

Kentucky Council on Postsecondary Education



MEETING AGENDA

Committee on Equal Opportunities

Monday, April 30, 2018

Curriss Center, Small Ballroom, Murray State University

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, April 30, 2018

1:00 PM

Curriss Center, Small Ballroom, Murray State University

1. Roll Call
2. Institutional Welcome: Dr. Robert O. Davies, President
3. Diversity Initiatives Update: Ms. Cami Duffy, Executive Director and Title IX Coordinator, Institutional Diversity, Equity and Access
 - a. President's Commission on Diversity and Inclusion: Dr. Barbara Washington, Dr. David Eaton
 - b. Diversity Faculty Fellowship Initiative: Dr. Crystal Coel, Dr. Ruth Daniel, Dr. Sonya Noruwa
 - c. Recruitment Success
 - 1) Enrollment Update: Mr. Fred Dietz
 - 2) Whitney Young Scholars and Rising Stars: Ms. Roslyn White, Mr. Kendrick Quisenberry
 - d. Student Success
 - 1) President's Commission on Student Success: Dr. Don Robertson, Dr. Mark Arant
 - 2) Emerging Scholars and MAAP Programs Students: Dr. S. G. Carthell
 - 3) Recapture Campaign: Ms. Peggy Whaley
 - 4) Racer Connection Video
4. Approval of Minutes, January 22, 2018 3
5. Report from the February Council Meeting 6
6. Review/Discussion of Annual Reporting Tool 8
7. Updated Diversity Planning Timeline 21
8. Equity, Equality, and Leveraging Campus Partnerships: Annazette McCain, Executive Director of Equity and Compliance, Office of the President, Pellissippi State Community College
9. Other Business
10. Adjourn
Next Meeting, July 22-23, Western Kentucky University

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

The Committee on Equal Opportunities met January 22, 2018 in the new Case Dining Hall on the campus of Eastern Kentucky University in Richmond, Kentucky. Chair Shawn Reynolds presided over the meeting.

WELCOME: President Michael Benson greeted the group and welcomed them to the new facility. He shared his enthusiasm for the Scholar House Program, a partnership designed to assist qualifying students by removing some of the barriers to affordable housing and childcare costs which often impede access to increased education, employment and ultimately independence. Lunch for CEO members and institutional representatives was also provided by ECU.

ROLL CALL: Council staff called the roll.

Members present: Robert Croft, Dr. Brian Dunican, Ann Morgan, Ling-Yuh Pattie, Shawn Reynolds, Silas Session, David Carpenter, Dr. Robert Staat.

Members absent: Corey Bellamy, Sebastian Torres, Keitha Henderson, Vidya Ravichandran, and John Johnson.

Council staff and institutional representatives present: Dr. Aaron Thompson, Dr. Caroline Atkins, Travis Powell, Paula Hansford, Dr. Kathleen Roberts, Dr. Mordean Taylor Archer, Charles Holloway, Dr. Sonja Feist-Price and Dr. Timothy Forde.

CAMPUS SPOTLIGHT: Students, faculty, and staff shared information on a variety of efforts by ECU to increase student success for low income and underrepresented minority students. These included, but were not limited to: Diversity Scholars, Pay It Forward Mini-grants, Faculty Mini-grants, faculty development through Developing Excellence in Eastern's Professors, the Freshman Academy, Upperclass Academy, Lifeskills Coach, and the Academic Success Center.

APPROVAL OF The minutes from the April 10, July 20-21, and October 16, 2017

MINUTES: meetings were reviewed and approved. Motion made by Brian Dunican with second by Robert Croft.

REPORT FROM COUNCIL MEETING: Caroline Atkins provided a summary from the November Council meeting held on the campus of Elizabethtown Community and Technical College. There was discussion of the request to table the approval of the campus diversity plans in order to renegotiate some individual campus targets to ensure that all campuses were making strides to reduce achievement gaps and increase workforce diversity. Senior leadership at the Council renegotiated targets with four universities and eight community colleges.

FUTURE MEETINGS: The 2018 proposed meeting schedule was approved by the group. The CEO will rotate the meetings to the various campuses to learn more about their strategies for underrepresented minority and low-income student success. Lodging information for the April meeting will be forwarded to the group in March. Brian Dunican made a motion to accept the meeting dates and locations. Robert Staat seconded.

