



DIVERSITY AND MULTICULTURALISM COMMITTEE
JANUARY 19, 2010
12:30 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 November 17, 2009** (pp. 1-4)
- (2) Diversity and Multiculturalism Division Update
- (3) Final Report of Male Access and Success at Minnesota State Colleges and Universities Study Group (pp. 5-7)
- (4) American Indian Initiative Update (pp. 8-11)

Members

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

Bolded items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
DIVERSITY AND MULTICUTURALISM COMMITTEE
MEETING MINUTES
November 17, 2009**

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

Diversity and Multiculturalism Committee Members Absent: Terri Thomas

Other Board Members Present: Trustees Cheryl Dickson, Scott Thiss, James Van Houten.

Leadership Council Members Present: Dr. Whitney Harris, Executive Director; President Edna Szymanski.

A meeting of the Diversity and Multiculturalism Committee was held on November 17, 2009, at Wells Fargo Place, 4th Floor Board Room, 30 7th Street East, St. Paul. Chair Benson called the meeting to order at 3:40 p.m.

1. Minutes of the July 21, 2009 Diversity and Multiculturalism Committee

The minutes of the July 21, 2009 meeting were approved as written.

2. Diversity and Multiculturalism Update

1) Planning

- Dr. Whitney Harris reported that the staff of the Diversity and Multiculturalism division has completed over 25 campus meetings or work sessions over the past quarter, meeting with leadership and addressing issues of access and success. Most of these visits included training sessions with faculty, staff and students.
- During the same period, staff from the division also conducted six seminars and workshops on issues of diversity, with a total of over 500 students participating.

2) Evaluation, assessment and accountability

- This fall the division held a joint meeting of diversity officers and affirmative action officers. One of the issues the group explored was the tension between meeting the needs of students, faculty and staff from historically underrepresented communities and the needs of new immigrants or new Americans. A major goal of this work is to review best practices with campus staff.

3) Operations

- The Male Access and Success Study Group has concluded its work. The final report is being edited. The plan is to bring it to Leadership Council Diversity Committee and then to the January Diversity and Multiculturalism Board Committee. A primary outcome will be the development and implementation of best practices that enhance higher education access and opportunity for males.

3. Enrollment and Retention Data for Underrepresented Students

Dr. Harris invited Dr. Craig Schoenecker, System Director for Research, to explain the trends in enrollment and retention of underrepresented students. Dr. Schoenecker said that there has been a steady increase in underrepresented students in both the colleges and universities. There was a significant increase in underrepresented students (Pell eligible, students of color, and first generation students) this fall as compared to a year ago. Perhaps because of the economic recession, there is an increased percentage of new male students and students twenty-five years and older.

There was also a substantial increase this year in the fall-to-fall retention rate of underrepresented full-time students. In response to a question, Dr. Schoenecker said that the goal is to reduce the gap between the retention rate of underrepresented students compared to that of other groups.

Trustee Hightower requested that the retention information be drilled down by underrepresented category. In answer to a question from Trustee Frederick, Dr. Schoenecker said the information about graduation and transfer rates is available on a drill down tool, accessible from the website as part of the accountability dashboard. Trustee Hightower also asked if there was a way to track whether the infusion of cash is making a difference or whether the change is from other factors. Dr. Harris said the answer is yes and no: There is no way to know the precise difference made by the programs, but the results for students participating in a given program can be compared to those of nonparticipants. Dr. Schoenecker said that this year there will be a systemwide analysis of the effects of the Access, Opportunity, and Success Initiative, using data of the individual students that receive services.

Trustee Hightower commented that the eighteen percent overall increase in underrepresented students, as compared to a seven percent increase in students as a whole, is an occasion for celebration. Trustee Benson asked that future reports not only include percentages but actual numbers. Chancellor McCormick commented that ultimately he would like the records to show the completion of degrees and programs, and that there might be recognition given to campuses that increase their completion rates.

In response to a concern raised by Trustee Van Houten, Dr. Schoenecker reported that through NASH, the National Association of System Heads, the Minnesota State system

will be participating in a study working with national researchers on identifying ways to improve the success of underrepresented students.

4. Access, Opportunity and Success Programs for FY 2009

Dr. Mike López, Associate Vice Chancellor for Student Affairs, and Mr. Shahzad Ahmad, Director of Multicultural Student Services at St. Cloud State University, were introduced to speak about some of the accomplishments of the Access, Opportunity and Success programs at system institutions in FY 2009. Dr. López said that since the Board has received a recent report on the college Access and Opportunity Centers, he would focus on the other uses of the funds in this report.

