INTRODUCTION

One of the main goals in the Complete College Tennessee Act is increasing educational attainment of post-secondary degrees for Tennessee citizens. Community Colleges were created after the 1957 Pierce-Albright Report reflected the need for additional higher educational opportunities for the average Tennessean. Walters State Community College located in East Tennessee was the sixth institution developed to serve areas without access to higher education. Access has always been and will continue to be a significant part of the vision and mission of Walters State Community College.

Walters State, as stated in our campus compact, is a place where the sacredness of the person is honored, where diversity is aggressively pursued, and where service to others is encouraged. The college is committed to providing information technology learning, cultural enrichment programs, and activities that promote the arts, heritage and global diversity of East Tennessee.

Walters State is committed to the highest standards of civility toward all. The college is dedicated to promoting and supporting a learning community where all people can learn and work together in a safe and secure atmosphere. Walters State Community College’s Diversity Plan will commit to:

- Increasing the number of non-traditional and male students through recruitment
- Responding to the needs of Veterans, their spouses and dependents
- Assuring that Support Services meet the needs of a diverse student body and community
- Providing opportunities for mentoring to minority and other a-risk students
- Reflecting a commitment to student diversity through college publications
- Providing access to programs and campus activities offering educational opportunities for economically and geographically diverse area of responsibility
- Fostering mutual respect and appreciation of cultural differences by promoting cultural activities that enhances understanding
- Promoting diversity as value added to the campus and local communities
The Walters State Community College 2005-2010 Diversity Plan was considered a success, but there is still much that needs to done. The new 2011-2015 plan covers areas that reflect the institutions commitment to improvement in ACCESS, STUDENT SUCCESS, RETENTION, PERSISTENCE, QUALITY, and RESOURCEFULNESS, goals that support the TBR’s strategic priorities for 2011-2015.

2011-2015 WALTERS STATE COMMUNITY COLLEGE DIVERSITY STATEMENT

Walters State Community College reaffirms our commitment to diversity as a fundamental and valued component of our mission and institutional goals.

The Walters State Community College area of responsibility spans 10 counties (Claiborne, Cocke, Grainger, Greene, Hamblen, Hancock, Hawkins, Jefferson, Sevier and Union) in rural East Tennessee. The human landscape in these counties has become richly diverse. With this knowledge, the college recognizes, embraces, and celebrates the values of the different cultures.

Walters State’s primary goal is to foster the multi-cultural knowledge, awareness, and work skills necessary for its student-body to make a positive contribution to the global community.

In a world of challenging technological transformations, Walters State is committed to enhancing the accessibility of all campus locations by providing true equal access to educational opportunities with traditional and nontraditional delivery systems. Producing a more educated, diverse society within the college’s area of responsibility in East Tennessee is a vital part of Walters State Community College’s mission. The college is dedicated to assessing and responding to the needs of each of the unique areas that we serve and achieving campus diversity. Walters State remains committed to the education of a non-racially identifiable student body and does not differentiate on the basis of race, gender, religion, nationality, age, disability, or veteran status.

Definition of Diversity

Diversity is the recognition and understanding of similarities and differences between ourselves and other people based on race, religion, gender, sexual orientation, ethnicity/or nationality and the following subpopulations:

a. economically and geographically disadvantaged individuals
b. non-traditional students (age 25 and older)
c. first generation students (neither parent attended college)
d. individuals with disabilities
e. veterans
Planning Process

- The Diversity Committee met routinely each semester or as needed.
- Assignments were made based on members’ expertise and interests.
- Individuals located on the Sevier, Claiborne and Greeneville/Greene County campuses had the primary responsibility of providing the ground work at these sites. They served as liaisons for the Diversity Committee, sharing the work of the committee with constituents at each site.
- The Diversity Plan was made available to administrative staff, support staff, instructors, students and other interested parties by way of the college website or e-mail. Individuals reacted by way of e-mail or telephone.
- A new committee charged with implementing the plan will be selected by August 1, 2011.
2011 – 2015 WSCC Campus Diversity Action Plan

TBR ACCESS GOAL 1.1 TECHNOLOGY

WSCC ACCESS GOAL 1.1.2 Walters State will provide greater accessibility and a broader array of students services through the use of technology.

WSCC DIVERSITY GOAL 1.1.2.1 Walters State will provide technical skills training for those students that are economically and geographically disadvantaged to ensure equal access and opportunities for a quality education for this underserved population.