- 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: Renegotiated diversity plans and 2020-21 targets will be presented at the February 2nd Council meeting. Caroline Atkins is in the process of drafting an online reporting tool for use by the institutional representatives. That tool will be sent to the CEO and campuses prior to the April meeting for suggestions and feedback. The campuses will not be required to provide a formal verbal presentation to the CEO. Instead, the CEO members will review the annual reports and then send questions to the CPE to share with the institutional representatives. Individual sessions will be scheduled for the campuses to have a conversation with the CEO to answer those questions, and share bright spots and challenges to plan implementation.

PROFESSIONAL DEVELOPMENT: Aaron Thompson provided a session and Q&A titled: Integrating Diversity at a Policy and Practice Level to Increase Student Success. Several audience members requested future sessions on promoting equity among campus partners and measuring outcomes.

NEXT MEETING: The next regularly scheduled meeting will be hosted by Murray State University on April 30, 2018. The meeting will start at 1:00 p.m.

Robert Staat made a motion to adjourn the meeting. Brian Dunican seconded.

**DIVERSITY PLAN PERFORMANCE METRICS INSTITUTIONAL SUMMARY
FOUR YEAR CAMPUSES**

DRAFT

Metrics		MoSu Baseline 2015	MoSu Target by 2020-2021	WKU Baseline 2015	WKU Target by 2020-2021	KSU Baseline 2015	KSU Target by 2020-2021	MuSu Baseline 2015	MuSu Target by 2020-2021
OPPORTUNITY	1.a. Fall UG enrollment of African American students as a percent of total fall UG enrollment.	3.40%	3.80%	8.90%	10%	51.90%	45%	6.80%	6.43%
	1.b. Fall UG enrollment of Hispanic students as a percent of total fall UG enrollment.	1.40%	1.60%	3.10%	4%	3.20%	5%	2.00%	2.06%
	1.c. Fall UG enrollment of URM students as a percent of total fall UG enrollment.	6.90%	7.60%	14.90%	15.80%	58%	60%	11.20%	11.34%
	1.f. Fall graduate and professional enrollment of URM students as a percent of total fall graduate and professional enrollment.	8.10%	8.60%	12.60%	13.10%	47.10%	50%	8.80%	8.94%
SUCCESS	6.b. Six-year graduation rate of first-time, full-time Baccalaureate degree-seeking UG students (LI).	34.10%	38%	41%	45%	20.30%	30%	37.40%	42.00%
	6.b. Six-year graduation rate of first-time, full-time Baccalaureate degree-seeking UG students (URM).	32.60%	37.50%	33.90%	40%	20.10%	30%	37.60%	42.00%
	6.c. First-to second year retention (LI).	67.30%	73.50%	63.70%	70.10%	60.50%	70%	65.60%	70%
	6.c. First-to second-year retention (URM).	67.80%	73.90%	58.30%	67.40%	60.30%	70%	69.10%	75%
IMPACT	9.b. Bachelor's degrees awarded (LI)	779	819	1,353	1,455	211	220	747	815
	9.b. Bachelor's degrees awarded (URM).	69	84	315	347	160	170	151	165
	Workforce Diversity: URM tenured and tenure track faculty as a percentage of all tenured and tenure track faculty.	7.00%	7.50%	9.30%	10.30%	33.70%	45%	6.10%	6.10%
	Workforce Diversity: URM management occupations as a percentage of all management occupations staff.	6.90%	8.40%	14.80%	15.80%	69.40%	70%	10.10%	10.10%

