



DIVERSITY AND MULTICULTURALISM COMMITTEE

APRIL 20, 2010

4:00 PM

**BOARD ROOM
WELLS FARGO PLACE
30 7TH STREET EAST
SAINT PAUL, MN**

Please note: Committee/Board meeting times are tentative. Committee/Board meetings may begin up to 45 minutes earlier than the times listed below if the previous committee meeting concludes its business before the end of its allotted time slot.

Committee Chair Duane Benson calls the meeting to order.

- (1) **Minutes of March 17, 2010** (pp. 1-3)
- (2) Diversity and Multiculturalism Division Update
- (3) Follow-up to OLA Evaluation of the System Office (pp. 4-6)
- (4) Century College and Inver Hills Community College Access and Opportunity Center Evaluation Report (pp. 7-8)

Members

Duane Benson, Chair
Clarence Hightower, Vice Chair
Christopher Frederick
Thomas Renier
Louise Sundin
Terri Thomas

Bolded items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
DIVERSITY AND MULTICUTURALISM COMMITTEE
MEETING MINUTES
March 17, 2010**

Diversity and Multiculturalism Committee Members Present: Trustees Duane Benson, Chair; Clarence Hightower, Vice Chair; Christopher Frederick, Thomas Renier, Louise Sundin; Terri Thomas

Diversity and Multiculturalism Committee Members Absent: None

Other Board Members Present: Trustees Cheryl Dickson, Jacob England, Dan McElroy, David Olson, David Paskach, Christine Rice, Scott Thiss, James Van Houten

Leadership Council Members Present: Whitney Harris, Executive Director; Richard Davenport, President

A meeting of the Diversity and Multiculturalism Committee was held on March 17, 2010, at Wells Fargo Place, 4th Floor Board Room, 30 7th Street East, St. Paul. Chair Benson called the meeting to order at 1:03 p.m.

1. Minutes of the January 19, 2010 Diversity and Multiculturalism Committee

The minutes of the January 19, 2010 meeting were approved as written.

2. Diversity and Multiculturalism Update

1) Planning

- Dr. Harris reported that the staff of the Diversity and Multiculturalism division completed 13 campus visits/work sessions. The sessions focused on each institution's work, with an emphasis on enhancing higher education access, opportunity and success for all Minnesotans.

2) Evaluation, assessment and accountability

- Dr. Harris called the Board's attention to handouts on enrollment trends in the Minnesota State Colleges and Universities system between spring 2009 and spring 2010. The results are positive.
- A few examples of information in the reports:
 - Male enrollment was up 9.6%
 - Female enrollment was up 7.6 %
 - Students of color had a larger growth rate than white students

- An Office for Civil Rights on-site review was completed at Anoka Technical College. The reviews have two important components: One is compliance monitoring, and the other is assisting in creating a welcoming climate for students.

3) Operations

- One area of focus for the division is access, opportunity and success for American Indians. In support of this priority, Chancellor James McCormick, Senior Vice Chancellor Linda Baer, Executive Director Whitney Harris, Access and Opportunity Specialist David Isham and Jerry Janezich, Director of Government Relations, met with Irma Vizenor, Chair, White Earth Tribal Nation, and Bill Haas, Advisor to Chair Vizenor. The purpose of the meeting was to discuss a project in the central corridor of Minneapolis designed to enhance outreach to American Indians.

Trustee Dickson offered her congratulations for having significantly lowered the number of unknowns in the enrollment data. Trustee Benson commented that the figures provided at this meeting are enrollment numbers, both percentages and actual numbers; retention figures will be provided at a future meeting. In the future, improvement goals will be set.

In answer to a question from Trustee Thomas about categories for students from multiple ethnic backgrounds, the categories the system is required to use are determined by the Department of Education. Dr. Baer commented that the U.S. Census Bureau will be having a method to report multiple races. The Minnesota State Colleges and Universities system could also ask individuals to check all categories that apply instead of limiting themselves to one category. Trustee Benson commented that a high percentage of the students are first generation.