Dr. López summarized a few of the many successes of the Access and Opportunity Centers. For example, students with the St. Cloud State University Center for Access and Opportunity who were attending St. Cloud public high schools had a 76 percent graduation rate compared to 70 percent graduation rate for all seniors in the district. The center has been selected as a model college access program by the Minnesota College Access Network.

Dr. López reviewed his handout to the Board on the recruitment and retention results from the \$7.4 million that was allocated to system institutions on a formula basis. Universities spent \$564,000 on outreach and recruitment. Although some of the recruitment efforts were directed at middle school and younger high school students, there were still 1,781 new underrepresented students and 831 new students of color. State colleges spent approximately \$1.6 million, which resulted in about 6,800 underrepresented students and students of color.

For retention, the state universities spent close to \$1.4 million to provide services to about 11,000 students. The retention rates for the students receiving access and opportunity services were roughly 68.5 percent for underrepresented students and 66 percent for students of color, compared to 71 percent for the fall-to-fall university retention rate. For colleges, the retention rate for students receiving services is better than the retention rate for the college student body as a whole.

Dr. López called on Shahzad Ahmad to speak about the St. Cloud State University summer bridge program. This program, the Advance Preparation Program (APP), began in 1988 and is now being funded by Access and Opportunity funding. One of its goals has been to reduce student isolation as a way of increasing success. The four components of the program are academic opportunities, out-of-classroom experiences, university orientation, and study skill development. The APP has had a 79.3 percent retention rate between fall 2008 and fall 2009. In addition, the participants in the bridge programs have been student leaders and strong alumni as well.

5. Access, Opportunity and Success program Funding for FY 2010

Dr. López called attention to a handout summarizing the underrepresented money given to the campuses and the strategies for using that money. The \$7.4 million used for funding these programs was allocated on a formula basis, based on the total enrollment and the number of underrepresented students. Since the handout was merely a summary; Dr. López provided further detail on a sample campus program.

This year campuses have been asked to provide requests for funding, similar to grant proposals, outlining the outreach or retention activities planned, academic performance goals and assessment and tracking strategies.

Trustee Sundin raised a concern about the lack of funding for the men's basketball program at Minneapolis Community and Technical College.

In response to a question about whether there were competitive programs for funding, Dr. Harris responded that the \$3.4 million for the access and opportunity centers was competitive, and that the diversity and Multiculturalism division is initiating some small competitive programs.

The meeting adjourned at 5:00 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: January 19, 2010

Agenda Item: Final Report of Male Access and Success at Minnesota State Colleges and Universities Study Group

Proposed
Policy Change

Approvals
Required by
Policy

Other
Approvals

Monitoring

Information

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

Members of the Diversity and Multiculturalism Committee asked the staff of the Diversity and Multiculturalism division to review issues related to male access and success in higher education.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism division

Outline of Key Points/Policy Issues:

Whitney Stewart Harris will present an overview of the key findings and recommendations of the Male Access and Success Study Group.

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

INFORMATION ITEM
FINAL REPORT OF MALE ACCESS AND SUCCESS AT MINNESOTA STATE COLLEGES AND UNIVERSITIES STUDY GROUP

BACKGROUND

In January 2008, the Diversity and Multiculturalism division established the Male Access and Success Study Group to explore the issues faced by males within the Minnesota State Colleges and Universities system. The purpose of the study group was to assist the Diversity and Multiculturalism division of the Office of the Chancellor in reviewing the current status and related issues of male access and success at the Minnesota State Colleges and Universities.

The study group supports Minnesota State Colleges and Universities' Strategic Direction 1, Goal 1.1: Raise Minnesota's participation and achievement in post-secondary education by meeting the needs of students with diverse backgrounds and educational goals.

The study group met regularly to review trend data on college enrollment and graduation, research on male access and success issues, and efforts to provide for the enhancement of male post-secondary enrollment and success. The study group also met with a diverse group of men who have achieved success within the Minnesota State Colleges and Universities system to identify factors contributing to their success.

This report presents the findings of this study group and its recommendations to enhance understanding of the issues males face within the Minnesota State Colleges and Universities system, as well as efforts to increase male participation in post-secondary education.

Key findings

Among the key findings of the study group are:

- Minnesota males have lower high school graduation rates than females. These results are most evident for racial/ethnic minority males.
- Minnesota males have lower system participation rates than females in all racial/ethnic groups.
- While students of color are increasing as a proportion of total students, the percent of male students is decreasing in each racial/ethnic group.