Metrics		EKU Baseline 2015	EKU Target by 2020-2021	NKU Baseline 2015	NKU Target by 2020-2021	UofL Baseline 2015	UofL Target by 2020-2021	UK Baseline 2015	UK Target by 2020-2021
OPPORTUNITY	1.a. Fall UG enrollment of African American students as a percent of total fall UG enrollment.	5.74%	6.03%	6.60%	7.10%	11%	14%	7.50%	8.30%
	1.b. Fall UG enrollment of Hispanic students as a percent of total fall UG enrollment.	2.40%	2.80%	2.90%	3.90%	4%	6%	4.20%	4.90%
	1.c. Fall UG enrollment of URM students as a percent of total fall UG enrollment.	10.90%	12%	12.30%	14%	19.40%	23%	15.30%	17.70%
	1.f. Fall graduate and professional enrollment of URM students as a percent of total fall graduate and professional enrollment.	9.90%	10.44%	10%	15%	13.80%	15.50%	8.50%	9.90%
SUCCESS	6.b. Six-year graduation rate of first-time, full-time Baccalaureate degree-seeking UG students (LI).	36.30%	42%	30.30%	39.00%	45.10%	54.10%	51.50%	56%
	6.b. Six-year graduation rate of first-time, full-time Baccalaureate degree-seeking UG students (URM).	37%	43%	23%	39%	51.10%	58.50%	52.40%	58.50%
	6.c. First-to second year retention (LI).	69.90%	72%	64.40%	71.00%	74.50%	77.50%	74.80%	80%
	6.c. First-to second-year retention (URM).	64.10%	67%	69.50%	75%	78%	80.50%	77.20%	80%
IMPACT	9.b. Bachelor's degrees awarded (LI)	1,378	1,458	1,037	1,050	1,137	1,356	1,423	1,650
	9.b. Bachelor's degrees awarded (URM).	207	218	209	230	484	585	536	621
	Workforce Diversity: URM tenured and tenure track faculty as a percentage of all tenured and tenure track faculty.	8.30%	8.70%	9.70%	12%	10.70%	11.50%	6.40%	8.90%
	Workforce Diversity: URM management occupations as a percentage of all management occupations staff.	8.50%	8.90%	10.50%	12.50%	11.50%	12.50%	5.20%	9.30%

		ASHLAND	BIG SANDY	BLUEGRASS	ELIZABETHTOWN	GATEWAY	HAZARD	HENDERSON	HOPKINSVILLE	JEFFERSON	MADISONVILLE	MAYSVILLE	OWENSBORO	SOMERSET	SOUTHCENTRAL	SOUTHEAST	WEST KY
OPPORTUNITY	African American	1.40%	0.50%	11.70%	6.70%	7.90%	1.00%	9.70%	22.50%	21.20%	5.00%	2.50%	2.80%	1.20%	7.30%	2.40%	6.50%
		1.60%	1.30%	12.80%	7.40%	9.90%	1.70%	9.50%	23.70%	21.10%	5.80%	4.10%	3.70%	1.90%	9.30%	2.40%	8.40%
	Hispanic	0.90%	0.70%	4.80%	3.70%	2.60%	0.80%	3.00%	9.20%	6.30%	2.00%	1.50%	1.70%	1.50%	3.40%	0.60%	4.00%
		1.60%	1.10%	5.30%	3.80%	3.70%	1.40%	3.80%	11.00%	7.90%	2.80%	2.80%	3.00%	2.50%	5.40%	1.20%	5.20%
	URM	4.25%	1.90%	20.70%	14.50%	13.10%	2.60%	15.00%	36.40%	30.80%	8.90%	6.30%	7.20%	4.60%	13.90%	4.80%	13.90%
		4.80%	3.40%	23.10%	15.50%	14.40%	3.60%	16.00%	38.00%	31.70%	10.50%	8.20%	8.80%	7.30%	15.90%	5.90%	18.20%
SUCCESS	URM Retention	47.10%	50%	37.40%	39.10%	48.90%	54.30%	26.80%	36.90%	44.60%	51.80%	53.60%	45.10%	43.50%	51.40%	66.70%	46.30%
		52.10%	56.10%	44.10%	45.40%	53.90%	58.30%	30.80%	45.40%	52.80%	55.00%	75%	48.50%	56.40%	57.40%	70%	50.30%
	Low Income Retention	48.50%	56.10%	41.90%	46.50%	51.40%	53.50%	40.40%	45.30%	46.40%	53.60%	58.40%	50.60%	48.50%	52.40%	61.60%	51.20%
		51.70%	60.70%	49.70%	51.70%	55.40%	58.50%	44.40%	51.70%	54.40%	57.00%	68.50%	51.70%	52.70%	57.30%	63.10%	55.20%
	URM 3 Year Graduation Rate	13.30%	10.00%	12.30%	24.80%	33.30%	13.30%	25.10%	20.50%	6.90%	32.90%	25.90%	19.20%	12.90%	16.30%	30.80%	25.40%
		17.50%	20.10%	18.60%	27.90%	36.30%	19	29.10%	23.50%	17.70%	37.00%	36.80%	36.00%	27.70%	21.30%	30.80%	29.40%
	Low Income Graduation Rate	25.90%	17.40%	15.30%	27.30%	26.00%	26.20%	16.00%	25.20%	10.20%	35.70%	26.80%	24.60%	21.70%	24.70%	32.50%	38.20%
		28.00%	28.00%	28.00%	30.30%	30.00%	31.20%	20.00%	28.00%	20.20%	39.00%	35.60%	32.30%	28.00%	27.80%	34.20%	42.20%
	URM Credentials Earned	43	47	462	326	223	32	61	339	908	97	86	71	91	9.7% of total	26	356
		75	51	573	364	244	34	64	428	975	100	88	75	103	204	43	351
	REVISED Low Income Credentials Earned	1,223	1,242	1,809	1,602	984	1,031	356	836	2,032	724	1,351	974	2,065	69% of total	725	1,853
		1,298	1,445	2,051	1,703	1,043	1,092	375	959	2,162	778	1,394	1,089	2,382	1,607	827	1,934
IMPACT	Admin/Mgr Diversity	7.70%	4.80%	26.10%	21.90%	14.30%	7.10%	8.30%	15.60%	23.50%	4.80%	5.30%	7.20%	4.80%	16%	14.10%	17.20%
		12.50%	5.90%	26.10%	26.70%	21.00%	12.60%	18.20%	17.10%	26.70%	5.40%	7.00%	8.20%	10.00%	16%	17.40%	20.50%
	Faculty Diversity	0.90%	1.50%	7.40%	5.80%	7.50%	5.70%	5.60%	15.00%	9.60%	3.30%	4.00%	4.20%	2.80%	6%	3.80%	4.70%
		3.00%	1.90%	15%	12.10%	10%	6.60%	6.00%	17.10%	21.90%	7.70%	4.90%	9.50%	7.40%	6.80%	4.70%	11.30%

