

Increasing and supporting a diverse community of students

Student Success Priority Committee Report Summary

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The University of Kansas

Summary of Priority Committee report Increasing and supporting a diverse community of students

Organization of priority committee

Leader: Santos Núñez Facilitator: Richard Johnson

Charge

1. Craft a 2-year, 5-year and 10-year profile of beginning and transfer students that includes the following:
 - Number; Academic profile; Diversity measures; Other pertinent factors
2. Identify the top five-to-ten strategic initiatives needed to achieve the plan.

Outcome

Position the University to implement strategic recruitment and retention initiatives.

Review of materials

Committee members reviewed a number of documents and reports that had been prepared by earlier commissions and committees.

- Current Multicultural Student Recruitment Plan
- Report: KU Commission on the Status of Ethnic Minorities
- A Report on the Status of Minorities –Student Senate Minority Recruitment and Retention Committee
- 1988 Report: Minority Issues Task Force

Projections

Breaking our charge into two sections, we first developed a chart that includes projections of diversity (among the four main ethnic groups already identified by the University of Kansas) for incoming freshman and transfers through the year 2016. The two-year (2006), five-year (2011) and ten year (2016) projections are based on realistic numbers of ethnic minority groups who will be potential KU students and on the future profile builds on the current profile.

Recommended Initiatives

Initiatives were developed based on committee members' feedback and review of previous reports.

Conclusion

This committee is limiting its recommendations to those above based on the fact that several previous commissions and task forces have contributed valid recommendations. This committee believes many of those recommendations have been undervalued and the shared perception is that more can be done by integrating these current recommendations with those that have been put forward previously.

Recommended Initiatives

1. Develop and publish a statement that describes a realistic and desired diverse student population: what is the scope of the meaning of diversity for our university? Which students are included? Incorporate current definitions and goals that the university finds appropriate; consider current affirmative action guidelines.
 - a. (The Commission on the Status of Minorities 2003 report – “We recommend that the University establish a plan of direction for the university which could include...student recruitment and retention, faculty recruitment and retention and ...campus climate which enhances and supports diversity.”)
2. Monitor admission goals related to the Provost’s guidelines: create a diverse student population oversight committee. We suggest utilizing existing committees, such as the Commission on the Status of Minorities and the Multicultural Student Recruitment Board.
3. Utilize student Kyou Portal to conduct periodic climate surveys and obtain ongoing feedback from students on issues of diversity.
 - a. *(1988 Minority issues Task Force Report – “To create an academic atmosphere that nourishes and encourages minority faculty, staff and students to succeed”)* (“to create a culture that values the diversity minorities bring to University life and that responds to incidents of racism and prejudice.”)
 - b. *(2001 A Report on Status of Minorities-Student Senate Minority Recruitment and Retention Committee – “Creating a campus environment that values diversity.”)*
 - c. *(The Commission on the Status of Minorities Report 2002 “There is a need to have a reliable set of databases to assess the amount of resources spent to attract and retain ethnic minority students...Are we accurately providing a portrait of the KU student body?”)*
4. Include opportunities through orientation for students to specify interests and inform the university on how they might contribute to diversity at KU and make visible the range of diversity inherent in our student population.
5. Strengthen outreach and services throughout students’ careers here; not just a recruitment effort—must be a retention effort.
6. Provide a clearinghouse (possibly through Multicultural Resource Center) for campus materials and activities; review student support materials from offices and programs across the campus to create a consistent message, one that is inclusive and accurate.
 - a. *(The Commission on the Status of Ethnic Minorities 2003 report – “We would recommend that a systematic and coherent orientation/or training program be coordinated between the EEO, OMA and Human Resources as well as other individuals or units on campus who can contribute to the development of a training plan.”)*
 - b. *(1988 Minority Issues Task Force Report – “develop materials on race relations and racism to be used in the training of supervisory personnel, both classified and unclassified” and “develop materials on race relations and racism to be used in programs for department chairs and institute and center directors.”)*
7. Review implications of in-state tuition changes on non-documented student applicants. Explore recruitment efforts if the bill passes for non-documented students in Kansas to receive in-state tuition. Financial packages for these students will need to be determined.

8. Continue active recruitment of out-of-state students to maintain the current percentage and develop diversity. Statistics on current school trends show that, with the exception of Hispanic students, there is little projected increase in diversity among Kansans.
9. Involve more faculty and departments in creating curricula that are inclusive and account for diversity in various disciplines. Develop opportunities for faculty to mentor and support students who currently lack connections to fields and careers.
 - a. *(1988 Minority Issues Task Force Report “undergraduate schools and the college should introduce into their curricula material on racism, race relations and the history and experiences of minority groups in American life.”)*
10. Recruitment and retention of diverse student populations cannot simply be measured quantitatively.
11. Explore tuition differential plans for students in the Kansas City Missouri region; develop incentives, scholarships, other funding for attracting diversity; increase resources, budgets, personnel to make the KU commitment to diversity more visible.
12. Involve KU Endowment Association in developing scholarship campaigns to enhance diversity. Target groups with diversity scholarship dollars.
 - a. *(1988 Minority Issues Task Force Report “The Executive Vice Chancellor must determine ways to increase the financial support, especially in the form of scholarships, available for undergraduate and graduate minority students.)*
13. Develop a committee that is charged with assessing the quality of the student experience with respect to multicultural issues. This committee will consist of student leaders, faculty and staff members. The main objective is review climate and issues that involve the members of our KU community. The committee will make recommendations on ways to increase/encourage a positive campus climate. (This is meant to be a standing committee that will be proactive, not simply reacting to incidents, for example.)
14. Create a Multicultural Thematic Learning Community as part of the TLC program, involving diverse faculty and organized around historical themes, civil rights, and ongoing diversity issues in society