Lake responded that he worked with Mr. Kris Kimmel (IdeaFestival), Commerce Lexington, as well as other groups/organizations.

KENTUCKY PUBLIC
POSTSECONDARY
EDUCATION
INSTITUTIONAL
ASSESSMENT REPORTS

Several universities- Kentucky State, Northern Kentucky, and University of Louisville, reported on the progress of their institutions since the last reporting period.

The diversity plan assessment reports included a discussion of progress made between 2011 and 2012, with a focus on four areas:

- Student Body Diversity
- Student Success
- Workforce Diversity
- Campus Climate

The administrators discussed diverse student enrollment at the undergraduate and graduate level, undergraduate student retention, degrees and credentials conferred, STEM-H enrollment and degrees conferred, transfer from 2-year KCTCS institutions to 4-year universities, best practices,

workforce diversity, and minority representation on the boards. The reports also included a discussion of the institutions' campus climate and campus environment teams.

CEO members raised relevant questions at the conclusion of each presentation. Mr. Thomas asked KSU administrators to provide a total number of diverse faculty members, while Ms. Bland inquired about the KSU fall enrollment. Mr. Welch raised concerns regarding students dropped from the university for non-payment. KSU administrator, Dr. Vernell Bennett, responded that this issue was very important to President Burse, and checks and balances were being implemented.

Mr. Welch concluded his remarks by apologizing if his comments appeared to be hurtful, and stated that bringing President Raymond Burse to KSU would help the university considerably. Dr. Bennett responded that it is their job to ask questions. CEO members requested that President Burse attend the January 2015 meeting.

Dr. Kathleen Roberts was introduced to the CEO. Dr. Roberts is the newly appointed Senior Advisor for Inclusive Excellence at NKU. She reported on the accomplishments and discussed the areas that require improvement to meet the NKU goals. CEO member Mrs. Kim Barber asked NKU administrators to provide the total number of diverse individuals on their board of regents. Dr. Roberts asked Council staff to include her on committees/panels to provide input on diversity and inclusion initiatives. Dr. Thompson agreed to include Dr. Roberts.

Dr. Mordean Taylor-Archer discussed progress made by the University of Louisville, as well as areas that require additional attention. Dr. Taylor-Archer highlighted the ULTRA program, discussed graduation rates and retention rates for African American and Hispanic/Latino students. She concluded her presentation with a very successful program, Built2Graduate, which focuses on the transition of

freshmen, sophomore, junior and seniors from enrollment to graduation.

FOCUS ON DIVERSITY:
K-12 COLLABORATIONS

Dr. Johnson introduced three postsecondary education programs that partner with k-12 to promote higher education: University of Kentucky, Mr. Carlos Marin, AHEC Summer Program; Kentucky State University: Mr. Timothy Latham, Promising Youth Center; and, Madisonville Community College: Mr. James Bowles, Future Stars, GLAD and Senior Salute.

Council staff and several members of the CEO discussed the need to transition from an enrollment agenda to a college completion agenda. Dr. Thompson also discussed the alignment of the degree program eligibility with the statewide diversity policy.

DISCUSSION OF
STATEWIDE DIVERSITY
POLICY: DEGREE
PROGRAM ELIGIBILITY

CPE legal counsel, Mr. Travis Powell, presented the draft document of the degree program eligibility as a topic of discussion. The revised document may focus on two areas: closing the achievement gap, and the Madisonville experience. Currently, there are no definitions of the goals, they have not been established. Mr. Powell explained that the law measures the EEO goals separate from the policy.

Dr. Thompson explained that the diversity policy will convene, Mr. Powell simply discussed the legal document. Mr. David Welch stated that he appreciated the idea of institutional legal counsel being included in the diversity policy discussion.

Mr. Wendell Thomas raised concerns regarding the draft document, and indicated that he saw no reason to make a change. He stated that he would share the draft with the original creator of SB 398- Senator Gerald Neal. Dr. Thompson assured Mr. Thomas that SB 398 was not being changed. Mr. Thomas asked, "What is the goal, what is the

purpose, how would you improve it?"

Four institutional representatives voiced their concern with the suggested changes:

- Sandra Moore- ECU: I appreciate the new focus, however, some of the EEO representatives feel marginalized.
- Richard Miller-WKU: Plus one does not work, there is a need for a qualitative component
- Charles Holloway-MoSU
- Cami Duffy-MuSU

Dr. Thompson stated that he is working on strengthening the relationship between the CAO, CEO, and EEO representatives, and that each would be much more involved in the process; he further explained that CPE has to put a framework in place that each institution is comfortable with.

Several individuals indicated that they did not receive the draft from Mr. Powell. One of the EEO representatives stated that the document was sent by the CPE legal counsel, and not the CPE Chief Diversity Officer- they were unfamiliar with Mr. Powell. Dr. Thompson stated that the information would be forwarded to the EEO representatives and CEO members by the Chief Diversity Officer, in the future.

Ms. JoAnne Bland asked whether the CEO would have input. Council staff assured Ms. Bland that the CEO would be included in the conversation.

Mr. Terry Allen, University of Kentucky, asked if institutional representatives would be included during the discussions/process. Mr. Allen indicated that the timelines were not in sync, and that the compliance component should be considered during the development of the institutions' strategic agenda, as well as the statewide diversity policy.

Mr. Lucas offered a recommendation for the CEO to work on better communication. He explained that the 30-40 minutes allotted in unproductive communication was ineffective. Additionally, Mr. Lucas stated that the CEO is an important group, with an important agenda. He suggested that future meetings include: The agenda that clarifies why the CEO is meeting, and what they hope to accomplish.

Ms. Cami Duffy, Murray State University, suggested that Council staff post changes in the agenda to the CPE/CEO board book.

WAIVERS OF KRS
164.020(19)

No waiver requests were made as of October 2014.

STATEWIDE DIVERSITY
PLANNING AND
SUPPORT PROGRAMS

The Governor's Minority Student College Preparation Program Annual Conference will be hosted by Murray State University, June 2015, at the Murray campus. Approximately 200 students from across the Commonwealth will participate in STEM-H activities/experiments during the day and a half event.

The University of Louisville will host the Academically Proficient High School Junior and Senior Diversity Conference, June 19-20, 2015, at the Belknap Campus in Louisville, Kentucky. Approximately 200+ high school students and their parents/guardians, from across the state, will participate in the day and a half event.