7

The Annual Diversity Plan Report

The Kentucky Council on Postsecondary Education approved the 2016-20 Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion on September 23, 2016. The updated policy builds on the strong foundation cultivated over the past 30 years and further integrates the new degree program approval process, the statewide diversity policy, and the 2016-2021 Strategic Agenda for Postsecondary and Adult Education into one seamless framework upon which equal educational opportunity goals can be set; strategies to obtain these goals can be developed, adopted, and implemented; and institutional progress can be evaluated. The policy includes three focus areas synonymous with the focus areas set forth in the Strategic Agenda: Opportunity, Success, and Impact.

<p>“Opportunity” Recruitment and Enrollment of Diverse Students</p>	<p>Maintaining a diverse student body is an essential contribution to the educational experience of Kentucky’s postsecondary students. Public institutions of postsecondary education in Kentucky have a responsibility to ensure citizens have the opportunity to receive a rich and fulfilling educational experience which cannot be fully obtained without exposure to the different perspectives and cultures of those around them.</p>
<p>“Success” Graduation Rates, Retention Rates, Degrees Conferred, Credentials Earned</p>	<p>While maintaining a diverse student body is an essential educational experience of Kentucky’s postsecondary students, institutions must commit to helping those students be successful when they arrive on campus. Unfortunately, some student populations have historically exhibited lower rates of student success than the overall student population.</p>
<p>“Impact” Campus Climate, Inclusiveness, and Cultural Competency</p>	<p>To fully realize the positive impacts of diversity, Kentucky’s public institutions must be communities that provide an inclusive and supportive environment for its diverse group of students. A supportive and respectful campus climate, interacting with diverse faculty and staff, and being culturally competent are critical to student success.</p>

Strategies of Campus To Be Named

**These are the strategies proposed and approved
for Campus TBN:**

Opportunity:

Strategy #1

Strategy #2

Strategy #3

Success:

Strategy #4

Strategy #5

Strategy #6

Impact:

Strategy #7

Strategy #8

Strategy #9

Reporting Contact

*** 1. Who is the contact person for this report?**

If we have questions about the content of this report, who should we contact for clarification?

