

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

**Agenda Item Summary Sheet**

**Committee:** Diversity and Multiculturalism      **Date of Meeting:** June 21, 2011

**Agenda Item:** 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 selected achievement goals for fiscal year 2011. At the November 2010 meeting, the Diversity and Multiculturalism Committee approved the goals. This is a report on the work completed to achieve the goals.

**Scheduled Presenter(s):**

Whitney Stewart Harris, Executive Director for Diversity and Multiculturalism  
Craig Schoenecker, System Director for Research

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

**Diversity and Multiculturalism Committee Goals**

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 Resources for Relationships (formerly the “R” Factor Program).

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MINNESOTA STATE COLLEGES AND UNIVERSITIES**

<b>INFORMATION ITEM</b>
<b>PROGRESS ON COMMITTEE GOALS</b>

**BACKGROUND**

The Diversity and Multiculturalism Committee of the Board of Trustees directed the Office of the Chancellor to develop a plan to implement the committee's fiscal year 2011 goals and the accompanying Resources for Relationships program (formerly the "R" Factor Program). This is a follow-up report regarding the progress made on achieving the goals.

**Committee Goals**

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 using Action Analytics and other measures. (The project that supports this goal is referred to as Resources for Relationships that Support Success.)

**Progress**

**Goal 1:** A PowerPoint presentation will address this goal.

**Goal 2:** A pilot project of the Resources for Relationships that Support Success program will be implemented as a component of the Diversity and Multiculturalism campus awards program beginning in FY 2012. In FY 2011, the emphasis was on laying the groundwork for the inception of the new program.

Most of the material below was presented to the Board Diversity and Multiculturalism Committee at the January meeting. At that time, Diversity and Multiculturalism staff and

the Leadership Council Diversity Committee had hoped to wait to develop the criteria section until the Resources for Results program had been further developed.

With the implementation of Resources for Results being deferred until 2013, the Diversity Committee decided not to wait but to proceed with the Resources for Relationships program as a pilot project for FY 2012. The committee clarified the goals of the program and added a qualitative component.

## **The Resources for Relationships Program Proposed Implementation Strategy**

### **Purpose (Goal)**

The purpose of the Resources for Relationships 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 Resources for Relationships 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 targets 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 targets.
5. The goals or targets will be stretch goals.
6. The Resources for Relationships 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 Measures<sup>1</sup>**

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: September 2011**
  
- Communicate and distribute information about the Resources for Relationships 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**

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<sup>1</sup> The outcome measures will be revised as needed.

- 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**

## **Criteria**

Each nominee will prepare a portfolio that demonstrates measurable progress toward, or the achievement of, benchmarks in building relationships that support student engagement and success of underrepresented students. The portfolio will include both quantitative and qualitative data.

- **Quantitative**
  - Measurement of awards conferred
  - Fall-to-fall persistence and completion rate

- **Qualitative**

Colleges and universities may include artifacts that support any or all of the following criteria:

- Demonstrate the engagement of and positive learning outcomes for students, faculty, administration and staff.
- Demonstrate community engagement through service learning.
- Address a demonstrable diversity need on campus.
- Demonstrate collaboration of curricular/co-curricular programs and/or entities based on established competencies, goals and plans for intentional learning.
- Demonstrate a consistent pattern of firm commitment to affirmative hiring.
- Demonstrate an increase of collaboration in cross-cultural engagement with other college or university departments or with the local community.
- Demonstrate campus diversity through social and/or educational co-curricular activities that benefit the campus and the surrounding communities.
- Demonstrate and cultivate diversity initiatives that establish and foster a more inclusive and equitable work/learning environment.

- Demonstrate intentional programming and planning of activities that support increased engagement among students, faculty and staff from different economic, social, and racial or ethnic backgrounds.
- Demonstrate intentional programming and planning of activities that contribute to students' understanding of today's international/multi-cultural world.

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