



Kentucky Council on Postsecondary Education



MEETING AGENDA

Committee on Equal Opportunities

Monday, January 22, 2018

Eastern Kentucky University, New Case Dining Hall, 3rd Floor

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AGENDA

Committee on Equal Opportunities

Council on Postsecondary Education

Monday, January 22, 2018

1:00 PM

Eastern Kentucky University, New Case Dining Hall, 3rd Floor

1. Roll Call
 2. Welcome: Dr. Michael Benson, President, Eastern Kentucky University
 3. Diversity Plan Strategy Spotlight: Dr. Timothy Forde, Vice Provost for Diversity and Chief Diversity Officer
 - a. Diversity Scholars - Rebecca "Becca" Coleman
 - b. Project Pay It Forward Mini-grant - Raynaldy Gustave
 - c. Faculty Mini-grants - Dr. Bernardo Scarambone
 - d. DEEP - Dr. Russell Carpenter
 - e. Student Success Update - Dr. Eugene Palka
 4. ACTION: Approval of Minutes
 - a. Minutes - April 10, 2017 3
 - b. Minutes - July 20-21, 2017 4
 - c. Minutes - October 16, 2017 10
 5. Moving from Talk to Action--Diversity Planning as a Pathway to Access, Equity, and Excellence: Dr. Aaron Thompson, Executive Vice President and Chief Academic Officer, CPE
 6. Report from the November Council Meeting
 7. ACTION: 2018 Meeting Dates 13
 8. Other Business
 9. Adourn
- Next Meeting, April 30, 2018, Murray State University**

**Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
April 10, 2017**

The Committee on Equal Opportunities met April 10, 2017, at the Council office in Frankfort, Kentucky. Rana Johnson presided over the meeting.

- WELCOME** President Robert L. King provided opening remarks. Council staff called the roll.
- ROLL CALL** Members present: Corey Bellamy, David Carpenter, Brian Dunican, Keitha Henderson, John Johnson, Vidya Ravichandran, Shawn Reynolds, Robert Staat, and Sebastian Torres.
- Members absent: Ann Morgan, Ling-Yuh Pattie and Lizbetthe Rodriguez did not attend the April meeting.
- APPROVAL OF MINUTES** The minutes from the January 23, 2017 meeting were reviewed. A motion was made by Mr. David Carpenter to accept the minutes. Mr. Sebastian Torres seconded the motion.
- VOTE: The motion passed and was approved.
- INSTITUTIONAL DIVERSITY PLAN REVIEW** Members of the CEO received directions from Caroline Atkins regarding the formation of teams to review the Institutional Diversity Plans. Team members dispersed throughout the building to meet with campus representatives to provide feedback regarding their draft plans.
- NEXT MEETING** The next regularly scheduled meeting will be held July 20-21, 2017, in Frankfort Kentucky.
- ADJOURNMENT** The meeting adjourned at 4:30 pm upon completion of the individual campus meetings.

**Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
July 20-21, 2017**

The Committee on Equal Opportunities met July 20-21, 2017 at the Council office in Frankfort, Kentucky. Caroline Atkins presided over the meeting.

WELCOME Aaron Thompson provided opening remarks. Council staff called the roll.

ROLL CALL Members present: Corey Bellamy, David Carpenter, Brian Dunican, Ling-Yuh Pattie, John Johnson (day two), and Robert Staat.

Members absent: Ann Morgan, Sebastian Torres, Keitha Henderson, Vidya Ravichandran, Shawn Reynolds, and Lizbetthe Rodriguez did not attend the July meeting.

APPROVAL OF MINUTES The minutes from the April 10, 2017 meeting were not approved due to the absence of a quorum.

INSTITUTIONAL DIVERSITY PLAN REVIEW Members of the CEO received directions from Caroline Atkins regarding the process to be used to review and provide feedback on the campus diversity plans. Travis Powell advised the group on the approval/recommendation process for each campus.

Each campus asked to provide a brief overview of their campus profile, trend data, targets for 20-21, strategy highlights for the three focus areas, and next steps. The following recommendations were made by the CEO members to the Council for final approval at the September meeting:

Murray State University: There was discussion regarding the proposed targets Murray presented that were less than baseline data (African-American student enrollment and workforce diversity management occupations). Cami Duffy clarified that in their area of geographic responsibility, the underrepresented minority (URM) student populations for high school students was on the decline; for those students who were interested in postsecondary education, there is significant competition for potential enrollees and, there is some difficulty attracting faculty to a rural area, in addition to salary competition.

