

Kentucky Community and Technical College System (KCTCS)

Appendix 1.a – DEI Officers

College	Name	Title	Duties	Compensation
Ashland	Alvin Baker	Coordinator of Cultural Diversity	(1) Contact all URM students enrolled at the college at least once and follow up with those that need assistance throughout each semester and perform appropriate follow-up; (2) Monitor and document the success of all URMS' (3) Contact URM students enrolled to inform them about available Scholarships; (4) Set Office Hours to meet with URM students and contact faculty to share the Diversity Director office availability; (5) Investigate ways to obtain more responses from URM surveys; (6) Recruit URMS and other students in Ohio and West Virginia high schools; (7) Continue to work with Community partners to assist with diversity events and collaborations, such as and not limited to: NAACP, Marathon, Ashland Independent Schools, Ashland for Change, Ashland Pride, Hispanic Community, and other minority organizations and businesses; (8) Work with Senior Fellow of Diversity to provide diversity activities and leadership opportunities for all ACTC students, such as but not limited to Tri-state Diversity Conference, NAACP celebrations, and Hispanic Heritage Month.	Salary \$65,999.27 Benefits \$28,379.69
	Kevin Harrison	Student Support Specialist V/Senior Fellow Cultural Diversity	(1) Create a CPE Diversity Report Team to Complete the CPE Report; (2) Finalize the website with pictures, video links, and activities calendar; (3) Continue to work in the community on diversity issues; (4) Work with the Director of Cultural Diversity to identify new places to recruit URMs; (5) Explore new ways to bring URMs to the college campus; (6) Make cultural activities and training available to students, faculty, and staff; (7) Provide in-class Cultural Competency training for students; (8) Participate in the interviewing process of new hires as needed; (9) Expand the list of minority-owned businesses in the Tri-State; (10) Identify new business	Salary \$72,321.95 Benefits \$31,098.44

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			partners for training or apprenticeships for students in the trade programs; (11) Work with local businesses on diversity issues; (11) Create a leadership program for URMs; (12) Assist Workforce as needed.	
Big Sandy	Vacant	Director of Cultural Diversity	BSCTC has a Director of Cultural Diversity position; however, the position has been vacant since April 26, 2024.	
Bluegrass	Ruth Gonzalez Jimenez	DEI Specialist IV	<p>The Latinx and Immigrant Services and Outreach (LISO) Director is responsible for the recruitment, retention and student success services, programs, and activities for BCTC. The director supervises the Immigrant/Refugee Enrollment Specialist, directs regional and statewide Latino student success collaborative projects, and assists the efforts of the Associate Dean for Global Learning to achieve college goals and CPE diversity plan benchmarks. The director must stay up-to-date and aware of social, political, and educational trends and challenges faced by prospective and current students and must network and collaborate with intercollegiate departments and community organizations and agencies so that appropriate referral services are provided to meet the unique linguistic and cultural needs reflective of the diversity of students supported by the Latinx and Immigrant Services and Outreach Office. The director also provides college coaching including academic advising, career counseling, transfer advising and student leadership development for current and former students. LISO is a part of the college’s Global Learning Center and plays a key role in providing high quality services and support for BCTC’s Latinx, immigrant and refugee students.</p> <p>Responsibilities:</p> <p>1. Leads, supports, and supervises the Latinx and Immigrant Services and Outreach Office including the</p>	Salary \$59,434.17 Benefits \$25,556.68

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			<p>Immigrant/Refugee Enrollment Specialist and student staff.</p> <p>2. Serves as a retention specialist for Hispanic/Latinx and immigrant students on campus by providing academic advising, college success coaching and social service referrals to students.</p> <p>3. Assists students with transfer processes including searching for, applying to, and transitioning to a 4-year university upon completion of pre-major requirements or a degree program.</p> <p>4. Oversees recruitment efforts and community outreach activities that are culturally and linguistically centered on the needs of Latinx, immigrant, and migrant middle and high school students, adult leaders, and community members.</p> <p>5. Directs and supports key programs including the annual Latinx Leadership and College Experience Camp, Culturally Responsive Dual Credit efforts, and relevant mentoring programs.</p> <p>6. Supports the Associate Dean for Global Learning with key global programs, student success efforts and strategies to achieve the college’s Diversity Plan and strategic plan and goals.</p> <p>7. Cultivates collaborative efforts to increase Latino and immigrant student success among community-based organizations, institutions of higher education, business and industry, advocacy groups and policy makers for the purpose of student success and development (internships, professional development, and leadership).</p>	
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			<p>8. Organizes and advises student organizations for Hispanic/Latino and immigrant students. Plans and promotes programs that foster student development, leadership, and diversity of Hispanic/Latinx and immigrant students as well as cultural awareness, sensitivity and understanding for faculty, staff, and administration.</p> <p>9. Works with faculty to develop and expand curriculum to be inclusive of Latinx/Hispanic literature, history, identity, etc.</p> <p>10. Maintains up-to-date information on FAFSA and admissions policies, immigration policy and law, affirmative action, etc. that affect Hispanic/Latino, immigrant, and refugee students.</p> <p>11. Provides relevant social service referrals for the psychosocial needs of students including for health, mental health, housing, legal and educational needs.</p> <p>12. Promotes program development and sustainability; seeks and applies to relevant grant opportunities; maintains and carries out successful grant applications and completes all reports associated with awarded grants. Works with BCTC Foundation, Inc. to develop fundraising strategies and cultivate community-based donations to support Latino student success efforts.</p> <p>13. Compiles and studies data reports for consistent program evaluation and review of Latinx and immigrant student enrollment, retention, transfer, and graduation rates at BCTC and among partnership/collaborative efforts.</p> <p>14. Other duties as assigned.</p>	
	Erin Howard	Mgr IV – DEI	The Associate Dean of Global Learning provides leadership	Salary \$79,230.23

