

President's Report

Board of Regents Meeting

March 13, 2009

System Office – Versailles, Kentucky

The following information provides updates on President McCall's annual leadership initiative, FACET 2008-09.

WORKFORCE COMPETITIVENESS

Goal - KCTCS will enhance its capacity to meet Kentucky's current and future job needs.

Target Measurement for 2008-09 – KCTCS workforce education and training divisions will be re-engineered to be more responsive to the needs of Kentucky's businesses and industries as evidenced by:

- **Meetings conducted by the KCTCS President with representatives of three industry sectors to determine the KCTCS response to statewide training needs.**

Meetings were conducted in February with Big Sandy, Hazard, and Southeast colleges to review the forum report and strategize. Planning the response to the coal industry leaders was initiated. The Coal Forum Report will be mailed in March to the companies that attended the Coal Mining Forum and the colleges will schedule meetings with the companies to review assessment and training strategies.

Dates for two additional industry forums were identified and confirmed: April 14 and May 11, 2009. The industries under consideration for remaining forums include healthcare, financial services, and transportation.

- **Targeted industry sector needs assessment conducted, three partnering initiatives confirmed, and a plan of action developed at all colleges.**

Industry Forums Completed:

- *Elizabethtown Community and Technical College – Information Technology – January 2009*
- *Ashland Community and Technical College – Supervisory – February 2009*

Industry forum planning sessions were conducted and dates were established for the forums with the following colleges:

- *Somerset Community College – Manufacturing – April 2009*
- *Bluegrass Community and Technical College – Manufacturing – To Be Determined*



KCTCS is an equal opportunity employer and education institution.

- Henderson Community College – Healthcare – March 2009
- Henderson Community College – Manufacturing – May 2009
- Jefferson Community and Technical College – Manufacturing – January 2009
- Owensboro Community and Technical College – Healthcare – To Be Determined
- Maysville Community College – Manufacturing & Finance – March 2009
- Maysville Community College – Healthcare – April 2009
- West Kentucky Community and Technical College – To Be Determined
- Elizabethtown Community and Technical College – Human Resources – March 2009
- Elizabethtown Community and Technical College – Follow up IT Forum – April 2009

- **A systemwide Management/Supervisory Institute established.**

The initial phases of curriculum development have begun, taking the existing courses and modules to build a blended delivery approach. Ashland Community and Technical College is taking the lead on development of the curriculum. A strategy session was conducted for further planning on January 23, 2009. A Community and Economic Development Peer Team Meeting February 18-19, 2009, was conducted and a work group was established for further development of the Supervisory Institute.

- **20 KCTCS Workforce Competiveness best practices identified, documented, and distributed to all colleges.**

Eleven Best Practices have been submitted for KCTCS staff and Clements consultant to review. Colleges are required to submit one best practice per quarter based on their WCI implementation start date. To date, the following have been submitted:

- Bowling Green: 1
- Elizabethtown: 2
- Henderson: 2
- Jefferson: 3
- Madisonville: 1
- Owensboro: 1
- Somerset: 1

A monthly Best Practices Webcast for all colleges CED teams was implemented. It will be conducted on the first Friday of every month beginning March 6, 2009. Each month will highlight one college's best practice.

- **Workforce Competiveness Teams established at all colleges.**

All 16 colleges are involved in implementing the WCI process, with all colleges being in different phases of the implementation. WCI teams have been established at all colleges. Nine colleges have documented and posted teams to DocuShare.

WCI on-site meetings have been conducted with college staff for Hopkinsville, Bowling Green, Henderson, Big Sandy, Southeast Kentucky, Hazard, Bluegrass, Gateway, Elizabethtown, Somerset, Maysville, and West Kentucky.

- **Professional Development**

ROI/Sales training was conducted on February 10th and 11th in Hazard for our Group IV colleges (Big Sandy, Hazard, Hopkinsville and Southeast). Bowling Green staff also attended.

A one day workshop train-the-trainer for KCTCS Online Express Teams was held on January 21, 2009 at Gateway.

A CED Peer Team meeting was held on February 18 – 19, 2009, in Versailles.

- *Workforce Development Stimulus Funds – Discussed the areas of funding and divided the colleges into four teams to brainstorm ideas for training and the types of jobs for Energy, Environment, Transportation, and Healthcare. Colleges identified the types of jobs, training available, and resources needed by the colleges. KCTCS staff and the Clements consultant are preparing a draft for a systemwide plan to review with the colleges.*
- *WCI and Board of Regents Accountability Reports - Reviewed all the WCI reports and due dates with the colleges. Conducted a training session for companies served and credit/non-credit headcount reports.*
- *Income/Expense Reports – KCTCS Finance staff presented a new report to CEDs that was developed specifically for them to track income and expenses. CEDs were asked to coordinate with their college business office staff to obtain access to the report.*
- *Global Corporate College (GCC) – Jefferson Community and Technical College (JCTC) provided an update on Global Corporate College and explained the services available to all colleges. JCTC is in the process of hiring a project manager for GCC to coordinate KCTCS initiatives.*
- *Workforce Assessment Centers – Discussed the survey currently being completed by college workforce assessment center directors. The survey is due February 26. Next steps include identifying strategies to increase assessments offered by the colleges. A work session will be scheduled this spring for all workforce assessment center directors to develop a plan.*
- *WCI Branding and Marketing – CEDs voted on the new name and tagline after a presentation from Creative Alliance. Once Creative Alliances researches additional information on the new name, they will present this to the Marketing RAMP Team. KCTCS Public Relations and Marketing staff explained the next steps in developing marketing materials for the colleges. Each college was asked to identify at least four businesses to interview for testimonials and still photographs. This should be completed late spring 2009.*
- *Identified four strategic areas of focus for the colleges and assigned each college to one of the teams. These teams will take these initiatives from concept to implementation.*
 - *Supervisory Institute – Ashland Community and Technical College, Owensboro Community and Technical College, Jefferson Community and Technical College, and Southeast Community and Technical College.*
 - *Professional CEU/Licensure – Elizabethtown Community and Technical College, Maysville Community and Technical College, Big Sandy Community and Technical College, and Henderson Community College.*
 - *Online Training/KCTCS Online – Gateway Community and Technical College, Bowling Green Technical College, Hazard Community and Technical College, and Hopkinsville Community College.*
 - *Instructor Recruitment/Salary – Bluegrass Community and Technical College, West Kentucky Community and Technical College, Madisonville Community College, and Somerset Community and Technical College.*

VIRTUAL LEARNING

Goal: KCTCS will enhance the flexible delivery of workforce solutions.

Target Measurement for 2008-09—KCTCS Online will be implemented and expanded as evidenced by:

- **24/7 delivery of the Business Administration program and the Information Technology program.**

The KCTCS Online soft rollout began on January 26, 2009, with 110 modules available for enrollment. The modules being offered are specific business administration and information technology courses requested by the Community and Economic Development directors from the five soft rollout colleges, Bowling Green, Elizabethtown, Gateway, Hazard, and Jefferson. Elizabethtown and Gateway have committed to enrolling enrollments of 100 or more during the next two months. The other three colleges are expecting only a few enrollments. Elizabethtown will focus its efforts on the health care industry by soliciting local hospitals for their employee training needs and on Ft. Knox. Meanwhile, Gateway is working exclusively with Citi who employs more than 3,000 in northern Kentucky. Citi executives have expressed high interest in KCTCS Online and expect that many of their employees who have access to a tuition reimbursement program will enroll in course modules. Actual enrollments at both Elizabethtown and Gateway are not expected until mid- to late-February.