Brian Duncan made a motion to approve the plan submitted by MuSu. Ling-Yuh Pattie seconded the motion. Corey Bellamy opposed plan approval citing concerns that the proposed targets for underrepresented minority enrollment are not sufficient to increase diversity on the campus.

Western Kentucky University: There was discussion regarding the underrepresented minority population in Western's area of geographic responsibility (AGR) and if the proposed targets close achievement gaps. Lynne Holland and Martha Sales clarified that the current enrollment on campus exceeds the underrepresented minority population in their AGR. There were no suggestions for the plan.

Robert Staat made a motion to approve the plan submitted by WKU. David Carpenter seconded the motion

Northern Kentucky University: Members of the CEO asked about the number of out-of-state students who receive reciprocity agreements. Kathleen Roberts did not have that data readily available. There were no suggestions for the plan.

Robert Staat made a motion to approve the plan submitted by NKU. David Carpenter seconded the motion.

Morehead State University: Members of the CEO asked for overall graduation rates at MoSU. Charles Holloway did not have that data readily available. There was discussion regarding the low number of URM management occupations (2) on the campus and members of the CEO suggested increased recruitment efforts in this area. The CEO also pointed out that although one strategy to be implemented outlined the need to expand the campus definition of diversity, the plan did not identify services, supports and programming specifically for the LGBTQ (lesbian/gay/bisexual/Transgender/queer) population (students, faculty, and staff). Charles informed the group that several workshop sessions are held through the academic year in support of this diverse population. There were no additional suggestions for the plan.

David Carpenter made a motion to approve the plan submitted by MoSU. Robert Staat seconded the motion.

Kentucky State University: Members of the CEO asked if the university would lose its HBCU status if the proposed plan to increase White and Hispanic enrollment was successful and the

campus had less than 50% African American students. Candice Jackson advised that this would not impact their HBCU status. Campus staff advised that 496 new full-time freshmen are tentatively enrolled for the fall 2017 semester.

Ling-Yuh Pattie made a motion to approve the plan submitted by KSU. Robert Staat seconded the motion. Corey Bellamy opposed plan approval citing concerns due to the projected decrease in African American student enrollment.

University of Louisville: Members of the CEO asked for an update on SACS accreditation. Mordean Taylor-Archer advised that the institution was working toward compliance with accreditation standards, and campus leadership did not anticipate additional issues and were confident the probationary status would not be prolonged. The CEO asked for overall graduation rates, which Mordean shared.

David Carpenter made a motion to approve the plan submitted by UofL. Ling-Yuh Pattie seconded the motion. Robert Staat abstained from voting.

Eastern Kentucky University: There were no suggestions for the diversity plan.

Ling-Yuh Pattie made a motion to approve the plan submitted by EKU. Robert Staat seconded the motion. Corey Bellamy opposed plan approval citing concerns that the proposed targets for underrepresented minority enrollment are not sufficient to increase diversity on the campus.

University of Kentucky: There were no suggestions for the diversity plan.

Robert Staat made a motion to approve the plan submitted by UK. Ling-Yuh Pattie seconded the motion.

Jefferson Community and Technical College: The CEO suggested that the campus reach out to ministerial associations/groups to assist with the recruitment of URM students, faculty, and staff. They also suggested that Jefferson revisit student success targets—particularly graduation rates—and be more ambitious with those targets.

Robert Staat made a motion to approve the plan submitted by Jefferson CTC. Ling-Yuh Pattie seconded the motion.

Madisonville Community College: The CEO suggested that the campus take a deeper look at the atmosphere on campus and/or the surrounding community that is impacting their ability to attract more people of color for employment. They also suggested that Madisonville revisit enrollment targets and consider increasing those targets.

David Carpenter made a motion to approve the plan submitted by Madisonville CC. Robert Staat seconded the motion.

West Kentucky Community and Technical College: There were no suggestions for the diversity plan.

Robert Staat made a motion to approve the plan submitted by West Ky CTC. Corey Bellamy seconded the motion.

Owensboro Community and Technical College: The CEO suggested that the campus further explore the atmosphere on campus and/or the surrounding community that is impacting their ability to retain diverse faculty and staff. The campus advised they recently hired three URM employees. The CEO also suggested that Owensboro reach out to potential URM hires utilizing the Louisville Defender and American Baptist. Last, the CEO asked that target data for student success metrics be included in the plan.

