

Cleveland State Community College Diversity Plan 2008-2010

Introduction

In September 2007, President Carl Hite merged two former diversity-related campus committees and created the current Committee on Diversity Initiatives (CDI). See Appendix A for the committee membership list. The committee was charged with developing a campus diversity plan and has spent several months gathering information on past and current campus resources dedicated to diversity. Committee members volunteered for assignments to collect information on enrollment and employment demographics, academic/curriculum offerings, and services such as dedicated offices, scholarships, and programming. All committee meetings have included discussion on topics such as the definition of diversity and why it is important to the educational process.

Defining Diversity

The CDI deliberated on a definition of diversity and agreed on the following:

Diversity is an appreciation and awareness of our campus, community, and global differences as we work together, learn together, and ultimately live together.

These differences can include but are not limited to age, disability, ethnicity, gender, nationality, race, and socio-economic status. It is also recognized that a diverse student population can include ESL students, first generation college students, non-traditional delivery need students, and students residing outside Bradley County.

Statement of Purpose

Cleveland State joins other institutions of higher learning in transitioning from an era when diversity-related programs were mandatory to a time when inclusiveness is desired. The college wants to create a climate that supports individual rights and respects diverse cultures, backgrounds, and ideas. Creating such a climate will have positive effects such as improving attitudes toward diverse groups, institutional satisfaction, increased involvement, and academic growth. Additionally, Cleveland State wants to prepare students for the increasingly diverse workplace.

This interim diversity plan was created to guide the college in assessing the college climate and developing initiatives that will enhance diversity on our campus. The timeframe for the activities in this plan extends for two years. New or revised diversity plan goals will be merged into Cleveland State's 2010-2015 strategic plan and planning cycle.

Goals and Objectives

Goal 1: Promote diversity awareness among Cleveland State faculty, staff, and students.

Objective 1: Explore the strengths and weaknesses of the campus climate.

Strategy: Develop a campus climate survey for employees and students.

Benchmarks: 1. The Office of Institutional Research will conduct surveys in November 2008 and report results in February 2009.
2. The CDI will review climate study results and develop goals as applicable in April 2009.

Objective 2: Review language in Cleveland State's current mission statement to make sure it reflects a commitment to diversity.

Strategy: CDI members generate ideas and make suggestions/recommendations to the President for changes.

Benchmark: President uses existing channels to get feedback from campus constituents and formalizes changes to mission statement by fall 2009.

Objective 3: Explore current resources, activities, and programs dedicated to diversity.

Strategy: Complete a comprehensive inventory of current diversity resources available to faculty, staff, and students.

Benchmark: The CDI will review the completed inventory in fall semester 2008 and make recommendations for activities and goals as applicable in spring semester 2009.

Objective 4: Increase level of awareness among faculty and staff about diversity.

Strategy: Conduct at least one employee training event per year.

Benchmark: The CDI will explore options and make recommendations to the President to include a diversity training session during the fall 2009 inservice.

Goal 2: Promote a diverse faculty, staff, and student population at Cleveland State.

Objective 1: Increase a diverse student population.

Strategy: Use scholarships as an incentive to recruit diverse students.

Benchmark: 1. The Counselor/Coordinator of Diversity Student Programs will distribute grant applications in spring/summer 2008.
2. A diversity grant committee will be formed and will review applications and make awards in July/August 2008.

Objective 2: Increase retention of students with diverse backgrounds.

Strategy: 1. Implement a mentoring program for students who have been awarded a diversity grant.
2. Cover in-state tuition costs for returning Diversity grant recipients (if budget allows).

Benchmark: 1. The Counselor/Coordinator of Diversity Student Programs will ask for volunteers and assign mentors from the ACCESS Center in spring 2008.
2. The Counselor/Coordinator of Diversity Student Programs and the Office of Institutional Research will compare the retention rate of participants with the overall student body's retention rates from fall 2008 semester.
3. The Counselor/Coordinator of Diversity Student Programs will award Diversity Grant recipients who return for fall 2009 in-state tuition costs (if budget allows).

Objective 3: Provide employment opportunities for people of all backgrounds.

Strategy: Complete Affirmative Action plan annually.

Benchmark: The Director of Human Resources will complete the plan in spring 2008 and the CDI will review and make suggestions to increase recruitment of faculty and staff from diverse backgrounds in fall 2008.

Appendix A

Committee on Diversity Initiatives Membership 2007/2008

Joan Bates, Director of Human Resources
Will Benson, Assistant Professor, Music
Janet Caruth, Librarian I
Bill Clark, Computer Operations Specialist/Staff Senate President
Jean Crockett, Associate Professor, English
Spencer Culbreth, Vice President for Academic Affairs
Nathan Garner, Associate Professor, CIS/Faculty Senate President
Carl Hite, President
Alejandra Hoffer, Instructor, Spanish
Charles Hurley, Vice President for Finance and Administration
Dan Lumpkin, Admissions Recruiter/Women's Basketball Coach
Sam Ofori, Associate Professor, Mathematics
Kelly Ormsby, Instructor, English/Developmental Studies
Marcia Owens, Director of Institutional Research and Effectiveness
Geraldine Parks, Director of Financial Aid
Michael Stokes, Vice President for Student Services
Holly Vincent, Public Information Coordinator
Natalia Williams, Counselor/Coordinator of Student Diversity Programs
Mark Wilson, Director of ACCESS Center/Diversity Campus Contact/CDI Chairman