

Global Education Plan

College: Cleveland Community College Date: March 7, 2001

Name of College President: Dr. L. Steve Thornburg

Name of Campus Global Education Director: Buck Walker

Names of Global Education Committee/ Team Members:

Buck Walker, Chair of Diversity Committee

Dr. Ron Wright, Jean Francis, Becky Sain, Lori Hardin

Other Committee Members: Barbara Chavis, Rosaline Hunt

Phoua Kue, Bruce Mack, Nedra Maddox, Bruner Remy

1. NEED
(What conditions or circumstances exist which need improvement. Identify the needs.)

Task	Responsibility	Completion Date	Verification
1. Seek Administration Approval	President	May 1, 2001	College personnel notified in convocation
2. Create Diversity Committee	President's Council	June, 2001	Publication in Policy Manual
3. Determine Present condition	Diversity Committee	September, 2001	Minutes distributed
4. Educate the College as to issues	Diversity Committee	October, 2001	Diversity Kick-off Initiative
5. Community Awareness	Diversity Committee	December, 2001	News publications
6. Degree specific initiatives	Academic Programs	May, 2002	Included in plan
7. Course specific initiatives	Academic Programs	May, 2002	Included in plan
8. Staffing with professional for diverse populations	President	August, 2002	Staff Member Hired

2. RELATED EFFORTS

(To your knowledge, what has previously been done by this or any other institution to satisfy these needs?)

Task	Responsibility	Completion Date	Verification
Community Cultural Events	Diversity Committee	December, 2001	Program of Events
ESL expanded by hiring Spanish speaking recruiter/Instructor	Continuing Education	May, 2002	Instructor/Recruiter hired
FIT and Expanding Industry assistance to foreign industries	Continuing Education	May, 2002	Schedule on file
Establish Spanish Institute	Academic Programs	January, 2002	Committee minutes
Expand professional development for faculty, staff, and administration	President's Council	November, 2001	PDP for employees
Expand Course content/number of courses	Academic Programs Continuing Education	January, 2002	Schedule on file
Expand student enrollment in courses	Academic Programs Continuing Education	January, 2002	Course records on file

3. CLIENTELE

(What group or groups are the intended beneficiaries of this initiative?)



Task	Responsibility	Completion Date	Verification
Curriculum Students Continuing Education Students Basic Skills Students College staff, faculty and administration Campus clientele Cleveland County citizens Cleveland County business and industry			

4. COLLABORATIVE EFFORTS

(Will any other agency(ies) or organization(s) be involved in collaboration or partnership in this initiative?)

Task	Responsibility	Completion Date	Verification
Local School Districts (Administration, Faculty, Students)			
Local News Media			
Local Government Agencies			
Local Businesses			
Local Churches			
Close the Gap campaign committee			
NAACP			
Economic Development Commission			
Local Diversity Organizations			
Local Citizens			

5. OBJECTIVES

(What are the specific and measurable ends to be achieved by the proposed project? These should be related to the needs identified in

Section 1.)

Task	Responsibility	Completion Date	Verification
1. Seek approval of President & Board of Trustees Seek approval of Faculty Senate Seek approval of campus staff Seek approval of SGA	President	May 1, 2001	College personnel notified in convocation
2. Review Mission Statement Review Unit Level Plans Publicize Communication Resource Investigation	President's Council	June, 2001	Publication in Policy Manual
3. Investigate the present condition of the College (Brainstorm) Develop Diversity Awareness Develop Culture Awareness Investigate Global Studies Grants and Initiatives Investigate International travel initiatives	Diversity Committee	September, 2001	Minutes distributed
4. Professional development for faculty Professional development for administration & staff	Diversity Committee	October, 2001	Diversity Kick-off Initiative
5. Broad-based Community Advisory Committee Foundation Board of Visitors School System and College partnerships Community Partnerships Workforce training College / Community Cultural Events	Diversity Committee	December, 2001	News publications
6. Investigate Curriculum additions International Studies Certificate Create Associate degree in foreign language (Spanish)	Academic Programs	May, 2002	Included in unit level plan

objectives?)

Task	Responsibility	Completion Date	Verification
1. Board reviews and approves initiative	President	May 1, 2001	College personnel notified in convocation
2. Committee meetings scheduled	President's Council	June, 2001	Publication in Policy Manual
3. Prepare a report to distribute to College personnel.	Diversity Committee	September, 2001	Minutes distributed
4. Discover and evaluate activities for professional development Schedule activities Evaluate activities	Diversity Committee	October, 2001	Diversity Kick-off Initiative
5. Broad-based Community Advisory Committee Board of Visitors School System and College partnerships Community Partnerships Workforce training College / Community Cultural Events Expand New Industry – Expanding Industry	Diversity Committee	December, 2001	News publications
6. Curriculum initiatives Brainstorm global and diversity issues in advisory committee meetings Present findings to Curriculum Committee Brainstorm global and diversity issues in Curriculum Committee meetings Develop strategies Present findings to Administration Curriculum Committee investigate and approve certificate program Initiate program Curriculum Committee investigate and approve degree program	Academic Programs	May, 2002	Included in unit plan
7. Course initiatives Investigate Common Course Library Investigate curriculum courses and relevance to issues	Academic Programs	May, 2002	Included in unit plan

<p>Develop "Spanish in the Workplace" course Develop Conversational Spanish Continuing Ed courses Broaden ESL offerings Investigate e-Commerce & Distance Education offerings</p> <p>8. Hire a professional with global, international, and language experience</p>	<p>President</p>	<p>August, 2002</p>	<p>Staff Member Hired</p>
--	------------------	---------------------	---------------------------

7. EVALUATION

(By what means will it be possible to determine the extent to which initiative objectives have been accomplished? What criteria will be

used for evaluation?)

