

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

**Agenda Item Summary Sheet**

**Committee:** Diversity and Multiculturalism

**Date of Meeting:** May 19, 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).

**Scheduled Presenter(s):**

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism

**Outline of Key Points/Policy Issues:**

Through its committee, each division is to report on its progress in responding to the OLA evaluation.

**Background Information:**

- The OLA evaluation was requested by the Chancellor and The Board of Trustees Chair and was completed early in 2010.
- At its April meeting, the Diversity and Multiculturalism Committee requested that Dr. Harris come to the committee with suggestions regarding the Diversity and Multiculturalism aspect of the OLA report. This is a continuation of the discussion. A final report will be presented at the June 2010 meeting.

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MINNESOTA STATE COLLEGES AND UNIVERSITIES**

<b>INFORMATION ITEM</b>
FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE

**BACKGROUND**

Through this discussion, the staff is seeking input and direction from Board of Trustees Diversity and Multiculturalism Committee in preparation for completing the *Office of the Chancellor Division Performance Reporting Template*, which is due in June 2010. Presented below is information related to item II from the template. The other sections of the template will be presented at the June 2010 Board meeting. These sections of the template depend heavily upon the Board’s expectations regarding the functional duties of the Diversity and Multiculturalism division.

**II. Explain the structural distribution between the functional duties performed by this division and activities performed by the colleges and universities.**

The Diversity and Multiculturalism division has four functional duties including: (1) compliance enforcement, (2) leadership and policy development, (3) education/training, and (4) community outreach. With regards to community outreach, the office does not generally engage in direct recruitment of students; however it provides technical assistance in recruiting students from underrepresented communities. The division has established the statewide Community Action Diversity Council to provide advice and counsel on its work with campuses in providing access, opportunity and success for all Minnesotans, especially those from underrepresented communities. The chart below illustrates the distribution between major functional duties performed by the Diversity and Multiculturalism division and the colleges and universities. It is illustrative and not exhaustive.

<b>Office of the Chancellor Functions</b>	<b>Colleges and Universities Functions</b>
Conduct Office for Civil Rights (OCR) campus reviews as required by federal law and policy.	Create an OCR Voluntary compliance plan to address areas where corrective action is needed.
Monitor the progress of campus compliance plans developed from the Office for Civil Rights reviews.	Implement OCR Compliance Voluntary Plan.
Develop the biennial report that goes to the Department of Education concerning OCR audit.	No action required

<b>Office of the Chancellor Functions</b>	<b>Colleges and Universities Functions</b>
Conduct Policy 1B.1 Nondiscrimination in Employment and Education Opportunity investigations at the Office of the Chancellor.	No action required.
Conduct 1B.1 investigations of senior campus administrators.	Conduct most other 1B.1 investigations with technical assistance from the Diversity and Multiculturalism Division.
Provide technical assistance to campuses in implementing, monitoring and conducting 1B1 investigations.	Conduct most other 1B.1 investigations with technical assistance from the Diversity and Multiculturalism Division.
Monitor the systemwide access, persistence and completion rates of underrepresented students. Note that the Diversity and Multiculturalism division has only indirect influence on these outcomes.	Each institution monitors its own access, persistence and completion rates.
Develop systemwide policies related to equal opportunity, affirmative action and compliance.	Colleges and universities are charged with implementing the policies.
Provide technical assistance to campuses in their work to achieve student recruitment, retention and success.	Most direct recruitment of students is done by the colleges and universities.
Assist in the implementation of federal, state and board policies related to equal opportunity, affirmative action and compliance.	Colleges and universities are charged with implementing the policies.
Conduct affirmative action, harassment, discrimination and anti-racism training on campuses. Technical assistance is provided to colleges and universities that conduct this training for their campuses.	Campuses with appropriate resources conduct affirmative action, harassment, discrimination and anti-racism training on their campuses.
Research best practices for the recruitment and retention of students and employees from traditionally underrepresented communities and communicate them to campuses.	Colleges and universities implement best practices, as appropriate. Student recruitment is primarily the responsibility of each campus.
Facilitate the systemwide Community Action Diversity Council; and provide technical assistance, best practices and feedback from the Community Action Diversity Council regarding access, opportunity and success for students.	Some campuses establish local diversity councils.
Provide resources and technical assistance for targeting systemwide employee recruitment.	Each campus manages the recruitment and retention of its employees.