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			<p>and support to the Provost for Global and international educational opportunities. The Associate Dean oversees direct service efforts to support Global Learners and champions efforts to expand faculty, staff and student opportunities for global and international education.</p> <p>Key Responsibilities:</p> <p>Works collaboratively with the Provost to provide leadership and support in planning, development implementation, and evaluation of assigned areas. Appropriately represents the Global Learning and serves as a community liaison for the college.</p> <ul style="list-style-type: none"> • Oversees the operations of the Center for Global Learning and provides support and advocacy on behalf of staff and student workers • Provides budgetary guidance and leadership for the center • Secures and manages grant funding; disseminates information to colleagues and students about scholarships, grants, fellowships • Advocates for and facilitates the creation of new international opportunities for student, faculty, and administrators. • Develops Global Partnerships and Curriculum • Establishes academic linkages with colleges, institutions, and individuals abroad to promote faculty and student development. • Coordinates with foreign cultural attachés for existing and potential academic linkages. • Manages initial contact with prospective institutions, agencies, and individuals for possible academic cooperation program. • Initiates contact with prospective institutions, agencies, and individuals for possible academic cooperation program. 	<p>Benefits \$34,069</p>
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			<ul style="list-style-type: none"> • Supports collaborations with language curriculum faculty. • Establishes workforce related opportunities and pathways for immigrant / refugee students. • Establishes and leads advisory boards and focus groups to improve BCTC's engagement with the international community. • Hosts and provides presentations to BCTC and the community. • Provides consultation and development of opportunities for BCTC students, faculty, and staff. • Coordinates and facilitates professional development and campus workshops designed to maximize intercultural understanding and competencies amongst students, faculty, and staff. • Represents the college in meetings or functions where potential or actual academic linkages have been established. • Creates and maintains relationships through memorandums of understanding with similar organizations around the world. • Oversees Recruitment and Support for Global Learners • Supports international student recruitment and support services • Ensures the institution complies with all federal mandates related to hosting students with F-1 visas. • Creates and maintains relationships with community partners to facilitate open communication and equitable access. • Creates and implements social and cross-cultural programming for students, faculty, and administrators that enhance the international educational experience, including virtual study abroad. • Stays abreast of research, best practices, and trends • Collaborates with other organizations and facilitates 	
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			<p>opportunities and shares best practices.</p> <ul style="list-style-type: none"> • Stays abreast of research, best practices, trends in international student and immigrant education, global learning, language development and intercultural communication facilitation and related fields. • Perform other duties as assigned 	
	<p>Kauai Thurman</p>	<p>DEI Specialist IV</p>	<p>The Director of African American Student Initiatives is responsible for the retention, student success services, programs, and activities for BCTC African American students. The Director reports to the Vice President of Culture Engagement and acts as a liaison with administration, faculty, students, and community leaders. The Director will provide a key role in advising the administration, making recommendations on policy and procedures involving African American students on campus, and providing input on the implications of policies affecting African American student recruitment and retention. The Director will be the point person for crisis intervention and conflict resolution in cases involving the African American community. The Director will supervise cultural programming for African American students, including mentoring, academic advising, tutoring, scholarship tracking, and early academic intervention. The Director will be responsible for assisting in writing grants to support outreach initiatives and providing oversight for grants that are awarded. The Director also provides college coaching, including career counseling, transfer advising, and student leadership development for current and former students. AASI is a part of the college's Multicultural and Global Learning Center and plays a crucial role in providing high-quality services and support for BCTC's African American students.</p> <p>Responsibilities:</p> <ol style="list-style-type: none"> 1. Develop and implement a comprehensive array of academic, career, and support services for currently 	<p>Salary \$63,504.28 Benefits \$27,306.84</p>