The 2014 SREB Institute for Teaching and Mentoring will be held October 30-November 2, 2014, in Atlanta, Georgia. All of Kentucky's public postsecondary institutions are scheduled to participate in the faculty recruitment fair.

NEW BUSINESS

Members of the CEO inquired about a retreat to discuss diversity and inclusion initiatives, as well as campus visits. Dr. Thompson stated that a retreat would be scheduled for February, and would include a discussion with the CPE.

NEXT MEETING

The next regularly scheduled meeting will take place Monday, January 26, 2015, 9:00 a.m. (ET) in Frankfort, KY.

ADJOURNMENT

The meeting adjourned at approximately 1:30 p.m.

**Council on Postsecondary Education
Committee on Equal Opportunities
January 26, 2015**

Public Postsecondary Education Administrators

At the October 22, 2014, CEO meeting, several members requested that Kentucky State University President Raymond Burse attend the January 2015 meeting. Additionally, during the fall 2014 semester, two administrators were employed by one of Kentucky's comprehensive institutions and one research institution. The following administrators will be introduced to the CEO at the January meeting:

- Eastern Kentucky University: Executive Vice President-Student Success and University Counsel, Dr. Laurie Carter
- Kentucky State University: President Raymond Burse
- University of Kentucky: Associate Provost and Dean of the Graduate School, Dr. Susan Carlvalho

Each administrator will address the CEO and respond to questions. The biography for Dr. Laurie Carter and Dr. Susan Carlvalho are attached.

Staff preparation by Rana Johnson



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FOR IMMEDIATE RELEASE, JULY 31, 2014

**EKU NAMES CARTER EXECUTIVE VICE PRESIDENT
OF STUDENT SUCCESS, UNIVERSITY COUNSEL**

RICHMOND, Ky. – Eastern Kentucky University has named Laurie A. Carter as Executive Vice President for Student Success and University Counsel.

“Laurie Carter brings nearly 30 years of higher education experience to this position, including being the first Chief Legal Officer and Chief Student Affairs Officer in the history of The Juilliard School in New York City,” said EKU President Michael Benson. “We are thrilled to welcome her and her family to EKU. I have every confidence she will excel in both these roles and add much to our campus and community.”

She will join the University on Aug. 11.

After 25 years at Juilliard, where she held a series of progressively responsible positions, Carter was named Vice President for Arts Education at the New Jersey Performing Arts Center (NJ PAC) in Newark in April 2013. In that capacity, she was responsible for the strategic leadership, external relations and administrative management of the Center’s arts education programs.

Carter joined Juilliard in 1988 as Director of Student Affairs and went on to serve as the School’s Assistant Dean for Student Relations and Legal Adviser, Associate Vice President, Vice President for Legal and Student Affairs and, from 2006 to 2013, as Vice President and General Counsel and Executive Director of Jazz Studies.

Upon her move to the NJ PAC, Joseph W. Polisi, President of The Juilliard School, called Carter “an exceptionally capable and innovative arts education leader.” Carl Allen, Artistic Director of Jazz Studies at Juilliard, said at the time that Carter “brings with her commitment, vision, passion, hard work, dedication, love, respect and wisdom in everything that she does.”

While at Juilliard, Carter created, implemented and oversaw diversity and inclusion initiatives; created, co-implemented and supervised the Juilliard Colloquium program for first-time college students; created an orientation program designed to introduce students to artistic life in the New York City; expanded career services and educational outreach programs; initiated an international student advisement program; created a student affairs program that included the design, construction and opening of a residence hall; and served as the member of the School’s “Planning for the 21st Century” Committee.

Prior to joining Juilliard, Carter was Residence Hall Director at William Paterson University and Director of Residence Life at Fairleigh Dickinson University.

She was featured in Corporate Counsel Magazine and twice in SuperLawyers Magazine. The New York County Lawyers Association named Carter “An Outstanding Woman of the Bar” in 2004.

Carter earned a bachelor's degree in communications from Clarion University of Pennsylvania, a master's degree in communications from William Paterson College and a juris doctorate degree from Rutgers Law School.

-30-

carter-named vp.doc/7-31-14/jdw

file: Laurie Carter bio file

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EDUCATION

Ph.D. in Spanish
University of Virginia, August 1989

M.A. in Spanish
University of Virginia, May 1986

B.A. *magna cum laude* in Spanish and English
University of Notre Dame, January 1984

**PROFESSIONAL
EXPERIENCE**

Interim Associate Provost & Dean of the Graduate School, University of Kentucky, July 2014 Associate Provost for International Programs, University of Kentucky, July 2009 – present. Assistant Provost, 2007-2009. Responsibilities: Supervise budget, personnel, and planning for Office of International Affairs (3.5M, 26 staff lines). Oversee design and implementation of Strategic Plan for Campus-Wide Internationalization, including collaborations with senior administration, deans, faculty, and student groups. Direct supervision of Education Abroad, International & Scholar Services, Asia Center, Confucius Institute, External

Student
Relations.

Professor, Dept. of Hispanic Studies, University of Kentucky, May 2008-present. Associate Professor, May 1995-May 2008. Assistant Professor, August 1989-May 1995.

Convener, General Education Reform Steering Committee, 2008-2009. Responsibilities: Coordinate the work of the Steering Committee in charting the course for new core curriculum; manage campus-wide consultation and negotiation; shepherd curricular proposal through University Senate approval process, including resource estimates and impact assessments.

Middlebury College: Director, Spanish School, 2003-present. Responsibilities: Oversee hiring of 50 faculty and enrollment of 300 graduate and undergraduate students, for 7-week B.A. and M.A. courses as well as M.A. program involving one year of study in Madrid. Supervise campuses in Vermont, Madrid, and Guadalajara, Mexico. Manage budget

(400K), personnel, curriculum, co-curriculum, student life.

Associate Dean for College Affairs, College of Arts & Sciences, University of Kentucky, 2006-2007. Responsibilities: Shepherd process of tenure and promotion review, Annual Evaluation review, faculty hiring (shared responsibility for filling 50 faculty lines), strategic planning, budgetary planning, and other duties as assigned. Serve on four-member leadership team for the College, consisting of 36 departments and programs.

Executive Director, Kentucky Foreign Language Conference, 2002-2004 and 2007-2009.

Interim Chair, Dept. of Political Science, University of Kentucky, Spring 2005 (department in receivership).