On February 3, President McCall announced that the soft rollout was being extended to System Office employees. There has been high interest among the System Office staff. Having them enrolled will help with the feedback necessary to tweak our processes before the full launch on March 23. As of February 11, there were 22 applications submitted for enrollment; and two students have already started course work.

- **Competency-based curriculum delivered in modularized courses.**

As mentioned above, the KCTCS Online soft rollout began on January 26, 2009 with 110 modules available. As of March 2, 218 modules had been submitted into the Quality Assurance (QA) review process with 120 receiving QA Certification. Twenty-four modules remain to be completed by college course developers and submitted for review. A few of the modules were delayed because of the failure of a publisher to provide the eTextbooks that were requested by some course developers. Those developers have now changed publishers and will be completing their modules no later than July 1, 2009.

- **Full array of student services online.**

In mid-September, a contract was signed with Presidium Learning to provide the 24/7/365 Help Desk for KCTCS Online students. The help desk is now up and functioning. Colleges have identified Tier 3 team members to assist KCTCS Online students whose questions cannot be addressed by either the Tier 1 (Presidium Learning staff) or Tier 2 (Elizabethtown and Hazard staff).

On January 21, 2009, KCTCS Online Central Services conducted a full-day training session on how to provide student services with staff from Gateway Community and Technical College. The session also included training on PeopleSoft functions for KCTCS Online. Gateway staff conducted KCTCS

Online information sessions, orientation sessions, and registration workshops for Citi employees during the first two weeks of February.

The Central Services training sessions will be expanded to three-day sessions with more specific PeopleSoft training and will be made available to other KCTCS colleges at regional sites this spring. The dates and locations are: February 23-25, Madisonville; March 2-4, Hazard; March 9-11, Elizabethtown; and March 16-18, Versailles.

- **One or more additional programs selected for development for KCTCS Online.**

The goal of the Virtual Learning Initiative is to attract new students to KCTCS—primarily those working adults who believe that our current methods of delivering higher education courses do not fit their lifestyle or meet their needs for improving their career goals. Phase I of the Virtual Learning Initiative was designed to develop associate degree programs in the new competency-based, modularized format delivered through KCTCS Online in a 24/7/365 format. In September 2007, KCTCS began the first round of developing programs for KCTCS Online. Later, in May 2007, two new Requests for Proposals (RFP) were sent out to all 16 KCTCS colleges. One RFP was the second round for Phase I. The RFP called for the development of the nursing program for delivery on KCTCS Online plus the development of another Associate of Applied Science degree to be chosen from proposals submitted from the colleges. The other RFP introduced the colleges to the Virtual Learning Initiative’s Phase II—targeting “transitional” students including current high school students, recent high school graduates and GED recipients. The RFP called for the building of modularized online courses for developmental mathematics, developmental reading, and developmental writing.

On November 7, President McCall notified lead colleges for five consortiums that their proposals had been approved for funding pending revisions to address concerns raised by the proposal review team. The lead colleges and their approved projects are:

*Hopkinsville—Nurse Aide;
Owensboro—LPN;
Jefferson—ADN;
Hazard—IT, Information Security Option; and
Bluegrass—Industrial Maintenance Technology.*

The one proposal submitted for Phase II, Round I—Developmental Education, was not funded.

On January 22 and 23, the project development teams from the five consortiums for projects in Phase I, Round 2 participated in a two-day workshop at the System Office. The workshop, “Moving from Proposal to Development,” included sessions on delivery budget development, SACS guidelines, curriculum approval process, modular template review, quality assurance submission process, Blackboard template review, and online student services and student advising. On the second day of the workshop, the consortium project development teams developed timelines for completing their projects (so that programs can be delivered beginning October 1, 2009), worked through developing a module, and spent time with publishers reviewing possible eTextbooks for their programs. Beginning in mid-February, the teams will begin bi-weekly meetings with VLI Central Services staff to review progress on program development.

Three colleges have agreed to submit proposals for Phase II, Round I—Developmental Education. The proposals were received on March 2. Big Sandy will be taking the lead in reading; Hazard in

writing; and Southeast Kentucky in mathematics. If the colleges' proposals are accepted, development will begin in April with expectation that course modules are ready for delivery by January 1, 2010.

The KCTCS Online website can be accessed at <http://online.kctcs.edu>

TRANSFER

Goal: KCTCS will enhance two- to four-year transfer in order to increase the educational attainment of Kentuckians.

Target Measurement for 2008-09 - KCTCS will expand the focus on transfer as evidenced by:

- **Meetings conducted by the KCTCS President Michael B. McCall with each public university president to address transfer barriers for KCTCS students.**

President McCall met with Morehead State University President Wayne Andrews, and University of Louisville President James Ramsey, Kentucky State University President Mary Sias, and Murray State University President Randy Dunn between December 2008 and March 2009. The KCTCS agenda and materials for the meetings include transfer summit goals, KCTCS strategic priorities for transfer, issues to overcome related to transfer in general as well as at a particular four-year institution, and the top 10 KCTCS programs. Specific components of the materials include the following:

Transfer Summit Goals

- *To exchange information about transfer-related goals and priorities at KCTCS and the University.*
- *To identify transfer barriers for KCTCS students to transfer to the University.*
- *To discuss strategies and to make a shared commitment to address issues to enhance KCTCS student transfer to the University.*

KCTCS Strategic Priorities for Transfer

- *Kentucky's 2020 Goals to Double the Numbers*
- *KCTCS Plan for a Competitive Commonwealth*
- *FACET Transfer Initiative*

Key Issues to Overcome Related to Transfer

Definition of Transfer Students

- *The Current CPE Definition*
- *Proposed Revisions to the Current CPE Definition*
- *2006-2007 KCTCS Transfers to the University*

Consistency in the Transfer of Credit from KCTCS toward Four-Year Degrees

Improving Transfer to the University

- *Building upon Institutional Successes*
- *Responding to Institutional Challenges/Opportunities*
- *Top Program Areas of Concentration at KCTCS*
- *Transfer Plans by Field*

- *Agreements That Exist to Facilitate Transfer*

Appendices

- *Appendix I – Transfer Issues Identified by KCTCS Colleges for the University*
- *Appendix II – Top 10 Programs at KCTCS Colleges*

- **Transfer/career center services established at all colleges based on best practices.**

In order to support the development of transfer/career center services at KCTCS colleges:

- *Madisonville Community College shared best practices for their transfer center services with the Transfer Liaisons Peer Team workgroup,, including the web site, newsletter, transfer mailing information, workshops, and services.*
- *A systemwide campus visit to the Bluegrass Community and Technical College (BCTC) Transfer Center was made Friday, March 6, 2009, from 11a.m. – 3p.m., in the Academic and Technical Building at the Cooper Campus. Any colleges interested in seeing and learning more about the programs, services, and lessons learned at the BCTC Transfer Center were encouraged to attend.*
- *An overview of three different transfer center models (student development, document, and academic partnership) was shared across the System. Drawing on a presentation developed by the BCTC Transfer Center, the overview described the types of program and services provided within each model. Copies of the presentation were distributed to Transfer Liaisons Peer Team Workgroup members.*

- **College Transfer Liaisons Peer Team established.**

The Transfer Liaisons Peer Team Workgroup met on February 12, 2009. The meeting focused on the exchange of information about transfer practices/different transfer center models, an update on the transfer challenge/recommendation from the Governor’s Higher Education Workgroup Affordability Subcommittee, the possibility of KCTCS hosting a meeting of the Statewide Transfer Committee in the fall, an overview of the information provided to four-year university presidents on President McCall’s transfer visits, and an update on current web services initiatives.

