

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

Agenda Item Summary Sheet

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

Agenda Item: 2011 Office of the Chancellor Performance Report – Diversity and Multiculturalism Division

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

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

This summary reports provides the Board of Trustees and the Chancellor with an overview of the function, relationship to campuses, budget and major accomplishments of the unit.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism division

Outline of Key Points/Policy Issues:

Major work plan accomplishments

- Enrollment of underrepresented students increased by 29 percent, or 29,094, from 101,534 in 2005 to 130,628 in 2010. As a percentage of the total enrollment, Pell-eligible students increased from 18.1 to 31.1 percent.
- Provided approximately 120 administrators and staff members with Investigator and Decisionmaker training.
- Completed four U.S. Department Office for Civil Rights campus audits.
- Conducted four webinars for the entire system on diversity and affirmative action topics.

Office of the Chancellor Performance Report
Diversity and Multiculturalism Division

I. Multi-year Financial and Personnel Data

Cost Category / Financing	2010-11 Biennium		2012-13 Biennium	
	2010 Actual	2011 Actual	2012 Estimate	2013 Projected
Salaries & Benefits	561,818	534,446		
Consulting Contracts	41,627	40,820		
Other Administrative Costs	171,758	76,943		
Total Administrative Costs	775,203	652,209		
Less: External Funding (1)	0	0		
General Fund Financed Costs	775,203	652,209		
Distribution of General Fund Activities				
Direct Services to Colleges/Universities	277,034	273,058		
Systemwide Services	498,169	379,151		
Division Employee FTE	6.5	5		

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

Office of the Chancellor Functions	Colleges and Universities Functions
Conduct Office for Civil Rights (OCR) campus reviews as required by federal law and policy.	Create OCR Voluntary Compliance Plans 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 Voluntary Compliance Plans.
Develop the biennial report that goes to the Department of Education concerning OCR audits.	No action required.
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 1B.1 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.

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Provide technical assistance to campuses in their work to achieve student recruitment, retention and success.	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.
Provide methods of assessing and accountability for campus leadership for diversity work focused on access, opportunity and success.	Each campus develops and implements diversity work focused on access, opportunity and success.
Provide technical assistance and monitor campuses to ensure that their talent management programs comply with affirmative action and are inclusive.	Campuses provide employee development opportunities and programs.

III. Cite performance metrics and major accomplishments from the past year (tie to prior year division/committee work plan, if possible).

2011 Work Plan Accomplishments

- Enrollment of male students from spring 2009 to spring 2010 increased by 11.9 percent, from 54,142 to 60,595 students.
- Students of color constituted 17.6 percent of the system enrollment in 2010, up from 10.6 percent in 2001.
- Between 2001 and 2010, enrollment of students of color increased by 118 percent from 21,634 to 47,268.

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- Enrollment of students eligible for a federal Pell grant, a measure of low-income status, increased by 53 percent to 86,113 from 2001 to 2010. As a percentage of the total enrollment, Pell-eligible students increased from 18.1 to 31.1 percent.
- Enrollment of underrepresented students increased by 29 percent or 29,094, from 101,534 in 2005 to 130,628 in 2010.
- Approximately 120 administrators and staff members completed Investigator and Decisionmaker training.
- Completed four U.S. Department Office for Civil Rights campus audits.
- Provided training at the Federal U.S. Department of Education Office for Civil Rights annual conference to appointed administrators from all states.
- Completed the systemwide diversity plan for 2011-2014.
- Conducted four webinars on diversity and affirmative action topics available to entire system.
- Conducted four regional professional development sessions for campus diversity officers.
- Completed an online affirmative action training module for search committee use throughout the system.
- Created and implemented an American Indian Forum for Indian Educators throughout Minnesota.

IV. Identify major division/committee work plan activities planned for upcoming year.

- Implement the *Resources for Relationships* project.
- Complete the Office of the Chancellor Affirmative Action Plan 2012-2014
- Conduct four regional best practice seminars focused on the recruitment, retention and success of underrepresented students.
- Conduct U.S. Department of Education Office for Civil Rights campus audits during Fiscal Year 2012. In addition, monitor and provide technical assistance to campuses which need corrective action.
- Provide methods of assessing and accountability for campus leadership for diversity work focused on access, opportunity and success.
- Develop an updated American Indian Higher Education Work Plan.
- Develop the biennial report that goes to the Department of Education concerning OCR audits.
- Collaborate and monitor the system's developing talent management (succession planning) project.