Introduction

The Diversity Plan developed by Pellissippi State Community College (PSCC) for 2011-2015 builds on the premise of increasing diversity among students, faculty, and staff. The main focus of this plan is driven by the Complete College Tennessee Act of 2010 to increase the number of Tennesseans with post-secondary degrees. Tennessee Board of Regents (TBR) institutions were charged with implementing policies and practices toward retaining students through to successful completion of their programs of study. A secondary emphasis of these policies and practices is to increase the number of traditionally underrepresented students who come to Pellissippi State and graduate. While PSCC’s Diversity plan compliments the institution’s strategic plan, PSCC’s Diversity Plan provides a realistic and measurable process for creating a diverse environment.
The mission of Pellissippi State Community College is to serve its community by providing college-level and non-credit courses and learning support instruction using a variety of delivery methods, including distance learning. The College provides support for teaching and learning, training and workforce development, and opportunities for life, civic and cultural enrichment.
Diversity Defined

Diversity is defined as the mosaic of people who bring a variety of backgrounds, styles, perspectives, beliefs and competencies as assets to the groups and organizations with whom they interact.

Vision Statement for Access and Diversity

Diversity celebrates our uniqueness as individuals. It affirms the individual strengths, gifts, personalities, challenges and differences each faculty, staff, and student brings to this institution. Pellissippi State embraces diversity both as an institutional goal and as an esteemed value of this institution.
The Access and Diversity committee has responsibility for developing, revising, and implementing the College-wide diversity plan for Pellissippi State Community College. The committee assists the Director of Access and Diversity in planning professional development opportunities for faculty and staff. The Director of Access and Diversity reports to the Vice President of College Advancement.

Access and Diversity Committee (2012-13)
Leigh Anne Touzeau   Assistant Vice-President of Enrollment Services
Ann Satkowiak       Director of Services for Students With Disabilities
Larry Vincent       Assistant Professor of Music
Peggy Wilson         Vice President of College Advancement
Gayle Wood          Director of Access and Diversity
ACCESS AND DIVERSITY TARGET POPULATIONS

1. Member of an underutilized population
   a. African American
   b. American Indian/Alaskan Native
   c. Asian
   d. Hispanic

2. Adult student (age 25 or older)

3. Complete disclosure and documentation procedures with Services for Students With Disabilities indicating that the student is eligible for accommodations at the College

4. Graduate of an inner city high school in the College’s service area
   a. Austin-East High School
   b. Central High School
   c. Fulton High School

5. Graduate of a rural high school in the College’s service area
   a. Carter High School
   b. Gibbs High School
   c. Heritage High School
   d. William Blount High School
Access and Diversity Goals

Goal 1: Pellissippi State will provide a comprehensive program of academic, financial, and personal support to students in the Access and Diversity targeted populations.

Goal 2: Pellissippi State will offer diversity programming and training to faculty, staff and students.

Goal 3: Develop a student retention program targeting students in the Access and Diversity targeted populations.
PELLISSIPPI STATE GOAL: ACCESS
Pelissippi State Community College will increase student participation in underserved populations through the development of a comprehensive access and diversity plan.

Access and Diversity Goal 1: Pellissippi State will provide a comprehensive program of academic, financial, and personal support to students in the Access and Diversity targeted populations.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase scholarship awards to students in the Access and Diversity (AD) targeted populations by 5 percent.</td>
<td>92</td>
<td>93</td>
<td>94</td>
<td>95</td>
<td>96</td>
<td>96.6</td>
<td>Director of Access and Diversity; Vice President of College Advancement</td>
<td>Access and Diversity; Foundation; TBR “Making Graduation Attainable” grant</td>
</tr>
<tr>
<td>Increase support group attendance of students with Autism Spectrum Disorders by 2 percent.</td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>10.2</td>
<td>Director of Services for Students With Disabilities; Counselors</td>
<td>Services for Students With Disabilities; Counseling Services</td>
</tr>
<tr>
<td>Increase participation of students in the AD targeted populations in the study abroad program by 5 percent.</td>
<td>16</td>
<td>16</td>
<td>16</td>
<td>16</td>
<td>16.5</td>
<td>16.8</td>
<td>Director of TNCIS; Financial Aid coordinators</td>
<td>TNCIS; Financial Aid</td>
</tr>
<tr>
<td>Provide information to new faculty regarding AD programming.</td>
<td>Offered first information session for new faculty in August 2011.</td>
<td>100% of new faculty will attend information session</td>
<td>100% of new faculty will attend information session</td>
<td>100% of new faculty will attend information session</td>
<td>100% of new faculty will attend information session</td>
<td>Annual information session for new faculty</td>
<td>Director of Access and Diversity</td>
<td>Access and Diversity</td>
</tr>
</tbody>
</table>

