



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

**Campus Diversity  
Plan  
2011-2015**

**August 17, 2011**

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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 also assists the Director of Access and Diversity in planning professional development opportunities for faculty and staff.

### Access and Diversity Committee (2011-2012)

Mary Bledsoe	Assistant Vice-President of Student Success
Debi Bolton	Manager of Computer Training Institute Business and Community Services
Tracey Bradley	Executive Director of the Tennessee Consortium for International Studies
Aneshia Brown	Financial Aid Coordinator
Seunghee Lee	Instructor of Mathematics
Karen Queener	Executive Director of Human Resources and Affirmative Action
Pat Riddle	Associate Professor of Mechanical Engineering Technology
Yolanda Roebuck	Secretary 3, Business and Computer Technology
Ann Satkowiak	Director of Services for Students With Disabilities
Steve Smith	Instructor of Sociology
Darryl Thomas	Associate Professor of Mathematics
Leigh Anne Touzeau	Assistant Vice-President of Enrollment Services
Larry Vincent	Assistant Professor of Music
Tina Watts	Student Representative
Peggy Wilson	Vice President of College Advancement
Gayle Wood	Director of Access and Diversity
Sharon Yarbrough	Director of Institutional Research, Planning, and Effectiveness

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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 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	BASELINE 2010-2011	2011 BENCH- MARK	2012 BENCH- MARK	2013 BENCH- MARK	2014 BENCH- MARK	2015 Target	RESPONSIBLE	FUNDING
Increase scholarship awards to students in the Access and Diversity targeted populations by 5 percent.	<b>92</b>	<b>100</b>	<b>110</b>	<b>120</b>	<b>130</b>	<b>138</b>	Director of Access and Diversity; Vice President of College Advancement	State Access and Diversity scholarships and Foundation scholarship
Increase attendance of students with Autism Spectrum Disorders in advisory board (support group) by 2 percent.	<b>10</b>	<b>12</b>	<b>15</b>	<b>17</b>	<b>19</b>	<b>20</b>	Director of Services for Students With Disabilities; Counselors	State Access and Diversity funds
Increase participation of students in the Access and Diversity targeted populations in the study abroad	<b>16</b> (3 of the 16 were global ambassadors)	<b>21</b>	<b>30</b>	<b>36</b>	<b>42</b>	<b>48</b>	Director of TNCIS; Financial Aid coordinator	scholarships; TNCIS State Access and Diversity grant

program by 2 percent.								
Provide information to new faculty regarding Access and Diversity programming.		information session for new faculty during new faculty inservice	information session for new faculty during new faculty inservice	information session for new faculty during new faculty inservice	information session for new faculty during new faculty inservice	information session for new faculty during new faculty inservice	Director of Access and Diversity	State Access and Diversity funds

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

INDICATOR	BASELINE 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.		Disability training	Diversity/ Cultural Sensitivity training	Equity and Compliance in Higher Education	Providing customer service across cultures and languages	Annual diversity training to faculty and staff	Director of Access and Diversity; Vice-Presidents	State Access and Diversity funds
Increase community participation in the annual Festival of Cultures by 1 percent.	<b>400</b>	<b>410</b>	<b>415</b>	<b>425</b>	<b>430</b>	<b>440</b>	Director of Access and Diversity	State Access and Diversity funds
Develop and maintain an inventory of the current campus organizations, resources, policies and programs dedicated to improving access and diversity.		Inventory resources in the Student Affairs division	Inventory resources in the Business and Community Services and Information Services divisions	Inventory resources in the Academic Affairs division	Inventory resources in the College Advancement Division and President's office	Publish inventory	Vice Presidents; Assistant Vice Presidents; Directors; Deans	

**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	BASELINE 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 Access and Diversity targeted populations by 1 percent.	<b>55</b>	<b>56</b>	<b>57</b>	<b>58</b>	<b>59</b>	<b>61</b>	Director of Access and Diversity	State Access and Diversity funding
Increase participation in Programming for Adult Student Support by 2 percent.	<b>75</b>	<b>95</b>	<b>115</b>	<b>125</b>	<b>140</b>	<b>150</b>	Director of Access and Diversity	
Increase enrollment of students in the Access and Diversity targeted populations by 2 percent.	<b>373</b>	<b>390</b>	<b>412</b>	<b>425</b>	<b>438</b>	<b>448</b>	Assistant Vice-President of Enrollment Services	Enrollment Services

Increase fall to fall retention of students receiving Access & Diversity scholarship by 2 percent	<b>75</b>	<b>79</b>	<b>82</b>	<b>84</b>	<b>88</b>	<b>90</b>	Director of Access and Diversity	State Access and Diversity funding
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