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<tr>
<td>Conduct workshops for students and parents to increase awareness of financial aid, scholarships and grant opportunities that can be accessed online.</td>
<td>8 workshops</td>
<td>8 workshops</td>
<td>8 workshops</td>
<td>8 workshops</td>
<td>8 workshops</td>
<td>8 workshops</td>
<td>8 workshops</td>
<td>Associate Director of Financial Aid, Associate Director of Disability Services/Financial Aid Liaison, Coordinator of Diversity Services, Assistant Vice President for Student Affairs/Assistant to the President for Diversity, Director of Student Tutoring, Secretary to the Assistant Vice President for Student Affairs, Workforce Investment, Selected Staff, Douglas Cherokee Economic Authority Educational Opportunity Center Staff</td>
<td>Financial Aid and Student Support Services Departmental Budgets</td>
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<td>Conduct one workshop per semester that addresses accountability required when taking online classes along with some basic computer training.</td>
<td>1 per semester</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2 per year</td>
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STRATEGIES:
1. WSCC will improve understanding among selected communities regarding the use of technology when accessing information related to college attendance.
2. WSCC will reinforce the advantage of using technology to access all services and classes offered through WSCC

TBR ACCESS GOAL  1.2 UNDERSERVED POPULATIONS

WSCC ACCESS GOAL 1.2.2 Walters State will seek partnerships with private, public, and corporate entities to expand educational and workforce development opportunities, especially for non-traditional students and underserved populations.

WSCC DIVERSITY GOAL 1.2.2.1 Walters State will provide comprehensive programs and services to enhance student recruitment.

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<tr>
<td>Increase enrollment over the next five years by 1% for subpopulations of Africans-Americans, Hispanic/Latino, Asian-Pacific Islanders, American Indians and students with disabilities.</td>
<td>329</td>
<td>332</td>
<td>332</td>
<td>337</td>
<td>337</td>
<td>340</td>
<td>340</td>
<td>Associate Director of Financial Aid, Associate Director of Disability Services/Financial Aid Liaison, Coordinator of Diversity Services, Assistant Vice President for Student Affairs/Assistant to the President for Diversity, Director of Student Tutoring, Secretary to the Assistant Vice President for Student Affairs, Counseling and Testing, Enrollment Development Admissions Specialist/Technical Liaison, ESL Coordinator</td>
<td>State Access and Diversity Funding and State Deseg Funding</td>
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<td>Maintain relationships with area high schools that have a large diverse population.</td>
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<td>WSCC Institutional Funding and Scholarships</td>
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STRATEGIES:
1. WSCC will coordinate outreach programs with specific minority community organizations and leaders.
2. WSCC will improve the college’s ability to attract more diverse students with grants and scholarship information.
3. WSCC will maintain contact with Vocational Rehabilitation Services and Work Force Investment counselors.
TBR STUDENT SUCCESS GOAL  2.1 PERSISTENCE

WSCC STUDENT SUCCESS GOAL 2.1.1 Walters State will enhance student persistence to the completion of the post-secondary credential or degree.

WSCC DIVERSITY GOAL 2.1.1.1 Walters State will guide and connect diverse students to community and college resources/services where successful experiences will lead to retention.

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<tr>
<td>Increase fall to spring retention rate of students receiving Access &amp; Diversity funding with enhanced formal and informal mentoring by staff, coaches, administrators and selected faculty.</td>
<td>70%</td>
<td>71%</td>
<td>72%</td>
<td>73%</td>
<td>74%</td>
<td>75%</td>
<td>75%</td>
<td>Assistant Vice President for Student Affairs/Assistant to the President for Diversity, Coordinator of Diversity Services and Programs, Director of Student Tutoring, Associate Director of Disability Services, Counselors, Secretary to the Assistant Vice President for Student Affairs, Dean of Student Information Systems and Records Services, Executive Director of Enrollment/Retention Services, Student Success Center, ESL Coordinator</td>
<td>Departmental Budgets</td>
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<td>Retain students receiving Access &amp; Diversity Grants at a rate greater than or comparable to that of all students.</td>
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STRATEGIES:

1. The WSCC e-Alert system provides monthly contacts from instructors to Disability Services, Diversity Services, Student Support Services, and Student Tutoring for each student receiving Access and Diversity funding.
TBR STUDENT SUCCESS GOAL  2.1 PERSISTENCE

WSCC STUDENT SUCCESS GOAL 2.1.2 Walters State will create a variety of curricular and co-curricular opportunities for student involvement both in and out of the academic setting to foster student engagement.

WSCC DIVERSITY GOAL 2.1.2.2 Walters State will investigate the possibility of establishing a more supportive atmosphere for Veterans.

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<td>Increase by 2% enrollment of Veterans, and their spouses and dependent.</td>
<td>150</td>
<td>153</td>
<td>155</td>
<td>157</td>
<td>159</td>
<td>161</td>
<td>161</td>
<td>President, Vice President for Student Affairs, Assistant Vice President for Student Affairs/Assistant to the President for Diversity, Dean of Student Information Systems and Records Services, Counseling and Testing, Faculty, and Staff</td>
<td>$1500 Institutional Funding</td>
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STRATEGIES:

1. WSCC will organize college faculty and staff to increase awareness of Veterans’ needs and create a strong support group.
2. WSCC will establish location for a Veterans’ lounge.
TBR STUDENT SUCCESS GOAL 2.2 COMPLETION

WSCC STUDENT SUCCESS GOAL 2.2.1 Walters State will increase the number of students who complete a post-secondary credential, including certificates and undergraduate degrees.

