

## ROBERT &amp; SUSAN ANDRINGA RACIAL HARMONY AWARD



January 27-29, 2011

Willard Intercontinental

January 26, 2010 *pre-conference*

Washington, DC

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|---|---------------------------|
| <b>Date</b>   | November 1, 2010          |
| <b>College / University</b>   | Campbellsville University |
| <b>President</b>  | Dr. Michael V. Carter     |
| <b>Statement of Commitment to Diversity; Goals for Diversity:</b>   |                           |
| <p>Campbellsville University is fully committed to racial harmony and diversity in the life of the institution. Our newly revised mission statement better reflects our commitment to diversity as stated, "Campbellsville University is a comprehensive, Christian institution that offers pre-professional, undergraduate and graduate programs. The university is dedicated to academic excellence solidly grounded in the liberal arts that fosters personal growth, integrity and professional preparation within a caring environment. The university prepares students as Christian servant leaders for life-long learning, continued scholarship, and active participation in a diverse, global society." Our institutional goals state in part, "Campbellsville University seeks to produce graduates who...improve society as Christian servant leaders." Servant leadership and Christ-centered learning include sensitivity to an ethic of racial harmony and reconciliation. The institutional Administrative Policies and Procedures Manual also includes equal opportunity and affirmative action sections. Intentional efforts are ongoing to recruit more African American faculty and staff as well as students (as well as faculty, staff and students from other minority groups and ethnicities) and are reflected in applicable goals and objectives for the admissions program. A campus – wide Diversity Committee was formed in 06-07. Diversity goals and objectives are now required in each department's strategic planning goals and objectives. A Diversity Mission Statement for the campus is in place. The Statement follows: "The diversity mission of Campbellsville University is to foster awareness and understanding of diverse perspectives across all aspects of the institution vital to education, while affirming the dignity, value, and uniqueness of each individual regardless of personal differences. In this 21st Century, the commitment to diversity strengthens students and the broader community towards diverse citizenship, a pluralistic society, and global economy. Campbellsville University embraces diversity as integral to a caring, Christ-centered community of learners." CU now has a diversity page on the institutional website.</p>  |                           |
| <b>Enrollment / Retention:</b>  |                           |
| <p>Campbellsville University places great emphasis on the enrollment and retention of all students including those from minority groups. During 2009-2010, the total minority student enrollment was 670 or 17% of the total enrollment. The geographic service area of the University has a much smaller minority residency (less than 5% of the regional population). There were a total of 257 international students from 34 different countries. Of our full-time undergraduate student enrollment, the minority percentage is 21.6%. Of our full-time undergraduate students, 11% are African American. African Americans constitute 16% of our record freshman class in fall 2010. We have 107 African American students enrolled at the CU Louisville Center, or 40% of the total enrollment in Louisville. Campbellsville University continues to grow her ESL program for international students with about a quarter of all international students being English language learners. The director of international education has extensive experience in teaching ESL. Campbellsville University continues a seven-year old partnership with Northern Baptist Theological Seminary in Recife, Brazil (the oldest Protestant seminary in South America) where a masters of church music is offered. Some of the countries that have the largest representation on campus during the 2009-2010 year were Japan, Venezuela, and China. Student retention continues to be a priority for all students including minorities. The retention efforts include an early warning system for students who miss classes, show early need of extra academic help, a newly expanded outreach effort to reach commuter students who have been identified as those "most at risk," faculty and staff training on identifying students who are at risk academically and socially, enhanced counseling and tutoring for students, a Quality Enhancement Plan implemented to be used over five years geared toward overall student engagement in the general education curriculum, and intentionally increasing minority and international student engagement in the total life of the campus (including the dialogue on race, connecting students with community churches, student leadership, etc.). The Center for International Education holds mid-term</p> |                           |

meetings will all first year international students. By providing a non-judgmental and completely open time for private, one-on-one conversation, the CIE staff have been able to identify social, intercultural, and academic problems areas affecting new international students and assist with rectifying these issues before greater problems develop.

