

STRONGER by DEGREES



MEETING AGENDA

Committee on Equal Opportunities

Wednesday, October 22, 2014

KCTCS, 102 A/B, Versailles, KY



Members, Council on Postsecondary Education

Dennis Jackson (*chair*)

Kim Barber

JoAnne Bland

Jerome Bowles

Juan Castro

John Johnson

Arthur Lucas

Willis Polk

Robert Staat

Arnold Taylor

Wendell C. Thomas

Joshua Tunning (*student member*)

David Welch

Pam Miller (*ex officio, nonvoting*)

Robert L. King, CPE President

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AGENDA

Committee on Equal Opportunities

Council on Postsecondary Education

Wednesday, October 22, 2014

9:00 AM

KCTCS, 102 A/B, Versailles, KY

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1. Roll Call
 2. Remarks by Executive Vice President and Chief Academic Officer
 - a. Recognition of KCTCS Vice President Dr. Gloria McCall
 3. Approval of Minutes 3
 4. Discussion/Information
 - a. ACTION: 2015 CEO Meeting Calendar 10
 - b. Young Professionals Diversity Council 11
 - c. Institutional Diversity Plan Assessments 12
 - 1) Kentucky State University
 - 2) Northern Kentucky University
 - 3) University of Louisville
 - d. GMSCPP Summary Report 14
 - e. Statewide Diversity, Inclusion, and Support Programs 26
 - f. Waivers of KRS 164.020(19) 28
 - g. Focus on Diversity: Special Initiatives, Programs, and Collaborations with K-12 to Promote Higher Education 29
 5. Other Business
 - a. General Information and News Articles
 - b. Other Business
 6. Adjourn
- Next meeting: January 2015, 9 a.m. (EST), Frankfort, Kentucky**

Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
May 19, 2014

The Committee on Equal Opportunities met May 19, 2014, at the Council office in Frankfort, Kentucky. Chair Dennis Jackson presided over the meeting.

ROLL CALL

Members present: Kim Barber, JoAnne Bland, Jerome Bowles, John Johnson, Arthur Lucas, Glenn Means, Arnold Taylor, Wendell Thomas, Robert Staat and David Welch.

Members absent: Juan Castro and Reverend Willis Polk, did not attend the May meeting.

CEO Chair, Mr. Dennis Jackson, provided opening remarks, followed by CPE Senior Vice President for Academic Affairs, Dr. Aaron Thompson. Dr. Thompson discussed the joint CCAO/EEO representative meeting held at Murray State University in April. One CEO member indicated that all members should have been invited to attend the meeting at Murray, and wondered if the Council would try to get rid of the CEO. Dr. Thompson responded that no one has communicated to him about getting rid of the CEO, or SB 398. Dr. Thompson further explained that the EEO representatives requested a meeting with the CCAO's. Dr. Thompson believed it would be beneficial to host a joint meeting between the CCAO's and the EEO's, and the CPE/CEO members would be able to provide greater input into equity related areas across the higher education system.

CEO Chair Jackson asked Council staff to call roll. CPE staff member Ivy Robinson called the roll.

APPROVAL OF MINUTES

The minutes from the March 2014 meeting were reviewed.

A motion was made by Mr. David Welch to accept the minutes. Mr. Arnold Taylor seconded the motion.

VOTE: The motion passed and was approved.

DEFINITION OF DIVERSITY

Dr. Rana Johnson introduced the first item on the May 2014 agenda. The statewide definition of diversity, highlighted in the Council's Diversity Policy, has been amended to include gender identity and gender presentation. The recommendation, made by the CEO at the March meeting, was unanimously approved by the CPE at the April 29 meeting. CPE legal counsel, Mr. Travis Powell, provided an update on the public institutions' response to the inquiry he made regarding programs, services and policies for the LGBTQ community at each of the universities, and KCTCS institutions.

Mr. David Welch stated that he wanted to recognize the effectiveness of Joanne, and those that voted not to make the change believe it was already covered. Mr. Welch emphasized, "The CEO was all united and that Ms. JoAnne Bland is a strong member of the CEO, respected by all. Mr. Welch also wanted to go on record by stating that he appreciates the work of the CEO, the vote of the CPE, and the leader of postsecondary education- the CEO is the equity committee, and we should be able to discuss these topics. I am glad that the definition was approved."

Ms. JoAnne Bland stated, "I would like to thank the CEO and the CPE for including gender identity and gender identification. Times are changing – this is part of that change, and this is a part of history."

DIVERSITY PLAN ASSESSMENT PRESENTATIONS

The May CEO meeting included reports by several institutional EEO representatives.

- University of Kentucky: Mr. Terry Allen
- Morehead State University: Mr. Charles Holloway

- Western Kentucky University: Dr. Richard Miller

The institutional performance presentations correspond to the Student Success focus area, identified in the Council's Strategic Agenda, Stronger by Degrees. The Statewide Diversity Policy guides the work of the postsecondary system in the area of Student Success. The diversity plan assessment reports included a discussion of progress made between 2012, and 2013, with a focus on four areas:

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

The administrators reported on the progress of their institutions, and 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.