Interim Chair, Dept. of Hispanic Studies, University of Kentucky, 2002-2003, as well as Summers 1995-1999.

Director of Graduate Studies, 1996-2000 and 2006-2007; Director of Undergraduate Studies, 1994-1996; Director of Elementary Language Instruction, 1990-1991; Director of Mexico Program, 1990-1991. Department of Hispanic Studies, University of Kentucky.

Director of Spanish Language Courses, Department of Spanish, Italian, and Portuguese, University of Virginia, 1988-1989.

Study Abroad Instructor, Summer Program in Valencia, University of Virginia, Summer 1988.

GRANTS & AWARDS

PI: Chemonics HELM (Higher Education Leadership & Management) project, \$515K, 2012-2013
Subcontract of a \$25M USAID project, to develop capacity for autonomy in Indonesian universities. Our role in the first two years could lead to additional work in subsequent years of the five-year project.

PI: AED Iraq Linkages Grant, \$1M, 2010-2012
US Embassy grant linking five US universities with five Iraq universities; UK is matched with Kufa University in the areas of civil engineering, business management, and English (ESL)

Confucius Institute, 2010-2015. \$150K-200K/yr.

Co-PI: Discover USA/Discover Germany Grant, funded through Fulbright Germany. \$1.1M, 2010-2012.

Fulbright International Education Administrator Grant for four-week study program in Japan, June 2010.

Co-Investigator: FIPSE Grant, Examining Value Added in Transatlantic Exchanges in Engineering. \$10K. 2009-2010.

AIEA Presidential Fellow, 2009-2010 (mentor institution: Michigan State)

ACADEMIC HONORS

Fellowship, American Council on Education, 2005-2006
Placement at University of North Carolina–Chapel Hill: Office of the Chancellor and Office of the Provost.

Orden de los Descubridores, Sigma Delta Pi National Hispanic Honor Society (“exceptional and meritorious service in Hispanic scholarship and teaching”), April 2005

William B. Sturgill Award for Outstanding Contributions to Graduate Education, University of Kentucky, May 2002

Great Teacher Award, Alumni Association, University of Kentucky, April 1997

Sigma Delta Pi, University of Virginia, 1985
President's Fellow, University of Virginia, 1984-1987
Du Pont Fellow, University of Virginia, 1984-1987
Phi Beta Kappa, University of Notre Dame, 1984

BOOKS

Taking her Place: Space and Power in the Women's Novel of Latin America
Suffolk: Boydell & Brewer, 2007.

Modernisms and Modernities: Studies in Honor of Donald L. Shaw.
Ed. Susan Carvalho. Newark DE: Juan de la Cuesta Monographs, 2006.

ARTICLES

“García Márquez’s Journalism and the Gestation of *El otoño del patriarca*.” *Romanic Review* 101:3 (May 2010), 547-560.

“Isabel Allende.” *Encyclopedia of Latin American Women Writers: An Encyclopedia.* Eds. María Claudia Andre and Eva Bueno. New York: Routledge, 2007. 14-17.

- “La geografía del poder en la novela contemporánea mexicana.” *Palabra y género*, eds. Alejandro Palma Castro and Patricia González. Puebla MX: Benemérita Universidad Autónoma de Puebla, 2007.
- “Going Home Again: Space and Place in Serrano’s *El albergue de las mujeres tristes* and *Lo que está en mi corazón*.” *Letras Femeninas* 33, 1 (Summer 2007): 97-118. (Special issue: *Global and Local Geographies: The (Dis)locations of Contemporary Feminisms*.)
- “Configuraciones del ‘aleph’ y la trascendencia histórica en el periodismo de Gabriel García Márquez (1947-1955).” *Revista de Estudios Hispánicos-Puerto Rico*, 2004.2: 59-67.
- “The Craft of Emotion in Isabel Allende’s *Paula*.” *Studies in Twentieth Century Literature* 27, 2 (2003): 223-38.
- “Escrituras y Escritoras: The Artist-Protagonists of Isabel Allende.” In *Isabel Allende*, ed. Harold Bloom. Philadelphia: Chelsea House Publishers, 2002. (invited reprinting of 1992 article)
- “Serving up Sex: The Writing of Desire in Allende’s *Afrodita*.” *South Atlantic Review* 67, 3 (2002): 10-26. *Honorable mention for SAR’s best article of the year*.
- “Transgressions of Space and Gender in Allende’s *Hija de la fortuna*.” *Letras Femeninas* 27, 2 (2001): 22-39.
- “García Márquez Transcribes: The Genre of the Nonfiction Novel (*Relato de un naufrago...*, *La aventura de Miguel Littín clandestino en Chile*, and *Noticia de un secuestro*).” *Revista de Estudios Hispánicos* 35 (2001): 447-66.
- “Estrategias narrativas en dos novelas modernistas: *Amistad funesta* de Martí y *De sobremesa* de Silva.” *El sol en la nieve: Julián del Casal (1863-1893)*. Ed. Luisa Campuzano. Havana: Casa de las Américas, 1999. 157-161.
- “Decoding the Ending of García Márquez’ ‘Isabel viendo llover en Macondo,’” *Hispanic Journal* 19, 1 (Spring 1998): 117-124.
- “Narration and Distance in Allende’s Novels and in *Cuentos de Eva Luna*,” *Antípodas* VI-VII (1994-1995): 55-62.
- “The Male Narrative Perspective in the Fiction of Isabel Allende.” *Journal of*

Hispanic Research 2, 2 (1993-94): 269-278.

“The Fusion of Subjective and Objective Realities in Gabriel García Márquez's 'Nabo: The Black Man Who Made the Angels Wait.’” *International Fiction Review* 20, 2 (1993): 133-137.

“Escrituras y escritoras: The Artist-Protagonists of Isabel Allende.” *Discurso: Revista de Estudios Iberoamericanos* 10, 1 (1992): 59-69.

“Origins of Social Pessimism in García Márquez: 'La noche de los alcaravanes' (1950).” *Studies in Short Fiction* XXVIII, 3 (Summer 1991): 331-338.

“The Legend of the *Siete infantes de Lara* and its Theatrical Representation by Cueva and Lope.” *Bulletin of the Comediantes*, 40, 1 (1988): 85-102.

“Bird Symbolism in *Veinte poemas de amor*.” *Discurso Literario*, 6, 1 (1988): 151-160.

**INVITED
LECTURES**

10 invited lectures at universities across the U.S. as well as England and Spain.