*The following information provides updates on the efforts to accomplish the **GOALS** as outlined in the **KCTCS Strategic Plan 2006-10, July 2005 Edition**.*

PROMOTE EXCELLENCE IN TEACHING AND LEARNING

Core Indicators:

- ***Productivity/Effectiveness***
- ***Remediation/Developmental Education***
- ***Student Engagement***

KCTCS President's Leadership Seminar (PLS) 2008-09 Class Completes Activities

The 2008-2009 President's Leadership Seminar (PLS) class has recently completed the first in a series of online professional development and service activities that will take place throughout spring 2009. The class completed a peer feedback and revision activity and participated in a February 24, 2009, *LiveMeeting* in preparation for review of Award of Excellence submissions. The group will also develop individual professional development plans and will meet during the New Horizons Conference on Teaching and Learning in Louisville in May 2009.

KCTCS President's Leadership Seminar (PLS) 2009-10 Applications Accepted

Applications were received for the 2009-2010 President's Leadership Seminar (PLS) through March 1. PLS is a professional development experience designed for the participants to explore topics such as leadership traits, national issues and trends, professionalism, media relations, and customer service. PLS participants learn first-hand about cutting-edge issues in leadership from national experts by interacting with these leaders in a collegial, small-group setting while focusing on real-life leadership issues and challenges.

Application reviews took place in early March 2009. President McCall will make the final selections for the 2009-2010 class and notify the class members of their selection in April. The 2009-2010 Fall Session of the President's Leadership Seminar will take place September 29-October 1, 2009.

Collegiate Assessment of Academic Proficiency Test

In spring 2009, five KCTCS colleges will be participating in a statewide effort to assess general education outcomes. Those colleges are Big Sandy Community and Technical College, Elizabethtown Community and Technical College, Hazard Community and Technical College, Somerset Community College, and Southeast Kentucky Community and Technical College. The Council on Postsecondary Education (CPE) is coordinating this project in response to a request from the state legislature. Over the next three years, a series of assessments will be administered to a sample of students at each of the public postsecondary institutions.

The spring 2009 phase of the project is an evaluation of math skills, using the Collegiate Assessment of Academic Proficiency (CAAP) Mathematics Test. This standardized assessment, designed by ACT, will be used to determine how students in Kentucky perform compared to others on national norms. The information will be used to demonstrate to the legislature how each institution contributes to educational success in Kentucky. The CAAP Mathematics Test is a 35-item, 40-minute test designed to measure students' proficiency in mathematical reasoning. More information about the CAAP mathematics test is available at: <http://www.act.org/caap/tests/math.html>.

New Horizons Faculty/Staff Awards of Excellence Applications Received

Forty-four applications from across KCTCS were received in February 2009 for the New Horizons Faculty/Staff Awards of Excellence. Award applications are reviewed on criteria that focus on the significance and innovation of the nominee's accomplishments during the previous year. Awards will be presented in three categories: Faculty, Administrative Staff, and Support Staff. The awards will be presented at the Award of Excellence dinner, to be held on Monday, May 18, 2009, at the New Horizons Teaching and Learning Conference in Louisville.

New Horizons Teaching and Learning Conference 2009 Program and Registration Online

The New Horizons Teaching and Learning Conference 2009 draft conference program, conference registration, and hotel information are now available online at:

http://www.kctcs.edu/prodev/2009_nhpod/. This year the New Horizons conference will be held at the Crowne Plaza Louisville, 830 Philips Lane, Louisville, KY. Following a record number of submissions, 144 proposals were selected by reviewers for presentation at the May 18-20 conference. The Conference will also feature the annual KCTCS Faculty/Staff Art Exhibit, a performance by a combined choir from several KCTCS colleges, and a Vendor Fair.

Kentucky Coal Academy and Interactive Digital Center – National Awards

The Kentucky Coal Academy (KCA) and the Kentucky Community and Technical College System Interactive Digital Center (IDC) recently received awards from the U.S. Department of Labor Mine, Safety and Health Administration for their entry in the annual training materials competition. They won in the Mixed Media Public category and the Grand Prize category.

The KCA funded the development of the project through the KCTCS IDC, who developed the simulation based training application for the CSE SR-100 Self-Contained Self Rescuers. These devices are essential safety equipment carried by underground miners and have been the major focus of new safety legislation requiring more training. The interactive application provides the user with a hands-on opportunity to visualize the parts of the rescuer unit, the daily inspection process, the 90 day inspection process, an interactive breathing demonstration, and, ultimately an innovative, demonstration of the donning procedure of this unit.

The competition is part of a three-day TRAM/National Mine Instructor Conference hosted by the National Mine, Health and Safety Academy at their facility in Beaver, West Virginia. Businesses, coal mines, miners and others submit entries to showcase projects that have been developed in the past year for the coal industry.

IdeaFestival 2009

IdeaFestival (IF) 2009 will be held in Louisville September 24-26. The goal of the *IF* is to promote “out-of-the-box thinking and cross-fertilization as a means toward the development of innovative ideas, products and creative endeavors.” KCTCS will once again participate in the *IF* as a Lead Session sponsor. It is the goal to not only provide volunteers and participants, but also to have more students and faculty involved with sessions and presenters. The KCTCS *IF* Planning team, comprised of individuals from each KCTCS College and the System Office, has received information about presenters that have been secured thus far. This year’s presenters include a 10-year old piano virtuoso and a 3-D pavement artist along with experts in the areas of climate change and swarm theory (the management of complex systems). More on *IdeaFestival 2009* may be found at www.ideafestival.com.

Council on Postsecondary Education Faculty Development Workgroup Meetings

KCTCS participated in the statewide Council on Postsecondary Education (CPE) Faculty Development Workgroup online meeting on January 14, 2009; February 14, 2009; and March 11, 2009. The workgroup developed a revised mission statement, received a report on proposal submissions for the merged CPE Conference on the Scholarship of Teaching and Learning/Teacher Quality Summit to be held in May 2009, discussed policy issues relating to the *Kentucky Journal of Excellence in College Teaching and Learning*, and addressed the review process for the Kentucky Virtual Campus Online Excellence Awards.

Kentucky Association for Career and Technical Education Board Meeting and Report

The Kentucky Association for Career and Technical Education (KACTE) Board met on January 15, 2009, in Elizabethtown. KCTCS was represented by the KCTCS Professional Development staff. KACTE is the statewide professional association for Career and Technical Education (CTE) professionals in all

program disciplines and at all instructional levels. Issues addressed included discussion of the CTE advocacy plan for 2009 and the CTE Summer Program to be held in Louisville, July 5-8, 2009.

Accreditation Update

- Gateway Community and Technical College was awarded initial membership at the December 6-9, 2008, meeting of the Commission on College of the Southern Association of Colleges and Schools (SACS) in San Antonio, TX.
- Bowling Green Technical College will host a SACS Visiting Team (initial membership) April 28-30, 2009.