## **Programs/Initiatives:**

### ***a. History***

Campbellsville University has initiated the following programs and initiatives that are relevant to the CCCU's Racial Harmony emphasis:

- Campbellsville University offers an African American Leadership League on campus. The mission of the group is to eliminate the barriers of racism in all professions, and build up young African American leaders who will be socially, mentally, and spiritually ready for the trials they may face in life. The purpose of the African American Leadership League is to educate, motivate, and create strong African American leaders in today's society.

AALL is designed for African Americans of all ages, professions, walks of life, and life experiences who are willing to commit themselves to bettering themselves. Their Vision is to build strong African American families and individuals who are fully educated, empowered, and accomplished to lead and serve in their communities as fit leaders;

- Campbellsville University continues to offer the "Dialogue on Race – Campus and Community Together." For the 2010-2011 fall semester the featured speaker was Dr. Eric Johnson, Pastor of Greater Galilee Baptist Church in Louisville, Kentucky. Dr. Johnson is also the Moderator of the Central District Baptist Association, and an instructor for the National Baptist Convention of America. Dr. Johnson is listed in the 1993-1994 edition of Who's Who Among Students in American Colleges and Universities. Dr. Johnson earned his Ph.D. from The Southern Baptist Theological Seminary in Louisville, Kentucky. During the month of October, several dialogue groups on campus and in the community gathered together to participate in group dialogue sessions that are moderated and led by members of the faculty, staff, and community leaders across racial, and ethnic lines, and help to facilitate a greater understanding across the campus and into the community. Greater Campbellsville United leadership participates in this effort also;

- Campbellsville University and Simmons College of Kentucky continue their partnership and commitment to diversity since President Dr. Michael V. Carter and Simmons College of Kentucky, President Dr. Kevin W. Cosby signed a partnership agreement between the two institutions on March 8, 2006. Simmons College of Kentucky is the oldest African American College in the state. The partnership includes the implementation of a faculty exchange program; joint development of complimentary course offerings; collaboration with CU's Louisville Education Center and Technology Training Center to determine areas of training and certification that can mutually benefit students of both schools. CU is providing technical assistance to Simmons College staff as the move toward accreditation;

- Campbellsville University has five African American Board of Trustees members who have been added during the presidency of Dr. Michael V. Carter. The University continues to add women to serve as trustees. The institution's Church Relations Council has a growing number of minority pastors and church leaders in that group's membership, including a past chair and three members on the CRC's Executive Committee; Rev. Matthew Smyzer is an African American pastor in Louisville, Kentucky having served as Chair of the CRC;

- Campbellsville University offers an International Studies Minor, which requires students to study abroad in a Campbellsville University sanctioned semester or summer program along with a diverse selection of core requirements;

- The Center for International Education staff regularly represent Campbellsville University at regional and national International Education conferences. All CIE staff are members of NAFSA: the Association of International Educators and the Director is an active member of the Forum on Education Abroad. The Director has given presentations or led discussions on international education topics at these meetings; is a part of NAFSA's national Trainer Corps; and recently published a manual on developing faculty led programs abroad. The Director is currently the Education Abroad Knowledge Community Representative for NAFSA's region VI. The Assistant Director is the Kentucky State Representative for NAFSA's region VI. The Director is also the Chair for NAFSA's Returned Peace Corps Volunteer Member Interest Group;

The Director is an international education consultant for the Appalachian College Association in their efforts to help internationalize member campuses, and by proxy our region, and is developing measures to increase domestic faculty and student involvement in education abroad.

- Study, research and service-learning programs abroad are a priority of the Campbellsville University Center for International Education. Partnerships with study abroad organizations provide CU students with many country options. These partnerships also open up opportunities for our faculty to teach abroad by making jointly run programs with the partner university. Participating universities are in Ukraine, Japan, South Korea, Taiwan,

Spain, China and Brazil. Our partner universities in Ukraine, China, Taiwan and Japan currently have students on our campus. One CU student is currently on exchange in Japan.

- Campbellsville University has seen a dramatic increase in the number of students going abroad. Seven students studied abroad on month-long programs, two spent a year in Japan, and seven more participated in a 2-week program in Costa Rica through the Social Work department.