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			<p>enrolled African-American students.</p> <ol style="list-style-type: none"> 2. Serve as assigned advisor for a cohort of African-American students. Assist in course selection and sequencing, degree planning, and retention support services. 3. Monitor and manage an annual budget related to goals and operational needs. 4. Provide one-to-one and small group counseling and consultation, assessing student needs, academic monitoring, college success advising, and other retention strategies. 5. Create learning communities to support student engagement for African-American students. 6. Oversight of the ASPIRE Scholar Program 7. Supervise cultural programming for the campus community, as well as intensive academic, skill- building, and social programming for African American students, including mentoring, academic advising, tutoring, scholarship tracking, and early academic intervention 8. Work in collaboration with the African American Outreach Coordinator 9. Utilize retention tools such as Starfish and Illume to facilitate outreach and academic support to African-American students. 10. Assessment – Maintain accurate statistical data/reports regarding prospective students via the CRM (Radius); compose routine communication to prospective students and families; participate in Freshman Orientation 11. Track and participate in strategies to ensure compliance with the Council of Postsecondary Education (CPE) and the Inclusive Excellence Plan goals. 12. Act as a liaison with administration, faculty, students, and community leaders 13. Act as a point person for crisis intervention and conflict 	
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			<p>resolution in cases involving the African American community</p> <p>14. Serve on college committees as assigned, including the Retention Committee.</p> <p>15. Assists with budget process and procedures for the Associate Vice President for DEI</p> <p>16. Other duties as assigned.</p>	
	Shanise Edwards	African American Outreach Coordinator	<p>Under the supervision of the Associate Dean of Admissions, the African American Outreach Coordinator will serve on the Recruitment Team and will implement educational recruitment efforts that will influence enrollment. The coordinator will provide recruitment and outreach activities aimed at creating opportunities for this historically underrepresented population to have equal access to and participate in educational programs. The coordinator plans and implements non-traditional educational outreach activities at schools, churches, community centers, adult education sites and on campus. The coordinator must stay up-to-date and aware of social, political, and educational trends and challenges faced by prospective and current students.</p> <p>Responsibilities:</p> <ol style="list-style-type: none"> 1. Provide culturally responsive educational recruitment and awareness activities for the African American Community. 2. Works with community organizations, middle and high schools, churches, libraries, community centers, adult education centers, etc. to provide BCTC information, educational workshops, and programs to assist prospective students with academic and career goals settings, admissions processes, scholarship searches, and financial aid applications. 3. Provide one on one and family-based college admissions counseling, financial aid, and scholarship 	<p>Salary \$49,464.34</p> <p>Benefits \$21,269.67</p>

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			<p>counseling for prospective students.</p> <ol style="list-style-type: none"> 4. Participate in the development of recruitment strategies for the African American Community as designed in the Strategic Enrollment Plan (SEM). Initiates, plans, and executes programs and activities at all BCTC campuses. 5. Evaluates program effectiveness, assesses outcomes, and develops improved programming to achieve goals and objectives. 6. Promote and recruit prospective students for the Academic Support Program Inspiring to Reach Excellence (ASPIRE) Scholarship program 7. Work in partnership with the Director of African American Initiatives as it relates to the ASPIRE Scholars, A Few Good Men, Becoming HER and other initiatives targeting this student population. 8. Collaborate with the Director of African American Student Initiatives with grant searches and grant writing to fund programs, professional development opportunities, scholarships, and projects. 9. Utilize the Customer Relationship Management System (CRM) to enter all prospective student data for tracking and monitoring purposes to increase the yield rate for this population of students. 10. Ensure that the data is utilized for the development and refinement of effective recruiting strategies and tactics. 11. Manage stop out reports and develop campaigns to reengage students 12. Develop and maintain a Communication Plan utilizing the CRM, Signal Vine, Covideo and other inter-office platforms for clear and direct messaging to convert each student via the recruitment funnel. 13. Facilitate individual and group tours for the African American Community at the Lexington Campuses and 	
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			<p>participate as an active member of the Recruitment Team.</p> <ol style="list-style-type: none"> 14. Refer students to the appropriate Enrollment Management and Student Services areas (Counseling, tutoring, Financial Aid, Advising, Career Services, etc.) 15. Serve as a lead for recruitment initiatives such as Spotlight Day, BCTC to You, Heart to Heart and assist with executing programs and orientations for this target audience. 16. Supports and/or provides college preparation programs and summer enrichment activities to address student readiness, recruitment, and retention to higher education. 17. Refer and/or assist students with navigating both college services and community services and resources when appropriate. These referrals include interventions to address mental health issues, disability support services, food or housing insecurities, financial aid assistance, and more. Assist in scheduling appointments with these resources when necessary. 18. Serve on Committees as assigned by the President and Student Access Administration 19. Other duties as assigned. 	
	<p>Jazmine Rivera</p>	<p>Latinx Outreach Coordinator</p>	<p>Under the supervision of the Associate Dean of Admissions, the Latinx Outreach Coordinator implements educational outreach efforts that increase awareness of and access to higher educational opportunities for the Latinx and immigrant communities in the Bluegrass Region of Kentucky. The Latinx Outreach Coordinator will implement educational recruitment efforts that will impact enrollment and will serve on the Recruitment Team. The coordinator plans and implements non-traditional educational outreach activities at schools, churches, community centers, adult education sites and libraries throughout the region provides activities in English and Spanish. The coordinator must stay up-to-date</p>	<p>Salary \$45,344.72 Benefits \$19,498.23</p>

