



DIVERSITY AND MULTICULTURALISM COMMITTEE

JULY 20, 2010

10:30 A.M.

**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 Louise Sundin calls the meeting to order.

- (1) **Minutes of June 15, 2010** (pp. 1-3)
- (2) Diversity and Multiculturalism Division Update
- (3) Access, Opportunity and Success Programs (pp. 4-6)
- (4) Diversity and Multiculturalism Committee/Division Work Plan for FY 2011 (pp. 7-9)
- (5) Discussion of Committee Goals

Members

Louise Sundin, Chair
Duane Benson, Vice Chair
Jacob Englund
Alfredo Oliveira
Christine Rice
James Van Houten

Bolded items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
DIVERSITY AND MULTICUTURALISM COMMITTEE
MEETING MINUTES
June 15, 2010**

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

Diversity and Multiculturalism Committee Members Absent: Thomas Renier

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

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

A meeting of the Diversity and Multiculturalism Committee was held on June 15, 2010, at Wells Fargo Place, 4th Floor Board Room, 30 7th Street East, St. Paul. Chair Benson called the meeting to order at 10:10 a.m.

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

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

2. Diversity and Multiculturalism Division Update

Trustee Benson called on Dr. Whitney Harris to give the update.

Operations

- The Diversity and Multiculturalism and Public Relations divisions won a national award, the Silver Anvil Award, from the Public Relations Society of America for their "Make college a part of your future" campaign. The collaborative project grew out of ideas generated at a Board of Trustees retreat.
- The Community Action Diversity Council met recently. The members continue to be very supportive of the Access, Opportunity and Success Initiative and request that their support be expressed to the Board of Trustees. They are excited about the programs and believe they are making a significant difference. In addition, the council expressed concern about the shortage of diversity among senior administrators in the Minnesota State Colleges and Universities system. The members requested that representatives from the Human Resources division meet with the Community Action Diversity Council to explore this matter.

- The Diversity and Multiculturalism division is holding an Asian-focused youth leadership retreat in collaboration with the Council on Asian Pacific Minnesotans. Developing leadership is one of the predictors of college success. Ten mentors from system institutions and fifty developing young leaders are participating. Participants from last year's retreat gave a presentation to Office of the Chancellor two weeks ago at a Diversity Brown Bag.

In answer to a question from Trustee Hightower, Dr. Harris said that the Community Action Diversity Council was established four years ago, made up of non-system representatives from around the state. The group meets quarterly to look at issues as outlined in the System Strategic Plan and the Chancellor's Work Plan and to advise and offer insights to the division.

3. Access, Opportunity and Success Initiative Update

Dr. Harris reminded the Board that the Access, Opportunity and Success Initiative was funded with \$11 million for FY 2010; \$7.4 million of that was allocated to the campuses, 3.4 million was allocated to the three Access and Opportunity Centers, and \$200,000 was made available for diversity activities through the Office of the Chancellor. Much of this money was used to fund the "Make college a part of your future" campaign.

At the last meeting, Trustee Hightower requested an update on progress of those activities. While there have been periodic progress reports from the centers, Dr. Harris invited Dr. Craig Schoenecker, System Director for Research, to discuss the program results from the system by presenting and analyzing recruitment data. Dr. Harris referred Board members to the Board documents for a description of the distribution and uses of funds.

Dr. Schoenecker reported enrollment trends; in the fall he hopes to have a more comprehensive analysis of both enrollment trends and changes in persistence and completion. This analysis will provide further information about which support services and strategies are most effective.

Over multiple years, there has been a substantial increase in underrepresented students, both at the universities and the colleges. Underrepresented students at system universities have increased from approximately 21,000 to approximately 23,500; at the colleges, they have increased from approximately 53,000 to approximately 72,000. Underrepresented students are defined as students of color, Pell eligible students, and/or First Generation students. There has been growth in overall enrollment and substantial growth in each of the categories of underrepresented students, in particular Pell eligible students, but also students of color and First Generation students.

There has also been a dramatic increase in the number of new underrepresented students. The percentage of new Pell eligible students has increased by 40 percent. One of the reasons for analyzing the percentage of new students is that it is a leading indicator of

future trends. In the fall of 2005, the system had 26,000 new underrepresented students, whereas there were 35,000 new underrepresented students in fall of 2009. During the same period, there was a substantial growth in underrepresented continuing students, from about 48,000 to 60,000. There has been stronger growth among males than females in all underrepresented categories.

4. Diversity and Multiculturalism Division Annual Performance Report

Dr. Harris called the Board's attention to the Diversity and Multiculturalism division annual performance report in the Board documents and asked for questions.

In answer to a question about what consulting contracts included, Dr. Harris said that the figures include such items as the minnesotadiversity.com advertising campaign and interpreter services for Super Weekend.

Trustee Hightower asked if it was true that the Chancellor's office has about \$700,000 to manage the diversity activities of the system. Dr. Harris clarified that the division funds are not only used for diversity but for affirmative action and monitoring compliance with relevant Board, state, and federal equal opportunity and nondiscrimination policies.

The meeting adjourned at 10:38 a.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:** July 20, 2010

Agenda Item: Access, Opportunity and Success Programs

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 funding for Access, Opportunity and Success initiatives at each of the colleges and universities. These initiatives must be designed to support the recruitment and retention of underrepresented students. Minnesota State University Moorhead used some of the funding to support a summer bridge program, and Bemidji State University used funding to support the Advising Success Center.