- Minnesota males had lower rates of completion than females in both colleges and universities.
- Diverse males who have succeeded within the Minnesota State Colleges and Universities system display a unique set of personal, financial and familial factors contributing to their success that were not institutionalized in programmatic efforts.
- There is a lack of a comprehensive data pipeline providing specific indicators of male behavior and progress post-high school in Minnesota.
- No comprehensive catalog exists of promising practices promoting male access and success in Minnesota.

Recommendations

To position Minnesota State Colleges and Universities as a national leader in addressing the current dilemma in male access and success in higher education, the Minnesota State Colleges and Universities Male Access and Study Group recommends the following actions.

1. Provide support for:
 - a. A comprehensive survey of Minnesota K-12 and post-K-12 efforts to increase male participation in higher education using criteria of effectiveness resulting in the recommendation of best practices to colleges and universities
 - b. Research on factors contributing to “male success” within Minnesota State Colleges and Universities and other higher educational institutions
 - c. Research to implement or modify practices that support male educational success
 - d. A systemwide survey and assessment of the effectiveness of current efforts for male success within Minnesota State Colleges and Universities, specifically listing and comparing individual institutional programs
 - e. Continued evaluation of national best practices based on Council for the Advancement of Standards in Higher Education criteria
 - f. Partnerships and programming with K-12 institutions and community organizations to provide:
 - i. Mentoring and enrichment experiences to younger male students
 - ii. Academic enrichment and college preparation services
 - g. Coordinating and promoting research on educational, sociological and psychological factors in men and boys that impact higher education opportunity and success.
2. Consolidate data to enhance the P-16 educational pipeline information within the state of Minnesota to track the success of males from Pre-K through higher education.

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

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism **Date of Meeting** January 19, 2010
Agenda Item: American Indian Initiative Update

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

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

Update and discussion by trustees on recent work on behalf of access, opportunity and success for American Indians.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism
David Isham, Access and Opportunity Specialist

Outline of Key Points/Policy Issues:

- The system implemented an American Indian Initiative in 2006 to improve higher education access, opportunity and success.
- Enrollment of American Indians has experienced a slight increase.
- The Office of the Chancellor and colleges and universities continue to work with members of the American Indian communities to develop and implement best practices that support increased higher education success for American Indians.

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

INFORMATION ITEM
AMERICAN INDIAN INITIATIVE UPDATE

BACKGROUND

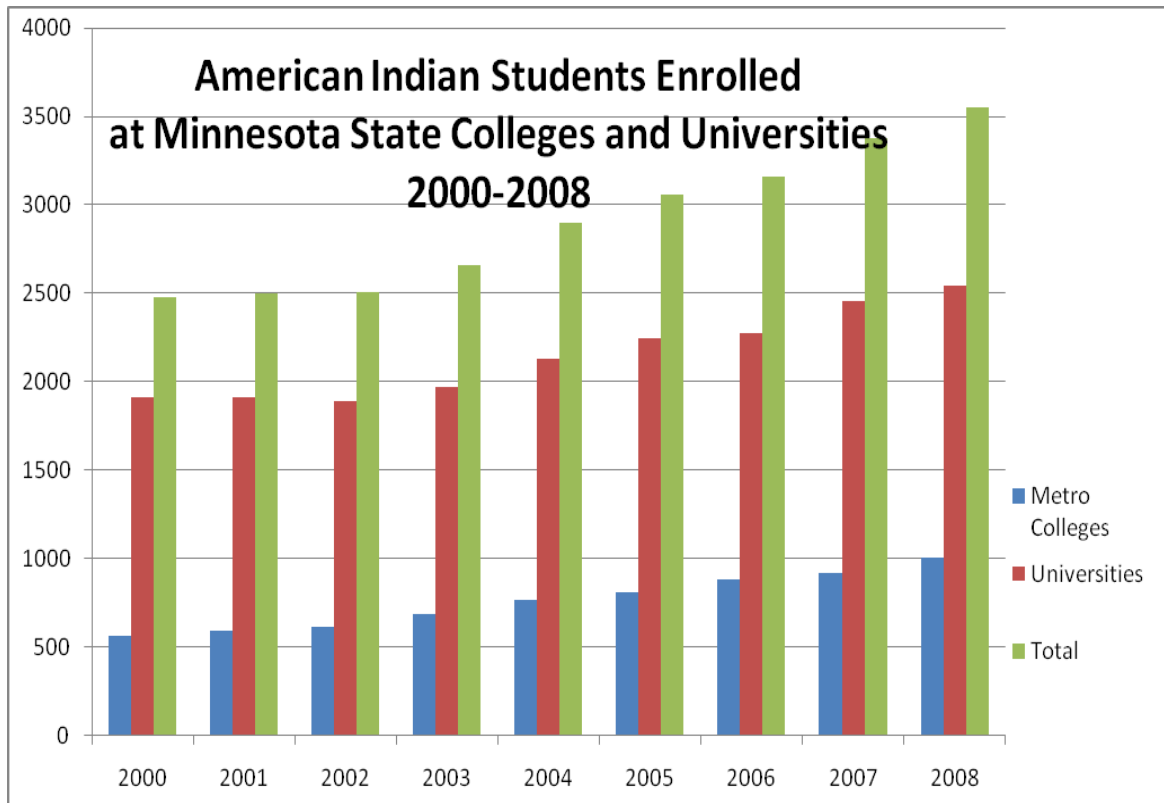
In response to a directive from the Minnesota State Colleges and Universities Board of Directors and under the direction of Chancellor James McCormick, the Diversity and Multiculturalism division of the Office of the Chancellor and the colleges and universities have been engaged in the American Indian Initiative since 2006. This is another in a series of updates that are given to the Board periodically.