Mr. Welch requested information regarding the First Scholars Program at UK. Mr. Allen stated that he would provide additional information. Mr. Taylor stated that he would like to review the data ahead of time. And Mr. Bowles requested additional information highlighting African American male, as well as retention and graduation data of African Americans.

Mr. Welch asked MoSU administrators how they reach part-time students. Dr. Staat inquired about the DREAMS Program. Ms. Bland asked the administrators what they are doing to make the campus gender-friendly.

Mr. Johnson inquired about the support needed to make changes at WKU.

Mr. Wendell Thomas stated that the CEO members should begin visiting campuses and assist the EEO representatives with impacting change. Several CEO members agreed.

Dr. Thompson stated that he hopes to develop a framework for campus visits, and that the CPE would determine how to structure campus visits. Furthermore, the CEO would work with campus representatives to discuss the enhancement of diversity initiatives on campus, as well as opportunities to assist in closing the achievement gaps.

Mr. Welch asked whether the CEO could schedule a joint retreat, or an informal gathering with the Council (CPE/CEO Retreat) and noted that the campus visits will need to be different than before.

Dr. Thompson agreed that the CEO should be proactive and constructive, and this committee would be beneficial in that way, including conducting campus visits.

Mr. Johnson asked if campus visits could recommence in 2015, and moved to make a motion. A motion was made to develop a schedule and format for discussion for the October 22 CEO meeting. The motion was second by Mr. Wendell Thomas.

VOTE: The motion passed and was approved.

A conversation will take place at the joint retreat to structure the campus visits, as well as determine what the visits will necessitate. Mr. Johnson asked Council staff to bring recommendations to the October CEO meeting.

Council staff indicated that dates will be forwarded to the CPE/CEO/EEO representatives for a fall retreat.

Dr. Bill Payne, Vice President for Finance, provided an update on the postsecondary education budget, as well as tuition increases for 2014-16.

BUDGET UPDATE-
TUITION & FEES:

Mr. Johnson suggested that the CEO should be in a position to include a statement of resolution about the cuts to protected classes, and the CEO should issue a statement on behalf of the low-income and underrepresented groups, in the future.

Dr. Thompson stated that CPE would appreciate the support, and that the CEO should be on the forefront of producing statements of support.

FOCUS ON DIVERSITY-
SPECIAL FOCUS GROUPS:
LOW-INCOME/
INTERNATIONAL
STUDENTS,
SOCIOECONOMIC,
LGBTQ, VETERANS, ETC

Several KCTCS institutions highlighted veteran and military programs. Administrators from Northern Kentucky University also made a presentation highlighting several programs and strategies. NKU administrators passed a resolution for the LGBTQ community; additionally, an Inclusive Excellence Suite has been implemented at NKU. Their first LGBTQA Pride Week was recently held at the Highland Heights campus.

Mr. Bowles made a special request to have an NKU Administrator to appear at the October CEO meeting to provide an update on the African American Studies major.

WAIVERS OF KRS
164.020(19)

No waiver requests were made as of May 2014.

DIVERSITY SUPPORT
PROGRAMS/ACTIVITIES:

Two conferences will take place in June to promote college and career readiness, as well as student success: The Academically Proficient High School Jr/Sr Diversity Conference will be hosted by Murray State University, June 13-14, 2014; Eastern Kentucky University will host the Statewide GMSCPP Annual Conference for students in grades 6-8. The day and a half event will include STEM-H projects and lab experiments.

OTHER BUSINESS

Dr. Mary Evans-Sias will retire from Kentucky State University, on June 30, 2014.

NEXT MEETING

The final CEO meeting will take place Wednesday, October 22, 2014, 9:00 a.m. (ET) in Frankfort, KY.

ADJOURNMENT

The meeting adjourned at approximately 1:45 pm

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

Committee on Equal Opportunities Meeting Calendar

ACTION: The staff recommends that the Committee on Equal Opportunities approve the 2015 meeting calendar.

The 2015 proposed meeting dates for the CEO are listed below. The meetings are scheduled in the month preceding the meetings of the Council on Postsecondary Education. CEO meetings are typically scheduled on the third Monday of the month, except when the Monday falls on a major holiday or conflicts with a CPE meeting.

Should conflicts arise, CPE 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 2015 CEO meeting dates are:

January 26, 2015
March 23, 2015
May 18, 2015
October 19, 2015

The 2015 CPE meeting dates are: February 12-13, April 16-17, June 11-12, September 10-11, and November 12-13.

Staff preparation by Rana Johnson

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

Young Professionals Diversity Council

Mr. Kyle M. Lake, Executive Producer and CEO of Prosper Media Group, will discuss his vision to develop partnerships across the Bluegrass region to promote a new learning initiative with a mission to better prepare high school and college students to become college and career ready by creating a "real-world classroom" that connects student resources with the many benefits and opportunities available in our regional communities.

