



**PELLISSIPPI STATE**  
**COMMUNITY COLLEGE**

# **Campus Diversity Plan 2011-2015**

**August 17, 2011**  
**Revisions: June 5, 2012**

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## **Introduction**

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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.

# Pellissippi State Mission Statement 2010-2015

**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.**

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## **Diversity Definition and Vision Statement**

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### 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.

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## Organization

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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

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## ACCESS AND DIVERSITY TARGET POPULATIONS

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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

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**GOALS, INDICATORS, BASELINE, BENCHMARKS,  
RESPONSIBLE PERSONS, FUNDING**

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**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

Pellissippi 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.**

INDICATOR	BASE-LINE 2010-2011	2011 BENCH- MARK	2012 BENCH- MARK	2013 BENCH- MARK	2014 BENCH- MARK	2015 Target	RESPONSIBLE	FUNDING SOURCE
Increase scholarship awards to students in the Access and Diversity (AD) targeted populations by 5 percent.	<b>92</b>	<b>93</b>	<b>94</b>	<b>95</b>	<b>96</b>	<b>96.6</b>	Director of Access and Diversity; Vice President of College Advancement	Access and Diversity; Foundation; TBR “Making Graduation Attainable” grant
Increase support group attendance of students with Autism Spectrum Disorders by 2 percent.	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10.2</b>	Director of Services for Students With Disabilities; Counselors	Services for Students With Disabilities; Counseling Services
Increase participation of students in the AD targeted populations in the study abroad program by 5 percent.	<b>16</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>16.5</b>	<b>16.8</b>	Director of TNCIS; Financial Aid coordinators	TNCIS; Financial Aid
Provide information to new faculty regarding AD programming.	Offered first information session for new faculty in August 2011.	100% of new faculty will attend information session	100% of new faculty will attend information session	100% of new faculty will attend information session	100% of new faculty will attend information session	Annual information session for new faculty	Director of Access and Diversity	Access and Diversity

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



INDICATOR	BASE-LINE 2010-11	2011 BENCH- MARK	2012 BENCH- MARK	2013 BENCH- MARK	2014 BENCH- MARK	2015 Target	RESPONSIBLE	FUNDING SOURCE
Offer one diversity training session to faculty and staff annually.	Fall 2011 inservice (Aug. 2010)	“Simple Justice” presented by Kae Carpenter (Fall 2011)				Annual diversity training	President’s office; Vice-Presidents; Director of Human Resources; Director of Access and Diversity	President’s office
Coordinate college-wide initiative to promote diversity programming under one umbrella	No institutional effort to coordinate programming	President initiated an arts committee to coordinate college-wide programming	Publication of brochure	Publication of brochure	Publication of brochure	Annual publication	President’s office; College Advancement; Marketing and Community Relations; Access and Diversity; faculty in the English and Liberal Arts departments	President’s office
Offer diversity workshops to students	Provided diversity training to New Student Orientation leaders in May 2011.	55 students attended the following workshops fall 2011: “Village of 100”, “Ouch! That Stereotype Hurts”, and “As Simple as Respect”.	Offer a minimum of two diversity workshops to students	Offer a minimum of two diversity workshops to students	Offer a minimum of two diversity workshops to students	Annual scheduling of diversity workshops for students	Director of Student Life and Recreation; Director of Access and Diversity; Services for Students With Disabilities staff; counselors;	Student Life and Recreation; Access and Diversity; Services for Students With Disabilities; Counseling Services

## 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.

INDICATOR	BASE-LINE 2010-11	2011 BENCH- MARK	2012 BENCH- MARK	2013 BENCH- MARK	2014 BENCH- MARK	2015 Target	RESPONSIBLE	FUNDING SOURCE
Increase graduation of students in the AD targeted populations who are served by the AD office by 5 percent.	<b>55</b>	<b>55</b>	<b>56</b>	<b>56</b>	<b>57</b>	<b>57.7</b>	Director of Services for Students With Disabilities; Director of Access and Diversity; counselors;	Services for Students With Disabilities; Access and Diversity; Counseling Services
Increase participation in programming for students age 25 and older who are served by the AD office by 10 percent.	<b>75</b>	<b>76</b>	<b>78</b>	<b>80</b>	<b>82</b>	<b>82.5</b>	Counselors, Director of Access and Diversity; Director of Student Life and Recreation	Counseling services; Access and Diversity; Student Life and Recreation
Increase enrollment of students in the AD targeted populations by 5 percent.	<b>373</b>	<b>380</b>	<b>384</b>	<b>389</b>	<b>391</b>	<b>391.6</b>	Assistant Vice-President of Enrollment Services	Enrollment Services
Increase fall to fall retention of students receiving AD scholarship by 2 percent	<b>75</b>	<b>75</b>	<b>75</b>	<b>76</b>	<b>76</b>	<b>76.5</b>	Counselors; Director of Advising; Director of Access and Diversity; Services for Students with Disabilities staff	Counseling Services; Advising; Access and Diversity; Services for Students with Disabilities