INCREASE STUDENT ACCESS AND SUCCESS

Core Indicators:

- ***Affordability***
- ***Completers/Attainers***
- ***Enrollment***
- ***Retention***
- ***Transfer***

KCTCS Colleges Receive More Than \$3.2 Million In Grants

Three Kentucky Community and Technical College System (KCTCS) colleges have received grants from the U.S. Department of Labor totaling more than \$3.2 million. The Department of Labor -Based Job Training (CBJT) grants were introduced by former President George W. Bush in 2004. The grants are awarded to improve the ability of community colleges to provide their region's workers with the skills needed to enter growing industries.

- **Gateway Community and Technical College (GCTC)** received a CBJT grant for \$846,670. The grant will fund the Northern Kentucky Regional Homeland Security Careers Project. The project will enable Gateway to add the organizational infrastructure required to create new and expanded training activities designed to increase the pipeline of qualified workers into the security industry. This is the third Department of Labor grant Gateway has received in less than a year. The others include an \$866,095 nursing expansion grant awarded in April 2008 and a \$394,993 grant awarded in July to fund career education for high-growth jobs, specifically for the energy industry.
- **Madisonville Community College (MCC)** received a Technology-Based Learning (TBL) grant for health care in the amount of \$425,181. The college will use the funding to develop an online Integrated Nursing Center Pathway to address the critical shortage of registered nurses, licensed practical nurses, and baccalaureate nurses in the health care industry in western Kentucky and continuous regions of three other states (Illinois, Indiana, and Tennessee). MCC will model the design and delivery of the online program after its highly successful, online surgical assistant program.
- **West Kentucky Community and Technical College (WKCTC)** received a CBJT grant for \$1,931,913 to be used in energy careers. Participants in this project will work to develop a workforce that promotes regional energy capacity and efficiency.

GCTC and WKCTC were chosen from among 274 nationwide CBJT grant applicants. MCC was chosen from 193 applicants for the TBL grant.

KCTCS Colleges Among Nation's Leaders in Enrollment Growth

Eight of the 16 colleges in the Kentucky Community and Technical College System are cited as being among the fastest growing public community colleges in the nation, according to a listing published in *Community College Week*. The listing was based on enrollment figures between fall 2006 and fall 2007.

Bowling Green Technical College was first in the 2,500-4,999 student category with a 39.1 percent increase in students. Ashland Community and Technical College was ninth in the same category with a 16.5 percent increase. Hazard Community and Technical College was 22nd in that category with a 12.3 percent increase. Elizabethtown Community and Technical College was 28th with a 10.6 percent increase, while Madisonville Community College and Maysville Community and Technical College were 37th and 47th with increases of 6 percent and 8.3 percent respectively.

Somerset Community College ranked 18th in the 5,000-9,999 student category, with a 12.6 percent increase in the 10,000-plus student category, Jefferson Community and Technical College was 49th with a 5.2 percent increase.

Marketing Plan Update

The KCTCS University of Kentucky and University of Louisville sports marketing campaign officially kicked off the first of December with the start of basketball season. The public advocacy TV spots - *Transforming Lives. Transforming Kentucky* - are airing statewide as part of this sponsorship. Both the KCTCS featured game at U of L (January 4) and at UK (January 21) recognized transfer students during special courtside presentations.

In addition to the UK/U of L campaign, a legislative session media program was launched in late December to coincide with the beginning of the 2009 Kentucky General Assembly. This campaign includes the purchase of statewide public radio, audio news releases, Frankfort billboards, WHAS radio, Lane Report, and Frankfort cable TV.

Work also continues on the development of a public advocacy campaign that will be officially launched in August. Gould & Associates presented their recommendations and timetable to the President's Leadership Team (PLT) during their February meeting. Plans are currently underway to develop the messaging, campaign tactics, and budget.

The marketing plan for the Workforce Competitiveness Initiative is beginning to take shape and potential names and branding concepts were recently developed and presented to both the Community and Economic Development Directors and Public Relations Peer Teams. These concepts will be tested during the month of March in customer-based focus groups.

KCTCS/KYAE Collaboration Forum

KCTCS and Kentucky Adult Education (KYAE) are co-hosting a Collaboration Forum for KCTCS and KYAE providers on March 3, 2009, at the KCTCS System Office. KCTCS Developmental Education faculty working on the Virtual Learning Developmental Education initiative as well as other developmental education faculty representatives as designated by the college's Chief Academic Officers have been invited. The agenda will focus on improved KCTCS/KYAE collaboration to improve student transitions, including new directions in web-based instructional support.

Electronic Transcript Exchange

The Electronic Transcript Exchange initiative in Kentucky has been awarded the Elbert W. Ockermann State and Regional Professional Activity Award by the American Association of Collegiate Registrars and

Admission Officers (AACRAO). The AACRAO award will be presented to Kentucky AACRAO, including KCTCS staff, during the annual meeting in April. This initiative shows the power of collaboration between the public and private institutions across the state (with KCTCS staff at the forefront of the implementation). This initiative is a benefit to both colleges and students. Colleges save staff time and resources through the elimination of postal expenses, transcript paper, and envelopes. Students receive better service as transcripts are sent immediately and can be tracked more easily.

KCTCS Online Student Services Help Desk

The *KCTCS Online* Student Services Help Desk launched on January 26th after months of planning and development. The Help Desk provides 24/7 support to *KCTCS Online* students and handles 90-95 percent of all student questions and inquiries.

KCTCS Online Train-the-Trainer Session

Student Services and Technology Solution staff provided training at Gateway Community and Technical College for staff, faculty, and Citi employees. The training covered the following areas: *KCTCS Online* PeopleSoft Leadership and *KCTCS Online* Student Services Overview. As a result of the success of this training session, the System Office team will conduct a series of regional train-the-trainer sessions for all colleges prior to the March 23, 2009, hard roll out.

Increasing Demands on Ready to Work/Work and Learn (RTW/WL) Work Study

A mid-year review of the of the statewide RTW work study expenditures indicates an increased demand on available RTW work study funds in the first half of FY 2009. By December 2008, 65 percent of the systemwide work study allocation had been spent (\$1,015,402), compared to 47 percent in December 2007 (\$1,295,747). The number of RTW-funded work study students served year-to-date through the end of the fall 2008 semester was 927, compared to 771 served through fall 2007 semester.

All available RTW/WL work study resources have been allocated to the colleges, including additional funds that were recently realigned from personnel and operating expenses with approval from the Cabinet for Health and Family Services. The increased demand is attributable to several factors including:

- The economic downturn, which has resulted in more KTAP recipients being referred to RTW and the work study program.
- The minimum wage has increased and is causing the same number of work study hours to cost more per student.
- A number of RTW students have been determined eligible for the increased annual cap of \$3,500 due to having exhausted their 24 months of countable TANF vocational education participation.

In order to conserve these work study resources for the most immediate target population, RTW coordinators have been advised to work closely with their campus financial aid directors to access federal work study resources for these students wherever possible. There is still the possibility that there might be increased funding for TANF in the Economic Stimulus package. The RTW staff is working closely with the Cabinet for Health and Family Services to monitor this.