Staff preparation by Rana Johnson

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

Kentucky Public Postsecondary Education Diversity Policy Performance Presentations: Institutional Diversity Plan Assessments

At the January 28, 2014, meeting, the Council's Committee on Equal Opportunities received an update by Council staff regarding the universities' efforts to implement the objectives of their institutional diversity plans. The plans were developed in response to the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development.

The October CEO meeting will include a report by several institutional EEO representatives. The institutional performance presentations correspond to the Student Success focus area, identified in the Council's Strategic Agenda, *Stronger by Degrees*. The Statewide Diversity Policy advances one of the main policy objectives to guide the work of the postsecondary education system in the area of Student Success:

- Policy Objective 4: Increase high quality degree production and completion rates at all levels and close achievement gaps, particularly for lower-income, underprepared, and underrepresented minority students.
 - Strategy 4.7: Implement a Statewide Diversity Policy that recognizes diversity as a vital component of the state's educational and economic development.

The presentations will introduce 2011-12 data, in comparison to 2012-13, and identify areas where progress was made, as well as areas that will require improvement to reach their 2015 institutional goals. Four focus areas will be highlighted in the presentations:

- Student Body Diversity
- Student Success/Closing the Achievement Gap
- Workforce Diversity
- Campus Climate

EEO representatives from the following institutions will present at the October 22, 2014 CEO meeting:

- Kentucky State University: Dr. Vernell Bennett
- Northern Kentucky University: Dr. Kathleen Roberts
- University of Louisville: Dr. Mordean Taylor-Archer

At the conclusion of the presentations, members of the CEO may ask follow-up questions or request additional information.

Staff preparation by Rana Johnson

Governor's Minority Student College Preparation Program
2013-14

Institution	Number of Students Served	Number of Schools Served	Parent Involvement	Academic Enrichment Activities	STEM-H	Pre/Post Testing	Partners	Type of Programs
EKU	33	6	YES	STEM-H, Math, English, science, culture, reading, parent involvement	YES	YES	EKU Regional Extension program, Upward Bound program, Educational Talent Search, and Southeastern Kentucky Migrant Education Program.	Year Round and Summer Institute NON RESIDENTIAL
KSU	PROGRAM SUSPENDED TEMPORARILY- WILL RESUME IN 2014-15							
MoSU	36	23	YES	STEM-H, Leadership Building, College Readiness, parent meetings	YES	YES	Office of the President, MoSU Housing, BMW, Maysville CC, 1 ST Year Exper, First Baptist Church, Rowan Co Middle School	Summer- 1 WEEK RESIDENTIAL
MuSU	49	2	YES	Math, reading, writing, ACT Prep, Resume, Public Speaking, mandatory parent meetings	YES Social Media, Computers	YES	Lincoln Foundation Upward Bound, Talent Search	Year Round and Summer Institute 2 WEEK RESIDENTIAL
UK	522	20	YES	STEM-H, Math, English, science, culture, reading, penmanship, journaling, mandatory parent meetings	YES	YES	Robert Williams Cul.Center, Gear Up, UK Engineering, BCTCS, Fayette Co Public Schools, Winburn Middle, FLY, MLK Breakfast, Consolidated Baptist, YMCA Black Achievers	Year Round and Summer Institute NON-RESIDENTIAL
UofL	86	23	YES	Tutoring, ACT workshop, college tours, science workshops, technology workshops, National Black Family Conf., journal writing, foreign languages, mandatory parent meetings	YES	YES	Bates Memorial, YMCA Black Achievers Boy Scouts of Amer. Catholic Enrh Ctr. Council on Ed, Gear Up, GMSCPP, Huntington Ctr, KHEAA, Lincoln Fnd, MTRP, St Stephen's, TRIO, Upward Bd, West Lou Per Arts, West Louis AHEC	Year round and Summer Institute RESIDENTIAL
WKU	40	3	YES	STEM-H, English, Math, Reading, Spanish,	YES	YES	NAACP, Deltas, AKA, National Pan-Hellenic Council, Alphas, Order of Eastern Star, BMW, Black Student Alliance, Sons of Solomon, S2S, Amazing Tones Joy	Year Round and Summer Institute NON-RESIDENTIAL
ALL UNIV	766	77	6- ALL UNIV	Various Academic Enrichment Activities	6- ALL UNIV	6- ALL UNIV	Various Partnerships at ALL UNIV	3 RESIDENTIAL 3 NON-RESIDENTIAL 5-YEAR ROUND 1-SUMMER ONLY

14

Governor's Minority Student College Preparation Program
2013-14

Institution	Number of Students Served	Number of Schools Served	Parent Involvement	Academic Enrichment Activities	Computer Technology	Pre/Post Testing	Partners	Type of Programs
Henderson CC	10	5	NO	Science, math, chemistry, engineering, literature, reading	YES	YES	Middle school counselors, North Baptist Church	Summer-1week Non-residential
Hopkinsville CC	27	4	YES	Tutoring, science, math, reading, careers, earth day, ACT prep	YES	YES	Christian Co. Superintendent Madisonville CC	Summer Non-residential
ALL KCTCS	37	19	1-YES	STEM-H and other areas	YES	YES	Various Partnerships	2 NON-RESIDENTIAL 2 -SUMMER ONLY
ALL TOTALS	803	86	7-YES	Various Academic Enrichment Activities	8-YES	8-YES	Various Partnerships at ALL GMSCPP	3 RESIDENTIAL 3 NON- RESIDENTIAL 5-YEAR ROUND 3-SUMMER ONLY