The Campbellsville Center for International Education holds monthly workshops for international students covering issues of cultural adjustment, working in the USA, study skills, etc. as well as workshops for faculty desiring to create their own programs abroad for CU;

- Center for International Education staff have made, and are currently planning more overseas recruiting trips to Ecuador, Mongolia, China, Spain, Hungary, Ukraine, South Korea, Taiwan, and Brazil. The Center for International Education continues to make overseas recruiting trips and visits to partner institutions a cornerstone of our work. Campbellsville University is among the top international recruiting private universities/colleges in Kentucky;

Campbellsville University offers scholarships for minority students with the following scholarships: General Association of Baptists in Kentucky Award (Kentucky's historic African American Baptist denomination;) Minority Teacher Education Scholarship; Minority Christian Ministry Scholarship; Westside Portland Baptist Church Scholarship; and the President's Minority Leadership Award is in its sixth year. Most of these scholarships are renewable for up to four years provided the student makes satisfactory academic progress;

- Student financial aid for minority students has grown to \$4.5 million in 2008-2009 from \$2.3 million in 2006-2007. These figures include a more than doubling of institutional financial aid going to minority students during the period from \$700,000 in 2006-2007 to more than \$1.4 million in 2008-2009 and \$6,489,231 for 2010-2011; Total institution aid to minority students is \$2,038,430.

- Campbellsville University continues her historic partnership agreement with the General Association of Baptists in Kentucky designed to provide scholarships for qualifying students entering CU from the General Association of Baptists in Kentucky churches, explore the possibility of CU's Technology Training Center and the Louisville Campus providing the General Association of Baptists in Kentucky technical assistance in the development of a web page, CU will be a financial sponsor of, provide displays at, and participate in major GABKY events, including but not limited to, the annual meeting, Pastors Conference, and other similar events; provide training and continuing education opportunities for GABKY churches and leaders, and periodically sponsor sessions on GABKY history and heritage via CU's Baptist Heritage Series;

- Campbellsville University made several overseas recruiting trips to India, China, Korea, and South American during the 2009-2010 school year resulting in initiating an MBA program with Renmin University of Beijing, China. Students will be attending an orientation session on Dec. 20, 2010 and expected arrival on campus is August of 2011. University Administrators also made visits to the Yanbian University of Science and Technology, Beijing Technology and Business University, Beijing Agriculture University, Beijing American Language College and International University of Business and Economics, and continues to make overseas recruiting trips involving key university administrators and admissions personnel, making her among the top recruiting private universities/colleges in Kentucky;

- Campbellsville University conducts Diversity training for local community leadership programs including for high school students;

- The CU Dialogue on Race hosted ten Dialogue sessions with minority facilitators, either of African American or Latino descent during October and early November of 2010. The University hosted Mr. Will Peters, a member of the Oglala Lakota Nation from The Pine Ridge Reservation located in South Dakota. Mr. Peters meet with Sociology classes as well as social work classes discussing the various issues faced by the Oglala Lakota Nation in regard to economics, housing issues, health, suicide rates, alcoholism and family violence. Mr. Peters teaches Lakota Culture at the Pine Ridge High School in Pine Ridge South Dakota and also serves as an adjunct professor for Oglala Lakota College. There were approximately 162 students with community members, faculty and staff leading the discussions, who participated in the Dialogue sessions. These efforts are strongly supported by the Office of Campus Ministries, School of Education, Athletics, and the Carver School of Social Work;

- CU's School of Education continued their support of the Dialogue on Race program, and provided a professional workshop for their education students;

- Presented 2010 President's Racial Reconciliation Ministry Award and the University's African American Community Leadership Award;

- Co-sponsored with Greater Campbellsville United a fall 2010 community heritage festival, which celebrates the growing diversity in our community and region along with "Music in the Park," a series of musical programs throughout the fall that highlights our international students and celebrates our rich legacy of diverse musical forms;

- CU provided a grant to Greater Campbellsville United, which is "A Proactive Reconciliation Strategy for Our