WSCC DIVERSITY GOAL 2.2.1.1 Walters State will retain minority (non-white) students within the subpopulation group by establishing strong student expectations.

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<tr>
<td>Increase by 1% the completion rates of minority students including the disabled and those who receive Access &amp; Diversity funding.</td>
<td>59</td>
<td>60</td>
<td>60</td>
<td>61</td>
<td>61</td>
<td>62</td>
<td>62</td>
<td>Assistant Vice President for Student Affairs/Assistant to the President for Diversity, Coordinator of Diversity Services and Programs, Director of Student Tutoring, Associate Director of Disability Services, Counselors, Dean of Student Information Systems and Records Services, Executive Director of Enrollment/Retention Services, ESL Coordinator, Student Success Center</td>
<td>Continuation of Access and Diversity Funding as long as student complies with Satisfactory Academic Progress (SAP) and academic standards</td>
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**STRATEGIES:**

1. WSCC will increase student completion rates through enhanced mentoring and tracking efforts.
2. WSCC will conduct monthly progress meetings and maintain contacts with students.
TBR QUALITY GOAL  3.1 EDUCATIONAL PROGRAMS

WSCC QUALITY GOAL 3.1.2 Walters State will provide effective educational programs, activities, and services by continuously enhancing their quality through the use of data from monitoring multiple indicators.

WSCC DIVERSITY GOAL 3.1.2.1 Walters State will encourage and support Diversity through related professional development.

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<tr>
<td>Certificate of completion placed in the employees file.</td>
<td>Number of employees</td>
<td>557</td>
<td>557</td>
<td>557</td>
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<td>557</td>
<td>557</td>
<td>College President, Executive Director of Human Resources /Affirmative Action Officer, Assistant Vice President for Student Affairs</td>
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**STRATEGIES:**

1. WSCC will provide a comprehensive mandatory Diversity Training program for all campus employees.
2. WSCC will incorporate Diversity Training into new employee orientation.
3. WSCC will require mandatory refresher training for employees every other year.
TBR QUALITY GOAL 3.2 RESEARCH

WSCC QUALITY GOAL 3.2.1 Walters State will monitor and improve the quality of their mission-specific research and creative activities and public service.

WSCC DIVERSITY GOAL 3.2.1.1 Walters State will establish, foster and promote international/global awareness and learning community involvement.

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<td>Required activities for students receiving A&amp;D grants include 1) participation in a college club, 2) attendance at three college international events each semester.</td>
<td>Monitor grant recipients each semester via paper trail</td>
<td>Monitor</td>
<td>100</td>
<td>102</td>
<td>102</td>
<td>104</td>
<td>104</td>
<td>Coordinator of Diversity Services and Programs, Assistant Vice President for Student Affairs/Assistant to the President for Diversity, Secretary for Student Support Services, International Education Specialist, Associate Director of Disability Services/Financial Aid Liaison, Club Sponsors</td>
<td>Departmental Budget and International Fee Budget</td>
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<tr>
<td>Number of students attending cultural and international events sponsored by the institution.</td>
<td>250</td>
<td>250</td>
<td>250</td>
<td>250</td>
<td>250</td>
<td>250</td>
<td>250</td>
<td>Coordinator of Diversity Services and Programs, Assistant Vice President for Student Affairs/Assistant to the President for Diversity, Secretary for Student Support Services, International Education Specialist, Associate Director of Disability Services/Financial Aid Liaison, Club Sponsors</td>
<td>Departmental Budget and International Fee Budget</td>
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**STRATEGIES:**

1. WSCC will work to demonstrate that public service, community clubs/organizations and global awareness can lead to more successful, responsible and educated citizens which will improve the lives of those within their communities.
2. WSCC will promote civility.
3. WSCC will work with the International Fee Committee to design, sponsor, and support initiatives that promote the concept of diversity.
TBR RESOURCEFULNESS AND EFFICIENCY GOAL 4.1 RESOURCEFULNESS

WSCC RESOURCEFULNESS & EFFICIENCY GOAL 4.1.1 Walters State will address fiscal constraints through multiple approaches such as the prudent management of resources, development of other sources of support, and the pursuit of entrepreneurial initiatives.

WSCC DIVERSITY GOAL 4.1.1.1 The department of Student Support Services will strive to identify internal and external sources of student funding.

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<tr>
<td>Number of students directed to internal and external agencies or departments that assist students with funding needs for school, life issues or expenses.</td>
<td>Referrals made to Vocational Rehabilitation WIA, or Veterans Affairs office</td>
<td></td>
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<td></td>
<td>Coordinator of Diversity Services and Programs, Assistant Vice President for Student Affairs/Asst. to the President for Diversity, Secretary to the Assistant Vice President for Student Affairs, Associate Director of Disability Services/Financial Aid Liaison, Financial Aid staff</td>
<td>Departmental Budgets</td>
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**STRATEGIES:**

1. WSCC will strive to eliminate the obstacle of funding for as many students as possible that fall within the subpopulations as defined by the diversity plan by networking within the community and college.