

---

# *Cleveland State Community College Diversity Plan 2011-15*

---



**2011 Parade of Flags**

---

## Table of Contents

---

	Page
Introduction to the College	3
Overview	4
Objectives	6-8
Budget	9
Committee Membership	10



# Cleveland State Community College

## Introduction

Cleveland State Community College is an accredited public comprehensive community college committed to quality education and open access. The college operates within the governance of the Tennessee Board of Regents. Approximately 3,700 credit students and 1,300 non-credit students enroll in Cleveland State Community College in a typical fall semester. The credit student population is split about evenly in the choice of transfer or career-technical programs. The average age of all students is 28 years. There are over 200 employees at the college, including more than 70 full-time faculty members. Though the service area is predominately rural and the majority of the population is Caucasian, the College has successfully demonstrated that it is committed to providing diverse learning opportunities for students, employees and the community.

## Mission

Cleveland State Community College provides accessible, responsive, and quality educational opportunities primarily for residents of southeastern Tennessee. The College delivers developmental education, university transfer programming, workforce training and continuing education activities. By engaging a diverse student body in the learning process, the College aspires to promote success, enhance quality of life and encourage civic involvement. The College strives to be a responsible partner in lifelong learning for the individual and in the economic development of the region.

## Vision

Cleveland State Community College will be the regional two-year post secondary institution of choice, giving learning its highest priority. The college will be recognized for academic excellence, student success and service to the community.

## Current State of Diversity

For over 40 years, Cleveland State Community College has been committed to providing a quality education and open access for **all** citizens of Bradley, McMinn, Meigs, Monroe and Polk counties. 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 is committed to creating a climate that supports individual rights and respects diverse cultures, backgrounds, and ideas.

## Overview

The Committee on Diversity Initiatives (CDI) was formed by President Carl Hite in September 2007. See Appendix A for the committee membership list. The committee was charged with developing a college diversity plan that promotes the appreciation of differences that inevitably emerge when people of all ages and walks of life pursue education in a common place. Therefore, the groundwork for outlining the plan began with a review of current patterns and practices in areas such as demographics, curriculum, scholarships, and programming.

### Defining Diversity

The Tennessee Board of Regents (TBR) broadly defines diversity as “differences” in Appendix A of the “Diversity Plan Guidelines 2010-15” and challenged the committee to go beyond protected classes (i.e. race, sex, national origin, age, etc.) With this in mind, the committee revisited the extensively deliberated institutional definition which developed in 2008 and concluded that this definition should be carried forward to the 2011-15 plan:

**Diversity is an appreciation and awareness of our campus, community, and global differences as we attempt to 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 strives to create a campus climate that supports individual rights and respects diverse cultures, backgrounds, and ideas. It is with purpose that the College seeks to create a climate in which positive attitudes toward diverse groups is the norm and where increased involvement and academic growth is fostered. Additionally, Cleveland State wants to prepare students for the growing diverse workplace.



## Cleveland State Strategic Plan – Access and Diversity Objective 1.2

In order to increase access at all levels, Cleveland State Community College will develop a methodology to utilize access and diversity resources to implement best practices for increasing levels of traditionally underserved populations.

<b>Objective</b>	<b>Action(s)</b>	<b>Indicator</b>	<b>Responsible(R) Accountable (A)</b>
<p>1.2.1 Cleveland State will increase progression completion rates of students from targeted subpopulations. (See Appendix B)</p> 	<ol style="list-style-type: none"> <li>1. Utilize institutional scholarship funds to promote progression and completion among students from targeted subpopulations.</li> <li>2. Access/Diversity Scholarship criteria will be revised to include funds for continuing students who are nearing completion of degree/certificate.</li> <li>3. The Access Center will develop and implement support programs and services reflective of best practices that encourage student success, progression, and completion among students.</li> </ol>	<p>Progress toward improving success of student sub-populations (as selected for THEC Performance Funding) will be evaluated by comparing the three-year number of graduates rolling average with the attainment in that year. This ratio will be derived by dividing the average by its attainment (no attainment may exceed 100%).</p>	<p>VP for Student Services (A)</p> <p>Director of Access Center and Counselor/ Coordinator of Student Diversity Programs (R)</p>