Community and Region.” The purpose of GCU is to bring together community leaders (including religious, political, business, and civic sectors) to develop and implement short, mid, and long-range initiatives to promote and encourage reconciliation and harmony across lines of race, ethnicity, and faith. In so doing, the unity of the community is enhanced, all segments of the population are benefited, and growth and development benefit more people;

- Held a community Dr. Martin Luther King, Jr. Worship Celebration in cooperation with Greater Campbellsville United in January 2010 with The Rev. Marvin A. McMickle, Ph.D., Senior Pastor at Antioch Baptist Church in Cleveland, Ohio and Professor of Homiletics at Ashland Theological Seminary in Ashland, Ohio, and currently serving as a Visiting Professor at Yale University Divinity School, as the featured speaker, that brought together about 500 community and University students and leaders;
- Hosted a Dr. King Memorial Service on campus sponsored by the Campbellsville Area African American Pastors Alliance in January 2010;
- Participated in annual meetings of the Pastor’s Conference and General Association of Baptists in Kentucky – both of which are African American Christian organizations in Kentucky;
- Held a Kentucky Heartland Institute on Public Policy event "A conversation on Reconciliation Strategies for the Public Arena" with featured speakers Dr. Lincoln N. Bingham, Senior Pastor at St. Paul Baptist Church at Shively Heights in Louisville, Kentucky and Dr. D. Leslie Hollon, Senior Pastor at Trinity Baptist Church in San Antonio, Texas. Dr. Bingham holds positions as Black Church Development Consultant with the Kentucky Baptist Convention/Missionary Association, African American Church Planitn Unit, Southern Baptist Convention; Co-Chairperson of the Greater Louisville Christian Reconciliation Ministries, Inc,; and a member of the steering committee of Reconciliation Networks of Our World, and is an instructor at Simmons College of Kentucky in Louisville, Kentucky. Dr. Hollon is a pastor, preacher, professor and writer. Dr. Hollon writes in the area of Christian faith and practice and has contributed to ten books and several periodicals. He is also a contributing blogger at makethedayscount.com. His most recent book released was "Christian Reconciliation Ministries: Several hundred students participated in the chapel service. Mr. Johnson described CU’s work in racial reconciliation on campus and in the community as a model for the state;
- Spoke and made presentations in several African American churches in the region and in Kentucky’s urban areas regarding the programs of Campbellsville University and the need to work toward racial harmony;
- Participated in local Holy Week and Good Friday services sponsored by a local African American church;
- Held a series of discussions, on campus and in the community, regarding the needs of the growing Hispanic population in the community;
- Continued to support the efforts of Hispanic ministries and outreach in the region, including Mr. John E. Chowning serving as vice chairman of the Board of Trustees for the Kentucky Hispanic Baptist Bible Institute. The Institute is using CU’s Louisville Center for part of the group’s training for Hispanic Baptist ministers and church leaders. The Institute’s role, growing out of a priority recommendation from the Kentucky Baptist Convention, is to provide affordable short-term certificate training for the growing number of emerging Hispanic Baptist leaders in Kentucky;
- Kentucky Heartland Outreach, an affiliate ministry of CU continues to do renovations on the homes of a number of minority residents in the local area, and other communities. Since 2000, KHO has renovated over 634 homes, and involved more than 8,305 volunteers including over 2,845 Campbellsville University students;
- Highlighted racial reconciliation and African American History Month during the fall and spring semesters of "Dialogue on Public Issues," a TV talk show broadcast on the University’s TV station and hosted by the CU Kentucky Heartland Institute on Public Policy, Some of the interviews have been picked up by Kentucky Education Television;
- Continued to cosponsor an international students’ worship service at Campbellsville Baptist Church coordinated by the Office of International Student Affairs;
- Supported overseas missions and ministry trips to: Mexico, Costa Rica, China, Africa, Honduras, Ukraine, Japan, Indonesia, South Korea, Nicaragua, India, Czechoslovakia, Scotland, Dominican Republic, and Romania involving over 30 students. These efforts were coordinated by the Office of Campus Ministries;
- Involved from 50 -100 international students regularly in different ministry efforts on campus. Encouraged them to participate in activities and events held on campus such as: English Corner, retreats, weekly worship service "Oasis," mission trips, revivals, Bible studies, and small group studies. These efforts were coordinated by the Office of Campus Ministries and The Center for International Education;
- Continue to increase the number of minority staff and faculty members with a total of eight minority faculty;
- Continued the work to better connect international students with local churches and families in the community;
- Continued partnerships with two institutions in Japan with reciprocal exchange of students and faculty. Several students from schools in Japan and Taiwan are enrolled at CU;
- Campbellsville University continues to work with Greater Campbellsville United, Kentucky Human Rights