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			<p>and aware of social, political, and educational trends and challenges faced by prospective and current students.</p> <p>Responsibilities:</p> <ol style="list-style-type: none"> 1. Provide culturally responsive educational recruitment and awareness activities for the Latinx Community. 2. Works with community organizations, middle and high schools, churches, libraries, community centers, adult education centers, etc. to provide BCTC information, educational workshops, and programs to assist prospective students with academic and career goals setting, admissions processes, scholarship searches, and financial aid applications. 3. Provide one on one and family-based college admissions counseling and financial aid and scholarship counseling for prospective students utilizing a case management approach. 4. Participates in the development of recruitment strategies for the Latinx Community as outlined in the Strategic Enrollment Plan (SEM). Initiates, plans, and executes programs and activities at all BCTC campuses. 5. Collaborate with the Latinx and Immigrant Services Director with advisement of student organizations (Enlace, the Latinx Student Organization) and provide workshops to students for leadership and skill development. 6. Collaborate with the Latinx and Immigrant Services Director with grant searches and grant writing to fund programs, professional development opportunities, scholarships, and projects. 7. Travel to various events and activities, as well as work some evenings and weekends based upon programming needs. 8. Evaluates program effectiveness, assesses outcomes, and develops improved programming to achieve goals 	
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			<p>and objectives.</p> <ol style="list-style-type: none"> 9. Utilize the Customer Relationship Management System (CRM) to enter all prospective student data for tracking and monitoring purposes to increase the yield rate for this population of students. 10. Develop and monitor a Communication Plan utilizing the CRM, Signal Vine and Covideo for clear and direct messaging to convert each student via the recruitment funnel. 11. Facilitate individual and group tours for the Latinx Community at the Lexington Campuses and participates as an active member of the Recruitment Team. 12. Refers student to the appropriate Enrollment Management and Student Services areas (Counseling, Tutoring, Financial Aid, Advising, Career Services, Student Success Hub, Multicultural Global Learners Center, etc.) 13. Serve as a lead for recruitment initiatives such as College Experience Days, Festival de Futuros, Bluegrass Cup, BCTC to You and support annual retention programs such as LLCEC. 14. Assist with the development of recruitment and retention publications as appropriate for the Latinx population in English and Spanish. 15. Supports and/or provides college preparation programs and summer enrichment activities to address student readiness, recruitment, and retention to higher education. 16. Manage stop out reports and develop campaigns to reengage students 17. Assist with providing education information to the International, Refugee and ESL community. 18. Refer and/or assist students with navigating both college services and community services and resources 	
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			<p>when appropriate. These referrals include interventions to address mental health issues, disability support services, food or housing insecurities, financial aid assistance, and more. Assist in scheduling appointments with these resources when necessary.</p> <p>19. Serve on Committees as assigned by the President and Student Access Administration.</p> <p>20. Other duties as assigned.</p>	
	<p>Peter Mottas</p>	<p>LGBTQ Coordinator for Education and Outreach</p>	<p>Working collaboratively with the Vice President of Culture and Engagement, Provost, Student Development and Enrollment Management staff, deans, assistant deans, coordinators, and faculty, the LGBTQ Coordinator for Education and Outreach provides leadership and support for the LGBTQ community at BCTC. The LGBTQ Coordinator for Education and Outreach reports to the Vice President of Culture and Engagement, and the position will be for the fall and spring semesters. Reassignment will be six (6) credit hours for the fall semester and six (6) credit hours for the spring semester.</p> <p>Responsibilities: Plan, facilitate, and promote educational, social, inclusive, and cultural programs</p> <ul style="list-style-type: none"> • Maintain an office space in the Multicultural and Global Learning Center; host open office hours at BCTC at least 12 hours per week • Assist in planning and implementation of LGBTQ+ competency training for student organizations • Conduct presentations and campus training for faculty and staff departments and student organizations • Directly support the BCTC Alliance student leadership by serving as faculty/staff sponsor; facilitate a regular combined space for students to meet at BCTC or facilitate a regular combined meeting with related groups (online and in-person); once formed, support regular meetings, foster student engagement 	<p>Stipend \$4,656 Benefits \$401.35</p>

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			<p>opportunities, and monitor facility use and other needs</p> <ul style="list-style-type: none"> • Organize, advertise, and execute at least six annual educational events during the regular academic terms geared toward faculty, staff, and/or students (example events: LGBTQ History Month, Pride Week, safe zone workshops, lunch and learns, social and cultural events, Changing Classroom Cultures Conference, Fall Kick-Off, and other special programs) • Build shared components to Annual UK Transgender Week of Awareness and Pride Week that take place on both campuses and highlight LGBTQ experiences and community building; serve as a co-organizer for the annual BCTC Inside Out Community Information Fair • Maintain an email list of BCTC students, faculty, and staff who identify as LGBTQ or allies; craft and send a monthly newsletter that highlights upcoming events and resources; maintain a social media account and develop other flyers and communication pieces • Build community partnerships with Lexington LGBTQ+ community resources • Assess the needs of the students and continue to develop the position i.e. data collection 	
	Vacant	Coordinator for Academic Diversity and Inclusion	<p>Working collaboratively with the Vice President of Culture and Engagement, Provost, academic deans, assistant deans, coordinators, and faculty, the Academic Diversity and Inclusion Coordinator provides leadership and support in the planning, developing, and implementing an academic culturally responsive learning environment and promotion of respect for cultural diversity in the classroom. The Academic Diversity and Inclusion Coordinator reports to the Vice President of Culture and Engagement. Reassignment is three (3) credit hours for fall and three (3) credit hours for spring semesters.</p> <p>Responsibilities:</p>	