EXPAND DIVERSITY AND GLOBAL AWARENESS

Core Indicators:

- ***Enrollment Diversity***
- ***Global Awareness***

KCTCS Diversity Certification Program Launched

The KCTCS Diversity Peer Team participated in the first segment of the Diversity Capacity Building Program on December 2-4, 2008, at Georgetown College. This program was offered to develop and empower a cadre of change agents, who will have the knowledge and skills to transform KCTCS into a culturally competent, inclusive community college and technical college system, regarded as the nation's best. Diversity staff from the following colleges participated in the training: Ashland Community and Technical College, Big Sandy Community and Technical College, Bluegrass Community and Technical College, Bowling Green Technical College, Gateway Community and Technical College, Hazard Community and Technical College, Henderson Community College, Hopkinsville Community College, Jefferson Community and Technical College, Madisonville Community College, Maysville Community and Technical College, Owensboro Community and Technical College, Somerset Community College, Southeast Kentucky Community and Technical College, and West Kentucky Community and Technical College.

The first phase of this program focused on enhancing leadership skills and utilized the Phi Theta Kappa Leadership Development Studies curriculum and textbook. The program was facilitated by Dr. Jo Marshall, Somerset Community College President and CEO, and Dr. Lillie McCain, Mott Community College Professor of Psychology. Dr. Marshall and Dr. McCain are International Facilitators for Phi Theta Kappa's Leadership Development Program.

Phase Two of the Diversity Capacity Building Program was initiated on January 22, 2009, to build awareness of KCTCS administrative operations. Eleven KCTCS functional areas will present a one-hour overview between January and April 2009. Nine of these meetings will be conducted via *LiveMeeting* in order to save travel and lodging expenditures. The following functional areas are scheduled to participate: academic services, budget and financial planning, governmental relations, human resources, marketing and public relations, professional development, research and policy analysis, strategic planning, student services, technology solutions, and web services. Dr. William Turner, National Endowment for the Humanities Chair in Appalachian Studies at Berea College, will serve as the external evaluator for the entire project.

Council on Postsecondary Education (CPE) Statewide Diversity Plan Process

Beginning in December 2008, the System Offices of Cultural Diversity and Employment have participated in the development of a statewide diversity plan for the public postsecondary educational institutions. The meetings have been led by the Council on Postsecondary Education (CPE) and included the Committee on Equal Opportunities, the Council of Presidents, and the Institutional Equal Opportunity Representatives. KCTCS staff has contributed to the development of the plan, which was approved for implementation by the CPE at its January meeting. Next steps include drafting a definition of diversity as well as a set of value statements, both of which will be used to guide the statewide diversity planning process. The planning process is scheduled to conclude in January 2010.

Council on Postsecondary Education (CPE) Meets with Governor’s Minority Student College Preparation Program Directors (GMS CPP)

On March 3, 2009, KCTCS participated in the statewide GMS CPP Directors Conference. This meeting allowed CPE staff to review program goals and objectives, as well as discuss challenges, share updates, and highlight best practices from the various GMS CPP programs across the state. Twelve representatives from the following KCTCS institutions were in attendance:

- Ashland Community and Technical College
- Bluegrass Community and Technical College
- Hazard Community and Technical College
- Henderson Community College
- Hopkinsville Community College
- Madisonville Community and Technical College Owensboro Community and Technical College
- Maysville Community and Technical College
- Somerset Community College
- West Kentucky Community and Technical College
- System Office

British Experience in Living and Learning (BELL)

The BELL Award recipients have been identified for summer 2009. The process involved the KCTCS review committee as well as input from the Georgetown College Office of International Programs. The faculty selected are: Daniel Robinson, Bluegrass Community and Technical College, research topic “Study of Community Based Disease Management Systems for Dementia Detection and Care in the National Health Service”; Cindy Manning, Big Sandy Community and Technical College, research topic “LIFE-Learning Innovations for Education”; and Daniel Hildenbrandt, Owensboro Community and Technical College, research topic “Nonverbal Communication-Here and There”. The faculty will spend two weeks at Oxford-Regent’s Park-England.

ENHANCE THE ECONOMIC DEVELOPMENT OF COMMUNITIES AND THE COMMONWEALTH

Core Indicators

- ***Business/Industry Served***
- ***Licensure/Certification***
- ***Workforce Development***

Career Transition Program for Displaced Workers

In response to the challenging economic times, KCTCS has created the Career Transitions initiative that will provide 50 percent tuition scholarships for up to six credit hours for Kentucky workers who have become unemployed and filed for unemployment benefits since October 1, 2008. Career Transition scholarships will be offered for courses that have open seats and, therefore, will not add to the direct cost of offering these courses.

The Career Transitions Program will be offered at all KCTCS colleges and made available for students who enroll during the spring 2009 through December 31, 2009 (spring, summer, and fall terms). All

KCTCS colleges will identify a career transition coordinator to provide a simple, single point of entry to the college and its services. This will be an additional benefit of the program for individuals who might not be familiar with colleges. In addition to the 50 percent tuition scholarship, eligible students will be provided the following services:

- A streamlined admission process.
- Assistance in filing the Free Application for Federal Student Aid (FAFSA) to ensure that they receive federal and state student financial aid for which they qualify.
- Placement assessment for student success.
- Proper advising to ensure enrollment in courses and training sessions that maximize students' opportunity for success and re-employment.
- Coordination with other agencies who have resources to support this initiative.
- Coordination with local Workforce Investment Boards to inform dislocated workers aware of other resources that might be available to them.

Additionally, KCTCS colleges will create a unique life-skill course targeted to displaced workers.

Kentucky Workforce Investment Network Systems (KY WINS)

To date, KY WINS has funded 733 projects; 593 are completed and 140 remain active. The average wage for trainees is \$22.84; and 128,968 participants are projected to be served through training and assessment.

Automotive Manufacturing Technical Education Collaborative

The Automotive Manufacturing Technical Education Collaborative (AMTEC) has been notified by the National Science Foundation Advanced Technological Education that its National Center of Excellence proposal has been selected for a pre-award visit March 23-25, 2009, at Jefferson Community and Technical College.

Through intense collaboration with Toyota Motor Manufacturing, General Motors, Ford Motor Company, BMW, and their original equipment manufacturers and Tier 1 suppliers, AMTEC has responded to industry needs by developing assessments that are aligned to the AMTEC industry-endorsed standards to determine skills required to fulfill the demands of multi-skilled maintenance technicians. Through a generous donation of an assessment item bank by Toyota North American Production Support Center, AMTEC is further developing a pilot test of multi-skilled maintenance technicians that measures a test-takers knowledge of the following skill trades areas: electrical, mechanical, and hydraulic/pneumatic.

Toyota Motor Manufacturing has piloted the assessment at their Indiana and Texas plants to determine appropriate training plans for multi-skilled maintenance team members; General Motors will begin piloting the assessments to implement multi-skilled maintenance in their new Chevy Volt plug-in electric battery vehicle assembly plant and their new lithium-ion electric battery plant, slated to be built in southeast Michigan. In addition, General Motors has requested the use of the AMTEC curriculum; the assessment is available for use in Pune, India, and Uzbekistan.

General Motors, Ford, and Toyota have since donated the time of their engineers and maintenance team members to further develop assessment items, to assist in validating the assessment, and to refine the questions to better address all of the tasks associated with multi-skilled maintenance.

AMTEC is now working with the automotive manufacturers' powertrain operations to ensure that their standards are included in the AMTEC curriculum and assessments. A gap analysis session to identify

additional resources needed to meet powertrain needs in Warren, Michigan, has been scheduled for March 16-17, 2009.

In addition, AMTEC has aligned not only the assessments to validated industry standards but has also aligned a multi-skilled maintenance modularized curriculum to these standards as well. Industry partners now have an established path towards multi-skilled maintenance models through an AMTEC assessment to identify training needs and an AMTEC curriculum that meets the training needs identified through assessment.