Trustee Hightower requested that this data be disaggregated by campus, or at least by distribution area, the metropolitan area and Greater Minnesota.

3. Follow-up to OLA Evaluation of the System Office

Dr. Harris called attention to the Diversity and Multiculturalism Committee Board documents, pages four through seven, which provide the division's initial response to the OLA report. With regard to the concern about efficiency and effectiveness, the division offers trainings in a multiple campus model unless the training is in response to a specific request. The division will continue to look for efficient and productive ways to support diversity and affirmative action work on campuses.

In response to the issue of improving the ability to monitor the administrative productivity and efficiency of institutions and measure institution and system office administrative costs against reasonable benchmarks: The Diversity and Multiculturalism division has been working on this issue, collecting data and implementing a new accounting code for diversity-oriented cultural support services. A report based on that

code will be made available to the Board this fall. The division conducts federally required Office for Civil Rights reviews each year and submits a comprehensive report to the U.S. Department of Education every two years. Additionally, the division will continue to solicit and review reports on student enrollment, recruitment and retention.

At a future Board meeting, the Diversity and Multiculturalism division will report on the National Survey of Student Engagement (NSSE) and Community College Survey of Student Engagement (CCSSE) surveys in a joint presentation with the Academic and Student Affairs division. These surveys, which include five additional diversity questions, are tools to assess how successful system institutions are in providing a welcoming climate to students. Dr. Harris asked the Board for further suggestions on ways to be more accountable to the Board and to the people of Minnesota.

In response to a question from Trustee Hightower, Trustee Olson said that the information about which recommendations in the report were most relevant to the Diversity and Multiculturalism Committee came from consultation with the audit committee.

Trustee Hightower asked if the Diversity division has the ability to monitor productivity and efficiency. Dr. Harris responded that the Diversity and Multiculturalism Board report is based on what the division is actually able to do. Trustee Benson commented that the auditor has been calling attention to something that Diversity and Multiculturalism was going to do anyway: measuring results so that they can improve. President Davenport said that more campus visits by Dr. Harris would be valuable and suggested that the campuses need to use an overall enrollment management approach that includes both recruiting and retention leading to graduation.

Trustee Thiss raised the issue of why a nearly third of the presidents perceive the Diversity and Multiculturalism division as not essential. He expressed concern that this perception limits the effectiveness of the division. Trustee Benson thought part of the problem was that the division was relatively new and not well understood.

President Davenport had two points about this issue: (1) The survey question was a forced choice question requiring the various functions of the Office of the Chancellor to be ranked against each other. (2) The division would be wise to conduct its own investigation of why 10 of the 32 presidents ranked its work as not essential and find out what they feel the division needs to do.

The meeting adjourned at 1:30 p.m.

Respectfully submitted by Gale Rohde

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism

Date of Meeting: April 20, 2010

Agenda Item: Follow-up to OLA Evaluation of the System Office

- Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring
- Information

Cite policy requirement, or explain why item is on the Board agenda:

Each committee of the Board of Trustees was directed to develop a plan to address the recommendations in the recent evaluation of the Office of the Chancellor by the Minnesota Office of the Legislative Auditor (OLA). The Diversity and Multiculturalism Committee reviewed staff and committee suggestions at the March 2010 committee meeting and is continuing the discussion at the April committee meeting.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism

Outline of Key Points/Policy Issues:

The Diversity and Multiculturalism Committee will review the action steps in addressing the issues cited by the OLA. The Executive Committee will consider a strategy for the Board's oversight of the Office of the Chancellor divisions at its April 2010 meeting. The concept includes an annual report to each policy committee in June of each fiscal year. The report will provide budget and staffing information for the related division of the Office of the Chancellor and describe progress of the division and the committee in achieving the measurable outcomes of the workplan.