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			<ol style="list-style-type: none"> 1. Organize, advertise, and execute at least six annual educational events during the regular academic terms geared toward faculty (example events: lunch and learns, social and cultural events, Changing Classroom Cultures Conference, Fall Kick-Off, and other special programs) 2. Serve in an advisory role as a resource for faculty recruitment committees. 3. Research and stay abreast of best practices in classroom diversity and inclusion initiatives in higher education nationwide. 4. Use the research results to recommend best practices for fostering classroom inclusiveness. 5. Promote respect for cultural diversity in the classroom. 6. Promote BCTC by providing students with a culturally responsive learning environment. 7. Play a strategic role in advancing the diversity & inclusion framework and strategic goals, working as a catalyst to cultivate a more inclusive classroom environment. 8. Design and launch initiatives focused on creating a culture of classroom inclusion that drives our retention strategies. 9. Measure, track and analyze the effectiveness of inclusion initiatives and predict future trends in our inclusion efforts. 10. Identify and build relationships with internal and external stakeholders that deliver impactful solutions and ideas to support our academic inclusion strategies. 11. Educate faculty on recognizing, accommodating, and appreciating individual differences, bridging those ideas to relate to and support inclusive classroom initiatives. 12. Develop, post, and update relevant resources for faculty on issues of diversity and inclusion in the classroom on the e-Community. 13. Cultivate a network of collaborators and partners who 	
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			<p>will support efforts for fostering classroom inclusiveness.</p> <p>14. Coordinate and collaborate with stakeholders, including faculty, Assistant Deans, and others, to identify and provide professional development based on specific area/division needs.</p> <p>15. Promote and coordinate initiatives to impact underserved students' success outcomes.</p>	
Elizabethtown	Jerisia Lamons	Director of Cultural Diversity/DEI	<p>Develops and implements programs and services to promote diversity within the college, its programs, and service region. The director is responsible for the preparation, implementation, and review of the college's diversity plan. The director is directly involved with initiatives to ensure student success and employee diversity.</p> <p>Duties and Responsibilities:</p> <ul style="list-style-type: none"> • Plans and implements specific programs that visibly promote diversity in the college. 25% • Conducts needs assessments related to diversity, equity, inclusion, needs of URM students and URM employees, and develops and implements mitigation strategies for identified issues. 15% • Regularly identifies cohort groups of students to mentor and support. The director then connects the students with various success coaches and/or other appropriate academic support departments on campus. Tracks and interprets the data resulting from the interventions, and includes these findings in other diversity-related reports. 15% • Develops, plans, and implements a comprehensive college-wide diversity Plan. Researches and presents all diversity and inclusion related data, efforts, trends, and innovations. 10% • Demonstrates fluency in talent management and processes that lead to effective recruitment, retention, and engagement of a diverse employee population. 10% 	Salary \$65,871.59 Benefits \$28,324.78

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			<ul style="list-style-type: none"> • Assists in the recruitment of a diverse student and workforce population. 10% • Assists Senior Leadership in representing the college in diverse community settings. 5% • Provide cultural diversity training for college workforce and students. 5% • Other duties as assigned by supervisor. 5% 	
	Marisa Loucks	Student Support Specialist III/Multicultural Student Success Coach	<p>College Counselor/Success Coach to lead the Creating Opportunities for Diversity in Education (CODE) programs for the college and impact FYE coursework and the classroom environment to increase URM, FYE, and low-income student retention. CODE supports underrepresented minority and low-income students while providing resources for every aspect of succeeding as a college student.</p> <p>Duties and Responsibilities:</p> <ul style="list-style-type: none"> o Lead the CODE program for the college by providing mentorship, coaching, and development services to students. o Assist students with navigating the college landscape, i.e., introducing students to resources on and off campus that led to success. o Refer to community resources as needed to overcome barriers to success, e.g., Family Scholar House and tutoring. o Collaborate with colleagues to inform students about subjects that lead to success, such as goal setting, financial literacy, time management, classroom success skills, and others. o Maintain case notes/records. o Participate and plan Registration/Enrollment activities on campus and in the community. o Assist with outreach and recruitment events as needed. o Conducts needs assessments related to diversity, equity, inclusion, and needs of URM, CODE, and ACE students. 	Salary \$43,136.40 Benefits \$18,548.65