First Name

Last Name

email

phone

Diversity Strategy #1

Strategy #1 Details

*** 2. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 3. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 4. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #2

Strategy #2 Details

*** 5. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 6. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 7. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #3

Strategy #3 Details

*** 8. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 9. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 10. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

11. This is the end of the Opportunity focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Diversity Strategy #4

Strategy #4 Details

*** 12. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 13. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 14. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #5

Strategy #5 Details

*** 15. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 16. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 17. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #6

Strategy #6 Details

*** 18. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 19. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 20. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

21. This is the end of the Success focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Diversity Strategy #7

Strategy #7 Details

*** 22. How did you implement this strategy with fidelity? (500 words or less)**

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 23. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 24. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #8

Strategy #8 Details

*** 25. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 26. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 27. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

Diversity Strategy #9

Strategy #9 Details

*** 28. How did you implement this strategy with fidelity?** (500 words or less)

Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.

*** 29. How would you describe the effectiveness of this strategy?**

The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.

*** 30. What lessons were learned regarding this strategy and what are your next steps?**

Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.

31. This is the end of the Impact focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Review for Submission

* 32. At the end of this reporting process you will be emailed a copy of the information you have submitted. Please take a moment to thoroughly review your submission.

- If you wish to receive feedback from Council on Postsecondary Education staff, designate this submission as **DRAFT** (below). **Must be submitted by 12/14/2018.**
- If your report is final, designate this submission as **FINAL** (below) and your report will be forwarded to the Committee for Equal Opportunities. **Must be submitted by 3/1/2019, before 11:59pm.**

**If you have questions before you submit, please call
Dr. Caroline Atkins at 502-892-3006.**

DRAFT

FINAL

33. **OPTIONAL:** Please attach any additional documentation to support this annual report.

Select the file(s) you wish to upload.

Choose File

No file chosen

Kentucky Public Postsecondary Education Policy for Diversity, Equity & Inclusion Timeline 2018-2019

- ~~• Campus plans approved by Council~~ ~~February 2, 2018~~
- Data collection period August 2017 – June 2018*
- **CEO meeting at Murray State University** April 30, 2018
- Preliminary annual quantitative report (**not scored**) July 24, 2018
- **CEO meeting at Western Kentucky University** July 22-23, 2018
- **CEO meeting at Bluegrass Community & Technical College-
Leestown Campus** October 22, 2018
- Optional draft annual report to CPE December 14, 2018**
To be submitted using online reporting tool.
- CPE feedback to campuses on optional draft report January 10, 2019
- **CEO meeting at KCTCS (Site TBA)** January 28, 2019
- First year final campus reports due to CPE and CEO March 1, 2019, 11:59 pm
To be submitted using online reporting tool.
- Campus reports distributed to review teams March 15, 2019
- **Review teams meet and develop composite scores** April 29, 2019
- Review team results presented to Council June 2019
- **CEO meeting (Site TBA)** June 24, 2019
- New academic program ineligibility begins (if applicable) Fall 2019
- CEO meeting at Northern KY University (to be confirmed) October 28, 2019

**Although the data collection period is for a full AY, the CPE recognizes that not all strategies will have been fully implemented in the fall semester.*

***This draft report is optional and only to be submitted should the campus desire feedback in advance of the final campus report submission in March 2019.*

2018 Council Meetings

- April 26-27, University of Louisville
- June 21-22, Midway University
- September 20-21, Council Offices
- November 15-16, Southcentral KY CTC

April 12, 2018, 3:34 p.m.

Review Teams (Tentative)

Team A: Sebastian Torres, Robert Croft, Dawn Offutt

- West KY Community & Technical College
- Hopkinsville Community College
- Henderson Community College
- Northern KY University

Team B: Shawn Reynolds, Ann Morgan, Melissa Bell

- Western KY University
- University of Kentucky
- Gateway Community & Technical College
- Jefferson Community & Technical College

Team C: Miko Pattie, Keitha Henderson, Tara Rose

- Murray State University
- Owensboro Community & Technical College
- Elizabethtown Community & Technical College
- University of Louisville

Team D: Corey Bellamy, David Carpenter, Melissa Young

- Madisonville Community College
- Maysville Community & Technical College
- Bluegrass Community & Technical College
- Morehead State University

Team E: John Johnson, Vidya Ravichandran, Silas Session, David Mahan

- Ashland Community & Technical College
- Hazard Community & Technical College
- Big Sandy Community & Technical College
- Kentucky State University

Team F: Brian Dunican, Robert Staat, Bruce Brooks

- Somerset Community College
- Southcentral Community & Technical College
- Southeast KY Community & Technical College
- Eastern KY University