



Inclusive Excellence Plan 2022

Staff Congress

March 9, 2017



Planning Process

April	Call for participants email
June 15	Identify subcommittee participants
August 26	Inclusive Excellence Plan Kick-off
5 meetings	Steering committee meetings

FOCUS: STUDENT SUCCESS

Goal	Strategies	Action Steps	Measures	Timeline
<p>Increase the number of degrees conferred for URM</p>	<ol style="list-style-type: none"> 1. More key service areas that provide bilingual support services. 2. More partnerships with local high schools developing relationships with students earlier utilizing current URM students 3. Create initiatives for parents of URM students 4. Create diversity scholar support group 5. Expand NPHC and MGC Greek letter organizations 	<p>1a. Work with Financial Aid, Student Account Services, and the academic advisors to offer bilingual services.</p> <p>2a. Have CSI and admissions work to give current URM students a chance to mentor students at feeder high schools.</p> <p>3a. Create programming that involves family for AAPS & LPS. This should be done in conjunction with Orientation and Parent Programs to keep families engaged with NKU</p> <p>4a. Create collaboration between CSI and UCAP to create a support group for Educational Diversity Scholars. Peers will serve resources for the diversity scholars to ensure they retain their scholarships.</p> <p>5a. Work with National Headquarters of NPHC and MGC organizations and invite</p>	<p>Increase the number of degrees conferred for URM students by 5%</p>	<p>1% increase per year for the next five years.</p>

FOCUS: Student Diversity

Our subcommittee recognizes the relationship in increasing the number of underrepresented minorities on campus with a welcoming campus environment and the objective of increasing retention numbers of our students.

Goal	Strategies	Action Steps	Measures	Timeline
<p>1. Increase the percentage of underrepresented minorities admitted to NKU.</p> <p>2. Increase our student retention numbers by providing a welcoming and inclusive environment for all students</p>	<p>1a. As part of NKU's enrollment strategic priorities, we will build on the current recruitment initiatives and strategies targeted to increase underrepresented minorities.</p> <p>1b. Create a physical presence in the northern Kentucky greater region through on-site activities of interest to diverse student populations.</p> <p>1c. Increase outreach to middle and high school students of underrepresented minorities and diverse populations through college related activities including summer camps, gifted programs, and other campus events. Positive experiences on campus at an early age may impact students and their parents and influence decisions surrounding college applications.</p> <p>1d. Recognition that engaged students retain at a higher rate than students who are not involved on campus during their college career.</p> <p>2a. Provide professional development opportunities for faculty and staff that focus on creating a safe and welcoming environment for diverse students in their classrooms and other student centered activities.</p> <p>2b. Provide opportunities for the campus community to engage, instruct, learn, play, explore, and investigate with each other through interesting activities that draw diverse groups of students,</p>	<p>1a1. Recommendation of support in broadening the base and scope of recruitment efforts to include local community organizations, churches, the newly established African American Alumni Association, as well as other campus partners.</p> <p>1b1. Foster and enhance collaboration, coordination, and communication between student affairs and academic affairs including but not limited to: Admissions, Office of Inclusive Excellence, Center for Student Inclusiveness, Community Connections, Colleges and Departments among others -- for all campus events to encourage both current and future NKU students to learn of and to attend events. We see benefits to increased advertising and attendance for all constituents at such events.</p> <p>1c1. Recognize, support and build upon successful models such as Hispanic Summer Camp in Biology, CINSAM summer camps, Journalism Camps, Nursing Camps, and Dreamfest among others. Additionally, encourage the expansion of outreach programs to other disciplines</p>	<p>1a1. Track the percentage change year to year of underrepresented minorities.</p> <p>1a2. When possible assess which strategies produce the greatest yield of underrepresented minorities.</p> <p>1b1. Under the guidance of Student Affairs leadership, between the Spring and Fall semesters of 2015, the Committee for Campus Vibrancy tracked campus events that were hosted by the Division of Student Affairs, including events that were supported or intended for diverse students. We recommend that Student Affairs continue to track campus programming in order to create a record of events that show both campus engagement as well as programming that supports a positive</p>	

Vetting Schedule

February 3	Submission of subcommittee templates to Assessment and Accountability subcommittee
February 23	Members of sub-committees
February 28	Executive Team
March 2	Academic Council
March 9	Staff Congress
March 14	CSI Students
March 17 & 22	NKU Community Forums
March 27	Faculty Senate

CPE Timeline for Inclusive Excellence Plan

April 3	Rough Draft to CPE
May - June	On-site development review
July 20 - 21	Presentation to CEO
September	Presentation to Board of Regents
October 1	Final plan submitted to CPE
End of Fall 2017	Completion of unit level IE Plan

Review Team

- Brian Dunican (CEO)
- Shawn Reynolds (CEO)
- Rana Johnson (CPE)

CPE Strategic Agenda

- Focus Area 1: OPPORTUNITY
 - Ensure postsecondary education is broadly accessible to all Kentucky residents, students have college-going resources/support, and students are academically prepared.
- Focus Area 2: SUCCESS
 - Enable more people to complete college with the skills and abilities to be productive, engaged citizens.

CPE Strategic Agenda

- Focus Area 3: IMPACT

- Strengthen postsecondary educations ability to advance new knowledge and research, improve communities, increase educational attainment, and produce a well-educated, highly-skilled citizenry.

IE Plan Goals

- Goal 1: Increase Enrollment, Persistence, and Graduation Rate for URM and Low Income Students
 - Objective 1.1: Strengthen enrollment and transition pipeline for URM students and low income students
 - Objective 1.2: Strengthen URM, low income, and traditionally underserved students' progression towards a degree
- Goal 2: Attract, Develop, and Retain a Diverse Workforce
 - Objective 2.1: Attract a diverse workforce
 - Objective 2.2: Develop and retain a diverse workforce

IE Plan Goals

- Goal 3: Foster a Diverse, Equitable, Inclusive & Campus Environment
 - Objective 3.1: Cultivate collective responsibility & ownership
 - Objective 3.2: Embed cultural competence throughout the university
 - Objective 3.3: Ensure that all university wide policies, procedures, and practices promote equity and foster inclusion
 - Objective 3.4: Education internal and external stakeholders about how inclusive excellence contributes to institutional excellence