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			<ul style="list-style-type: none"> o Teach 2 FYE Classes for the Spring, 1 in the Summer, and 2 in the Fall Semesters. o Planning cultural and academic events for the Student Success Hub that will impact a student's cultural competency and increase retention in the FYE courses. o Other duties assigned by the Supervisor. 	
Gateway	Anita Adkins	Moon Shot Lead	Additional duties are being assigned in order to serve as Lead for the Moonshot Transfer team. Lead duties including working with EAB to implement Moon Shot for Equity initiatives including team leadership, data analysis, completing reports and other duties as assigned.	Salary - \$2,000.00 Benefits - \$172.00
	Erika Coy	College Counselor (Non-Academic)	Collaborate with the diversity, equality, and inclusion office to enhance support, services, and education related to diversity topics and programing.	Salary - \$4,908.00 Benefits - \$2,110.44
	Denise Critchelow	Moon Shot Lead	Additional duties are being assigned in order to serve as Lead for the Moonshot Retention Grant team. Lead duties including working with EAB to implement Moon Shot for Equity initiatives including team leadership, data analysis, completing reports and other duties as assigned.	Salary - \$1,000.00 Benefits - \$430.00
	Amy Hatfield	Vice President of Human Resources	Provides leadership, supports and serves on the Diversity and Inclusion Team.	Salary - \$10,100.02 Benefits - \$4,343.01
	Amber Knuckles	Student Wellness & Outreach Specialist	Provide student and routine administrative support for customers of the Student Affairs division including retention activities, administrative support, diversity, and outreach activities.	Salary - \$10,185.00 Benefits - \$4,379.55
	Tiffany Minard	Associate Vice President of Inclusion and Intervention	Provide leadership for college diversity, equity, inclusion and intervention services with emphasis on developing and implementing a comprehensive diversity plan model that maximizes student success and completion as well as services that support the career and personal needs for students at Gateway.	Salary \$35,756.80 Benefits \$15,375.42
	Ann Schulz	Moon Shot Lead	Additional duties are being assigned in order to serve as Lead for the Moon Shot Hold Reform team. Lead duties including working with EAB to implement Moon Shot for	Stipend - \$1,000.00 Benefits - \$86.00

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			Equity initiatives including team leadership, data analysis, completing reports and other duties as assigned.	
	Ingrid Washington	Vice President for Student Affairs	Provides overall leadership and supervision in the planning, development, implementation and evaluation of the student services units of the college including, college retention financial aid, disability services, counseling, behavioral intervention team, community resources and food pantry services, career services, retention, academic support, intervention, student engagement, diversity, equity and inclusion, peer coaching, student success coaching and connections, student communications, SEM teams and planning, and special student support services grants and contracts.	Salary - \$22,584.10 Benefits – 9,711.16
	Allison Williams	HR Business Partner	Serves as champion for Diversity, Equity, Inclusion and Belonging by moving forward initiatives to increase workplace diversity and provide continual learning for all employees around this topic.	Salary - \$6,053.00 Benefits - \$2,602.79
	Cheri Wilson	Creative Engagement Specialist	Develops, implements, and executes projects by overseeing outreach, student engagement programing, and student retention programing within the counseling department for underserved student populations by offering workshops, training, support groups, peer mentoring, case management, student organizations, and other unique programs with a diversity, equity, and inclusion focus.	Salary \$47,420.00 Benefits \$20,390.60
Hazard	Vacant	Coordinator of Cultural Diversity	Hazard had a Coordinator of Cultural Diversity position; however, the position has been vacant since October 31, 2023.	
Henderson	April Johnson	Academic Advisor/Coordinator of Community Engagement and Belonging	The Coordinator of Community Engagement and Belonging is classified as an academic advisor and provides the following services: <ul style="list-style-type: none"> • Underrepresented student retention support (25%) 	Salary - \$40,616.73 Benefits - \$17,465.14

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			<ul style="list-style-type: none"> • American with Disability Act (ADA)-based services (25%) • Community outreach programming (25%) • Diversity, Equity, Inclusion, and Belonging (DEIB) administrative oversight (25%) 	
Hopkinsville	Yasmin Ausenbaugh	Assistant Professor / Director of Cultural Diversity	<ol style="list-style-type: none"> a. Work with various faculty and staff to ensure HCC is a welcoming and inclusive educational institution by enhancing protocols for collecting DEIB data; completing reports; and collaborating with faculty and staff to enhance DEIB programs, services, and enrollment. Includes leadership and primary responsibility for completing the college's annual diversity assessment required by the Kentucky Council on Postsecondary Education (CPE). b. Serve as the Chair of the Diversity Council which includes fulfilling any requirements the committee and the HCC President deems necessary. c. Actively participate in the KCTCS Diversity Peer Team. 	Stipend - \$3,600 Benefits - \$309.60
	Elana Stubbs	Coordinator of Student Activities and Retention	<ol style="list-style-type: none"> a. Plan and organize student activities for the entire student body at multiple campus sites including securing event facilities, publicizing events, organizing food, contracting entertainment and recruiting volunteers for setup and tear down. Particular interest should be focused on programming which supports student retention efforts, diversity initiatives, leadership development and populations unique to HCC. 	Salary - \$3,343.23 Benefits - \$1,437.59
Jefferson	Tamara Russell	Assistant Vice President for Student Affairs	Responsible for oversight of student support areas including, the HUB (college food pantry and resource center for basic needs), the Ready to Work program, and the Multicultural	Salary \$80,750 Benefits \$34,722.50