Objective	Action(s)	Indicator	Responsible(R) Accountable (A)								
<p>1.2.2 Cleveland State will increase awareness and stimulate dialogue on diversity issues which will include other resources and activities related to diversity such as workshops, classroom activities and multi-cultural events.</p>	<p>1. College-wide initiatives will provide students, faculty and staff with exposure to different cultures through events such as:</p> <ul style="list-style-type: none"> <li>• Annual Fiesta Latina Event (AA)</li> <li>• Annual MLK Breakfast event (SS)</li> <li>• Annual Multicultural Fair (AA)</li> <li>• Black History Month events (SS)</li> <li>• International travel courses (AA)</li> <li>• Latin Night (AA)</li> <li>• Conduct at least one employee training per year. (HR)</li> </ul> <p>2. Attendance of students, faculty and staff at the events will be tracked. (HR)</p>	<p>Survey will be administered in Fall 2012 and Fall 2014 to students and employees. Average percentage will indicate level of awareness.</p> <ul style="list-style-type: none"> <li>• Baseline: 2008 Survey – 63% expressed an opinion.</li> <li>• Goal: By 2014-15, 85% will express an opinion.</li> </ul> <p>Attendance at events:</p> <table border="0"> <tr> <td>2011-12</td> <td>Baseline established</td> </tr> <tr> <td>2012-13</td> <td>Exceed previous year</td> </tr> <tr> <td>2013-14</td> <td>Exceed previous year</td> </tr> <tr> <td>2014-15</td> <td>Exceed previous year</td> </tr> </table> <div data-bbox="1075 911 1577 1292" style="border: 1px solid black; padding: 5px; margin-top: 10px;">  </div>	2011-12	Baseline established	2012-13	Exceed previous year	2013-14	Exceed previous year	2014-15	Exceed previous year	<p>Committee on Diversity Initiatives (CDI) (R) Cultural and Educational Enrichment Committee (R) International Studies Committee (R)</p> <p>Coordinator of Student Activities and Counselor/ Coordinator of Div. Student Programs (R)</p> <p>Accountable(A): VP for Academic Affairs (AA) VP for Student Services (SS) Director of Human Resources (HR)</p>
2011-12	Baseline established										
2012-13	Exceed previous year										
2013-14	Exceed previous year										
2014-15	Exceed previous year										

<b>Objective</b>	<b>Action(s)</b>	<b>Indicator</b>	<b>Responsible(R) Accountable (A)</b>
1.2.3 Cleveland State will explore and expand current resources, activities, and programs related to diversity.	Complete a comprehensive inventory of current diversity resources available to faculty, staff, and students.	The CDI will review the completed inventory annually and make recommendations for activities and goals as applicable to the President's Cabinet.	Committee on Diversity Initiatives (R)  President (A)
1.2.4 Cleveland State will seek alternative sources of funding for college-wide activities and initiatives.	<ol style="list-style-type: none"> <li>1. Develop and implement at least one Access and Diversity Grant annually.</li> <li>2. Pursue private sponsorship for student diversity activities.</li> </ol>	Success completion of action plans specified in the grant.	Grant Coordinator (R)  VP for Academic Affairs and VP for Student Services (A)
<p>1.2.5 Cleveland State will recruit, retain, and develop faculty and staff.</p> 	<ol style="list-style-type: none"> <li>1. Seek diverse pool of candidates through advertising/recruitment initiatives.</li> <li>2. Provide professional development opportunities to faculty and staff.</li> </ol>	<ol style="list-style-type: none"> <li>1. The Affirmative Action Committee will review annually the applicant pool summaries by EEO and make recommendations for additions/changes to the current advertising media.</li> <li>2. Provide professional development opportunities to faculty and staff: The Director will work with the VPAA, the Faculty Development Committee, and the Staff Development Committee to ensure ample professional development opportunities are available and accessible to faculty and staff.</li> </ol>	Director of Human Resources (A)