2013-14 Governor's Minority Student College Preparation Program Systemwide Assessment



Governor's Minority Student College Preparation Program
2013-14 Annual Report

Committee on Equal Opportunities
October 22, 2014



Council on Postsecondary Education

Committee on Equal Opportunities

October 22, 2014

Governor's Minority Student
College Preparation Program
2013-14 Annual Report

The annual Governor's Minority Student College Preparation Program report highlights academic enrichment programs originally developed for African American middle and junior high school students at the eight public universities and several Kentucky Community and Technical College System institutions. In 1998, the program was expanded to include students from varied ethnic and racial backgrounds.

The program was created by the General Assembly in 1986 to address the under-representation of African American students in postsecondary education. The expanded GMSCPP encourages students in grades 6-8 to enroll in rigorous coursework to enable them to successfully transition to high school, to prepare for a successful academic career in postsecondary education. The program complements the work of K-12 schools by building relationships among middle and junior high schools and public postsecondary education institutions by encouraging students to identify and address possible academic challenges prior to enrollment in postsecondary education.

The 2013-14 evaluation revolves around the Council on Postsecondary Education's Strategic Agenda for Kentucky Postsecondary and Adult Education: Stronger by Degrees, as well as the Statewide Diversity Policy and its four focus areas, which were modified to reflect student participation in the program. The four areas include:

1. **Student Body Diversity:** Are GMSCPP participants consistently enrolling in the program, and does the number increase from year to year?
2. **Student Success:** Are GMSCPP participants exposed to challenging activities/classes when they participate in the program? Do they enroll in rigorous courses while in

middle school? Are they prepared to advance through the educational system with the skills/ability to be college and career-ready? Are they well-informed and able to enroll in credit-bearing courses when they enter colleges and universities across the Commonwealth?

3. **Workforce Diversity:** Are GMSCPP participants acquainted with administrators, faculty, and professional staff at the institution? Are there opportunities for the institutions' workforce to share knowledge/research that introduces varied disciplines including high-demand degrees; do the administrators/faculty explain the enrollment and financial aid process, and encourage enrollment in graduate/professional schools?
4. **Campus Environment:** Is the environment supportive and welcoming to the GMSCPP students? Do the students feel comfortable on the campus? Are they valued, respected, and appreciated?

Summary of 2013-14 Programs

The GMSCPP has experienced great success for more than 25 years. The programs promote access and opportunity through academic enrichment activities, and introduce a variety of careers and disciplines to the participants. As a result, students become acquainted with the institutional campus, administrators, faculty, staff, and a diverse mix of college and university students.

The 2013-14 university programs consisted of three residential programs (Morehead State University, Murray State University, and the University of Louisville); five of the programs operated year round, and three in the summer. All institutions developed positive collaborations that provided numerous resources to the program participants and their families. For example, institutional administrators, churches, community and local organizations, and institutional fraternities and sororities used a "collective impact" approach to improve the success of the participants' transition from middle to high school: shared vision, shared agendas and goals, and identification of educational stakeholders to sustain efforts long-term.

The 2013-14 Kentucky Community and Technical College (KCTCS) programs consisted of two institutional programs (Henderson CC, Hopkinsville CC). Both KCTCS programs offered a one-week non-residential summer camp experience. The number of KCTCS institutions participating in the GMSCPP has decrease significantly, as a result of budget cuts.

Although the Commonwealth has endured budget cuts over the past few years, the GMSCPP continues to succeed with the support of institutional administrators, program directors, assistants, parents, guardians, and numerous volunteers that are committed to assisting the state with closing the achievement gap and increasing enrollment, retention, and graduation rates.