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			Center.	
	Nathan Bird	Director, Office of Belonging and Community Engagement	Responsible for oversight of the Multicultural Center and International Student Support	Salary \$55,392 Benefits \$23,818.56
	Christiana Onuoha	Assistant Director, International Student Support	Responsible for creating a welcoming environment and building community among international students and with the general study body, providing cultural programs, and serving as a success coach for individual students as needed.	Salary \$49,440 Benefits \$21,259.20
	Vernisha Bailey	Assistant Director, Office of Belonging and Community Engagement	Responsible for the day-to-day operations of the Multicultural Center, advising student organizations, and providing programming to support student success.	Salary \$48,500 Benefits \$20,855
Madisonville	James Bowles	DEI Specialist III	<p>Advises, trains and provides referrals for students, faculty, and staff on bias incident response to foster a supportive institutional culture.</p> <p>Job Responsibilities:</p> <ol style="list-style-type: none"> 1. Develops, implements, and executes projects, programs and committees to promote diversity and inclusion initiatives. 2. Delivers events and workshops to institutional groups about biases, reporting, and associated procedures to promote diversity and inclusion initiatives. 3. Guides student services processes related to recruitment, admissions, and retention. 4. Fosters and maintains successful internal networks to improve the institutional climate and success of students of historically marginalized groups. 	Salary \$67,593.80 Benefits \$29,065.33
Maysville	Millicent Harding-Thomas	Director of Diversity, Equity, and Inclusion	Annual DEI Plan, Student Connections and Community Partnerships, Workforce Recruitment and Retention, Faculty PD, Recognize heritage months and dates, Cultural Compensation and other College PD, Student Recruitment, Student retention, and Department Management.	Salary \$63,750 Benefits \$27,412.50

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Owensboro	Sharmy Davis	Manager IV – Student Support with a working title of Dean of Student Affairs	<p>This position provides leadership, management, and oversight of recruitment, centralized advising services, career planning and placement, and diversity affairs. The Dean of Student Affairs also serves as a liaison with admissions, records, and counseling.</p> <p>Essential duties and responsibilities: The duties/responsibilities of this position include, but are not limited to:</p> <ul style="list-style-type: none"> • Pathfinder Den Student Success Center – Lead and manage centralized advising, career planning, and placement center; supervise center employees; support student success coaches in recruitment and retention efforts; structure advising processes to meet student needs and best utilize faculty/staff talents; expand advising center personnel with faculty and staff members who are trained to advise special populations of students; assess advisement within the center and use results to facilitate process. • Experiential Learning – Serve as liaison between OCTC President, Executive Team, and OCTC Board of Directors for the Title III Experiential Learning grant; manage project activities to maintain alliance with strategic planning efforts; coordinate project evaluation efforts to ensure maximum attainment of project goals, objectives, and outcomes; supervise Title III personnel and provide overall project leadership. • Diversity, Equity, and Inclusion – Provide leadership for the Office of Cultural Diversity; support initiatives to align OCTC's diversity plan with our strategic plan; serve as Designated School Official for OCTC in SEVIS. • Recruitment – Serve in a leadership role (as part of a team including Marketing, Academic Affairs, and other Student Affairs areas) for college recruitment efforts; develop and adopt processes needed to centralize and align enrollment 	Salary \$78,280 Benefits \$33,660.40
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			efforts.	
Somerset	Elaine Wilson	Director of Diversity, Equity, and Inclusion	<p>Director of Diversity, Equity, and Inclusion</p> <ol style="list-style-type: none"> 1. Plans, guides and advises President and executive council. Collaborates with all levels management to create, implement and monitor programs designed to ensure fair and equitable treatment of students, faculty and staff. 2. Leads DEI Initiatives at SCC. Leads SCC in implementing DEI strategic initiatives such as the Multicultural Club. Partners with campus leaders, faculty, students, staff, and internal and external constituencies to ensure programming supports the institution’s values and strategic goals. Leads Diversity, Equity, and Inclusion (DEI) work group. Supports the DEI work group and Multicultural event programming. Engages faculty, staff and students to build a welcoming and inclusive environment. 3. Provides strategic Direction for DEI at SCC. Provides strategic direction for training initiatives on cultural competency, gender differences, disability, building a climate of equity and inclusion, and other topics designed to increase awareness and support of equity and inclusion values, and maintaining compliance with applicable laws. Promotes institution commitment to a climate of diversity, equity, and inclusion through interaction with the Board of Directors, Executive Council, supervisory staff, employees, students, and the community. 4. Represents SCC to external organizations. Represents SCC to external community, organizations, and agencies. Collaborates with external and internal constituency groups, including students and protected veterans, to promote and advance diversity, equity, and inclusion. 5. Ensures SCC hiring and employment actions achieve DEI. Works closely with the SCC Human Resources Director to improve the SCC workforce hiring and employment 	Salary \$71,751.01 Benefits \$30,852.93