Robert Staat made a motion to approve the plan submitted by Owensboro CTC. Corey Bellamy seconded the motion.

Elizabethtown Community and Technical College: There were no suggestions for the diversity plan.

Robert Staat made a motion to approve the plan submitted by Elizabethtown CTC. David Carpenter seconded the motion.

Hopkinsville Community College: The CEO suggested that the campus consider revisiting student success targets and being more ambitious with target setting. They recommended infusing/embedding diversity and cultural competency into FYE courses in support of URM student success.

Robert Staat made a motion to approve the plan submitted by Hopkinsville CC. Ling-Yuh Pattie seconded the motion.

Henderson Community College: The CEO suggested reaching out to predominately Hispanic faith based institutions for enrollment

purposes. They also recommended infusing/embedding diversity and cultural competency into FYE courses in support of URM student success.

Robert Staat made a motion to approve the plan submitted by Henderson CC. Brian Dunican seconded the motion.

Southeast Kentucky Community and Technical College: Based on comments regarding the underprepared status of URM students, the CEO suggested implementing the corequisite model. Henderson advised that they plan to implement this model in the fall of 2017.

Ling-Yuh Pattie made a motion to approve the plan submitted by Southeast Ky CTC. Robert Staat seconded the motion.

Southcentral Kentucky Community and Technical College: The CEO asked that target data be included in the plan.

Robert Staat made a motion to approve the plan submitted by Southcentral Ky CTC. David Carpenter seconded the motion.

Somerset Community College: The CEO asked that target data be included in the plan. They also suggested that Somerset revisit enrollment targets and consider increasing those targets.

Robert Staat made a motion to approve the plan submitted by Somerset CC. Ling-Yuh Pattie seconded the motion.

Hazard Community and Technical College: The CEO suggested that Hazard revisit enrollment and student success targets (particularly retention for low-income students) and consider being more ambitious.

Robert Staat made a motion to approve the plan submitted by Hazard CTC. Ling-Yuh Pattie seconded the motion. Corey Bellamy opposed plan approval citing concerns that the proposed targets for graduation rates are too low and faculty diversity should be increased.

Gateway Community and Technical College: The CEO suggested that Gateway revisit student success targets (particularly graduation rates for URM) and consider being more ambitious. The CEO also expressed concerns that achievement gaps are increasing, based on the current targets set.

David Carpenter made a motion to approve the plan submitted by Gateway CTC. Corey Bellamy seconded the motion.

Big Sandy Community and Technical College: The CEO suggested that Big Sandy revisit workforce diversity targets and consider more ambitious targets. The CEO also asked that target data be included in the plan.

Robert Staat made a motion to approve the plan submitted by Big Sandy CTC. Ling-Yuh Pattie seconded the motion.

Ashland Community and Technical College: The CEO suggested that Ashland revisit workforce diversity, enrollment, and student success targets and consider more ambitious targets. The CEO also asked that target data be included in the plan.

Robert Staat made a motion to approve the plan submitted by Ashland CTC. David Carpenter seconded the motion. Corey Bellamy opposed plan approval citing concerns that the proposed targets for African American students were too low.

Maysville Community and Technical College: The CEO suggested that Maysville revisit enrollment targets for African American students and consider more ambitious targets. The CEO also asked that target data be included in the plan.

David Carpenter made a motion to approve the plan submitted by Maysville CTC. Corey Bellamy seconded the motion.

Bluegrass Community and Technical College: The CEO also asked that target data be included in the plan.

Robert Staat made a motion to approve the plan submitted by Bluegrass CTC. David Carpenter seconded the motion. Corey Bellamy opposed plan approval citing concerns that the proposed targets for African American and Latino students were too low.

NEXT MEETING: The next regularly scheduled meeting will be held October 16, 2017, in Frankfort Kentucky.

ADJOURNMENT: The meeting adjourned at 5:55 pm upon completion of the individual campus presentations.

Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
October 16, 2017

The Committee on Equal Opportunities met October 16, 2017 at the Council offices in Frankfort, Kentucky. Chair Shawn Reynolds presided over the meeting.

WELCOME: Aaron Thompson provided opening remarks and a charge to the group for the continued need for diversity programming. Dr. Thompson encouraged the CEO membership to be proactive in helping the campuses strive for greater success in supporting underrepresented minority students, faculty, and staff.

Council staff called the roll.

ROLL CALL: Members present: Robert Croft, Brian Dunican, Ann Morgan, Ling-Yuh Pattie, Shawn Reynolds.