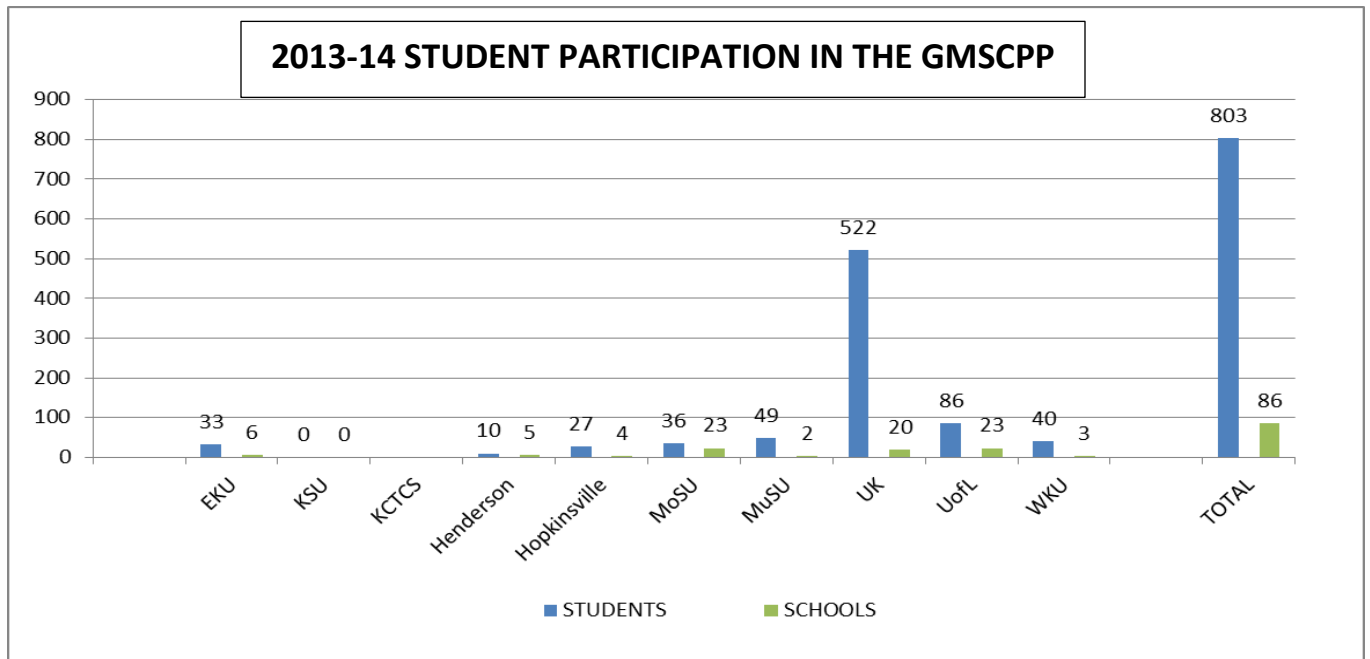
STUDENT BODY DIVERSITY



A total of 803 students from 86 schools participated in the 2013-14 GMSCPP. A significant decrease from the previous year was noted (267 fewer students), as a result of the budget shortfall in Kentucky state government. The universities served 766 students (95.3 percent). A total of 37 GMSCPP scholars (4.7 percent) were served by the two KCTCS programs. Kentucky State University did not have an operational program in 2013-14.

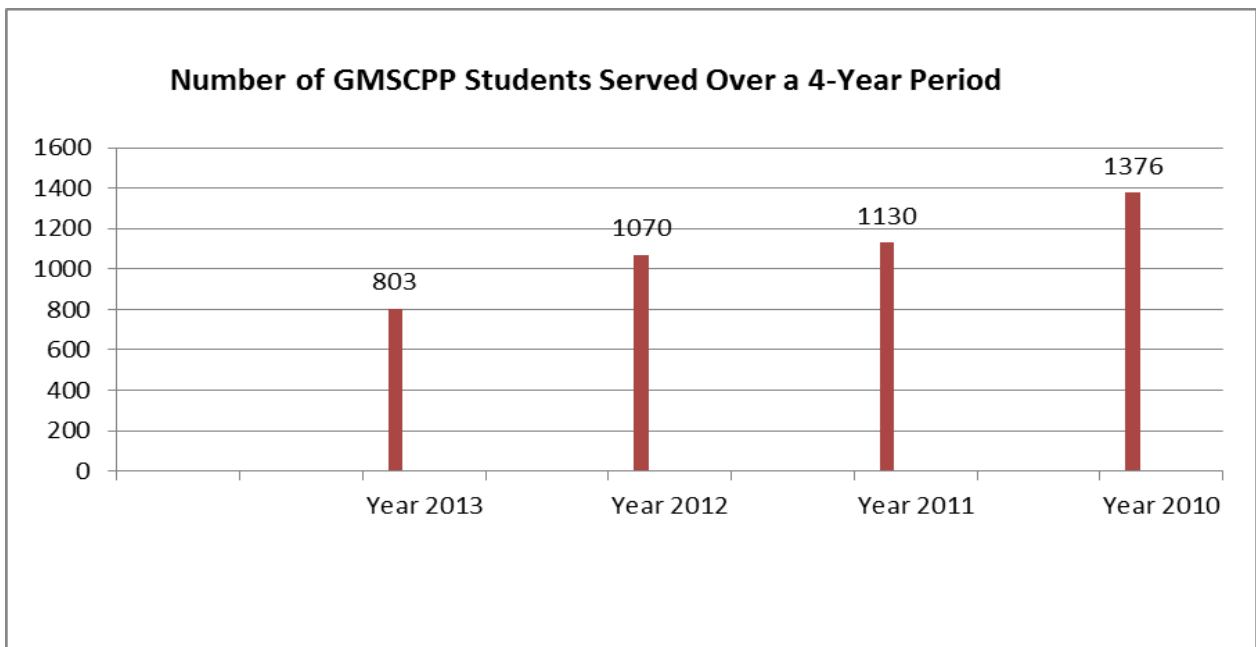
Participants of the 2012-13 GMSCPP included 1,070 middle and junior high school students: 829 students (77.5 percent) enrolled in the six university programs (Eastern Kentucky University did not have a program in 2012-13, nor did Northern Kentucky University). A total of 241 students (22.5 percent) enrolled in six KCTCS programs.