**CONFERENCE
PRESENTATIONS**

33 presentations at professional conferences, in both English and Spanish.

**PROFESSIONAL
SERVICE
(non-UK)**

Chair, Awards Committee, Assoc. of International Education Administrators
Executive Committee, Assoc. of International Education Administrators
Site Visit Evaluator for Internationalization Laboratory, ACE

**PROFESSIONAL
REVIEWS**

7 book reviews; articles reviewed for 6 professional journals.
19 external dossiers reviewed for tenure and/or promotion.

**MAJOR UNIVERSITY
COMMITTEES**

Convener, General Education Reform Steering Committee
Campus Task Force on Internationalization
Chair, Domestic Partner Benefits Committee
UCAPP Graduate Domain Subcommittee
Graduate School External Review Committee
College of Arts & Sciences Committee on the Status of Women
University Committee on Academic Priorities
University Futures Committee
University Senate

Graduate Council
 SACS Review Sub-Committee on Graduate Studies (2000)
 Major Equipment Grant Review Committee
 Women's Writers Conference Advisory Committee
 Latin American Studies Executive Committee
 Arts & Sciences Scholarship Committee
 National Council on Undergraduate Research, Executive Committee
 Kentucky Foreign Language Conference Executive Committee

**GRADUATE
RESEARCH**

32 dissertations directed or co-directed to completion
 8 dissertations in progress

**Council on Postsecondary Education
Committee on Equal Opportunities
January 26, 2015**

Funding Model Update

The Council passed a resolution acknowledging the need for a comprehensive funding model to be implemented for the 2016-18 biennium, at the November 7, 2014, CPE meeting,

Dr. Bill Payne, Assistant Vice President for Finance, will provide a summary of the Council action at the January 26, 2015 CEO meeting.

Staff preparation by Rana Johnson

Funding Model Steering Committee Update

At its November 7, 2013 meeting, the Council passed a resolution acknowledging the need for a comprehensive funding model to be implemented for the 2016-18 biennium. The resolution directs the Council president to “establish a working group that, at minimum, includes leadership of each of the public universities and KCTCS and members of this Council, for the purpose of developing a comprehensive model for the allocation of state General Fund appropriations for institutional operations that incorporates elements of campus performance, mission, and enrollment as well as any other components as determined through the process.”

At the February 14, 2014 meeting, Council Chair Pam Miller appointed four Council members to a Steering Committee, which is comprised of the CPE president, nine institutional presidents, and a representative from the Governor’s Office. Meetings of the Steering Committee were held on April 2, May 14, June 4, June 23, September 3, and October 1, 2014. Summaries of those meetings can be found in the April 29, June 20, and September 16 Council meeting materials.

At the October 1 Steering Committee meeting, members received and endorsed Work Group recommendations concerning the basic structure and components of a proposed funding model, as well as, a method for sizing component funding levels. In terms of the basic approach, there was general agreement that a modified version of the Mississippi model would be suitable for Kentucky’s purposes, because of its ability to address differences in institutional mission, program mix and enrollment, and performance, as called for in the Council’s resolution.

The major components of the model include: (1) instruction-related Operational Support (an allocation to cover the indirect costs of college instruction, including institutional support, academic support, and maintenance and operations expenses); (2) Mandated Programs (such as UK’s agriculture experiment station and cooperative extension service); (3) Instruction (an allocation to cover the direct costs of college instruction, including faculty salaries and benefits, and students services expenses); and (4) Outcomes (that reward performance in the areas of high quality degree production and closing achievement gaps). Chief budget officers from the two research campuses have requested that a fifth component focusing on Research be added to the model for their sector.

The Funding Model Development Work Group, which has been meeting to make recommendations to the Steering Committee, last met via conference call on October 29, 2014. The group discussed how funding for Operational Support should be distributed among the institutions and how those distributions might change over time. There was also discussion of how to treat nonresident students in the model, how to account for differences in cost of instruction, and how to properly size the Outcomes and Instruction components (e.g., 10% of allocable funding for Outcomes, with 90% going to Instruction, or 30% of allocable funding going to Outcomes and 70% going to Instruction). There are still a number of details that the Work Group must resolve before bringing a final recommendation to the Steering Committee for approval.

The next meeting of the Steering Committee will be December 3.

Staff preparation by Bill Payne and Shaun McKiernan

**Council on Postsecondary Education
Committee on Equal Opportunities
January 26, 2015**

Southern Regional Education Board (SREB) Doctoral Scholars

The Southern Regional Education Board (SREB) Doctoral Scholars Program is a cooperative interstate venture that seeks to address the under representation of and encourage students from diverse backgrounds to pursue doctoral degrees and careers as college educators. The SREB, the New England Board of Higher Education, and the Western Interstate Commission on Higher Education established the program in 1994, as part of the Compact for Faculty Diversity, a national initiative funded by the Pew Charitable Trust and the Ford Foundation. The program seeks to expand the number of diverse faculty members employed as college faculty and executives by increasing the available pool of diverse candidates. The program is a part of a national effort, similar programs exist in the northeast and the west.

The Council on Postsecondary Education, the University of Kentucky, and the University of Louisville jointly implement the program in the Commonwealth. The specific areas of concentration supported by the program are science, technology, mathematics, education (math or science), and engineering. The program has proven to be an unqualified success. In its 21ST year, attendance at the Teaching and Mentoring Institute exceeded 1,200 participants. As of January 2015, of the over 740 graduates, 80 percent are employed in education, and 92 percent employed in higher education; 82 of the graduates have earned tenure.

Status of Kentucky Scholars

- The program has served 122 scholars as of January 2015, produced 78 graduates, and has 28 students currently matriculating.
- There are 109 African Americans, six Hispanic Americans, four American Indian/Alaskan Natives, one Asian American, and two scholars identified as other. There are 83 females and 39 males served by the program.
- Fields of study are science & technology (20 percent) social and behavioral sciences, (30 percent) health professions (5 percent) business and management (6 percent) mathematics (2 percent) engineering (5 percent) education (8 percent) and humanities (23 percent).
- The University of Kentucky has served 65 scholars, the University of

- Louisville 56 scholars, and one scholar has been served by a non-Kentucky institution.
- Time to degree from program entrance averaged 2.0 years for scholars entering the program to complete the dissertation and 4.6 years for doctoral scholars (students having to complete the entire Ph. D. program including the dissertation).
 - Of the 78 graduates, 69 are currently employed with 83 percent in education (93 percent in postsecondary education).
 - Kentucky postsecondary education employs 21 SREB graduates.

