



NORTHEAST STATE

We're here to get you there

Campus Diversity Plan

2011-2015

(Revised Spring 2012)

Vision

Northeast State shall be a premier learning-centered institution whose students and graduates are among the best-prepared individuals to meet current and emerging needs.

Mission

Northeast State is an open-access, public, comprehensive community college that advances the lifelong educational development of the residents of the region and strengthens the economic and social/cultural aspects of the community. To facilitate teaching, learning, service, and student success, the College provides innovative, high-quality, and relevant associate, certificate, and career-focused educational programs and services. Programming and comprehensive support services are offered through varied delivery systems and at multiple sites throughout its primary service area of Carter, Johnson, Sullivan, Unicoi, and Washington Counties. Within all aspects of its operations, Northeast State serves the public's interest through the wise use of fiscal, human, and physical resources.

Guiding Beliefs

Northeast State Community College embraces these guiding beliefs:

Accessibility - Residents should have the opportunity to reach their full potential through participation in higher education.

Accountability - Effectiveness and efficiency are achieved through the wise use of fiscal, human, and physical resources.

Cooperation - Forming partnerships and working with others facilitates the achievement of common goals.

Diversity - Creativity and achievement are fostered through respect for all individuals and their ideas.

Excellence - Quality is ensured by using information gathered through a continuous assessment, planning, and implementation process.

Integrity - Success occurs in an environment of honesty, openness, fairness, and trust where people are treated with dignity and respect.

Northeast State is committed to work cooperatively with campus and community groups to encourage academic excellence, to strengthen leadership skills, and to enrich cultural awareness. Northeast State is also committed to developing a climate in which racial harmony and cultural diversity is valued, appreciated, and accepted.

The 2011-2015 Northeast State Community College Diversity Plan complements the College's 2010-2015 Strategic Plan and responds to the Complete College Tennessee Act of 2010 - increase the number of Tennesseans with post-secondary degrees. The plan also focuses on increasing enrollment and persistence to graduation among first-time full-time students from the following underrepresented groups: minority and low income students. Minority students include the following ethnicities: Alaskan Native, American Indian, Asian or Pacific Islander, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, and Multiple Codes. Low income students are considered Pell eligible.

Northeast State Diversity Access Goal

Northeast State will increase accessibility to educational and public service programs for students in designated underrepresented populations.

Objective 1.1 Utilize access and diversity resources to implement best practices for increasing participation levels of traditionally underrepresented populations.

Northeast State Diversity Student Success Goal

Northeast State will promote underrepresented student success through retention, graduation and career development efforts.

Objective 2.1 Enhance student services to support underrepresented students in completing their career and academic goals.

Objective 2.2 Provide scholarship opportunities for student from underrepresented populations

Northeast State Diversity Quality Goal

Northeast State will provide quality programs and services that are culturally diverse.

Objective 3.1 Enhance mission-specific, creative activities and programs that promote a campus-wide understanding and appreciation of diversity

ACCESS

TBR Strategic Goal	Northeast State Access Goal
Improve higher educational opportunities for Tennesseans	Increase accessibility to educational and public service programs.

Northeast State Diversity Access Goal: Northeast State will increase accessibility to educational and public service programs for students in designated underrepresented populations.

Objective 1.1 *Utilize access and diversity resources to implement best practices for increasing participation levels of traditionally underrepresented populations.*

2015 Target: 5% increase in enrollment of students from designated underrepresented populations

Baseline:

	Fall 2010	Fall 2015
Minorities	76	80
Low Income	308	323

Strategies:

1. **2009-2010:** Assess the College's enrollment and identify underrepresented populations through a three-year trend analysis (**Dean of Enrollment Management and Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations***)
2. **Annually:** Assess current access and retention activities and practices (Strategic Planning Chairs; **VP, Institutional Effectiveness***)
3. **2012-2013:** Research best practices for working with identified populations; Develop and implement appropriate strategies to increase student enrollment in underrepresented populations (VP, Student Affairs - Dean of Enrollment Management; **Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations***; Strategic Planning Chairs; VP, Institutional Effectiveness)
4. **2013-2014/2014-2015:** Assess impact of access and retention practices; continue implementation of appropriate strategies to increase number of students from underrepresented populations (VP, Student Affairs - Dean of Enrollment Management; Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations; Strategic Planning Chairs; **VP, Institutional Effectiveness***)

Resources: Institutional Budgets

***Strategy Leader**

SUCCESS

TBR Strategic Goal	Northeast State Success Goal
Increase the number of students receiving post-secondary awards	Promote student success through enhanced retention, graduation, and career development efforts.

Northeast State Diversity Student Success Goal: Northeast State will promote underrepresented student success through retention, graduation and career development efforts.

Objective 2.1 *Enhance student services to support underrepresented students in completing their career and academic goals.*

Baseline: To be determined

2015 Target: 1% increase in graduation persistence and graduation rates of targeted populations

Strategies:

1. **2010-2011/Ongoing:** Assess current student success programs (VP, Student Affairs*; VP, Academic Affairs)
2. **2012-2013:** Implement new student success and retention programs and services (VP, Student Affairs*; VP, Academic Affairs)
3. **2010-2011:** Increase campus awareness of the services provided by the Office of Veterans Affairs and the Center for Students with Disabilities (VP, Student Affairs*)
4. **2012-2013:** Explore the development of a diversity office (President*; VP, Student Affairs)
5. **2010-2011/Ongoing:** Assess impact of student success and retention practices; continue implementation of appropriate strategies to increase number of students from underrepresented populations (VP, Student Affairs*; VP, Academic Affairs; VP, Institutional Effectiveness)