By leveraging the efforts of AMTEC, automotive manufacturers have found a means for better competing in a global marketplace by implementing multi-skilled maintenance assessment and training built on industry-validated skill standards.

Perkins IV End-of-Program Assessment Project

KCTCS, the Kentucky Office of Career and Technical Education, and the Kentucky Department of Education have begun hosting DACUM task analyses, statewide Delphi surveys, and assessment item bank development to fulfill the Perkins IV end-of-program assessments for manufacturing programs. The project will result in industry-endorsed, statewide end-of-program assessments that meet Perkins IV legislative requirements that will go into effect 2012, provide a means for increased articulation with secondary programs, and the opportunity to ensure that career and technical programs align with industry needs.

Virtual Learning Initiative Industrial Maintenance Technology

Bluegrass Community and Technical College's proposal to put the Industrial Maintenance Technology program online has been approved through the KCTCS Virtual Learning Initiative. This online program is a blended or hybrid program with lectures online and labs taken at a physical campus or approved location. Curriculum is modularized allowing the adults working in the manufacturing industry to take only those modules they need for their employment or to pursue a degree. Faculty from Bluegrass, Bowling Green, Big Sandy, Elizabethtown, Gateway, Somerset, Maysville, and Jefferson are working collaboratively to modularize and design the program for rollout October 2009.

Kentucky's Advanced Manufacturing Partnership

Bluegrass Community and Technical College's Georgetown Advanced Manufacturing Center has joined with the Kentucky Advanced Manufacturing Partnership (AMP), KCTCS, Toyota, Scott County Schools, Project Lead the Way, Workforce Investment Board, and the Center for Quality People and Organizations to find ways to encourage local manufacturing companies to retrain their current employees and plan for their future workforce of new employees by taking proactive measures to meet their future needs. The partners plan to hold periodic group sessions inviting area manufacturing company representatives to show them Scott County's Project Lead the Way Program and to demonstrate a proposed intern program. The first meeting was held March 5, 2009.

Kentucky Office of Insurance

Since July 2004, KCTCS, through its partnership with the Kentucky Office of Insurance, has administered 15,288 insurance licensure assessments.

Kentucky Employability Certificate Update

Since its inception in 2001, a Kentucky Employability Certificate (KEC) has been issued to 21,456 individuals throughout the Commonwealth. The KEC is based on the ACT, Inc. WorkKeys® assessment

system. Individuals must score at the appropriate level on Reading for Information, Applied Mathematics, and Locating Information to receive the KEC.

The KEC is a partnership with ACT, Inc., Kentucky Adult Education, the Kentucky Education Cabinet, and the Kentucky Cabinet for Economic Development to document and credential workplace skills for individuals seeking employment and those in the workplace.

Kentucky Office of Housing, Buildings and Construction (KY OHBC), Division of Plumbing

In May 2008, KCTCS began a partnership with the KY OHBC, Division of Plumbing to provide training to plumbers across the Commonwealth. Through its colleges, KCTCS offers continuing education courses for master and journeyman plumbers. The continuing education courses are The Kentucky Plumbing Code, Job Safety – Trench, Hand and Power Tools, and Ladders, and business courses for small business owners. To date, 1,282 plumbers have received training.

North American Racing Academy (NARA)

The first-year NARA students began their second semester with training and classes being held at the Thoroughbred Training Center on Paris Pike. They are learning to gallop and breeze thoroughbreds in a training track environment while learning about commercial breeding practices, equine health and nutrition.

The second-year students continue with their experiential education while working for trainers in Florida, California, and Newmarket, England.

The educational program “Bluegrass and Backroads”, which is produced by the Kentucky Farm Bureau, has produced a segment on NARA scheduled to air June 2009. Chris McCarron has provided the Chancellor’s Office with a copy of the show for anyone at KCTCS to view and will alert everyone when the airdate is finalized.

CNBC produces a new television show called “An American Original”. They are currently working on an episode featuring Churchill Downs and will also include NARA.

Kentucky Coal Academy

The Kentucky Coal Academy (KCA) received four new Fifth Dimension Technology (5DT) Simulators. Hazard Community and Technical College received a shuttle car; and Madisonville Community College received a front end loader, dozer, hydraulic shovel, and wheel loader. 5DT will commission the five units within the next three weeks.

KCA took delivery of three new 2009 Dodge 2500 trucks in January. Two of the trucks are being prepared for delivery to Southeast Kentucky Community and Technical College, and one truck is being prepared for delivery to Hazard Community and Technical College. The trucks were purchased for instructor use to transport equipment and materials to mine sites for training and to pull the Mobile Expectations Training Unit between campuses.

KCTCS Connects with Southern Regional Education Board (SREB) Scholars

The KCTCS System Office of Cultural Diversity attended the *SREB’s Faculty Compact Conference* in Tampa, Florida, in October 2008. In early February, KCTCS contacted each of the 65 scholar attendees by mail. Additionally, scholar contact information, as well as their areas of expertise, has been shared with the college Directors of Cultural Diversity who were requested to share the information with their respective human resources personnel, division chairs, and academic deans or provosts. Follow up

provides public institutions with funding to bring them up to the higher of their FY 2008 or FY 2009 state funding levels. At the postsecondary institutional level, stabilization funds can be used for education and general expenditures and facilities modernization.

- **Health Benefits**

Also included in the stimulus package are reforms to COBRA to assist people to keep their employer health plan coverage after leaving employment. The government will provide 65 percent of COBRA premiums through subsidies to employers for employees with COBRA continuation coverage (employees will only pay 35 percent) due to involuntary job loss between September 1, 2008, and December 31, 2009. It also includes a special second election opportunity for otherwise eligible people not on COBRA as of February 17, 2009. Qualified persons need to be identified retroactively, notices need to be developed and forwarded to affected employees, and new administrative procedures developed. KCTCS has monitored educational sessions provided by Mercer Consulting and webinars and have completed independent research on the topic. Efforts and education will be coordinated with KCTCS insurance carriers, administrators, and KCTCS payroll to finalize taxation and procedural issues. To be compliant with the legislation, all issues must be resolved 60 days after the February 17, 2009, signing date.

- **Workforce Funding Programs**

The stimulus package includes substantial funding for the following Workforce Investment Act (WIA) areas:

- Workforce Adult Funds
- WIA Youth
- WIA Dislocated Worker
- WIA Grant-Youth
- WIA Competitive-Grants—Worker Training and Placement in High Growth Industries
Community Service Employment for Older Americans
- State Unemployment Insurance and Employment Service Operations Job Corps

President McCall presented a White Paper to the Governor's Office in late February to demonstrate KCTCS's capacity to respond to the Governor's Kentucky at Work Program to provide training in coordination with the Education and Workforce Development Cabinet as well as the Energy Cabinet. Meetings have also been held with the Kentucky Department of Workforce Investment and the Energy Cabinet as well as with KCTCS workforce staff. A number of KCTCS colleges have reported that they are working with their local Workforce Investment Board (WIB) to assist in a rapid response effort, particularly for Dislocated Workers. The primary sectors discussed for training are:

- Healthcare
- Transportation (including logistics and construction)
- Energy
- Environmental jobs as described in the *Green Jobs Act of 2007*

After CPE's March 6, 2009, meeting, the presidents, university provosts, and KCTCS meet with CPE staff to discuss the impact of the stimulus package and the role that postsecondary education could play. The Secretary of Education and Workforce development will convene the first meeting for training partners (Adult Education, KCTCS, WIBs) on March 20, 2009.