Kentucky's Doctoral Scholars' Research

Several of Kentucky's current SREB scholars have been invited to attend the January 26 CEO meeting to share their current research with CEO members. The attachment highlights background information for the three scholars.

The scholars include:

Jelisa Clark- University of Louisville
William Bean- University of Kentucky
Michael Mejia- University of Kentucky

The SREB Doctoral Scholars will respond to questions at the conclusion of the three presentations.

Staff preparation by Rana Johnson



NAME: Jelisa Clark
INSTITUTION: University of Louisville
CLASSIFICATION: Third Year Doctoral Scholar
AREA OF FOCUS: Race and Urban Poverty

Conferences and Presentations

Entering the Spotlight: National News Coverage of the School to Prison Pipeline. Presented at the 2014 Association of Black Sociologists conference. Charlotte, NC.

The Cycle of Demolition: Public Housing in the US. Invited lecture, University of Louisville, Louisville, KY, 2014.

From Slum Clearance to HOPE VI: Brief History of Public Housing. Invited lecture, University of Louisville, Louisville, KY 2013.

Hope for Cities or Hope for People? Hope VI at Liberty Green. Presented at the 2013 Mid-South Sociological Association conference, Atlanta, GA.

Push Her Against the Wall: Rap, Misogyny, and Young Listeners. Presented at the 2013 Anthropologist and Sociologists of Kentucky conference, Louisville, KY.

Session Organizer: Race, Ethnicity, and Identity

Papers in Progress

Clark, J. S. and Negrey, C. "Hope for Cities or Hope for People: Neighborhood Development and Demographic Change. (Under review, City and Community).

Brooms, D. R., Clark, J. S., and Goodman, J.M. "'We Need More of This': Engaging Black Men on College Campuses." (Under review, College Student Affairs Journal).

Brooms, D. R., Clark J. S., "Perceptions of Profiling, Stereotyping, and Race."



NAME: William Bean, Jr.
INSTITUTION: University of Kentucky
CLASSIFICATION: Third Year Doctoral Scholar
AREA OF FOCUS: Science Equity in K-12 Schools and Postsecondary Institutions

Presentation

William Bean, Jeffrey Peake, Dr. Jennifer Wilhelm, and Dr. Christa Jackson (November 2014). "Impact of Student Motivation on Learning Mathematics in an Informal Setting." School Science and Mathematics Association (SSMA) Annual Convention, Jacksonville, Florida.



NAME: Michael Mejia
INSTITUTION: University of Kentucky
CLASSIFICATION: Doctoral Scholar
AREA OF FOCUS: Psychological, Social, and Behavioral Factors Associated with Illness and Health, more specifically Cancer Prevention and Control

Grant:

Role: Principal Investigator Total Award: \$4,490
Mechanism: Department of Behavioral Science Pilot Research Grant
Project title: Attitudes Toward Telehealth Services Among Rural Cancer Survivors

This study will examine attitudes, preferences, and perceived barriers to utilization of telehealth services for mental health among cancer survivors in rural Appalachia.

Publications:

Studts, J. L., Mejia, M. G., Kilkus, J. L., & Brothers, B. M. (2014). Evidence Based Practice in Clinical Behavioral Oncology. In C. Hunter, C. Hunter, & R. Kessler (Eds.), *Handbook of clinical psychology in medical settings: Evidence-Based assessment and intervention* (pp. 625-672) New York, NY: Springer.

Weisman de Mamani, A., Weintraub, M. J., Tauler, C., Gurak, K., Maura, J., Mejia, M. G., & Sapp, S. (2014). Religion and free will perceptions as coping mechanisms in caregivers of individuals with dementia: A review of the literature. *Journal of Religion, Spirituality, & Aging*.26, 201-214.

Presentations at Scientific Conferences:

- Mejia, M. G., Steffens, R. F., Kilkus, J. L., Slone, S. A., Arnold, S. M., & Studts, J. L. (2014). Attitudes Toward Cancer Clinical Trials Among Rural Individuals with Lung Cancer. Poster presented at the 7th Biennial Cancer Survivorship Research Conference, Atlanta, GA.
- Mejia, M. G., Steffens, R. F., Kilkus, J. L., Slone, S. A., Arnold, S. M., & Studts, J. L. (2014). Attitudes Toward Cancer Clinical Trials Among Rural Individuals with Lung Cancer. Poster presented at the Markey Cancer Research Day, Lexington, KY.
- Mejia, M. G., Hinchey, M. C., Byrne, M. M., Han, P., & Studts, J. L. (2014). Lung Cancer Screening: Evaluation of a Pilot Continuing Education Program for Primary Care Providers. Poster presented at the Markey Cancer Research Day, Lexington, KY.
- Mejia, M. G., Hinchey, M. C., Byrne, M. M., Han, P., & Studts, J. L. (2014). Lung Cancer Screening: Evaluation of a Pilot Continuing Education Program for Primary Care Providers. Poster presented at the 35th Annual Meeting & Scientific Sessions of the Society of Behavioral Medicine, Philadelphia, PA.
- Mejia, M. G., Steffens, R. F., Kilkus, J. L., Slone, S. A., Arnold, S. M., & Studts, J. L. (2014). Attitudes Toward Cancer Clinical Trials Among Rural Individuals with Lung Cancer. Poster presented at the Kentucky Psychological Association Spring Academic Conference, Wilmore, KY
- Mejia, M. G., Hinchey, M. C., Byrne, M. M., Han, P., & Studts, J. L. (2014). Lung Cancer Screening: Evaluation of a Pilot Continuing Education Program for Primary Care Providers. Poster presented at the Kentucky Psychological Association Spring Academic Conference, Wilmore, KY
- Mejia, M. G., Steffens, R. F., Kilkus, J. L., Slone, S. A., Arnold, S. M., & Studts, J. L. (2014). Attitudes Toward Cancer Clinical Trials Among Rural Individuals with Lung Cancer. Poster presented at the 9th Annual Center for Clinical and Translational Science Spring Conference and 4th Annual Appalachian Translational Research Network Summit, Lexington, KY.
- Mejia, M. G., Hinchey, M. C., Byrne, M. M., Han, P., & Studts, J. L. (2014). Lung Cancer Screening: Evaluation of a Pilot Continuing Education Program for Primary Care Providers. Poster presented at the 9th Annual Center for Clinical and Translational Science Spring Conference and 4th Annual Appalachian Translational Research Network Summit, Lexington, KY.

