



Committee on Equal Opportunities

CPE Board Meeting Report
June 9, 2023

Diversity Policy

- The Desegregation Plan (1982)
- The Committee on Equal Opportunities (2008)
 - KRS 164.020(19)
 - 13 KAR 2:060(19) – Kentucky Public Postsecondary Education Diversity Policy (2010)
- Kentucky Public Postsecondary Education Policy for Diversity, Equity and Inclusion (2016)

Diversity, Equity, and Inclusion Plan Report Evaluation

- Annual Report (2022)
 - Qualitative Report Submitted
 - 2021-2022 Data Analyzed.
- Evaluated based on a Rubric; divided into 2 sections
 - Quantitative
 - 18 possible points for Universities
 - 16 possible points for KCTCS Institutions
 - Qualitative
 - 18 possible points
 - Minimum Score for Eligibility to Offer New Programs
 - 24 for Universities
 - 22 for KCTCS Institutions

Diversity, Equity, and Inclusion Plan Report Evaluation – Quantitative

- Evaluation of progress toward targets set in the following areas:
 - Undergraduate and Graduate Enrollment*
 - 1st to 2nd Year Retention (URM and Low Income)
 - Graduation Rate (URM and Low Income)
 - Degrees Conferred/Credentials Awarded (URM and Low Income)
 - Workforce Diversity
- 9 areas for Universities and 8 areas for KCTCS Institutions Scoring*
 - 2 – Annual target met or exceeded.
 - 1 – Annual target not met, but value is greater than the 2015-2016 baseline.
 - 0 – Annual target not met and value is less than the 2015-2016 baseline.
- Maximum of 18 Points for Universities and 16 Points for KCTCS Institutions

Diversity, Equity, and Inclusion Plan Report Evaluation – Qualitative

- 3 focus areas outlined in the Policy for Diversity, Equity, and Inclusion
 - Opportunity, Success, and Impact
- Each institution’s plan identified strategies designed to meet the goals set forth in each of these focus areas.
- For each focus area, reports were evaluated on the following criteria:
 - Implementation of Strategies with Fidelity
 - Analysis of Strategy Effectiveness
 - Lessons Learned and Next Steps
- The 3 evaluation areas are each scored in the following manner:
 - 2 – Meets or Exceeds Expectations
 - 1 – Making Progress Toward Meeting Expectations
 - 0 – Does Not Meet Expectations
- Maximum of 18 Points
 - 3 policy areas, each with 3 evaluation areas and a maximum of 2 points in each category

2021-2022 Final Scores – 4-Year Institutions

4-YEAR INSTITUTIONS								
GOALS	EKU	KSU	MoSU	MuSU	NKU	UK	UL	WKU
Undergraduate Enrollment	2	2	2	2	2	2	2	2
Graduate Enrollment	2	2	2	2	2	2	2	2
1st-2nd Year Retention (URM)	2	0	0	2	2	0	1	2
1st-2nd Year Retention (low-income)	2	0	0	1	2	0	1	2
6-year Graduation Rate (URM)	2	0	2	2	2	0	2	0
6-year Graduation Rate (low-income)	1	0	2	2	1	0	2	0
Degrees Conferred (URM)	2	0	2	2	0	0	0	0
Degrees Conferred (low-income)	0	1	0	0	0	2	1	0
Workforce Diversity	1	1	2	1	2	1	1	0
	14	6	12	14	13	7	12	8
Opportunity								
Implementation	2	1	2	1	2	2	2	1
Effectiveness	2	1	2	1	2	2	2	2
Lessons Learned	1	2	2	2	2	2	2	2
Success								
Implementation	2	2	2	1	2	2	2	2
Effectiveness	2	2	2	2	2	2	2	2
Lessons Learned	2	2	2	2	2	2	2	2
Impact								
Implementation	2	1	2	2	2	2	2	2
Effectiveness	1	2	2	1	2	1	2	2
Lessons Learned	2	2	2	2	2	2	2	2
	16	15	18	14	18	17	18	17
Total (out of 36)	30	21	30	28	31	24	30	25

2021-2022 Final Scores – KCTCS

KCTCS GOALS	ACTC	BSCTC	BCTC	ECTC	GCTC	HCTC	HenCC	HopCC	JCTC	MadCC	MayCTC	OCTC	SomCC	SKYCTC	Southeast CT	WKCTC
Undergraduate Enrollment	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
1st - 2nd Year Retention (URM)	2	0	0	2	2	0	1	2	2	0	2	2	2	2	1	2
1st - 2nd Year Retention (low-income)	2	1	1	2	2	2	0	2	2	2	2	2	2	0	2	2
3-year Graduation Rate (URM)	0	0	2	2	0	0	0	1	0	2	2	2	1	2	2	0
3-year Graduation Rate (low-income)	0	0	0	0	0	1	0	0	2	2	2	2	2	2	0	0
Credential Awarded (URM)	2	0	0	2	2	2	2	2	1	2	2	2	0	0	2	0
Credential Awarded (low-income)	0	0	1	2	0	0	2	1	0	0	2	2	0	0	2	0
Workforce Diversity	1	1	0	1	0	1	1	1	2	0	1	0	1	2	1	0
	9	4	6	13	8	8	8	11	11	10	15	14	10	10	12	6
Opportunity																
Implementation	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Effectiveness	2	2	2	2	2	2	1	1	2	2	2	2	1	1	1	2
Lessons Learned	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Success																
Implementation	2	2	2	2	2	2	2	1	2	2	2	2	1	2	2	2
Effectiveness	1	1	2	2	1	2	1	1	1	2	2	1	1	2	1	2
Lessons Learned	2	2	2	2	1	2	1	1	1	2	1	2	2	2	1	1
Impact																
Implementation	2	2	2	2	2	2	1	2	2	2	2	2	2	0	2	2
Effectiveness	1	2	2	2	2	2	1	1	1	2	2	2	2	2	1	2
Lessons Learned	1	2	2	2	2	1	1	1	1	2	1	2	1	2	1	2
	15	17	18	18	16	17	12	12	14	18	16	17	14	15	13	17
Total (out of 34)	24	21	24	31	24	25	20	23	25	28	31	31	24	25	25	23

Waiver Process

- Institutions not meeting the minimum required score can request a waiver to be eligible to apply for new academic programs for 2023-24. Information about the waiver process will be sent by July 1, 2023.
- The following institutions did not meet the minimum required score.
 - Big Sandy Community and Technical College
 - Henderson Community College
 - Kentucky State University

Next Steps

- Work with the CEO to facilitate the performance improvement plan process for institutions not meeting the minimum required scores.
- Continue identifying best practices in the areas of opportunity, success and impact.
- Developing trainings for report writing.
- Begin preparing for the 2022-23 reporting process.

Questions?