Kentucky Chamber of Commerce Annual Chamber Day

On January 8, 2009, President Michael B. McCall, along with Board of Regents Chair Richard Bean and Regents P.G. Peoples and Michael Quillen, attended the Annual Chamber Day event sponsored by the Kentucky Chamber of Commerce at the Lexington Convention Center. This event marked the beginning

of the state legislative session and offered the first opportunity to hear the legislative priorities of Governor Beshear and legislative leaders. As a special bonus, President McCall welcomed Senator Johnny Ray Turner to the KCTCS table.

KCTCS Legislative Luncheon

President McCall hosted a successful luncheon for legislators on February 12, 2009, at the Capitol Annex Legislative Dining Room. Over 60 legislators enjoyed lunch and the opportunity to speak with President McCall and college presidents about KCTCS and its 2009 Legislative Agenda.

Governor's Task Force on Postsecondary Education

The Governor's Task Force presented its Interim Report on January 15, 2009. The report included recommendations it formulated to address the challenges of affordability of higher education in Kentucky. These recommendations included: a review of existing financial aid resources; increased public awareness of the value of postsecondary education to the state; a comprehensive review of the transfer of academic credits; and an analysis of time-to-degree for students. The Task Force committees will reconvene throughout the spring and summer 2009 to prepare for the September 15, 2009, release of its strategic plan recommendations.

Winter Storm Impact on KCTCS

The recent winter storm that so severely impacted most of Kentucky also affected KCTCS colleges. Every college was forced to cancel classes at least once in the two week period. Most closures were related to the widespread power outages experienced across the state. Closures peaked on Wednesday, January 28, with every college and the System Office closed or closed early due to the weather, power outages, or the perilous road conditions. The colleges most impacted by the storm were Madisonville Community College and West Kentucky Community and Technical College. Madisonville was closed for seven days, while West Kentucky remained closed for six days. Many others were closed for up to four days. The least affected college was Southeast Kentucky Community and Technical College with only one day closed. Fortunately, none of the colleges reported any serious facility damage as a result of the storm. Many campuses suffered serious tree damage. The college presidents and their staffs have done a commendable job of managing this difficult situation.

Safety Notification Alert Process (SNAP)

SNAP was successfully used numerous times during the recent ice and wind storm weather events. Many of the KCTCS colleges used SNAP as a last available tool to notify students, faculty, and staff of the campus closings and power outages at the local colleges. Testimonials have been provided that the SNAP was very useful to students. Without power, many individuals did not have access to television or radio to receive notifications and relied on their cell phones.

College Visits

President McCall has been conducting a series of college campus visits in 2009 as follows:

- Bowling Green Technical College – January 14th
- West Kentucky Community and Technical College – January 21st
- Hopkinsville Community College – February 3rd
- Owensboro Community and Technical College – February 19th
- Madisonville Community College – February 26th

In addition to tours of the college facilities, meetings with the college president's leadership team, and faculty and staff, the visits have also include interaction with key community partners. Some of the visits included an orientation presentation for the new members of the college's board of directors.

Kentucky Oil and Gas Association

President McCall was invited to present the KCTCS Workforce Competitiveness Initiative to the Kentucky Oil and Gas Association (KOGA) Board of Directors on December 19, 2008. KOGA was formed in 1931 to represent the interests of Kentucky's crude oil and natural gas industry and independent operators.

American Association of Community Colleges 15th Annual Workforce Development Institute

President McCall attended the AACC's Workforce Development Institute January 28-31, 2009, in Newport Beach, California. This comprehensive program for community college-based workforce service providers is an annual conference that aims to educate, invigorate, and motivate new and seasoned practitioners. It offered a variety of learning and networking opportunities by bringing together representatives from business, education, and government to address workforce current trends and training techniques and applications.

Business-Higher Education Forum (BHEF) – February Meeting

As a BHEF member, President McCall participated in the February 9-10, 2009, meeting in Miami, Florida, with the purpose of creating a set of priorities for the new presidential administration, including a review of the federal stimulus package and opportunities it may provide. President McCall participated as a moderator for a session entitled "Education Recommendations for the New Administration."

Cincinnati Bell Technology Solutions (CBTS) Executive Briefing March 9-11, 2009

President McCall attended the March 9-11, 2009, CBTS meeting in Las Vegas, Nevada, provided to CBTS customers annually. The agenda included presentations on strategies and trends in communications, the future of collaboration technology and a session with Scott McNealy, SUN Microsystems' Chairman and Co-Founder.

Gold Louis Award for 10th Anniversary Book

KCTCS won a coveted Gold Louis Award for the KCTCS 10-Year Anniversary Book at the March 4, 2009, awards ceremony. The Louie Awards is an annual celebration to recognize the creative achievements of the advertising and communications industry in the Louisville area. It is very rare for a public or non-profit entity to win this award.

Family Medical Leave Act Updates

KCTCS has monitored the recent changes in the *Family Medical Leave Act* (FMLA) and has implemented and communicated the revisions to the KCTCS FMLA forms. The changes include two new categories for leave (Military Exigency Leave and Military Family Leave) and other changes to the existing leave law. More information on the FMLA can be found by linking to the Department of Labor at: <http://www.dol.gov/esa/whd/fmla/>.

Savings Incurred through Employee Benefits

Benefits initiatives carried out during the first half of FY08/09 resulted in significant savings for KCTCS from issuing and awarding Request for Proposals (RFP's) on Flexible Spending/Health Reimbursement Account administration, Long Term Disability and Employee Assistance Program coverage, and a new carrier for Life and Accidental Death and Dismemberment (AD&D) Insurance. The total annual savings

realized was approximately \$152,000. An additional \$47,000 will be realized annually due to the removal of an administrative fee charged by the Kentucky Personnel Cabinet.

The Long Term Disability/Employee Assistance Program savings of \$99,000 applies directly to the System Office; the remainder (for Flexible Spending/Health Reimbursement Accounts and Life and AD&D) is realized by the colleges.

In addition, the Kentucky Employees Health Plan (KEHP) mandated a change in premium collection from pre-paid to current deductions for the 2009 Open Enrollment, which resulted in no premiums being collected in December 2008. This employer cost savings to KCTCS was approximately \$1.9 million. Health expenses are applied directly to the colleges, so these savings will be realized by the colleges.

Life and Accidental Death and Dismemberment Insurance Request for Proposal Awarded

A Request for Proposal (RFP) was completed and posted for administration of group Life and Accidental Death and Dismemberment Insurance by KCTCS Human Resources. The contract was awarded to The Standard in November 2008. The result of changing insurance carriers is a lower premium for KCTCS-paid basic coverage, lower premium rates for employee-paid optional coverage (including dependent life), and increased benefit options of three, four, and five times an individual's salary. The new contract was effective January 1, 2009. The coverage for 2008 rolled-over at the newer lower rates; and an Initial Enrollment period was held February 17 through March 6, 2009, allowing employees to change coverage. Employees will be able to increase one level of optional coverage without providing evidence of insurability.

