

2. A minority student body with divergent views of the university community, the support programs, and opportunities afforded African American and white students.
3. A general awareness of the problems and concerns faced by the minorities in the Murray community external to the campus without success implementing programs or activities to overcome those problems or make the community respond to the concerns.

RECOMMENDATIONS

1. The university should be more active in helping to focus greater attention on reducing tensions, creating a more hospitable living environment, and fostering a sense of community for minority faculty and staff within the greater Murray community.
2. The university should intensify its efforts to increase the level of retention of underrepresented minority students, particularly African Americans. This effort may prove to be more successful through an enhancement of the staff and budgetary support for the Office of African American Student Services and Ethnic Services which is responsible for targeting these populations and providing programming to address retention efforts.
3. The university should intensify its efforts to diversify the faculty and staff. This could be accomplished by identification of promising junior faculty or professionals to participate in

**Campus Visit to
MURRAY STATE UNIVERSITY
Committee on Equal Opportunities
Council on Postsecondary Education
June 8, 1998**

OVERVIEW

The Council on Postsecondary Education Committee on Equal Opportunities (CEO) is responsible for overseeing the implementation of the general commitments, the specific objectives (goals) for each institution, and a requirement for annual evaluations of institutional progress toward those objectives as identified in *The Kentucky Plan*. To facilitate the oversight responsibility, the CEO visits campuses during the fall and spring semesters to meet with campus leaders, students, faculty, and other interested parties. These visits are designed to give committee members an opportunity to hear from selected members of the campus community.

(departmental isolation). There was no specific discussion regarding the importance of the minority faculty goal or minority faculty aspiration to have leadership positions in the faculty governing body.

Faculty indicated that Murray does not have a lot of social activities for African American or whites. The community is warm and receptive, and there is no evidence of housing