Access and Diversity Goal 2: Pellissippi State will offer diversity programming and training to faculty, staff and students.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Offer one diversity training session to faculty and staff annually.</td>
<td>Fall 2011 inservice (Aug. 2010)</td>
<td>“Simple Justice” presented by Kae Carpenter (Fall 2011)</td>
<td></td>
<td></td>
<td></td>
<td>Annual diversity training</td>
<td>President’s office; Vice-Presidents; Director of Human Resources; Director of Access and Diversity</td>
</tr>
<tr>
<td>Coordinate college-wide initiative to promote diversity programming under one umbrella</td>
<td>No institutional effort to coordinate programming</td>
<td>President initiated an arts committee to coordinate college-wide programming</td>
<td>Publication of brochure</td>
<td>Publication of brochure</td>
<td>Publication of brochure</td>
<td>Annual publication</td>
<td>President’s office; College Advancement; Marketing and Community Relations; Access and Diversity; faculty in the English and Liberal Arts departments</td>
</tr>
<tr>
<td>Offer diversity workshops to students</td>
<td>Provided diversity training to New Student Orientation leaders in May 2011.</td>
<td>55 students attended the following workshops fall 2011: “Village of 100”, “Ouch! That Stereotype Hurts”, and “As Simple as Respect”.</td>
<td>Offer a minimum of two diversity workshops to students</td>
<td>Offer a minimum of two diversity workshops to students</td>
<td>Offer a minimum of two diversity workshops to students</td>
<td>Annual scheduling of diversity workshops for students</td>
<td>Director of Student Life and Recreation; Director of Access and Diversity; Services for Students With Disabilities staff; counselors;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Student Life and Recreation; Access and Diversity; Services for Students With Disabilities; Counseling Services</td>
</tr>
</tbody>
</table>
PELLISSIPPI STATE GOAL: STUDENT SUCCESS  
Pellissippi State Community College will enhance student persistence to the completion of the post-secondary credential or degree.

Access and Diversity Goal 3: Develop a student retention program targeting students in the Access and Diversity targeted populations.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase graduation of students in the AD targeted populations who are served by the AD office by 5 percent.</td>
<td>55</td>
<td>55</td>
<td>56</td>
<td>56</td>
<td>57</td>
<td>57.7</td>
<td>Director of Services for Students With Disabilities; Director of Access and Diversity; Counselors;</td>
</tr>
<tr>
<td>Increase participation in programming for students age 25 and older who are served by the AD office by 10 percent.</td>
<td>75</td>
<td>76</td>
<td>78</td>
<td>80</td>
<td>82</td>
<td>82.5</td>
<td>Counselors, Director of Access and Diversity; Director of Student Life and Recreation; Counseling services; Access and Diversity; Student Life and Recreation</td>
</tr>
<tr>
<td>Increase enrollment of students in the AD targeted populations by 5 percent.</td>
<td>373</td>
<td>380</td>
<td>384</td>
<td>389</td>
<td>391</td>
<td>391.6</td>
<td>Assistant Vice-President of Enrollment Services; Enrollment Services</td>
</tr>
<tr>
<td>Increase fall to fall retention of students receiving AD scholarship by 2 percent</td>
<td>75</td>
<td>75</td>
<td>75</td>
<td>76</td>
<td>76</td>
<td>76.5</td>
<td>Counselors; Director of Advising; Director of Access and Diversity; Services for Students with Disabilities staff;</td>
</tr>
</tbody>
</table>

Counseling Services; Advising; Access and Diversity; Services for Students with Disabilities |