



June 16, 2011

Dr. Robert King, President
Council on Postsecondary Education
1024 Capital Center Drive, Suite 320
Frankfort KY 40601

Dear ^{Bob} Dr. King:

I hope that you and others at the Council on Postsecondary Education are doing well and know that you are busy as always. We appreciate your ongoing leadership of the higher education community in the Commonwealth of Kentucky and your strong advocacy of the need to increase the number of college graduates in the state.

We commend your advocacy of the need for Kentucky higher education's community to work to achieve more diversity. During the past decade, Campbellsville University has placed increased emphasis on the need to diversify our student population as well as our Board of Trustees, faculty, staff, and coaches. Following the meeting you had a few months ago with our group of Presidents, I asked that a report be compiled for your review that documents the various initiatives being undertaken at Campbellsville University to increase the diversity of the campus community and to heighten awareness of and appreciation for the myriad issues related to diversity and equity in our 21st century world.

This binder presents a series of overviews of programs, initiatives, diversity committee members, student enrollment data, minority scholarship programs, awards presented to minority and ethnic leaders, annual report on racial reconciliation and diversity that is prepared and distributed internally and externally, diversity headlines, partnerships between Campbellsville University and strategic partners related to progress in diversity, special activities and events, international education, awards for diversity efforts presented to CU, and equal opportunity statement and diversity mission statement.

Some of the highlights of our ongoing efforts include:

- Twelve consecutive years of our ongoing "Dialogue on Race - Campus and Community."

- Presentation of the following awards to individuals who have served the cause of racial reconciliation and progress: Racial Reconciliation Award, African American Community Leadership Award, and The Kente Cloth Award.
- Largest number of international students of any of Kentucky's private colleges and universities (250 plus from around 35 nations during the 2010-2011 academic year).
- 21.6% of full-time undergraduate students in fall 2010 were minority. This included 13.5% of full-time undergraduates who were African-American. Of the fall 2010 class, 22.5% were minority with 16.3% of them African-American.
- In addition to the full array of other federal, state, and institutional financial aid assistance, CU provides four specific minority scholarship programs including one for minority students entering into teacher education.
- CU has ongoing partnerships with Simmons College of Kentucky (the state's oldest African American higher education institution), General Association of Baptists in Kentucky (the state's African American Baptist convention), two state African American Baptist district associations, and a number of international higher education institutions.
- Around 40% of CU's Louisville Education Center students are minority. The LEC provides educational opportunity (both undergraduate and graduate) for adult students in the Louisville Metro region.
- CU has been commended on multiple occasions by the Kentucky Commission on Human Rights for our commitment to promoting higher education diversity, and one of our vice presidents has been recognized by KCHR for his work in this area.
- CU helped launch, and supports, a community-based organized, Greater Campbellsville United, that works to promote economic and social progress and equity across lines of race, gender, ethnicity, and economic status in the local community and region.
- A series of regular diversity-related activities, forums, and programs are held at CU for the campus and community, including but not limited to Dr. Martin Luther King, Jr. worship and celebrations, Black History month events, Women's History events, diversity and anti-racism training (some in cooperation with Greater Campbellsville United, Kentucky Commission on Human Rights, etc.), public policy forums under the auspices of the Kentucky Heartland Institute on Public Policy, etc.
- We prepare an annual report on "racial harmony and diversity" that is submitted to the campus community and university leaders as well as a number of external groups. This report serves as a primary means of institutional assessment and evaluation.
- CU has an active diversity committee that serves as a planning and coordinating group and that is chaired by a vice president and reports to the President and the Administrative Council.
- CU's mission statement and core values includes diversity as a primary point. In addition CU has a diversity mission statement that reads as 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 maintains a section of the institutional website that is devoted to diversity initiatives and activities.
- CU is committed to increasing the diversity of Board of Trustees (11 percent currently) and other advisory groups as well as the diversity of faculty, staff, and coaches (nearly 10 percent). We have been told that CU actually had the first African American college head football coach in Kentucky when Fighting Tiger Football Coach Perry Thomas was hired four years ago.

We will be pleased to provide you with additional information upon request. Please feel free to contact me, or John Chowning, should you have any questions. Thank you for your review of this report and for your support of Campbellsville University and Kentucky higher education.

Sincerely

A handwritten signature in cursive script that reads "Mike".

Michael V. Carter
President