Overall, the GMSCPP noted a decrease of 269 students in 2013-14 statewide, from the previous year. Only two of the 16 KCTCS institutions received funding from the Council: Henderson Community College and Hopkinsville Community College. The remaining institutions may have been funded through their individual institutions, or the community.




Participants of the 2011-12 GMSCPP included a total of 1,130 middle and junior high school students: 963 students (85.2 percent) enrolled in the seven university programs (Eastern Kentucky University did not have a program in 2011-12; Northern Kentucky University was not funded by CPE, the program was funded by the institution). A total of 167 students (14.8 percent) enrolled in twelve KCTCS programs (Elizabethtown Community College, Jefferson Community College, Owensboro Community and Technical College, and Southeast Community and Technical College did not have a program in 2011-12). The number of students served from the previous year decreased by 246 students.

Participants in 2010-11 included 1,376 middle and junior high school students: 1,063 students (77.3 percent) enrolled in the seven university programs (EKU did not have a program in 2010-11). KCTCS programs had 313 participants (22.7 percent) (JCTC did not have a program in 2010-11). This is a decrease of 42 students from the previous year. By comparison, a total of 1,418 students were served by the GMSCPP in 2009-10: 1,136 students (80.1 percent) enrolled in the seven university programs (EKU did not have a program in 2009-10), while 282 students (19.98 percent) enrolled in the KCTCS programs (JCTC did not have a program in 2009-10).



The number of participants served by the GMSCPP has declined over a 4-year period.

Student Success  The GMSCPP enables more students to advance through the education system, with the goal of increasing the number of participants that enroll' college

and career ready, which translates to a decrease in developmental education course enrollment, and an increase in college/university retention rates and degree completers.

Academic enrichment activities are selected by program directors to prepare students to successfully complete the middle school curriculum, identify and address academic deficiencies, and enroll in rigorous courses at the high school level to prepare them to enroll in college-bearing courses as they transition into postsecondary education. All programs in 2013-14 included a focus on STEM-H or some component of science, technology, engineering, mathematics, and health. The programs also incorporated reading, journaling, art, culture, foreign language, study skills, tutoring, creative writing, business and economics, leadership building initiatives, sign language, and information on self-esteem, geology, and ACT preparation, in addition to many other areas.

The majority of the institutions incorporated pre- and post-testing to determine the skill level of the participants, and to inform students and parents of areas that require additional attention. Examples of tests administered include TABE, WRAT3, Explore, and subject specific tests. The majority of the programs also served as academic and social support networks to the students and their families during their participation in the GMSCPP. Several provided tutoring services to students to assist with homework during the academic year. The goal of the directors is to make GMSCPP participants' college and career ready, and familiar with the testing designation specified by the Kentucky Department of Education (KDE), in relation to the Kentucky Performance Rating for Educational Progress (K-PREP): Distinguished, Proficient, Apprentice, or Novice- to prepare them to meet their academic goals.

A total of 5 institutions offer year-round programs. Summer only programs include Morehead State University and both KCTCS institutions (Henderson and Hopkinsville). Three universities offered a summer residential component to their programs: MoSU, MuSU, and UofL. Additionally, the University of Kentucky offers Engineering Day, or E-Day, each spring to students of all ages. All GMSCPP students are encouraged to participate. Students from two GMSCPP institutions participated in the UK Engineering Day in January 2014.

All GMSCPP participants were engaged in and exposed to STEM+H initiatives as well as other high demand careers. Program directors indicated that they also continue to advance social, artistic, cultural, and environmental activities, including liberal arts. The University of Kentucky served 522 students in 2014—the majority enrolled at Winburn Middle School (UK adopts the entire school each year. A total of 412 students were on the honor roll. Several programs also included a homework assistance component to their year-round programs.

As a complement to the campus based program activities, the Council organizes a statewide conference each year with one of the participating institutions. GMSCPP participants, from across the Commonwealth, visit both rural and urban institutions to gain a greater

appreciation for all of the public institutions. The conference includes a STEM+H agenda that introduces leadership, advocacy, and collaboration in high demand careers. The day-and-a-half residential experience was implemented to increase the student's comfort level with the campus environment and ultimately lead to increased participation in postsecondary education. Since 2001, the statewide conference has been hosted by the following institutions:

- 2001 University of Kentucky
- 2002 Murray State University
- 2003 Eastern Kentucky University
- 2004 Northern Kentucky University
- 2005 Western Kentucky University
- 2006 University of Louisville
- 2007 Morehead State University
- 2008 University of Kentucky
- 2009 Murray State University
- 2010 Northern Kentucky University
- 2011 Western Kentucky University
- 2012 University of Louisville
- 2013 Morehead State University
- 2014 Eastern Kentucky University

The June 2014 conference was organized by Dr. Jaleh Rezaie, at Eastern Kentucky University. A total of nine (9) institutions participated: four universities and five KCTCS institutions. The day-and-a-half event included students, chaperones, and program directors.



