Introduction

Motlow State Community College is committed to actively fostering diversity and serving its students as well as the community. The College strives to enrich its heritage through the diversification of its student population, faculty and staff. To support the college’s mission, the Access and Diversity plan reaffirms its core values of equality, opportunity, and its dedication to student success in an increasingly diverse world.

A diverse intellectual community is essential to the quality of higher education institutions. Motlow State Community College recognizes this need through its institutional mission and 2010-2015 Strategic Plan. The following College mission references the diverse service area and student groups served.

**Motlow State Community College is a public, multi-campus college offering certificates, associate degrees, and flexible learning pathways for early transfer, college preparation, and workforce training. Students are prepared for employment, career advancement, and four-year college or university transfer. The College serves an eleven-county area comprised of full-time, part-time, traditional, and non-traditional age students from diverse socio-economic populations with disparate educational and cultural backgrounds. The College offers high quality accredited educational programs and a variety of support services emphasizing and promoting student success.**

The newly developed 2010-2015 Strategic Plan is composed of four priority areas – Access, Student Success, Quality, and Resourcefulness and Efficiency. This plan was used as a guiding principle for the College’s Access and Diversity plan which contains several goals and objectives targeting student enrollment and diversity, student success, and a culturally diverse faculty and staff.

Access and Diversity Plan

The **Access Priority** goal that supports an increase in recruitment of underserved student populations follows:

**Strategic Plan Goal 1.2:** Motlow State Community College will enhance access to higher education for traditionally underserved populations.

**Access and Diversity Goal 1:** Increase the enrollment and diversity of non-traditional (adults 25 and older) and/or part-time students.

**Objective 1.1:** Increase the enrollment of non-traditional and/or part-time students by five percent by 2015.

- **Baseline:** Fall 2009 Headcounts - Non-traditional: 1,521 Part-time: 2,328
- **2015 Target:** Headcounts - Non-traditional: 1,597 Part-time: 2,445
- **Strategies:**
  a. Promote the College’s Adult College Express (ACE) Program.
  b. Award tuition money to non-traditional students and/or part-time students who meet Access and Diversity criteria.
  c. Partner with service area career centers and business and industry to inform constituents of educational opportunities.
d. Develop and present sessions to local churches, civic and social organizations on available services

**Objective 1.2:** By 2015, develop and implement a marketing strategy to increase enrollment of non-white non-traditional and/or part-time populations by five percent.

- **Baseline:** Fall 2009 Non-White Non-traditional Students Enrolled: 386  
  Fall 2009 Non-White Part-time Students Enrolled: 374
- **2015 Target:** Non-White Non-traditional Students Enrolled: 405  
  Non-White Part-time Students Enrolled: 393
- **Strategies:**  
  a. Develop marketing pieces to be distributed in service areas with a high penetration of targeted populations.  
  b. Secure billboards in service areas to promote adult learning  
  c. Create an Access and Diversity website

The Complete College Tennessee Act 2010 and other related mandates placed increased accountability on higher education institutions to improve student success rates. The **Student Success Priority** seeks to improve student progression and the number of academic awards among all student populations including underserved ones. The following goal and objective support student success:

**Strategic Plan Goal 2.1:** Motlow State Community College will develop and implement programs and methodologies to enhance student persistence to the completion of the post-secondary credential or degree.

**Strategic Plan Goal 2.2:** Motlow State Community College will increase the number of students who complete associate degree or certificates.

**Access and Diversity Goal 2:** Increase retention among student program populations

**Objective 2.1:** Increase the fall-to-fall retention rate by five percent among participants in the Motlow Participant Partnership Program (MP3) by 2015.

- **Baseline:** Fifty (50) participants
- **2015 Target:** Eighty (80) percent of program participants will return for the second academic year or graduate/transfer.
- **Strategies:**  
  a. Solicit mentors from the college and the community by August of each year  
  b. Create a mentoring partnership program for students by March 2011  
  c. Provide academic coaching and/or tutoring weekly  
  d. Provide events or cultural presentations of diverse groups to include but not limited to art exhibits, plays, music performances throughout the year

The need to prepare students for active participation in an increasingly diverse society is addressed in the **Quality Priority**. The following goal and objective details the College’s Quality Enhancement program call for the addition of internationalized modules across the curriculum.
Strategic Plan Goal 3.2: Motlow State Community College will improve student learning through culturally diverse perspectives to prepare students for success in a global society.

Access and Diversity Goal 3: Improve student learning through culturally diverse perspectives by recruiting and retaining diverse faculty and staff role models.

Objective 3.1: By 2015, increase diversity in faculty and staff by twenty percent.

- Baseline: 2009 Non-White Employees: 41
- 2015 Target: Non-White Employees: 49
- Strategies:
  a. Attend job fairs or leadership conferences at a minimum of two Historically Black Colleges and Universities.
  b. Allow moving expenses for diverse faculty and staff, up to $1000.
  c. Advertise job openings in national diversity publications.

Objective 3.2: Provide annual training and professional development to faculty and staff.

- Baseline: No commitment for annual diversity training
- 2015 Target: At least five diversity training sessions since 2011
- Strategies:
  a. Provide training session on diversity and/or internationalization for faculty and staff.
  b. Encourage faculty and staff to attend diversity workshops and/or conferences by supporting financially as budget allows.
  c. Provide diverse faculty and staff the opportunity to further their education through financial assistance.

Conclusion

Motlow State Community College strives to enrich its campus racial diversity. While the college has witnessed enhanced student population in diverse enrollment by race, the desire is to increase this diversity across the four campuses. Motlow strives to build upon its tradition of service to non-traditional and part-time students. In response to today’s economic challenges, the college will offer increased incentives and support to attract and retain this population. Motlow recognizes the importance of increasing the retention of a diverse student body and will implement a partnership program specifically targeted to support, encourage and mentor these students. Motlow is committed to recruit and retain diverse faculty and staff and prepares to work diligently to provide culturally diverse role models for students.