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			<p>actions that strive to attain URM goals.</p> <p>6. Uses available internal and external data for DEI decisions. Uses available internal and external data to monitor program effectiveness and keeps management informed of equal opportunity progress and issues through periodic reports. Gathers, researches, and analyzes data for use in various reports identified for the college or system related to DEI.</p> <p>7. Analyses DEI related legislation and regulations. Provides analysis of legislation and regulations related to diversity, equity, inclusion, and makes recommendations to leadership on all SCC/KCTCS policy and practice.</p> <p>8. Manages DEI budget. Manages the department budget, including developing budget proposals, justifying expenses and monitoring accounts.</p> <p>9. Other Duties. Performs other related duties as assigned.</p>	
Southcentral	Addi Hernandez	Academic Coordinator (Recruiter)	<p>Duties of the Academic Coordinator</p> <p><i>Latino Outreach Specialist</i></p> <ul style="list-style-type: none"> o Increase efforts in high schools and community to service the Latino population by providing additional services in marketing, outreach, admissions, recruitment, and community building. o Work with high schools and other community partners to ensure the Latino community is aware of the educational opportunities offered at SKYCTC. o Maintain recruitment and marketing materials to serve Spanish speaking population. o Host activities for new and current Latino students to increase involvement and retention. <p><i>Minority Student Liaison</i></p> <ul style="list-style-type: none"> o Work with community agencies and high schools within the 10-county area to provide minority prospects with basic college information, explaining the application and 	Salary \$37,809 Benefits \$16,257.87

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			<p>admissions process and discussing different programs available at SKYCTC.</p> <p><i>Assist Students and Guests</i></p> <ul style="list-style-type: none"> o Assist walk-in and call-in prospects and students requesting information on how to enroll into college. o Provide admission requirements, financial aid, scholarship, and program information to prospective students. o Respond to Signal Vine and LobbyCentral inquiries and appointments as needed. <p><i>Assist with Admission Processing</i></p> <ul style="list-style-type: none"> o Process applications, high school transcript data in People Soft and Parchment. o Send acceptance letters to students who are ready to be admitted. 	
Sherrri Forester	Vice President Administrative Services	<ul style="list-style-type: none"> • Responsible for the SKYCTC Diversity Plan and Strategic Plan - meetings, updates, tracking progress, reporting, implementing, etc. • Serves as EEO Coordinator and Affirmative Action Officer for SKYCTC and Title IX Coordinator for the SKYCTC faculty and staff. • Serves as a liaison between SKYCTC and the KCTCS legal team. • Chairs the local college policy/procedures development committee and is the custodian of internal procedures of SKYCTC. • Serve on HR Peer Team and Diversity. • Serves on the President's Cabinet and as a Cabinet Liaison for the Diversity, Sustainability, and Professional Development committees. 	Salary - \$5,000 Benefits - \$2,150	
Brooke Justice	Vice President Student Services	<ul style="list-style-type: none"> • Identify strategies related to enrollment and retention • Execute goals and strategies of Diversity plan; Incorporate Strategic Enrollment Management plan goals and strategies 	Salary - \$5,000 Benefits - \$2,150	

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			<ul style="list-style-type: none"> • Evaluate short- and long-term recruitment goals and provide leadership to Marketing department and committee • Promote DC to Finish and Merit scholarship programs emphasizing cost savings and shorter time to a degree • Emphasize debt-free opportunity • Focus strategies on optimizing enrollment process, increasing retention, and promoting student success • Increase enrollment, retention, and completion of under-represented minorities and low- income student populations • Enhance partnerships with Boys & Girls Club of Allen, Barren, Simpson, and Warren counties • Emphasize TRiO services and opportunities to increase URM and low-income student metrics • Offer early registration event to capture interest and encourage enrollment action • Offer career exploration activities to aid students in the identification of their best path and increase their connection to the institution • Encourage use of Pathfinder Pantry to reduce food insecurity. 	
Southeast	SKCTC does not employ any personnel with the title or description that includes the words "diversity," "equity," "equality," or "inclusion".	n/a	The SKCTC Cross-functional Team is responsible for all institutional reporting, college initiatives, and community programs that involve DEIB work.	n/a
West Kentucky	Chase Durrance	Official: Manager IV Student Support Working title: Dean of Students	The Dean of Students at WKCTC supervises support functions including Ready-To-Work, Accessibility Services, the Student Support Coordinator (who works with basic student need and student activities), and related functions included our 4-Rivers Counseling representative and KYNector. Additionally, the Dean of Students administers the KCTCS Student Code of Conduct, the student emergency	Salary \$15,094.03 Benefits \$6,490.43

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			<p>fund, Title IX, and non-academic student complaints. The Dean of Students at WKCTC serves as the college's chief diversity officer and is responsible for facilitating the submission of the mandated CPE Diversity Report annually. The Dean of Students manages the KCTCS Cultural Diversity Budget of \$12,000 annually. While diversity is a responsibility that fits within the Dean of Student's role, it is not the primary function of the Dean of Students, which is facilitating broad universal student support. No student at WKCTC has increased access to requesting or receiving that support aside from how time-sensitive their need is, which would only accelerate the timeline for a student.</p>	
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