The 2013 workshops included:

- Geometric Optics: Prisms and Lenses and Mirrors, Oh My!
- Walking on Eggs
- Biochemistry of Candy
- Crime Scene Investigation: Blood Spatter
- How Microbes Travel
- You Will Get a Charge Out of This!
- Let's Play some Games
- Mystery Powders

GMSCPP participants viewed a screening and discussed an educational documentary: American Promise. Dr. Aaron Thompson presented a presentation during dinner. Day two of the conference included concurrent workshops; all were well received by both directors and students.

Council staff began discussions to select the 2015 location with institutional representatives. The host institution will be identified and confirmed at the January CEO meeting.

Parent/Guardian Participation

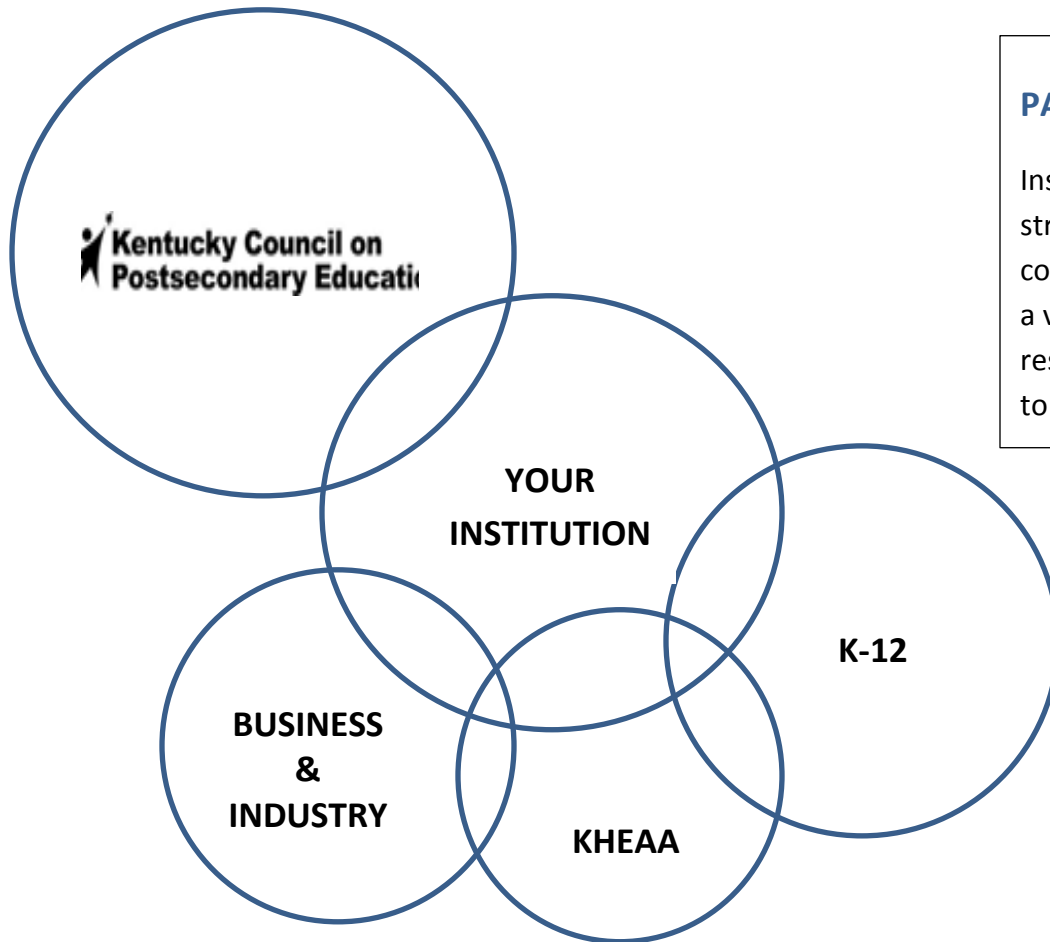
The majority of the institutions included a combination of mandatory parent/guardian meetings and orientations to introduce the GMSCPP. Parents/guardians were also encouraged to participate in campus tours, luncheons, dinners, field trips, award ceremonies, and institutional activities that promote parental involvement. Overall, the parents were very complimentary of the GMSCPP. The programs have successfully transitioned thousands of students from middle and junior high school to high school and the postsecondary education system- across the state, and across the nation.