Resources: Institutional Budgets

***Strategy Leader**

Objective 2.2 Provide scholarship opportunities for student from underrepresented populations

2015 Target: Scholarships awarded to at least 10 students from underrepresented populations annually

Strategies:

1. **2010-2011:** Implement scholarship program with ARRA funds to remove barriers facing underrepresented student populations (**VP, Student Affairs*** - Scholarship Programs and Alumni Affairs, Financial Aid; Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations)
2. **2011-2012:** Revise Access and Diversity Scholarship Guidelines (**VP, Student Affairs - Office of Scholarship Programs and Alumni Affairs***; Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations)
3. **2012-2013/Annually:** Award Annual Access and Diversity Scholarships using revised criteria (**VP, Student Affairs - Scholarship Programs and Alumni Affairs***, Financial Aid; Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations)
4. **2012-2013/Ongoing:** Assess enrollment and matriculation of scholarship students (**VP, Student Affairs - Dean of Enrollment Management***, Office of Scholarship Programs and Alumni Affairs)
5. **2012-2013/Ongoing:** Assess and, if needed, modify strategies to increase number of students from underrepresented populations participating in the Access and Diversity Scholarship program (**VP, Student Affairs*** - Scholarship Programs and Alumni Affairs, Financial Aid, Student Success Center, Student Support Services; VP, Academic Affairs – The Learning Center)

Resources: Access and Diversity Scholarship Funds, Historical funding for “deseg” programs; Institutional Budgets

***Strategy Leader**

QUALITY

TBR Strategic Goal	Northeast State Success Goal
Achieve excellence in the fulfillment of our institutional missions.	Provide quality programs and services that are recognized for excellence.

Northeast State Diversity Quality Goal: Northeast State will provide quality programs and services that are culturally diverse.

Objective 3.1 Enhance mission-specific, creative activities and programs that promote a campus-wide understanding and appreciation of diversity.

Targets:

1. Two new mission specific creative activities or events representative of the identified underrepresented populations are presented annually (2011 and beyond)
2. Two courses added/revised annually
3. One annual diversity training opportunity (2012 and beyond)
4. Functional, up to date, diversity resources Web site

Strategies:

1. **2010-2011:** Identify mission specific creative activities and programs that focus on under-represented populations (VP, Student Affairs; VP, Academic Affairs; **Cultural Activities Committee***; Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations)
2. **2010-2011:** Assess the number and quality of creative activities and programs utilizing input from faculty and staff, CCSSE results and feedback from advisory council members (**VP, Institutional Effectiveness***; Cultural Activities Committee)
3. **2011-2012/Annually:** Design, develop and deliver professional development events and training for faculty, staff and students to increase knowledge and understanding of campus diversity (President; VP, Student Affairs; VP, Academic Affairs; Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations; **Center for Teaching Excellence***)
4. **2012-2013:** Develop marketing, outreach, and communications to support diversity initiatives (**President – Marketing***)
5. **2013-2014:** Develop diversity/multicultural resources Web site for faculty and staff. (Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations, Cultural Activities Committee, Professional Development Committee, VP, Academic Affairs -Deans Council; VP, Student Affairs; VP, Information Technology – Webmaster; **Center for Teaching Excellence***)
6. **2011-2012/Annually:** Recommend continuous improvements to initiatives based upon assessment of outcomes(President; VP, Student Affairs; VP, Academic Affairs; Cultural Activities Committee; **Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations***)

7. **2010-2011/Annually.** Offer credit courses that teach cultural competence and support the success of students from underrepresented populations (**VP, Academic Affairs***)

Resources: Institutional Budgets; Historical funding for “deseg” programs

***Strategy Leader**

Non-Discrimination Policy

Northeast State is an AA/EEO employer and does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. The following person has been designated to handle inquiries regarding the nondiscrimination policies

Office of Human Resources
P. O. Box 246
Blountville, TN 37617-0246
423-323-0204
HrOffice@northeaststate.edu

Chapter 7: College Committees and Advisory Councils - College Committees

07:05:00 Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations

1. **Purpose:** The Committee for Recruitment, Enrollment, and Retention of Underrepresented Populations shall advise and assist the College in assessing and updating recruitment, enrollment, and retention strategies for underrepresented student populations. The Committee shall report its assessment of the effectiveness of its efforts to the president on an annual basis and will recommend any modifications to these efforts as deemed necessary. The Committee shall also review and recommend students for the award of grants available under the diversity scholarship programs. Members of the Committee are appointed by the president.

2. **2012-2013 Membership**
 - Linda W. Calvert – Executive Director of Grant Development, Committee Chair
 - Jennifer Starling – Dean, Enrollment Management
 - Erin Blevins, Interim Director, Scholarship Programs
 - Cruzie Lucero – Director, Financial Aid
 - Gerri Brockwell – Director, Human Resources
 - Kathy Coleman – Director, Student Success Center
 - Billy Benton - Registrar
 - Kim Kelly - Chair, Cultural Activities Committee
 - Denise Walker, Director, Testing and Counseling
 - Faculty (2): Designated by the Vice President for Academic Affairs
 - Dayna Smithers - Asst. Professor, Mathematics
 - Frances Canedo - Instructor, Spanish
 - Katherine (Kathy) Jones - Student
 - Dr. Lana Hamilton - Vice President for Academic Affairs, Ex Officio
 - Dr. Heather Cook - Executive Director of the Foundation, Ex Officio
 - Dr. Susan Graybeal - Vice President for Institutional Effectiveness, Ex Officio
 - Dr. John Harr - Vice President for Student Affairs, Ex Officio