Background Information:

The Diversity and Multiculturalism committee will continue its discussion of the recommendations offered by the Executive Director of Diversity and Multiculturalism in response to selected recommendations contained in the *Evaluation Report: MnSCU System Office* prepared by the Office of the Legislative Auditor. A progress report will be provided at the June 2010 meeting.

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES**

INFORMATION ITEM
FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE

BACKGROUND

The Diversity and Multiculturalism Committee will continue its discussion of the recommendations offered by the Executive Director of Diversity and Multiculturalism in response to selected recommendations contained in the *Evaluation Report: MnSCU System Office* prepared by the Office of the Legislative Auditor. A progress report will be provided at the June 2010 meeting.

OLA Recommendation Monitoring Effectiveness and Productivity

“Where feasible, the MnSCU system office should (1) improve its ability to monitor the administrative productivity and efficiency of institutions and (2) measure institution and system office administrative costs against reasonable benchmarks.” (OLA Report page 43)

Diversity and Multiculturalism Action Steps

Action 1: The division conducts federally required Office for Civil Rights reviews each year. The reviewed colleges submit voluntary compliance plans that are monitored until all corrective action items have been completed.

Action 2: Train 100 percent of all investigators and decisionmakers on the 1B.1 Nondiscrimination in Employment and Education Opportunity Policy.

Action 3: All campuses and the Office of the Chancellor will have state-approved affirmative action plans.

Action 4: Progress towards achieving the utilization goals of each campus’ affirmative action plan will be evaluated annually. It is expected that 75 percent of the colleges and universities will achieve their utilization goals.

Action 5: Ninety percent of campuses will have campus diversity plans that include measurable outcomes and timetables that support the system’s strategic directions.

Other finding of concern

**“When asked to identify the least essential functions performed by the system office, 10 of 32 presidents cited the work of Diversity and Multiculturalism Division.”
(OLA Report page 98)**

Action 6: This finding will be examined with the Diversity and Multiculturalism Committee of the Leadership Council.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism **Date of Meeting:** April 20, 2010

Agenda Item: Century College and Inver Hills Community College Access and Opportunity Center Evaluation Report

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

Cite policy requirement, or explain why item is on the Board agenda:

The Board of Trustees approved the funding of three Access, Opportunity and Success Centers to support the recruitment and retention of underrepresented students. Each center is required to conduct assessments and provide periodic updates to the Chancellor and Board of Trustees.

Scheduled Presenter(s):

Mike Lopez, Associate Vice Chancellor for Student Affairs
Jason Cardinal, Access and Opportunity Center Director, Century College
Andrea Roberge, Dean of Student Services, Century College
Tadael Emiru, Access and Opportunity Center Director, Inver Hills Community College
Barbara Read, Vice President of Student Affairs and Enrollment Management, Inver Hills Community College

Outline of Key Points/Policy Issues:

The evaluation indicates that the Preparing to Achieve College Education (PACE) program is having a positive effect on student social and academic engagement. Both of these student characteristics are correlated to student academic success.

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES**

INFORMATION ITEM
CENTURY COLLEGE AND INVER HILLS COMMUNITY COLLEGE ACCESS AND OPPORTUNITY CENTER EVALUATION REPORT

BACKGROUND

The Minnesota State Colleges and Universities established, through a competitive process, three Access and Opportunity Centers focused on enhancing higher education access and success for students from underrepresented communities. Underrepresented students are defined as those who are first generation, low income or students of color. Each center is required to undergo an assessment by an outside evaluator. The Center uses Preparing to Achieve a College Education (PACE) as part of its efforts to provide support and programming aimed at increasing the college entry and success of underrepresented students. PACE provides rigorous academic support including tutoring, supplemental instruction, and workshops on testing strategies.

Century College and Inver Hills Community College Access and Opportunity Center of Excellence was evaluated by The Evaluation Group at ICI. Board members will hear a presentation on the progress and outcomes of the PACE program.