Workforce Diversity



All program directors are encouraged to introduce both students, as well as their parents/guardians, to academic and educational resources to assist them with supporting their students' successful transition through middle school, into high school. Each of the 2013-14 reports identified administrators, faculty, and staff from their respective campuses that participated in the program. The reports showed that programs introduced students to financial aid and other resources available through KHEAA, as well as their individual financial aid office. Program directors also discussed the tuition fees and various resources available to help fund postsecondary education, including need-based financial aid and the KEES program. Information highlighting planning (saving) for postsecondary education was also presented to the students. Exposure to this information reduces the anxiety students

may have regarding financing postsecondary education and identifies resources early to assist families with funding their students' education. The GMSCPP also helps to close achievement gaps between majority students and low-income, diverse, and underprepared students. Each institution included the workforce, as well as student volunteers, from diverse backgrounds to promote student engagement, improve the college experience, and promote a safe, supportive, and welcoming environment for all participants.



PARTNERSHIPS ↑

Institutional directors are strongly encouraged to develop collaborations/partnerships with a variety of entities to offer resources and support systems to students and parents.

The Statewide Diversity Policy also highlights student success and encourages the public institutions to focus activities and strategies on significantly increasing the representation of students from diverse backgrounds. The goals and objectives are highlighted in each institution's diversity plan. With the implementation of the plans, each of the public institutions will continue to build pipelines that include middle, junior high, and high school students that may translate to increased student enrollment, retention, graduation rates, and more credentials and degrees awarded in the coming years.

Campus Climate



Council staff works collaboratively with institutions across the state to develop a friendly and welcoming campus environment for the GMSCPP participants, as well as all students. The Statewide Diversity Policy encourages and supports a climate conducive to learning, as well as an atmosphere that is respectful of differences. Each of the institutional diversity plans also commits to promoting a campus climate that moves beyond tolerance, to acceptance of differences. The reports indicated that many activities, ceremonies, and programs, include the GMSCPP participants as well as their parents/guardians. Students are also invited to participate in institutional programs throughout the academic year, at several institutions.

Reports indicated that the majority of the participants complete the year-round or summer only programs. Extracurricular activities, scheduling conflicts, and transportation are often barriers to students completing the program. Because of the gap between participation in the GMSCPP (grades 6-8) and completing high school (grades 9-12), many institutions are unable to collect reliable and comparable information to allow CPE to follow the participants' progress from middle school to high school to postsecondary education. Several program directors collected the KDE student identification numbers. The numbers are required to maintain longitudinal data that will support the success of the GMSCPP. Council staff will continue to collaborate with GMSCPP directors to collect comparable data, which will support a review of longitudinal data, to report the achievements of the program.

For more than 25 years, the GMSCPP has been a fundamental source in promoting student access, family and community involvement, and increased awareness of the process for admission and enrollment in Kentucky's postsecondary education system. Overall, given the limited financial support for the program, the GMSCPP has been invaluable in serving thousands of middle and junior high school students across the Commonwealth. With increased support, Kentucky may be able to close the achievement gaps and enroll a greater number of students in credit-bearing courses—based on the success of the GMSCPP.

Staff preparation by Rana Johnson

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

Status: Statewide Diversity Planning and Support Programs

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

Diversity Planning: The Committee on Equal Opportunities postponed their retreat until January 2015, to discuss diversity planning for the upcoming academic year. The CEO may also discuss performance funding, closing the achievement gaps and campus visits.

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

SREB Doctoral Scholars Program: : The Council on Postsecondary Education, the University of Kentucky, and the University of Louisville reviewed applications for the SREB Doctoral Scholars Program Fellowship for fall 2014. In 2014-15, a total of eleven students applied (4 from the University of Kentucky and 7 from the University of Louisville). As a result of state agency budget cuts, the Commonwealth will support only two of the eleven scholars that applied, compared to five in previous years.

As of October 2014, 29 students are currently matriculating at Kentucky institutions, 32 percent of these students are in the STEM-H areas, and there are 77 graduates. Nine of the graduates have earned tenure.

The 2014 SREB Doctoral Scholars Program Institute on Teaching and Mentoring will take place October 30-November 2, 2014, in Atlanta, Georgia. All scholars are expected to participate. Kentucky's public institutions have also been invited to participate in the recruitment fair to assist them with increasing the number of diverse faculty members at their respective institutions.

CPE Meeting Dates: The final CPE meeting for 2014 will be held Friday, November 21, 2014, at the Bluegrass Community and Technical College Campus, in Lexington, KY.

Staff preparation by Rana Johnson

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

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 October 2014.

Staff preparation by Rana Johnson

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Focus on Diversity: Partnerships and Special Initiatives, Programs, and
Collaborations with K-12 to Promote Higher Education

The 2014 CEO meetings featured special groups, organizations, or services offered by Kentucky's public postsecondary institutions that introduced best practices highlighting diversity, equity, and inclusion across the public postsecondary education system.

The October 2014 meeting will introduce collaborations and partnerships developed to promote higher education for the K-12 educational communities. The presentations support equal access and opportunity for underrepresented groups, low-income, or underprepared groups. The following institutions and programs will be featured:

- **University of Kentucky:** UK Summer Enrichment Program and Health Researchers Youth Academy- Mr. Carlos Marin
- **Kentucky State University:** Promising Youth Center for Excellence - Herman E. Walston and Timothy Latham
- **Kentucky Community and Technical College System**

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