The Lilly Ledbetter Fair Pay Act of 2009

KCTCS has monitored several briefings and webinars on the implications of the *Lilly Ledbetter Fair Pay Act*, which was signed into law by President Barack Obama on January 29, 2009. Preliminary research is underway to identify potential changes in existing KCTCS policy or procedures. The Ledbetter Act, which applies to all forms of employment discrimination, implements a continuing time period for filing wage discrimination claims by creating a new cause of action every time an employee receives an allegedly discriminatory paycheck, regardless of when the discrimination began.

KCTCS Roll-out of IT Responsible Use Testing

More than 6,000 KCTCS employees successfully completed an *IT Responsible Use* test and demonstrated their understanding of five dimensions of responsible use outlined in KCTCS policy: *Privacy, Lawfulness, Integrity of Information and Information Technology, Equitable Distribution of Information Technology, and Courtesy*. The testing period began October 28, 2008, with four colleges participating each week through December 19, 2008. Human Resources and Technology Solutions worked collaboratively to disseminate information on completion rates to each college to ensure that all employees understand their obligation to safeguard KCTCS networked services and communication network from irresponsible use.

Web Services Update

The two major efforts that make up the KCTCS Web Services Initiative continue to progress. The first phase is scheduled to launch in March 2009 with an eye toward building highly effective new services on that infrastructure.

- **New public web sites** are being implemented for all KCTCS entities to better serve our public audiences.
 - The content management system that will provide the technical infrastructure for these sites is in place.

- A new web site for the Virtual Learning Initiative (*KCTCS Online*) launched in January 2009.
- New web sites for Ashland Community and Technical College and KCTCS.edu are scheduled to launch in March 2009.
- Following these phase one implementations, the remaining KCTCS colleges will be moved to the new content management platform in groups of three starting in March 2009.
- **Employee Intranet** is a private web site, called *thePoint*, that will allow KCTCS employees to collaborate online, to reduce costs and improve efficiency with online forms and business processes, and to increase productivity through improved search and communications tools.
 - The first phase of *thePoint* is scheduled to launch in March 2009, with regular releases of additional features to follow.
 - The System's budget analysis data collection process has been successfully moved to *thePoint* in advance of launch.

KCTCS Hazardous Waste Conference

KCTCS has set April 22-23, 2009, as the date for a two-day conference on the management and disposal of hazardous waste on college campuses. Chief Academic and Business Officers should attend along with the person assigned daily responsibility for supervision of storage and disposal of hazardous waste. Further plans call for one day sessions at each college in September/October, and a short presentation to all employees at opening day sessions.

KCTCS Performance Measures

Updated information is available for two performance measures (for more detailed information, see attached). KCTCS made progress on one indicator.

- **Headcount Enrollment** – KCTCS enrollment decreased 3.1 percent between fall 2007 and fall 2008 to 89,942. The fall 2008 performance target was 95,653.
- **Minority Enrollment** – Minority enrollment increased from 11.5 percent of students with known race/ethnicity in fall 2007 to 11.6 percent in fall 2008. The fall 2008 performance target was 12.4 percent.

**Kentucky Community and Technical College System
Performance Measures
Fall Headcount Enrollment**

	Actual									Target	
	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2008	Fall 2009
System	59,415	70,913	76,082	80,695	81,990	84,931	86,475	92,828	89,942	95,653	100,000
Ashland	2,904	3,436	3,664	3,873	3,905	4,037	4,140	4,758	4,078		
Big Sandy	3,266	3,804	4,170	4,406	4,673	4,815	4,637	4,866	4,711		
Bluegrass	8,968	10,366	11,345	12,214	12,361	12,363	11,527	11,617	12,146		
Bowling Green	1,416	2,186	2,273	2,458	2,511	2,840	3,568	5,025	3,971		
Elizabethtown	4,116	4,740	4,913	4,993	4,941	4,941	4,983	5,515	5,762		
Gateway	1,106	2,145	2,597	2,937	2,624	2,952	3,189	3,130	3,477		
Hazard	2,945	3,859	4,122	3,828	3,802	3,883	3,970	4,458	4,071		
Henderson	1,252	1,407	1,598	1,923	1,986	2,017	2,113	2,053	1,948		
Hopkinsville	3,186	2,874	2,995	3,147	3,104	3,181	3,353	3,428	3,235		
Jefferson	11,077	12,474	13,029	13,343	13,846	14,240	14,710	15,478	14,412		
Madisonville	2,471	3,144	3,363	3,587	3,712	3,769	3,997	4,364	4,421		
Maysville	1,873	2,256	2,575	2,760	2,785	3,273	3,358	3,635	3,479		
Owensboro	3,644	4,733	4,772	4,957	4,896	5,047	5,188	5,439	5,585		
Somerset	3,460	4,721	5,082	5,751	5,850	6,079	6,319	7,113	7,175		
Southeast	3,045	3,348	3,709	4,364	4,519	4,712	4,580	4,849	4,864		
West Kentucky	4,686	5,420	5,875	6,154	6,475	6,782	6,843	7,100	6,607		

Source: Official data as reported to CPE.

**Kentucky Community and Technical College System
Performance Measures
Minority Enrollment**

	Actual									Target	
	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2008	Fall 2009
System	11.8%	10.7%	10.5%	10.5%	10.6%	10.8%	11.3%	11.5%	11.6%	12.4%	13.0%
Ashland	4.0%	1.9%	1.9%	2.0%	1.7%	2.3%	2.8%	2.2%	2.4%		
Big Sandy	0.9%	2.6%	2.5%	1.5%	0.9%	2.7%	2.6%	2.3%	1.3%		
Bluegrass	13.3%	14.3%	13.6%	14.6%	15.0%	15.6%	17.0%	17.1%	16.2%		
Bowling Green	5.0%	5.8%	6.0%	7.8%	8.3%	8.2%	7.3%	7.7%	10.1%		
Elizabethtown	15.9%	14.5%	15.0%	14.2%	12.6%	12.5%	12.5%	13.0%	13.8%		
Gateway	5.4%	7.0%	6.2%	7.4%	7.2%	8.4%	9.2%	8.5%	9.4%		
Hazard	2.5%	2.5%	2.2%	2.0%	2.1%	2.1%	2.6%	1.4%	1.5%		
Henderson	9.0%	7.7%	7.7%	7.6%	9.5%	9.1%	9.2%	7.9%	9.1%		
Hopkinsville	32.7%	31.8%	32.8%	32.3%	33.8%	32.8%	32.0%	34.6%	34.5%		
Jefferson	24.7%	23.7%	24.0%	25.4%	25.0%	24.9%	24.9%	26.3%	25.8%		
Madisonville	7.0%	6.0%	5.6%	5.3%	5.7%	6.3%	6.7%	6.2%	7.0%		
Maysville	5.8%	3.2%	2.6%	2.7%	3.2%	3.4%	4.2%	4.3%	4.1%		
Owensboro	3.6%	3.7%	4.6%	4.3%	4.1%	3.9%	4.3%	5.0%	5.4%		
Somerset	2.9%	2.3%	1.8%	1.9%	1.5%	1.7%	1.7%	1.8%	1.9%		
Southeast	3.0%	3.5%	3.7%	2.3%	2.1%	2.8%	2.6%	2.9%	3.1%		
West Kentucky	9.6%	8.9%	8.6%	9.1%	8.9%	9.0%	8.9%	9.8%	11.8%		

Note: Percent of students with known race/ethnicity in all racial/ethnic categories excluding white and non-resident alien.
Source: Official data as reported to CPE; Kentucky Population Research - How Many Kentuckians 2004