

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

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism **Date of Meeting:** January 18, 2011

Agenda Item: Discuss and Report Progress on Committee Goals

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 is expected to select achievement goals for Fiscal Year 2011. At the November meeting, the Diversity and Multiculturalism Committee approved the goals, with the understanding that an action plan for implementing the Relationship (R) Factor would be further developed. A proposed plan of action will be presented for Board discussion. With regard to the first goal, work is ongoing, with an update scheduled for a presentation at the March 2011 meeting.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director for Diversity and Multiculturalism
Phil Davis, President, Minneapolis Community and Technical College

Outline of Key Points/Policy Issues:

Minnesota State Colleges and Universities will:

1. Increase the successful recruitment, persistence, completion and credit transfer of underrepresented students using Action Analytics and existing measures (e.g., Community College Survey of Student Engagement, dashboard measures) to evaluate the effectiveness of campus programs.
2. Reward campuses that demonstrate measurable progress toward, or achievement of, benchmarks in building relationships that support student engagement and success of underrepresented students. The project that supports this goal is referred to as the Relationship (R) Factor Program.

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

INFORMATION ITEM
DISCUSS AND REPORT PROGRESS ON COMMITTEE GOALS

The Relationship Factor Program Proposed Implementation Strategy

Purpose (Goal)

The purpose of the Relationship (R) Factor program is to reward campuses that demonstrate measurable progress toward, or achievement of, benchmarks in building relationships that support student engagement and success of underrepresented students.

Guiding Principles

The following principles will guide the work focused on achieving the committee goals and the implementation of the “R” Factor Rewards Program.

1. There is a preference for offering rewards based on performance measures that are currently in use at colleges and universities and for which systemwide data is being collected.
2. All presidents currently have targets on retention; this work should build on those measures.
3. The results of progress toward the goals will be aggregated to demonstrate system progress. The type of progress might be based upon most improvement and/or best achievement.
4. The Leadership Council Diversity and Academic and Student Affairs Committees will participate in refining and benchmarking goals.
5. The goals will be “stretch goals.”
6. The “R” Factor Rewards Program will:
 - a. Complement and be compatible with any existing and future system measures, including “Resources for Results,” implemented by the Minnesota State Colleges and Universities system;
 - b. Reward innovation that produces measurable results; and
 - c. Reward institutions rather than individuals.
7. Measures of performance of underrepresented students’ transfer and graduation should be a part of presidents’ annual performance appraisals.

8. A committee composed of representatives from constituent groups will be established to monitor the progress and determine the manner in which the awarded funds will be used. Groups represented could include labor, management, students and others.

Outcome Measures¹

Outcome measures:

- a. Measurement of awards conferred
- b. Fall-to-fall persistence and completion rate

Expected completion date: June 2012

Implementation Strategy

- Review program with Leadership Council for critique and support.
Expected completion date: June 2011
- Develop a formula for determining award recipients. Both number and type of awards will be factored into the formula.
Expected completion date: June 2011
- Communicate and distribute information about the “R Factor Program” to colleges and universities.
Expected completion date: September 2011
- Collect baseline data.
 - a. The number and types of awards granted by each institution 2009 – 2011
 - b. The fall-to-fall persistence/completion rate**Expected completion date: September 2011**
- Secure funding to support awards.
 - a. Internal funding sources
 - b. External funding sources**Expected completion date: August 2011**

¹ The outcome measures will be further developed after the “Resources for Results” program has been formally approved. The measure for the Relationship (R) factor program will focus solely on underrepresented students, and weighted values will be determined for each type of award.

- Campuses will establish committees composed of representatives from constituent groups to monitor the progress and determine the manner in which awarded funds will be used.

Expected completion date: December 2011

- Awards will be conferred at a Board of Trustees meeting.

Expected completion date: October 2012 (This will be aligned with the “Resources for Results” awards program.)