

MEETING MINUTES

Approved by the Committee on Equal Opportunities, October 23, 2023

Who: Kentucky Council on Postsecondary Education
Meeting Type: Committee on Equal Opportunities
Date: April 24, 2023
Time: 1:00 p.m. ET
Location: Virtual Meeting via ZOOM Webinar

WELCOMING & CALL TO ORDER

The Committee on Equal Opportunities (CEO) met Monday, April 24, 2023, at 1:00 p.m., ET. The meeting occurred virtually via ZOOM webinar. Chair Elaine Walker presided.

ATTENDANCE

Committee Member attendance:

- Attended: Whitney Allen, Rochelle Brown, Robert Croft, Kellie Ellis, Luv'Tesha Robertson, Faith Kemper, Elaine Walker
- Did not attend: Maira Gomez, David Carpenter

Gaines Brown, CPE's Associate for Diversity, Equity & Inclusion, served as recorder of the meeting minutes.

APPROVAL OF THE MINUTES

The minutes of the January 23, 2023, meeting were approved as distributed.

UPDATE FROM CPE VICE PRESIDENT AND GENERAL COUNSEL

Committee members received an update from Mr. Travis Powell, CPE's Vice President and General Counsel, regarding recent developments at Kentucky State University. He also discussed legislation passed during the 2023 session that pertains to the postsecondary sector and DEI efforts.

OVERVIEW OF THE SCORING PROCESS

Mr. Gaines Brown provided an overview of the annual Diversity, Equity, and Inclusion Plan report evaluation process. The annual evaluation is divided into two sections:

- The quantitative portion evaluates progress toward identified metrics with the maximum points awarded as 18 points for four-year universities and 16 points for two-year KCTCS institutions.
- The qualitative portion evaluates each institution's progress on its identified strategies and its ability to implement them with fidelity, effectiveness, and lessons learned. The maximum points awarded for all institutions is 18 points.

If an institution scores below the minimum score required - a composite score at or above 22 out of 34 for community colleges and at or above 24 out of 36 for universities - the institution will be ineligible to offer new academic programs. Once ineligible, the institution must create a performance improvement plan identifying specific strategies and resources to rectify deficiencies and submit the plan to the Council for approval. An institution operating under a performance improvement plan may request a waiver to offer a new individual academic program if it can provide sufficient assurance that offering the new program will not divert resources from improvement efforts. The request for a waiver is reviewed by the CEO review, and then to CPE for final approval. Approval must be granted before the institution can initiate the program approval process.

Committee members were divided into 6 review teams and a CPE staff member served as a coordinating lead. Each team presented on the scoring results of the four institutions they evaluated. Of the twenty-four institutions, three did not meet the minimum required score for immediate eligibility to apply for new degree programs.

- Big Sandy Community & Technical College
- Henderson Community College
- Kentucky State University.

These institutions will have until July 1st to submit a waiver to be eligible to apply for new degree programs with the inclusion of a performance improvement plan.

No action was taken during the meeting regarding the results.

NEXT STEPS

Dr. Dawn Offutt, CPE's Executive Director, discussed the next steps in the annual report evaluation process. Institutions that scored below the applicable threshold may request a waiver from their ineligible status no later than June 1, 2023. Instructions for submitting an improvement plan will be sent thereafter. The Committee on Equal Opportunities will review the submitted improvement plans at its next meeting and provide recommendations for approval.

ADJOURNMENT

The Committee of Equal Opportunities adjourned at 3:13 p.m. ET.