Task	Responsibility	Completion Date	Verification
1. College personnel notified in convocation	President	May 1, 2001	
2. Publication in Policy Manual	President's Council	June, 2001	
3. Minutes distributed	Diversity Committee	September, 2001	
4. Diversity Kick-off Initiative	Diversity Committee	October, 2001	
5. News publications	Diversity Committee	December, 2001	
6. Included in unit level plans	Academic Programs	May, 2002	
7. Included in unit level plans	Academic Programs	May, 2002	
8. Staff Member Hired	President	August, 2002	

8. BUDGET

(List an estimated total cost for the initiative and give some general idea of the major categories of funds, for example, personnel, travel, supplies, etc., that will be needed. A highly detailed budget is not necessary, as this will be developed later.)

Task	Responsibility	Completion Date	Verification
Personnel == \$40,000 Collaborative initiatives - Staff Development == \$10,000			
9. COMMITMENT <i>(What kind of commitment—money, time, space, etc.—is the institution willing to make toward implementation of the initiative?)</i>			

Task	Responsibility	Completion Date	Verification
<p>The College is committed to providing opportunity in our service area of Cleveland County. Our mission statement reflects the desire to provide for all citizens the opportunity for growth.</p>			
<p>10. ADDITIONAL INFORMATION OR COMMENTS:</p>			
Task	Responsibility	Completion Date	Verification

--	--	--	--

Abstract:

(one page abstract of the Global Education plan outlined above)

College name: Cleveland Community College **Date:** March 7, 2001

Cleveland Community College will conduct a series of “consciousness raising” activities, including professional development for both faculty and staff. These efforts will emphasize broad-based participation and will include a “Diversity Committee.” At appropriate junctures, the College will seek industrial involvement, perhaps the appointment of an advisory committee that will work closely with the College’s “Diversity Committee.” An important component, of course, is the College curriculum, beginning with an inventory of courses now being taught, including courses offered in religion (World and Eastern religions), art, and sociology, and a reaffirmation of the College’s continuing commitment to cultural arts and activities. Faculty will review the Common Course Library for additional curricular decisions, making full use of committee input. The College plans to design a program of studies that will reach all students and the community at large. Ultimately, the College plans to develop an International Studies certificate. The College will seek funding from grants and other sources.

Summary of Proposed Action Steps

Please submit a one-page summary of the action steps your team worked on while at this conference. This must be turned in on disk prior to the end of the conference. Several campus teams will be randomly chosen to present their summary at the last session of the conference.

Although Cleveland Community College has participated in a number of Diversity initiatives and multicultural activities, the College plans to add considerable breadth and depth, thus creating a formal plan for the College.

Seeking the endorsement of the College President and the Board of Trustees will be the first step. Given their endorsement, the College will conduct a series of “consciousness raising” activities, including professional development for both faculty and staff. These efforts will emphasize broad-based participation and will include a “Diversity Committee.” At appropriate junctures, the College will seek industrial involvement, perhaps the appointment of an advisory committee that will work closely with the College’s “Diversity Committee.” An important component, of course, is the College curriculum, beginning with an inventory of courses now being taught, including courses offered in religion (World and Eastern religions), art, and sociology, and a reaffirmation of the College’s continuing commitment to cultural arts and activities. Faculty will review the Common Course Library for additional curricular decisions, making full use of committee input. The College plans to design a program of studies that will reach all students and the community at large. Ultimately, the College plans to develop an International Studies certificate. The College will seek funding from grants and other sources.

The team proposes the following action steps:

- Seek Administration Approval -- President & Board of Trustees – Faculty Senate
- Create Diversity Initiative Committee – Review Mission Statement – Review Unit Level Plans -- Publicize Communication – Resource Investigation
- Study the present condition -- Diploma – workforce training – College / Community Cultural Events
- Educate the College as to Diversity -- Awareness -- Faculty, Student Government Association -- Professional Development -- Culture Awareness – Diversity Studies Grants and Initiatives – International travel
- Community Awareness -- Broad-based Community Advisory Committee – Board of Visitors -- School System and College partnerships – Economic Development Commission – Community Partnerships
- Degree specific initiatives – Investigate Curriculum additions to Business Administration -- International Studies Certificate
- Course specific initiatives -- Common Course Library -- Sociology
- “Spanish in the Workplace” -- Conversational Spanish -- Marketing -- Economics
- ESL – New Industry – Expanding Industry – Technology – e-Commerce
- Distance Education
- Staffing with professional for diverse populations