<b>Objective</b>	<b>Action(s)</b>	<b>Indicator</b>	<b>Responsible(R) Accountable (A)</b>
<p>1.2.6 Cleveland State will foster a teaching and learning environment that integrates, celebrates, and values diversity.</p> 	<ol style="list-style-type: none"> <li>1. Provide student access to knowledge of a global society through internationalized curricular and co-curricular activities.               <ol style="list-style-type: none"> <li>a) Offer sections of INTL – International Seminar.</li> <li>b) Use student international fees to provide scholarships for student participating in international travel / learning opportunities.</li> <li>c) Use student international fees to bring culturally diverse events to campus.</li> </ol> </li> <li>2. Promote the value of international learning through the emphasis of the International Achievement Recognition on student transcripts.</li> </ol>	<ol style="list-style-type: none"> <li>1. Annual review and assessment of a participation:               <ol style="list-style-type: none"> <li>a) Number of students enrolled in INTL sections.</li> <li>b) Number of students participating in international travel / learning opportunities.</li> <li>c) Number of culturally diverse events on campus.</li> </ol> </li> </ol>  <ol style="list-style-type: none"> <li>2. Number of International Achievement Recognitions awarded annually.</li> </ol>	<p>International Studies Committee (R)</p> <p>VP for Academic Affairs (A)</p>

## Diversity Projected Budget

Objectives	2011-12	2012-13	2013-14	2014-15	TOTAL
<b>Cleveland State will:</b>					
1.2.1 Increase progression completion rates of students from targeted subpopulations.	180000*	180000*	180000*	180000*	720000*
1.2.2 Increase awareness and stimulate dialogue on diversity issues through workshops, classroom activities, and multi-cultural events.	31500**	31075**	13700**	31000**	107275**
1.2.4 Seek alternative sources of funding for college-wide activities and initiatives	2000	2000	5500	5500	15000
1.2.5 Recruit, retain, and develop faculty and staff.	2000	2000	2000	2000	8000
1.2.6 Foster a teaching and learning environment that integrates, celebrates, and values diversity.	2000	2000	2000	2000	8000
<b>Total</b>	<b>217500</b>	<b>217075</b>	<b>203200</b>	<b>220500</b>	<b>858275</b>



\* Partially funded by TBR Access and Diversity funds

\*\* Completely funded by TBR Access and Diversity Funds

## Appendix A:

### Committee on Diversity Initiatives Membership

**2010-11**

Will Benson, Chair (Faculty)

Natalia Williams, Counselor/Coordinator of Student Diversity Programs

Jerry Faulkner, Vice President for Academic Affairs

Thomas Wright, Vice President for Finance and Administration

Michael Stokes, Vice President for Student Services

Marcia Owens, Director of Institutional Research and Effectiveness

Brenda DiSorbo, Director of Financial Aid

Joan Bates, Director of Human Resources

Holly Vincent, Public Information Officer

Suzanne Bayne, Coordinator of Recruitment and Enrollment Development

David Guardiani, Faculty Senate President

Tony Bartolo, Staff Senate President

Mark McLeod, Faculty Representative

Judy Norton, Faculty Representative

Mathai Augustine, Faculty Representative

Dwight Williams, Faculty Representative

Lauralyn Anderson, Staff Representative

Jan Peterson, Staff Representative

Brenda Sheehey, Staff Representative

Heather Pell, Student Representative

Carl Hite, President (ex officio)

## Appendix B:

### Subpopulations

#### Completion Rates

Cleveland State Community College	2006-07	2007-08	2008-09	2009-10	2006-07	2007-08	2008-09	Grads	Percent	2009-10	Grads	Percent
<b>All</b>	329	322	355	503				335			393	
<b>Adults (25 and older)</b>	179	200	233	298	54%	62%	66%	204	61%	59%	244	62%
<b>Low Income (Pell Eligible)</b>	172	165	182	254	52%	51%	51%	173	52%	50%	200	51%
<b>African-American</b>	9	7	10	13	3%	2%	3%	9	3%	3%	10	3%
<b>Males</b>	131	104	109	223	40%	32%	31%	115	34%	44%	145	37%
<b>STEM Programs (Web Page Cert; Industrial Tech (AAS))</b>	17	12	14	26	5%	4%	4%	14	4%	5%	17	4%