Invited Talk: Fall 2014 Invited talk for the College of Education, University of Kentucky.
Title: "Cognitive interviewing for development of psychological research questionnaires."
Mejia, M. G.

Awards:

- Kentucky Psychological Association Paul Hager Graduate Research Award, Poster presentation tied for 2ND place, Spring 2014.
- Kentucky Psychological Association Paul Hager Graduate Research Award, Poster presentation tied for 2ND place, Spring 2014.
- Department of Behavioral Science Research Travel Award
- SREB State Doctoral Scholars Research Travel Award

**Council on Postsecondary Education
Committee on Equal Opportunities
January 26, 2015**

Institutional Diversity Plan Assessment Reports

The Council on Postsecondary Education worked collaboratively with higher education administrators to develop the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development. Institutional diversity plans were developed in response to the Statewide Diversity Policy and the Kentucky Administrative Regulation. The institutional diversity plans include specific strategies that promote diversity, measurable goals that describe diversity and equal opportunity for students, faculty, administrators, and staff and strategies that address the campus environment. The plans focus on four areas:

- Student Body Diversity (undergraduate and graduate students)
- Student Success (retention, graduation rate, degrees, and credentials)
- Workforce Diversity (faculty, staff, and administrators)
- Campus Climate (environment, strategies, workforce retention, and promotion)

Institutions offer a general roadmap of the activities, programs, and strategies that the institutions implement, to ensure that progress has been made towards their diversity policy objectives, the Statewide Diversity Policy, and the Postsecondary Education Strategic Agenda, Stronger by Degrees.

Each institution developed an annual assessment report that acknowledges advances made, and areas that will require attention. Council staff received the first reports in fall 2012; the third institutional reports were submitted in fall 2014. Information presented is based upon a comparison of 2012 with 2013 data. Reports were received from each of the public universities, with the exception of Murray State University. The assessment report for the Kentucky Community and Technical College System had not been finalized by KCTCS administrators, prior to the January 26, 2015 CEO meeting. The KCTCS assessment report will be presented at the March/May 2014 CEO meeting.

University presentations will highlight the institutions' success in implementing specific strategies that promote diversity, and measurable goals that reflect the institutional demographics in comparison to the population, based upon the institutions' area of geographical responsibility.

Equal Educational Opportunity (EEO) representatives will present the results of their reports during the March, May, and October meetings to offer a comprehensive overview –from an institutional perspective—regarding progress in the area of student body diversity, student success, workforce diversity, and the campus climate.

The full reports were made available to CEO members on-line. Additionally, reports were shared with the members via hard copy, by request.

Staff preparation by Rana Johnson

Committee on Equal Opportunities
Council on Postsecondary Education
January 26, 2015

Waivers of KRS 164.020(19)

The CEO asked for regular reports regarding institutions that choose to adopt a waiver of the standards of KRS 164.020(19) in order to implement new degree programs. The statutes establish the Council's responsibility to approve the offering of new degree programs (KRS 164.020(14)) and also limit an institution's eligibility for new degree programs (KRS 164.020(19)) by the requirement that an institution meet its equal opportunity objectives.

The Council has authority to grant a temporary waiver of the requirements of KRS 164.020(19). Administrative Regulation 13 KAR 2:060 establishes criteria for determining an institution's compliance with equal opportunity objectives and for the granting of a temporary waiver to a state-supported postsecondary education institution that has not met its objectives.

No institutions requested a waiver as of January 2015.

Staff preparation by Rana Johnson

Council on Postsecondary Education
Committee on Equal Opportunities
January 26, 2015

Status: Statewide Diversity Planning and Support Programs

The following information focuses on diversity activities and initiatives since the Committee on Equal Opportunities met October, 2014.

Governor's Minority Student College Preparation Program: The Annual GMSCPP Statewide Conference will be hosted by Murray State University, June 2015; approximately 200 students, from across the Commonwealth, are expected to participate in STEM-H activities and laboratory experiments during the day and a half conference.

The 2015 Academically Proficient High School Junior/Senior Diversity Conference: The University of Louisville will host the 27TH Annual Academically Proficient High School Junior and Senior Diversity Conference, June 19-20, 2015. Approximately 200+ students, parents/guardians, and college fair representatives from across the Commonwealth are expected to participate.

SREB Doctoral Scholars Program: Planning for the fall 2015 Teaching and Mentoring Institute will take place during a meeting of the state Doctoral Scholars Regional Advisory Committee, January 29-30, 2015. The Teaching and Mentoring Institute will be held October 29 – November 1, 2015, in Arlington, Virginia. The institute is designed for scholars currently supported by the Kentucky Doctoral Scholars Program. The Kentucky program is implemented collaboratively by the Council, 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 January 2015, 28 students are currently matriculating at Kentucky institutions, 32 percent of these students are in the STEM-H fields, there are 78 graduates, and 9 have earned tenure. Kentucky employs 21 SREB scholars, and 67 percent of Kentucky scholars are employed in SREB states.

CEO Meeting Dates: The 2015 meeting dates are:

January 26, 2015

March 23, 2015

May 18, 2015

October 19, 2015

Staff preparation by Rana Johnson

**Council on Postsecondary Education
Committee on Equal Opportunities
January 26, 2015**

Diversity Planning across the Public Postsecondary Education System: Accountability, Monitoring, and Reporting

During the past year, various conversations have taken place regarding diversity, inclusion, and social justice planning and evaluation at Kentucky's public postsecondary education institutions. Council staff will work collaboratively with educational stakeholders to review and discuss Kentucky's Public Postsecondary Education Diversity Policy and Framework for Institutional Diversity Plan Development, and incorporate revisions, as needed. The current policy concludes at the end of calendar year 2015.

As such, at the conclusion of the morning CEO meeting, several groups will work in partnership to begin discussions regarding diversity planning, as well as accountability, monitoring and reporting of institutional and statewide progress for the next iteration of the statewide diversity policy. The discussion will include:

- The Committee on Equal Opportunities (CEO)
- Chief Academic Officers (CAO)
- Equal Educational Opportunity (EEO) Representatives

The Council on Postsecondary Education recognizes diversity and equal opportunity as core values of higher education in the Commonwealth, and understands that the state's education and economic development is inextricably linked. The concept of diversity and inclusion, in Kentucky, has broadened immensely in recent decades as demographics have changed. The statewide definition of diversity has moved beyond race – the policy will continue to support and include students of color from historically underrepresented groups, and may also include low-income, first generation, and underprepared students to ensure that the significant progress campuses have made over the last two decades is preserved and enhanced, while emphasizing the importance of varied human characteristics, ideas, and world views.

