

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>

These are the strategies proposed and approved for BSCTC:

Opportunity:

- #1 - Implement usage of Radius Software to identify and track potential Black/African American students within geographical area.**
- #2 - Promotion of John T. Smith Scholarship.**
- #3 - Utilization of minority recruiter.**
- #4 - Grow relationships with local agencies, organizations and businesses that support Black/African American.**
- #5 - Implement usage of Radius Software to identify and track potential Hispanic students within geographical area.**
- #6 - Develop outreach efforts to engage the Hispanic community population.**
- #7 - Establish ESL course.**
- #8 - Develop a scholarship for Hispanic students.**
- #9 - Provide promotional items in Spanish language.**
- #10 - Create Spanish language version of recruitment materials.**
- #11 - Develop student mentorship program utilizing community Hispanic business leaders (Implementation to begin 2019).**
- #12 - Conduct Town Hall meetings in each county within the BSCTC service area to promote college programs, supportive services and enrollment.**
- #13 - Establish a presidential ambassador program.**
- #14 - Design an Evening/Weekend schedule of classes to attract prospective students interested in an alternative course schedule.**
- #15 - Utilize social media to increase outreach with secondary schools in the BSCTC service area.**
- #16 - Complete in excess of 500 positive media impressions within the BSCTC five-county service area specifically related to secondary schools.**
- #17 - Partner with public secondary schools within the BSCTC five-county service area to host a "Big Sandy Day" event for high school students.**
- #18 - Hold FAFSA Workshops at secondary schools within the BSCTC five-county service area.**
- #19 - Host an evening recruitment event at a large venue within the five-county service area showcasing BSCTC academic programs, financial aid, and support services.**
- #20 - Develop a student mentorship program utilizing College leadership.**
- #21 - Develop marketing strategies that target minority students in effort to promote technical programs, Early College Academy enrollment and Skills USA participation (Implementation to begin 2019).**
- #22 - Create a specialized learning community to encourage math non-completers in the cohort who have stopped-out to re-enroll.**
- #23 - Increase Ready to Work (RTW) program participation.**

Success:

- #24 - Establish an at-risk advising process to facilitate student success.
- #25 - Align course delivery in first year experience course to ensure first-time freshmen receive consistent course content.
- #26 - Utilize Starfish to evaluate and track URM student cohorts.
- #27 - Embed diversity module within the First Year Experience course.
- #28 - Provide targeted messages to minority students with regard to college services, scholarships, etc.
- #29 - Include a diversity component to new student orientation.
- #30 - Provide scholarship funding for students' emergency needs.
- #31 - Provide financial and advisory support for student and staff initiated conferences, projects, and events focused on equity, inclusion, and diversity.

Diversity Plan Report for Big Sandy Community and Technical College

Strategies of Big Sandy Community and Technical College

These are the strategies proposed and approved for BSCTC:

Success, continued:

- #32 - Design an incentive opportunity to encourage BSCTC non-completers to re-enroll to complete credentials.
- #33 - Track academic progress through development of student cohorts.
- #34 - Implement Early Degree Conferral Alert for students enrolled in technical programs.
- #35 - Provide career exploration opportunities to students.
- #36 - KCTCS implementation of Regent 8 software for financial aid packaging and appropriate advising.
- #37 - Design an incentive opportunity to encourage BSCTC non-completers to re-enroll to complete credentials.
- #38 - Mandatory faculty professional development training in Transfer and Advising.
- #39 - Establish at-risk advising center to facilitate student success.

Impact:

- #40 - Increase advertising in such nationally known employment sites as Higher Ed Jobs by submitting all regular, full-time positions (including staff) to the national sites. National advertising in 2016-2017 was only utilized for administrative and faculty positions, not staff positions.
- #41 - Hire temporary part-time staff and adjunct faculty minority positions in an effort to "grow from within" to begin training minorities to better qualify for regular, full-time positions in the future as the need and funding becomes available.
- #42 - Work with the Office of Financial Aid in the strategic placement of minority students on the Federal Work Study program to provide experience in areas for which positions may become available in the future.
- #43 - Incorporate best practices in equity, inclusion, and diversity in classrooms (TMI offerings and campus roundtable discussions).

#44 - Establish new partnerships with BSCTC and other institutions of higher education to provide increased professional development opportunities for faculty and staff (ex: University of Pikeville/Eastern Kentucky University).

#45 - Partner with international schools to establish exchange programs for associates degrees, diplomas and certificates.

#46 - Incentivize positive cross-cultural interaction, communication, and understanding through increased inter-group dialogue, collaborative projects and activities, and multicultural leadership development opportunities (TMI student success offerings, classroom activities).

#47 - Provide all divisions with data related to the three primary areas of underrepresented minority, low-income, and Black/American students by semester.

#48 - Partner with Mountain Arts Center (MAC) and BSCTC Science Center to develop diversity programming and events for campus and community.

#49 - Provide financial and advisory support for student and staff initiated conferences, projects, and events focused on equity, inclusion, and diversity.

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Strategies of Big Sandy Community and Technical College

These are the strategies proposed and approved for BSCTC:

Impact, continued:

#50 - Enhance assistive technology, alternative media, and information systems for web development, and campus facilities and practices for public events, to ensure accessibility to all students.

#51 - Encourage local middle and high school participation in College Diversity events.

#52 - Develop activities that highlight international awareness for students and employees such as international travel and panel discussions on international affair.

#53 - Develop an annual Multicultural College Fair.

#54 - Create a faculty professional development (TMI) Student Success Symposia.

#55 - Provide incentives for mentoring opportunities across occupational groups.

#56 - Develop a campus wide experiential learning program for leadership development with emphasis on entry into general administration, management, and executive levels.

#57 - Establish high risk advising process for the underrepresented, low-income, and Black/African American

#58 - Develop a semi-annual accommodations/disability symposium.

#59 - Create a long-range diversity activities calendar.

#60 - Create a diversity award for faculty and staff who best promote diversity efforts.

#61 - Develop activities that allow students to investigate Appalachian culture and heritage through local historical societies.

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Reporting Contact