Scheduled Presenter(s):

Donna Brown, Assistant Vice President of Student Affairs for Diversity and Inclusion, Minnesota State University Moorhead

Jered Pigeon, Program Coordinator Multicultural Affairs, Minnesota State University Moorhead

Donald Day, Executive Director, American Indian Resource Center, Bemidji State University

Lisa Erwin, Vice President for Student Development and Enrollment, Bemidji State University

Mary Ward, Director, Advising Success Center, Bemidji State University

Outline of Key Points/Policy Issues:

The programs at both of the universities are well designed and have measurable outcomes. While the final outcomes are not reported in all cases, the indicators suggest that the programs will achieve their objectives. Additional assessment data will be reported at a future Board meeting.

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

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| INFORMATION ITEM |
| ACCESS, OPPORTUNITY AND SUCCESS PROGRAMS |

BACKGROUND

The Board of Trustees approved funding for Access, Opportunity and Success initiatives at each of the colleges and universities. These initiatives must be designed to support the recruitment and retention of underrepresented students. Presentations on various programs and activities are provided to the members of the Board of Trustees. Below is a description of programs at Minnesota State University Moorhead and Bemidji State University that are examples of initiative work.

Minnesota State University Moorhead

In June, 2010, Minnesota State University Moorhead held its Summer Bridge Program for underrepresented and underserved students. Eighteen students completed the program. The students lived on campus and earned six college credits. Extensive planning was needed, as this bridge program was the first of its kind at MSUM. It is important to note that this program was a retention program, not a recruitment program. The students were accepted to MSUM for the fall semester, with the exception of two who were denied admission to MSUM and instructed to attend Minnesota State Community and Technical College for one year, and then transfer to MSUM.

The students experienced life in the residence hall, ate at MSUM food services, attended traditional college classes which fulfilled core curriculum requirements, used the wellness center facilities, and studied and researched in the library. Retention of underrepresented students from freshman to sophomore year has averaged around 50 percent. The goal of the program is to increase the retention rate of the students who participate in the program to 75 percent. Improvements in the program will warrant higher retention goals in the future. The presenters will describe in detail the purpose and goals of the program and the planning process, and report on the academic performance of the students. The presenters will also share retention rates broken down by ethnicity and provide demographic information, including gender and the percentage of students who are economically disadvantaged.

Bemidji State University

The Advising Success Center team works individually with students, helping them to find their places at Bemidji State University and make the most of their experiences. They provide coordination of the new student advising and registration portion of the Academic Advising and Registration days. They also coordinate advising, including making advisor assignments, processing advisor change requests, assisting students on academic probation, assisting students who wish to reintegrate to the university, and providing information and referrals for students to ensure academic success. In addition, they coordinate peer tutoring opportunities for students, the First Year Experience program and New and Transfer Student Orientation. Specific data on the success of the center will be presented.

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

Agenda Item Summary Sheet

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

Agenda Item: Diversity and Multiculturalism Committee/Division Work Plan for FY 2011

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

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

The work plan of the Diversity and Multiculturalism division supports Strategic Direction One: Increase access, opportunity and success and Strategic Direction Four: Innovate to meet current and future educational needs.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism

Outline of Key Points/Policy Issues:

The Diversity and Multiculturalism Committee reviews and discusses strategies and actions that are recommended for inclusion in the annual work plan for the Diversity and Multiculturalism division.

Background Information:

The Diversity and Multiculturalism division updates its work plan annually.

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

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| INFORMATION ITEM |
| DIVERSITY AND MULTICULTURALISM COMMITTEE/DIVISION WORK PLAN FOR FY 2011 |

BACKGROUND

The work plan of the Diversity and Multiculturalism division supports Strategic Direction One: Increase access, opportunity and success and Strategic Direction Four: Innovate to meet current and future educational needs. The focus of the plan is to increase access, opportunity and success for underrepresented students and create an innovative and diverse work force. Retention of students from underrepresented groups and the recruitment and retention of a diverse workforce are the core objectives of the work of the division. Projects and activities designed to accomplish the goals of the work plan are described on a detailed staff work plan, which directs the programs and activities of the division.

1. Planning

- 1.1 Develop, in cooperation with the Academic and Student Affairs division, a set of action analytics tools to evaluate the effectiveness of campus recruitment and retention programs for underrepresented students.
Report to Board of Trustees June 2011.
- 1.2 Develop a systemwide diversity plan for implementation in FY 2011-2015. All components of the plan will include measurable outcomes.
Report to the Board of Trustees December 2010.
- 1.3 Revise and enhance the current Systemwide Strategic Work Plan for American Indians, with the goal of increasing access and success for American Indian students. The plan will include measurable outcomes.
Report to the Board of Trustees November 2010.
- 1.4 Provide analysis and technical assistance to the 12-15 colleges that participate in the Community College Survey of Student Engagement (CCSSE) and the universities that participate in National Survey of Student Engagement (NSSE) in the development and implementation of the institutional diversity plans.
Report to the Board of Trustees January 2011.

2. Evaluation, assessment and accountability

- 2.1 Report and analyze baseline spending for spending in diversity-oriented academic support services and diversity-oriented cultural support services.
Report to Board of Trustees November 2010.
- 2.2 Analyze systemwide spending with Targeted Group Businesses (TGBs) and economically disadvantaged businesses.
Report to Leadership Council October 2010.
- 2.3 Develop an electronic affirmative action training program for campus and Office of the Chancellor search committees.
Completion date: January 2011.
- 2.4 Conduct U.S. Department of Education Office for Civil Rights campus reviews on four campuses in Fiscal Year 2011. In addition, monitor and provide technical assistance to campuses which need corrective action.
Completion date: June 2011.

3. Policy

- 3.1 Review Policy 1B.3 - Sexual Violence Policy, and update as required.
Complete and Submit to the Board of Trustees: June 2011.
- 3.2 Review Policy 1B.4 - Access for Individuals with Disabilities, and update as required.
Complete and Submit to the Board of Trustees: June 2011.