



Background:

Murray State University is in its second iteration of the Diversity Plan which began in 2017 under the leadership of President Robert Davies and contained 161 strategies to support the 3 CPE established initiatives of Opportunity, Success, and Impact to be completed by the end of the life of the plan in 2022. Murray State University, in an effort to demonstrate compliance with the CPE's Committee on Equal Opportunity's expressed request in May 2019 to downsize the original number of total strategies in our Diversity Plan resulted in a reduction of its Diversity Plan Strategies from the existing 161 to 6 and received subsequent approval from the Council on Postsecondary Education on June 22, 2020. These remaining strategies will be utilized until the second iteration of institutional Diversity Plans sunset in 2022.

As you are aware, the strategies govern the institutional energy and work surrounding diversity for the remaining life of the MSU Diversity Plan.

Our Diversity Plan currently operates under 3 initiatives:

1) Opportunity – (Recruitment and Enrollment of Diverse Students - Undergraduate and Graduate)

Initiative/Objective 1: Enhance strategically focused student recruitment and enrollment efforts

2) Success – (Student Progression and Success with Retention, Graduation Rates and Degrees Conferred)

Initiative/Objective 2: Increase student retention and graduation rates

3) Impact – (Campus Climate, Inclusiveness, and Cultural Competency with Workforce Diversity)

Initiative/Objective 3: Address the challenge of recruiting and retaining faculty and staff who are members of underrepresented groups

The approval of this reduction of strategies would provide a streamlined understanding and approach to addressing our Diversity Plan. Dr. Fagan, CEO Review Committee Chair for the MSU Review for 2018-19 process echoed the committee leader's comments from last year to downsize.

Diversity Plan - Revised Strategies

Submitted to the Committee on Equal Opportunities for approval at June 2020 meeting

Institutional Initiatives

Opportunity – (Recruitment and Enrollment of Diverse Students Undergraduate and Graduate)

Initiative/Objective 1: Enhance strategically focused student recruitment and enrollment efforts

Success – (Student Progression and Success with Retention, Graduation Rates and Degrees Conferred)

Initiative/Objective 2: Increase student retention and graduation rates

Impact – (Campus Climate, Inclusiveness and Cultural Competency with Workforce Diversity)

Initiative/Objective 3: Address the challenge of recruiting and retaining faculty and staff who are members of underrepresented groups

Revised Strategies for the Remaining Life of the Diversity Plan

Initiatives Category	Action Item
Opportunity	Increase the exploration of principles of inclusive teaching, universal design for learning, and instructional adjustments for the classroom (Provost, Deans, Faculty Development Center)
Opportunity	Increase the number of submitted first-time freshman and transfer admission applications from minority students. (Financial Aid, Scholarships, Transfer Center, and Student Recruitment)
Success	Continue to participate in activities and training which promote an ongoing awareness of the changing climate of Student Affairs and the impact of diversity on the work (Division of Student Affairs)
Success	Work collaboratively with the Office of Alumni Affairs and with Student Affairs to enhance diversity recruitment initiatives (Branding, Marketing & Communication, Office of Development, Student Affairs, and Office of Alumni Affairs)
Impact	Participation in diversity and inclusion training opportunities for senior leadership team (Office of the President, Vice President units)
Impact	Assist the institution with resurveying the campus to gauge the campus climate in a manner which directs institutional efforts for recruitment and retention of the highest caliber faculty and staff (Office of the President, President’s Commission on Diversity and Inclusion)