The following topics have been part of on-going conversations, and are open for discussion at the afternoon meeting:

- Alignment of the Strategic Agenda with diversity-planning

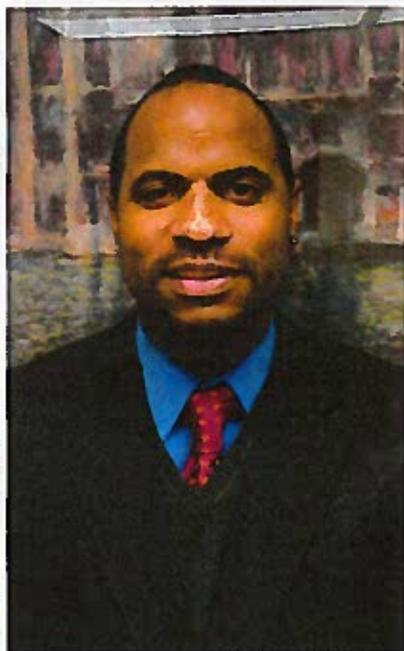
- Who to include in conversations of diversity/inclusion planning
- Strategic focus areas (goals and objectives):
 - Student Body Diversity (Ethnic minorities, 1ST generation, low-income, etc.)
 - Student Achievement/Success (achievement gaps, retention, transfers, degrees)
 - Diverse Workforce (administrators, faculty, professional staff- ethnic groups?)
- Campus Visits- Beginning 2016
 - protocol for visiting campuses with exceptional diversity results
 - protocol for visiting campuses that are struggling with diversity achievement
 - number in attendance, who attends, and how often
- Measuring cultural competency across the public postsecondary education system
- Student Success: Low-income, underprepared, 1ST generation, underrepresented
- Men of color at Kentucky's public postsecondary institutions
- Inclusion and social justice at Kentucky's public postsecondary institutions
- Communication between and among the CEO and institutions
- What message(s) should the CPE receive from the CEO?
- What message(s) should the institution presidents/Board of Regents/Trustees receive from the CEO?
- Development of Institutional Diversity Plans
- Accountability: Monitoring and tracking progress
- Potential workgroups to gather information and initiate conversations with constituent groups

Before the conclusion of the meeting, we hope to develop timelines for the development and review of the Diversity Policy/Plans over the next year.

Staff preparation by Rana Johnson

*Congratulations to Emerging Scholar***Dr. Derrick Brooms**

Department of Sociology, University of Louisville



Dr. Brooms is an assistant professor of sociology at the University of Louisville. He received his Ph.D. from Loyola University Chicago specializing in race relations, identity, representation, and culture, and he earned his bachelor's degree in African and African American Studies from the University of Chicago.

Dr. Brooms' teaching in areas related to race and ethnicity and his research interests fit well with the focus on the study of diversity and inequality in the Sociology Department at the University of Louisville. His current research interests investigate representations of African American identity and culture within the media. Much of this research focuses on museums and explores contemporary exhibits about African American history and culture. In his museum research, he explores issues of racial representation, collective memory, and collective identity; additionally, he investigates the role museum sites and exhibits play in creating and maintaining narratives of people, places, and events—and counter-narratives as well. His research also focuses on African American men and boys by examining their educational experiences in both secondary and post-secondary institutions. At the secondary level, his work examines the impact of school culture on academic aspirations, resilience, motivation, and sense of self. At the collegiate levels, he investigates the impact of campus climate, mentoring, and involvement on the academic performances and educational experiences of African American

Congratulations to Dr. Manu Platt,

recipient of the Emerging Scholars Award from *Diverse* magazine!

Dr. Platt is a graduate faculty member in the Biomedical Engineering program, a joint effort between Emory University and the Georgia Institute of Technology. He is also a graduate of the joint Emory-Georgia Tech Biomedical Engineering program, receiving his PhD in 2006.

Emory's Laney Graduate School offers more than 40 doctoral and master's programs across the humanities, the social, biomedical and natural sciences, public health, nursing and business. We offer unique professional development opportunities to help students expand their professional networks, connect to successful alumni, and travel in support of their work.


gs.emory.edu

Athletes and Activism



In the wake of recent nationwide protests over the deaths of two unarmed Black men, student-athletes struggle to find their voice.

By Autumn Arnett

The Georgetown University men's basketball team was the first collegiate team to protest the decision of grand juries not to indict police officers in Ferguson, Missouri, and New York City over the deaths of two unarmed Black men.

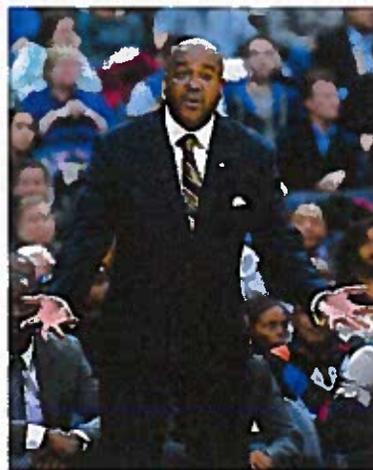
The team donned "I Can't Breathe" shirts prior to its Dec. 10 game against the University of Kansas, signifying the last words of Eric Garner, who died after being choked by NYPD officer Daniel Pantaleo.

In a later interview with *Sports Illustrated*, Georgetown Coach John Thompson III — who followed in his father's activist footsteps — explains that "it sounds kind of like a cliché, but the job is about more than basketball. We are an educational institution. People forget that these are 17- to 20-year-olds who are in college that are learning. Coaches are teachers. This is our job."

However, college athletes have been largely silent on the issue. With the exception of University of Maryland wide receiver Deon Long — who asked, "Are we still thugs when you pay to watch us play sports?" during a campus protest — and Knox College women's basketball player Ariyana Smith, other individual athletes have not spoken out about the issue.

Smith said she understands why her fellow athletes have remained silent.

