

Dr. Judith Rhoads, President Mr. James Bowles, Director of Cultural Diversity

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Madisonville Community College (MCC) is a public, comprehensive community college committed to establishing and nurturing a learning-centered, outcomes-based, culturally diverse organization.

The mission of the Office of Diversity Programs is to advance diversity, equal opportunity and positive relations on campus and in the community. The Office of Diversity Programs supports exploration of diversity in a safe and positive environment. Through

diversity awareness, this office seeks to create and maintain an inclusive, respectful and equitable learning and work environment.



MCC Campus Environment Team: The Campus Diversity Committee (CDC) works with the Administration to address diversity concerns that impact the college. The committee will assist in the development of a plan for addressing the CPE's Equal Employment Opportunity (EEO) requirements for degree program eligibility, and the need for a more inclusive college environment. The CDC will be responsible for various events that celebrate the various cultural backgrounds represented at the college. The committee will also work in conjunction with Student Affairs and the Director of Cultural Diversity to implement programs and plan events for the student body, college faculty and staff to participate.

MADISONVILLE COMMUNITY COLLEGE

PRIORITY	OBJECTIVES	SYSTEM COMMITMENTS	COLLEGE ACTIONS
Student Access and Success	Recruit and enroll a diverse student body.	Create and execute a targeted outreach plan that engages students and strengthens the educational pipeline (enrollment, retention, transfer, matriculation and graduation) for diverse students.	Super Sunday – Plan and execute a local student recruitment initiative targeted to students and families of color. Partner with churches and provide information about admissions, financial aid and academic programs.
			Marketing and Public Relations Materials – Produce recruitment materials that portray actual student diversity.
			High School and College Graduate Recognition – Sponsor an annual event to recognize local high school and college graduates.
			Academic Pipelines – Construct pipelines to support enrollment of students and families from diverse backgrounds.
	Retain a diverse student body that succeeds.		Scholarships — Promote and offer existing scholarships and create new scholarships through the endowment fund to diverse students.
			Extended Campus — Support the expansion of the diversity student group on the extended campuses.
			Early Alert — Continue college-wide system to identify, contact and refer students who may be experiencing academic problems.
			First Semester Experience — Continue to assign new students a faculty or staff mentor as an advisor.
			Student Engagement – Provide current students of color to speak about their college experience at campus activities. Also provide student excursions to expand awareness of areas outside the local community.
			START Center — Establish a center that delivers integrated academic services to support student success for underserved and non-traditional students.
			Assistive Technologies – Expand the availability of assistive technology for students who require accommodations.

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Education, Scholarship and Service	Incorporate inclusive teaching strategies.	Promote the refinement/development of curriculum/co-curriculum that is culturally responsive and inclusive.	Math Emporium — Refine and continue this approach to instruction, which involves individualized approach to instructing math integrated with technology to developmental students.
			Active Learning/Critical Thinking – Include a variety of active learning approaches to classroom instruction that is inclusive and accommodating of various learning styles and cultures. Utilize teams to solve issues in CS 100.
			Common Reader — Identify and incorporate readings about diverse topics into this campus all-read program.
			Cultural Competence – Teach diversity and cultural competence in all healthcare-related courses.
	Infuse diversity across the learning continuum.		Multicultural Approach — Study scientific developments as a multidisciplinary endeavor. Include the cultural impact of diversity on the fundamental concepts of mathematics, physics, chemistry, astronomy, medicine and biology.
			Multicultural Courses – Deliver courses that promote diversity (i.e., HS 220)
			Clinical Assignments – Incorporate diverse clinical assignments to nursing homes, VA hospitals, and community agencies to facilitate cultural interactions and dialogue.
Campus Climate	Foster an open campus climate that is welcoming to all.	Maintain a system-level team as well as campus- or System Office-based committees that promote inclusion, engagement and equity.	Facility Upgrades – Modify facilities as needed to ensure access to students with disabilities.
			Diversity Displays – Develop regular displays in the library that spotlight various areas of diversity. Display library resources available to students.
			Diversity Committee – Ensure an inclusive environment and implement programs and plans for faculty, staff and student engagement.
			Open House Events – Continue open house-type activities, where program personnel conduct college and health fairs.
			Film Series – Develop and offer a foreign film series for the college and community.
Leadership and Commitment to Transform	Demonstrate leadership to support inclusion, engagement and equity.	Build and utilize internal and external strategic alliances and partnerships to advance collaboration and cross- functionality that promotes diversity, engagement, and equity.	Girls in Engineering and Technology — Continue to offer this program through community and campus partnerships to 6 th -grade girls as a strategy to foster growth in female participation in math and science coursework and careers.

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Leadership and Commitment to Transform (continued)			Diversity Committee – Work with college administration to assure an inclusive environment. Develop and implement a plan to meet the statewide diversity policy. Religious Leaders and College Leadership will meet with local minority ministers annually.
			Diversity Advisory Committee – Meet with this group of community leaders once each semester to gauge success and seek guidance about college diversity efforts.
		Recognize colleges as well as staff /faculty who respond to/meet system diversity goals.	Diversity Award — Continue this annual recognition/reward program to acknowledge employee contribution to diversity.
	Recruit, retain and promote diverse faculty, staff and administrators.	Devise, implement, and communicate procedures to ensure the inclusion of qualified applicants as well as the retention of existing diverse administrators, faculty, and staff.	Interview Policy —Develop and implement a policy requiring interviews for minority applicants.
			International Capacity Building — Initiate involvement in teaching and learning activities abroad and through international travel opportunities.
	Build capacity of the KCTCS community to lead diversity transformations.	Create diversity education and training experiences and develop/disseminate communications that inform internal stakeholders about delivery and availability of these opportunities.	Professional Development – Encourage staff/faculty applications for fund consideration that relates to diversity trainings and conferences.
	Institute diversity planning and assessment.	Initiate a comprehensive diversity plan that will involve the total system and utilize performance metrics to evaluate the effectiveness of the plan implementation.	Comprehensive Planning – Continue the college's comprehensive planning and evaluation process to ensure that college units address the diversity initiative.
			Diversity Assessment Report — Disaggregate and review academic performance data of minority students to determine efficacy of support interventions and diversity programs.