Commission, Kentucky Housing Corporation, and Team Taylor County to help empower the growing Hispanic population in the region. Activities include fair housing, social ministry, and economic empowerment;

- Campbellsville University entered into a partnership with the Hispanic Baptist Bible Institute of Kentucky to help provide ESL training and related support of the Institute's programs to provide training to the emerging network of Baptist Hispanic leaders in Kentucky;

- Campbellsville University continues the partnership with the Zion District Association of Baptists in Kentucky and its Bible Institute offering academic credit for courses taught at the Bible Institute located at Jacob Grove Baptist Church in Summersville, Kentucky. Students in these classes are primarily African American;

- The Office of Church and External Relations continues its involvement in efforts to facilitate the work of the newly formed Southern Kentucky Hispanic Ministry Association, which covers a multicounty region of south-central Kentucky;

- CU has added a diversity information section on the institution's website.

- As part of the agreement with Simmons College of Kentucky, CU provided technical assistance to Simmons staff as Simmons becomes eligible for participation in some federal financial aid programs. CU shared administrative procedures, forms, etc. with the Simmons leadership team.

CU hosted ten faculty members from Simmons College of Kentucky in August 2010 as part of a joint faculty development workshop prior to the beginning of the fall 2010 semesters at each institution.

- CU initiated the Kente Cloth Award to be presented to outstanding minority leaders. Two such awards were made in the past year.

- CU established a partnership during the year with the Urban League of Louisville. A group of students, participating in the ULL's summer educational enhancement and college preparation program, visited CU during the summer 2010 and participated in several workshops on university life, admissions procedures, financial aid, etc.

- The CU Diversity Committee's subcommittee on diversity training developed a video that was shown in several venues. The video discusses the need for campus-wide consciousness of the cultural differences that students, both American and international, bring to the campus community and the need to be sensitive to racial, language, ethnic, religious, etc. barriers that separate groups – and the need for interaction and understanding between people coming from different backgrounds and cultural experiences.

#### ***b. Connections to the Missions/Strategic Goals***

The diversity mission of Campbellsville University is to foster awareness and understanding of diverse perspectives across all aspects of the institution vital to education, while affirming the dignity, value, and uniqueness of each individual regardless of personal differences. In this 21st Century, the commitment to diversity strengthens students and the broader community towards diverse citizenship, a pluralistic society, and global economy. Campbellsville University embraces diversity as integral to a caring, Christ-centered community of learners.

#### ***c. What You Have Learned***

CU faculty, staff and administration have become more aware of the need for a campus-wide commitment to racial harmony and appreciation for cultural differences. With the ongoing Dialogue on Race – Campus and Community, diversity training programs, hiring of more minorities for faculty and staff, and the number of ongoing sessions sponsored to help raise such awareness, there has been progress across the campus. The number of minority students is continuing to increase along with the retention of minority students. However, more progress must be made in all these areas – minority student recruitment, retention and graduation.

### **Structural Change:**

#### ***a. Organizational Structure***

The CU Office of Church and External Relations serves as the coordinating office for racial harmony and diversity initiatives. A campus-wide Diversity Committee has emanated from the work of the Strategic Planning process and meets on a regular basis to review data, discuss issues, and monitor progress. The Office of Human Resources is the primary office in terms of employment related issues. The Offices of Admissions and International Students are responsible for the recruitment of minority students. The Office of Financial Aid monitors the amounts of funds being awarded from minority scholarship funds and other financial aid programs. Institutional Research prepares reports and provides data that is needed to assess performance and progress. The Offices of Academic Affairs and Academic Support work with faculty and staff to enhance student performance, retention, and graduation.