The reporting period is from the end of July to December 15, 2009.

Enrollment of new students from groups traditionally underrepresented in higher education increased by 22 percent this fall at the 32 Minnesota State Colleges and Universities, according to a new report presented to the Board of Trustees. These groups include students of color, low-income students and students whose parents did not attend college.

As of this report, preliminary fall quarter figures for breakdown by ethnicity were not available. However, a review of the figures from 2000 to 2008 has displayed a trend of increased enrollment by American Indian/Alaskan Native Students (see graph below).

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Metro Colleges	562	593	618	687	769	808	882	920	1006
Universities	1915	1909	1891	1970	2132	2249	2276	2455	2546
Total	2477	2502	2509	2657	2901	3057	3158	3375	3552



At this point, it is not certain that the numbers for American Indian/Alaskan Native students have increased from last year, but the trend would suggest that they have.

Colleges and University Activities

During the period covered by this report, a number of events and conferences at various system institutions have taken place to share information pertinent to American Indian awareness. The following is a partial list:

- Fond du Lac Tribal and Community College
 - Celebrated the appointment of Larry Anderson by the Minnesota State Colleges and Universities Board of Trustees.

- Minneapolis Community and Technical College
 - An Evening of Song and Poetry – an annual event designed to allow Native students a forum to showcase their talents.

- Minnesota State University, Moorhead
 - Dr. Donna Brown, appointed interim Vice President of Student Affairs for Diversity and Inclusion
 - Indigenous People’s Education Conference
 - Space secured for campus American Indian Student Center

- Metropolitan State University

- Provided a variety of activities throughout November as part of American Indian Month
- Bemidji State University
 - American Indian Summit: *Indian Education: Yesterday & Today*
- Minnesota State University, Mankato
 - Began organizing American Indian Advisory Committee
- North Hennepin Community College
 - Held First Annual Pow-wow
- Office of the Chancellor
 - Brown Bag session on Sovereignty, presented by John Poupart

Outreach and Research

The following are activities conducted by the staff of the Diversity and Multiculturalism division of the Office of the Chancellor during the period covered by this report:

- Presented the Minnesota State Colleges and Universities Systemwide Strategic Work Plan for American Indians 2006-2010 at the Minnesota Indian Education Association conference and the American Indian Summit at Bemidji State University
- By invitation, participated in the Education Trust, Access to Success meeting
- Met with President Richard Shrubbs, Minnesota West
- Met with President Edna Szymanski, Minnesota State University, Moorhead
- Seated as a member of the Tribal Nations Education Committee
- Met with a representative of the 2010 Census on the importance of an accurate count in Indian country, and explored ways to partner with system institutions.
- Met with Minneapolis Public Schools, exploring ways to better prepare and bridge k-12 and higher education
- Attended meetings with Native American Community Development Institute to focus on the American Indian Cultural Corridor plans and how the Minnesota State Colleges and Universities can play an integral role in the educational component

This preliminary report is just a sampling of the efforts and activities that involve Minnesota State Colleges and Universities students, faculty and staff.