

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
DIVERSITY AND MULTICULTURALISM COMMITTEE  
MEETING MINUTES  
June 21, 2011**

**Diversity and Multiculturalism Committee Members Present:** Trustees Louise Sundin, Chair; Duane Benson, Vice Chair; Jacob Englund; Alfredo Oliveira (by telephone); James Van Houten

**Diversity and Multiculturalism Committee Members Absent:** Trustee Christine Rice

**Other Board Members Present:** Trustees Cheryl Dickson, Clarence Hightower, David Paskach, Thomas Renier, Scott Thiss

**Leadership Council Members Present:** Whitney Stewart Harris, Executive Director; Phil Davis, President

A meeting of the Diversity and Multiculturalism Committee was held on June 21, 2011, at Wells Fargo Place, 4<sup>th</sup> Floor Board Room, 30 7<sup>th</sup> Street East, St. Paul. Chair Sundin called the meeting to order at 12:16 p.m.

**1. Minutes of Minutes of April 19, 2011**

The minutes of the April 19, 2011, meeting were approved as written. Trustee Van Houten requested that there be further follow up on the issue that was raised at the last meeting concerning civic education and education in American History. Dr. Harris said he has done some preliminary work on this issue; it will be on the work plan for the coming year.

**2. Diversity and Multiculturalism Division Update**

Trustee Sundin called on Dr. Harris to give the update.

**Education Training**

• **Diversity Awards**

Seven colleges and universities within the Minnesota State Colleges and Universities system were honored for outstanding achievements in diversity. Those honored were Anoka-Ramsey Community College, Bemidji State University, Century College, North Hennepin Community College, Metropolitan State University, St. Cloud State University and Winona State University.

The awards' purpose is to recognize activities in diversity that support access, opportunity and success. The award is a monetary award which goes to the winning schools to support them in sharing their activities with other institutions. In response

to a question about accountability, Dr. Harris said that the division requires award winners to report back a year later.

- **Twin Cities American Indian Graduation Banquet**

The division participated in the Twin Cities American Indian Graduation Banquet, an event that honors American Indian students who graduate from post-secondary institutions within the Twin Cities greater metropolitan area. A number of students from system schools participate. Chancellor James McCormick was recognized in absentia for his continued support of American Indian students and American Indian Education.

- **American Indian Educators Summit**

The division hosted this summit, held in Nisswa. The summit included panels by American Indian education leaders and system presidents and focus group breakout sessions for student participants. Participants included representatives from kindergarten to postsecondary education.

In answer to questions, President Davis said that because of the location of his school there is a larger than average number of American Indian students attending the school and graduating, but this is a group that needs attention. What students are telling him, is that they need institutions that recognize the cultural differences. While this is important for many groups, it seems to be especially true for some American Indians. The American Indian Center at Minneapolis Community and Technical College is an important part of creating a welcoming environment.

### **Compliance**

- The division has held another Decisionmaker Training session to assist with implementing the 1B.1 Nondiscrimination in Employment and Education Opportunity policy and accompanying procedure 1B.1.1.

### **3. Progress on Committee Goals**

Trustee Sundin restated Diversity Goal 1: Increase the successful recruitment, persistence, completion and credit transfer of underrepresented students using Action Analytics and existing measures to evaluate the effectiveness of campus programs. She then called on Dr. Craig Schoenecker to present the first part of this agenda item.

Dr. Schoenecker said that a twofold approach is being used to address Goal 1:

- 1) A descriptive analysis of trends in enrollment; academic progress measures for underrepresented students; and retention, persistence and completion; and
- 2) Extensive statistical analysis.

The statistics used for comparison were from fiscal year 2007, the year before the Access, Opportunity and Success (AOS) funds were first allocated. Final figures presented at this

meeting are preliminary numbers for fiscal year 2011. For the categories of underrepresented students, the largest growth in enrollment was in Pell-eligible students; but there was also significant growth in most of the other categories of underrepresented students. More than half of the students in system colleges are from one or more of the underrepresented categories.

Analysis was conducted of the students who entered the system in 2009 and used Access, Opportunity, and Success services. These services include summer bridge programs, learning communities, and Intrusive Advising. Of those receiving services, 77 percent were underrepresented students. However, only about 20 percent of the underrepresented students received these services.

Analysis also shows that underrepresented students entering the Minnesota State system in 2009 had lower grade-point averages and first-year credit completion rates than those who were not in the underrepresented group. In answer to a question from Chancellor McCormick, Dr. Schoenecker said he suspects that it is accurate to say that as the system brings in a higher percentage of underrepresented students, it is bringing in more students who, though they may be talented, are not as prepared for college. This is probably also true of adult students who are returning in the wake of the recession.

Though the rate of second fall retention for underrepresented students is slightly lower than that of non-underrepresented students, the difference between the two groups was smaller in 2010 than in 2006. For persistence and completion, patterns are similar – modest improvements since the Access, Opportunity and Success funding began.

From the measurements, Dr. Schoenecker sees a preliminary positive relationship between the use of AOS services and the success of students, but the results are not conclusive. Data on the types of services received is not included in this presentation but will be included in future reports.

In summary: (1) There have been substantial increases across all categories in underrepresented student access. (2) Approximately 10,000 students received AOS services in fiscal year 2010. (3) There have been modest increases in retention, persistence and completion rates for underrepresented students. (4) Work on the statistical analysis is continuing.

Trustee Sundin called on Dr. Harris to present on Goal 2, formerly the “R” Factor program, now called Resources for Relationships. This project is designed to reward campuses for building relationships that support student engagement and success of underrepresented students. Dr. Harris said that the Resources for Relationships program was originally planned to be coupled with the systemwide Resources for Results program, currently being developed. However, Resources for Relationships will be run as a pilot program next year.

#### **4. 2011 Office of the Chancellor Performance Report – Diversity and Multiculturalism Division**

Trustee Sundin reiterated some of the accomplishments of the Diversity and Multiculturalism division in fiscal year 2011: Enrollment of underrepresented students increased by 29 percent. The division provided approximately 120 administrators and staff members with Investigator and Decisionmaker training. It also completed four U.S. Department Office for Civil Rights campus reviews and conducted four webinars for the system. She also highlighted significant improvements in enrollment of underrepresented students.

Dr. Harris said that most of the division work is in support of the campuses, training and compliance work. President Davis added that the division is especially useful to small campuses that may not have the resources to conduct independent investigations or reviews.

The meeting adjourned at 1:03 p.m.

Respectfully submitted by Gale Rohde