"For most of these guys, I think they fear retribution from their institutions if they do speak up," says Dr. Robert Bennett III, a staffer at the Todd Anthony Bell Resource Center on the African



Georgetown players, top, wear "I Can't Breathe" shirts prior to the Dec. 10 game. Georgetown coach John Thompson III, above, is following in his father's activist footsteps. (AP Photos/Nick Wass)

American Male, housed at The Ohio State University.

Though Gail Dent, the NCAA's associate director of public and media relations, says the NCAA doesn't have any policies against student-athletes being involved in social protests, Smith says "there are very tangible repercussions" for speaking out in protest.

Dent acknowledged that the NCAA does not intervene in individual institutional punishments for protest.

"If the coach had a particular view on certain things, he may do things to keep the guys quiet," Bennett says.

And that is exactly what Smith experienced.

Taking a stand

On Nov. 28, during a game played in Clayton, Missouri — only about 12 miles from Ferguson — Smith walked around with her hands up in the "Don't shoot" position during the national anthem

then laid on the court for four and a half minutes to symbolize the four and a half hours Mike Brown's body was left unattended in the street. The following Monday, Smith says she was called into the athletics office and informed she was suspended indefinitely for her actions.

"We know that we will be punished," she says. "Everything about athletic culture says that you cannot be anything more than an athlete. ... From NFL football players to a [Division III] athlete like me ... we're not supposed to be anything but athletes. And that's not right."

Smith says that despite reports from the college that her suspension was only for one game and had since been reversed, she was told she was suspended indefinitely and has not returned to team practices or activities. And no one from the coaching staff or athletics department or the school's administration has reached out to her. The treatment she has received in the aftermath of her dismissal, Smith says, has left her feeling confused and betrayed.

"Coaches, administrators, governing bodies in athletics [like the NCAA] are not interested in who we are; they're just interested in what we can do," she says. "There's a culture of 'Leave everything at the door, the only thing that matters is sports.'"

Smith says she is still waiting for an explanation of why she was suspended and is waiting to feel like she has a place — not just on the basketball team, but at Knox College and in America as a whole — as a Black woman. She went on to say she has found the White coaching and administrative staff disingenuous in their claim to not understand why she protested.

"There is no way they didn't know what that protest was about," she says, first calling their stance "willful ignorance," before declaring it "an outright refusal to acknowledge the larger context."

Smith is not alone in her inability to check her social conscience and her race at the gym door.

"My father always said he didn't have the luxury of being just a basketball coach," Thompson says.

The elder Thompson made history as the first African-American coach to win a Division I championship in 1984. He walked off the court before a 1989 game in protest of the NCAA's Proposition 42, which he believed was targeting Black athletes with its policy to deny scholarships to athletes who did not meet NCAA academic standards. His teams, in the Allen Iverson-era of the mid-'90s, donned kente cloth-trimmed jerseys.

Creating a platform

On a broad scale, Bennett says he finds many Division I athletes don't feel like they have enough of a platform to speak out and be heard. They are asked questions only about game-day outcomes; no one asks for their thoughts on broader issues. Some of them also feel that their White teammates are ignorant of the issues.

Dr. William Brossard, the sports information director at Southern University, agrees.

"What's their microphone" for speaking out, Brossard asks. "Student-athletes are given interviews for athletic exploits, primarily, and campus incidents/negative news secondarily (and only obliquely for academic and cultural accomplishments), so I'm not sure where their voices would be heard even if they were interested in speaking out."

Thus, the question is raised: Where are athletes from historically Black colleges and universities on the protests? HBCUs are historically considered hotbeds of activism and social change, but there



Ariyana Smith was suspended from the Knox College women's basketball team after a public show of activism before a game.

has not been a widely reported full-team demonstration in the similitude of the one taken by Georgetown or Notre Dame's women's basketball team (which wore similar "I Can't Breathe" shirts before a Dec. 13 game against the University of Michigan).

"I don't think there's a reluctance; I don't think anyone is asking them, necessarily," Brossard says.

As Smith waits for answers from her coaches and administrators on campus, Bennett says such support is not often there. Even with Black coaches, the pressure to focus only on the sport is prominent.

"If you're looking at what Black coaches have to deal with, these particular situations they may frown upon [because] they don't get too many chances or opportunities" to serve in these jobs at major programs, Bennett says. "The last thing a major university wants to deal with is student-athletes" making a controversial public statement.

Brossard believes student-athletes (and the coaches and administrators that support them) should not have to make a choice between one's humanity and his or her scholarship.

"It's a free country, and institutions of higher learning should exemplify that more than any other institution," he said, though he admonished individuals to be sure it is clear they are representing themselves, not the department or university as a whole.

"We don't live in a culture where we expect athletes and entertainers to be thought leaders — it's more of a pleasant surprise when they do," he adds.

For Georgetown, the players speaking out got the pundits talking.

"Regardless of how people feel, the fact that ... people are talking about it is good," Thompson said. ▣

RESOLUTION



KENTUCKY COUNCIL ON POSTSECONDARY EDUCATION

A RESOLUTION RECOGNIZING AND COMMENDING

Sandra Moore

for her service to the Council on Postsecondary Education Committee on Equal Opportunities.

WHEREAS, the Council's Committee on Equal Opportunities has greatly benefited from the service of Sandra Moore as the Eastern Kentucky University CEO representative because of her insight, passion, knowledge, and commitment to the university and to postsecondary education; and

WHEREAS, Sandra Moore's service ended in December 2014; and

WHEREAS, her service to the Committee on Equal Opportunities is an example of a career dedicated to access and equity for ethnic minorities of Kentucky; and

WHEREAS, Sandra Moore has committed her professional and personal life to the cause of equity and access to education and has inspired many of her colleagues, often by simple example; and

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

WHEREAS, the Committee is deeply indebted to her for choosing to use her gifts to help solve problems and build hope in the future at Eastern Kentucky University; and

WHEREAS, the members of the Committee on Equal Opportunities will miss her willingness to support student persistence; and

WHEREAS, the Committee on Equal Opportunities is heartened by the knowledge that even though her formal service has ended, Sandra Moore will continue as a valued colleague in the cause of access and equity in Kentucky postsecondary education;

NOW, THEREFORE, BE IT RESOLVED, that the Council on Postsecondary Education and its Committee on Equal Opportunities hereby adopt this resolution January 26, 2015 thanking Ms. Sandra Moore for her tireless dedication and service and her commitment to improving the lives of Kentuckians.

RESOLUTION

Dennis Jackson, CEO Chair

Robert King, President