

# DIVERSITY PLANS: REPORTING AND EVALUATION

## WHAT IS THE DIVERSITY PLAN?

The purpose of the institutional diversity plan is to outline goals and strategies within the three focus areas (Opportunity, Success, Impact) that the institution will use to promote diversity, equity and inclusion on campus and to outline an appropriate plan for assessment. The plan should demonstrate that these goals and strategies are the responsibility of the entire institution, across multiple departments and levels of administration.

Plans should include information pertaining to enrollment percentage range goals, student success goals and the strategies the institutions will employ to achieve those goals. Plans are submitted for review annually in March. Institutions that do not meet the standards of the rubric (24/36-universities; 22/34-community colleges) will lose automatic eligibility to offer new academic programs. The Committee for Equal Opportunity provides oversight of the implementation of institutional diversity plans.

### DIVERSITY POLICY FOCUS AREAS

#### OPPORTUNITY:

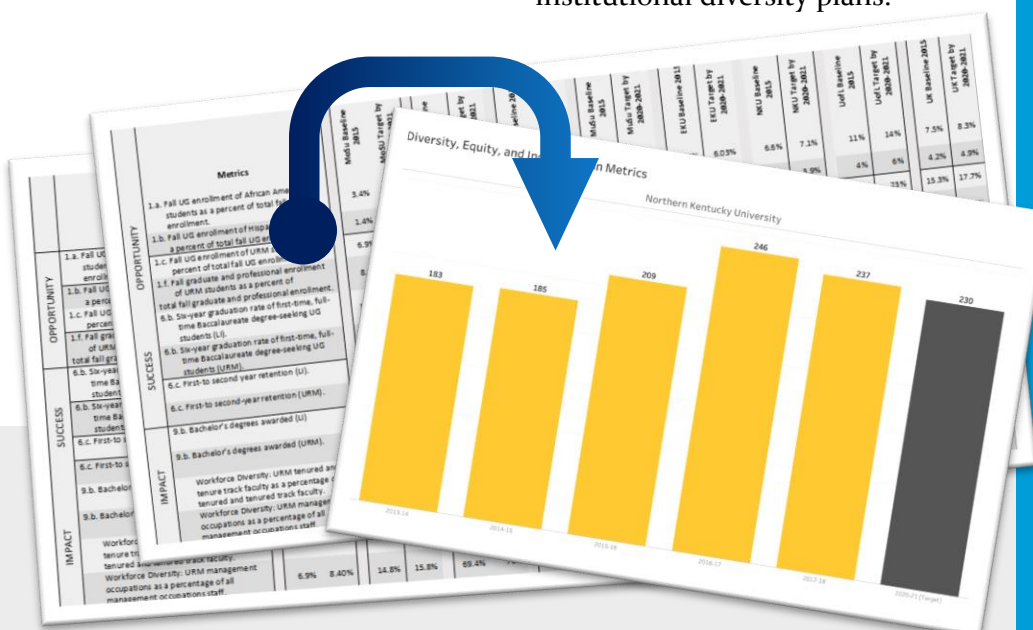
*Maintaining a diverse student body is an essential contribution to the educational experience of Kentucky's postsecondary students. (Diversity)*

#### SUCCESS:

*While maintaining a diverse student body is essential, institutions must commit to helping those students be successful when they arrive on campus. (Equity)*

#### IMPACT:

*To fully realize the positive effects of diversity, Kentucky's public institutions must become communities that provide an inclusive and supportive environment for a diverse group of students. (Inclusion)*



# HOW IS THE PLAN EVALUATED?

*For an institution to remain eligible to offer new academic programs per KRS 164.020(19), it must comply with the reporting schedule and receive a satisfactory composite score on the applicable Diversity Plan Report Evaluation Rubric.*

- A composite score at or above 22 out of a maximum of 34 for community colleges and at or above 24 out of a maximum of 36 for universities.
- Institutions' Diversity Plan Reports will be evaluated on: (1) progress toward meeting goals, (2) evidence that identified strategies are implemented with fidelity, (3) analysis of strategy effectiveness, and (4) the lessons learned from that analysis and related next steps.
- Opportunity: Undergraduate Enrollment and Graduate and Professional Enrollment
- Success: First-year to Second-year retention, Graduation Rates and Degrees and Credentials
- Impact: Faculty/Tenure Track Employees and Management Occupations

## TIMELINE

*December – Reporting Tool Review*

*March – Final Report Due*

*April – Reports Scored*

*June – Presentation to CPE Board*

## LESSONS LEARNED

- *Revise Collection Tool*
- *Provide PD for Report Writing*

## NEXT STEPS

- *Have revised strategies approved by CEO*
- *Review strategies in reporting tool for accuracy*

| Diversity Plan Metric Outline ( March 2020)  |   |   |
|--|---|---|
| Diversity Metric                             | Collections   | Period Used                                 |
| Enrollment (URM, African American, Hispanic) | Type 1 (Enrollment)<br>Percent of Population UG & G URM)  | Fall 2018                                   |
| Degrees & Credentials Conferred (URM, LI)    | Type 5 (Degrees Conferred)<br>Type A (Student Financial Aid)  | Academic Year 2018-19                       |
| Graduation Rates (URM, LI)                   | Type 1 (Initial Cohort)<br>Type 5 (Degrees Conferred)<br>Type A Student Financial Aid<br>Type 5R (Summer Degrees) | Academic Year 2018-19<br>(Fall 2013 Cohort) |
| Retention Rates (URM, LI)                    | Type 1 (Enrollment)<br>Type A (Student Financial Aid)   | Fall 2018 to Fall 2019                      |