Members absent: Corey Bellamy, David Carpenter, Sebastian Torres, Keitha Henderson, Vidya Ravichandran, Robert Staat, and John Johnson did not attend the October meeting.

APPROVAL OF MINUTES: The minutes from the April 10 and July 20-21, 2017 meetings were not approved due to the absence of a quorum.

NEW MEMBER WELCOME: Robert Croft was welcomed to the CEO. Mr. Croft is a partner at Dinsmore & Shohl LLP in Louisville. Mr. Croft shared his enthusiasm for supporting the Commonwealth's diversity efforts.

REPORT FROM SEPTEMBER COUNCIL MEETING: Dr. Caroline Atkins provided a summery from the September Council meeting held in conjunction with the Trusteeship Conference in Louisville. Travis Powell and Dr. Thompson fielded questions from CEO members related to the relationship between performance funding and underrepresented minority students.

FUTURE MEETINGS: The 2018 proposed meeting schedule was shared and discussed. The CEO will begin rotating the meetings to the various campuses to learn more about their strategies for underrepresented minority

student success. The meeting schedule was not approved due to the absence of a quorum.

- Eastern Kentucky University, January 22, 2018.
- Murray State University, April 30, 2018
- Western Kentucky University, July 22-23, 2018
- Bluegrass Community and Technical College—Leestown Campus, October 22, 2018

DIVERSITY PLAN TIMELINE: The diversity plan timeline was updated to remove events that have already occurred. No other changes were made.

MEETING STRUCTURE: Discussion occurred between the campuses and the CEO regarding the structure of future meetings. The chief question was “How can the CEO help the diversity officers in their efforts to implement the plans on their campuses.”

Dr. Thompson suggested that campus visits be used to identify successes and challenges in advance of the March 2019 reports; he encouraged the CEO to be proactive in identifying concerns and not reactive upon receipt of the reports.

Dr. Dunican suggested that the CEO look at “bright spots” on the campuses when conducting site visits. The host campus should share what they are doing well and make suggestions on how they implemented the strategy(ies) to the other campuses. They should also share challenges and request CEO members assistance in problem-solving.

Miko Pattie requested some details on best practices/standardized practices for student success. The AAC&U’s high-impact educational practices will be shared with the CEO.

Campus representatives requested that professional development sessions be conducted for their peer group. They requested that Dr. Thompson conduct a training session for them in the near future. In addition, joint professional development for the CDOs and CEOs should occur to create a foundation for shared terminology, theory, and best practice. They also requested that the CEO members promote diversity, equity, and inclusion across their communities, business, industry and other touch points.

**CAMPUS
REPORTS:**

Each campus provided an update on the status of diversity plan implementation. Some plans have been approved by the board of regents. Other campuses were still making small revisions to their plans as requested by senior leadership or campus constituency groups. Board approved plans are to be sent to Dr. Atkins for presentation at the November 2017 Council meeting. Plans not approved in time for that meeting will be presented at the February 2018 Council meeting.

**OTHER:
BUSINESS**

CEO members discussed the proposed Middle School Enrichment Program drafted by Corey Bellamy, Brian Dunican, and Ann Morgan with support from CPE and BCTCS staff. The purpose of the program is to create a statewide learning academy for middle school, underrepresented minority students, using an approach similar to the Governor's Scholars Program. The program is still in the proposal stages and is currently on hold due to budget uncertainties.

CEO members discussed the feasibility of finding external funding from local and state businesses and industries that could be used to support pilot programs related to student success for underrepresented minority students. Robert Croft suggested that each member identify contacts they have that could support future endeavors.

NEXT MEETING:

The next regularly scheduled meeting will be hosted by Eastern Kentucky University on January 22, 2018.

Council on Postsecondary Education
Committee on Equal Opportunities
January 22, 2018

Committee on Equal Opportunities Meeting Calendar

ACTION: The staff recommends that the Committee on Equal Opportunities approve the 2018 meeting calendar.

The 2018 proposed meeting dates for the CEO are listed below.

Should conflicts arise, Council staff will work with the CEO chair to reschedule meetings. Details will be provided prior to each meeting and will be posted on the Council's website. The proposed 2018 CEO meeting dates are:

<u>Date</u>	<u>Location</u>
January 22	Eastern Kentucky University
April 30	Murray State University
July 23	Western Kentucky University
October 22	Bluegrass Community and Technical College- Leestown Campus

Staff preparation by Caroline Atkins