**b. Organizational Functions**

See a. Organizational Structure above for overview.

**Impact / Measures of Effectiveness:**

**a. Evaluation of Programs**

- Ongoing evaluation and updates on strategic planning are made mid-year and at the end of the year. This includes detailed review of the effectiveness of programs and initiatives as well as reporting on each departmental and institutional goals and objectives including new diversity goals and objectives that are included in each department's reports;
- Decisions institution-wide are based upon compatibility with the institutional mission statement and four core values;

**b. Assessment of Student Outcomes and Institutional Outcomes**

- Measurements include the number of people attending events, participating in the racial dialogue, chapel attendance and evaluations by students and employees, and written assessments of programs;
- Community impacts are assessed via ongoing consultations with community leaders, ongoing dialogue with African American pastors and civic leaders, discussion groups with elected officials on community issues, and related means of feedback;
  - Measurements include reviewing and analysis of employment data in terms of minority employment levels, student numbers and demographics, and comparability of such data to community and statewide data;
  - Financial aid programs for minority students have been expanded, and with this minority student retention is also improving;
  - An advisory panel of African American leaders has been put in place;
  - Institutional financial aid is tracked closely to fill in gaps where federal, state, and other funds are insufficient.
  - The Diversity Committee monitors data on minority student recruitment, retention and graduation, minority employment levels; plans training and professional development for faculty and staff, and makes recommendations to the Administrative Council.

**Other Demonstrations of Racial Harmony / Diversity:**

- Working closely with Greater Campbellsville United and other community groups, the following accomplishments are noted:
- GCU and CU continue working with the Kentucky Human Rights Commission to address the economic disparities among the growing migrant workers population, particularly those of Hispanic ethnicity. These issues include job opportunities, language barriers, housing, and assimilation;
  - CU and GCU finalized the development of an African American Heritage Trail in cooperation with the Kentucky Heritage Council and Kentucky African American Heritage Commission with a very nice brochure that has been developed and distributed. Annual tours are held.
  - Greater Campbellsville United has worked on completing an oral history project of the African American Community;
  - CU and GCU are cosponsoring an ongoing effort to develop a "Who's Who" of outstanding African American leaders from the community and region. These leaders are to be memorialized in a local community museum.

**Leadership and Personnel:**

**a. Demographics**

Campbellsville University has a total full-time and part-time employees of 630. A total of 70, or 10.8% are minority. This is well above the Kentucky percentage of minority residents (around 7-8%) and more than double the percentage of minority residents in Campbellsville-Taylor County.

**b. Role Models, Mentoring, etc.**

The University's School of Social Work teaches a course in human diversity designed to assist students in successfully managing interpersonal relationships with people from different cultural and ethnic backgrounds. Emphasis is placed on social systems, value orientations, and lifestyles of major ethnic groups and minorities in

the United States as well as on the effects of prejudice, discrimination, and racism in shaping human behavior.

- The role and contributions of African Americans and other minorities are incorporated into other academic courses to reflect the particular discipline involved.
- The University provides scholarship assistance for minority students who desire to pursue a career in Christian ministries. Minority students of the Baptist faith are affirmatively sought in the Baptist student leadership award program.
- Campbellsville University is fully committed to achieving racial diversity and harmony among the members of the student body, faculty and staff, Church Relations Council, and Board of Trustees.

**Supporting Documents / Recommendations:**

Supporting Documents are attached with report.

I attest that, to the best of my knowledge and belief, all information submitted in this application is accurate and complete.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Applicants should complete all sections of the application. Applicants may be asked for additional information, which will remain confidential. If chosen, the institution president agrees to participate in the 2011 CCCU Presidents Conference program. Please submit completed applications to Meredith Duncan, [mduncan@cccu.org](mailto:mduncan@cccu.org).