



**DIVERSITY AND MULTICULTURALISM COMMITTEE**  
**MARCH 15, 2011**  
**11:00 A.M.**

**BOARD ROOM**  
**WELLS FARGO PLACE**  
**30 7TH STREET EAST**  
**SAINT PAUL, MN**

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Please note: Committee/Board meeting times are tentative. Committee/Board meetings may begin up to 45 minutes earlier than the times listed below if the previous committee meeting concludes its business before the end of its allotted time slot.

Committee Chair Louise Sundin calls the meeting to order.

- (1) **Minutes of January 18, 2011** (pp. 1-3)
- (2) Diversity and Multiculturalism Division Update
- (3) The Power of YOU Update (pp. 4-16)
- (4) Demographic Characteristics of College and University Graduates (pp. 17-18)

Members

Louise Sundin, Chair  
Duane Benson, Vice Chair  
Jacob Englund  
Alfredo Oliveira  
Christine Rice  
James Van Houten

**Bolded** items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
DIVERSITY AND MULTICUTURALISM COMMITTEE  
MEETING MINUTES  
January 18, 2011**

**Diversity and Multiculturalism Committee Members Present:** Trustees Louise Sundin, Chair; Trustee Duane Benson, Vice Chair; Jacob Englund; Christine Rice; James Van Houten

**Diversity and Multiculturalism Committee Members Absent:** Alfredo Oliveira

**Other Board Members Present:** Trustees Cheryl Dickson, Christopher Frederick, Clarence Hightower, Dan McElroy, Scott Thiss, Michael Vekich

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

A meeting of the Diversity and Multiculturalism Committee was held on January 18, 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 11:31 a.m.

**1. Minutes of November 16, 2010**

The minutes of the November 16, 2010, meeting were approved as written.

**2. Diversity and Multiculturalism Division Update**

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

**Planning**

- The Diversity and Multiculturalism division has just initiated a multidivisional committee to explore ways of insuring the accessibility of Minnesota State Colleges and Universities information technology to persons of varying abilities. An update will be provided at a future meeting.

**Training**

- Staff from the Diversity and Multiculturalism division provided training to approximately 550 faculty and staff members during recent faculty duty day sessions at system campuses. The goal of the sessions is to connect diversity to system goals – primarily access, opportunity and success – and to enhance cultural competency among the faculty and staff, creating a strong workforce.
- Division staff offered Investigator and Decisionmaker training sessions for campus designees. This training has been conducted with assistance from the General Counsel's office and Labor Relations, and it provides necessary information for

implementing the 1B.1 Nondiscrimination in Employment and Education Opportunity policy and accompanying procedure 1B.1.1. Approximately 60 people attended.

### **Other**

- Mary Sam, Director of Diversity at Central Lakes College, recently received a Minnesota Department of Human Rights Award. This award recognizes outstanding contributions concerning human rights issues and serves to honor her ongoing involvement and commitment.

Trustee Van Houten requested a follow-up report on issues raised at the last meeting:

- 1) The possibility that a focus on two-year versus four-year colleges for underrepresented students might improve outcomes and use of resources
- 2) An examination of the majors chosen by underrepresented students

He is concerned that there may be a relatively small number of underrepresented students in science and mathematics.

Dr. Harris said that these are complicated issues which he is currently researching and exploring. He plans to revisit these issues in March or April.

### **3. Enrollment and Retention Data for Underrepresented Students**

Dr. Harris introduced a presentation by Dr. Craig Schoenecker, System Director for Research, on enrollment and retention data by saying that this data drives the diversity work relative to the campuses. He said that the Chancellor has encouraged the system to connect most of the diversity work to access, opportunity and success.

Dr. Schoenecker elaborated on the information in the Board packet, the graphics of which he presented in a PowerPoint format. He said that in fiscal year 2010, there was a very substantial increase in the overall enrollment and in the numbers of underrepresented students. A significant portion of that increase was in the number of students who were Pell eligible and in the number of students of color and first-generation students.

In answer to a question from Trustee Benson, Dr. Schoenecker said that underrepresented students are comprised of three categories of students: (1) students who are eligible for a Pell grant (low-income students), (2) students of color, and (3) first-generation students. Much of this data comes from data the students choose to provide. Currently only one or two percent of system students do not report their race-ethnicity. There is a much higher percentage who do not report their parents' education levels. The records regarding Pell eligibility are unknown for those who did not apply for financial assistance, which is why the graph shows such a high percentage of students whose underrepresented status is unknown.

In examining enrollment trends, the category of continuing students, rather than that of new students, is the one that had the largest growth in underrepresented students in fall of 2010. This is a reflection of the large increases in new underrepresented students in fall

2009. The most dramatic increase was in the category of Pell eligibility. Last fiscal year there was more than a 30 percent increase in new, Pell-eligible students. This fiscal year there is an increase of 23 percent for continuing, and 11 percent for new, Pell-eligible students. Overall the undergraduate enrollment by new students actually declined slightly.

There has been a delay in obtaining the data for the retention, persistence and completion, but Dr. Schoenecker said that he should have the data within a few weeks and will report on it at a future meeting.

In answer to a question, Dr. Schoenecker said he believed that the Minnesota State Colleges and Universities system probably has a larger percentage in the underrepresented category than many other sectors of higher education in the state. The office of higher education could provide that information.

#### **4. Discuss and Report Progress on Committee Goals**

Dr. Harris said that at the last meeting, the Board had asked him to develop outcome measures and implementation strategies for the Relationship Factor Program. He said that the division has laid out an implementation strategy but has been deliberately waiting on the work plan in order to align more closely with the Resources for Results program, which is being developed by Academic and Student Affairs. A work plan will be brought back in the future. Dr. Harris said his hope is to give the first award in October 2012.

The Relationship Factor awards would be based on data that is currently being collected: awards conferred and fall-to-fall persistence and completion rate.

Trustee Van Houten asked staff to provide information about the portion of underrepresented students who are benefiting from and participating in the student engagement programs that are designed to benefit all students. He wonders if the underrepresented students are proportionately involved in these. Dr. Harris said he would work with the Finance and Academic and Student Affairs divisions to see if this information can be gathered.

The meeting adjourned at 12:18 p.m.

Respectfully submitted by Gale Rohde

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

**Agenda Item Summary Sheet**

**Committee:** Diversity and Multiculturalism

**Date of Meeting:** March 15, 2011

**Agenda Item:** The Power of YOU Update

Proposed Policy Change       Approvals Required by Policy       Other Approvals       Monitoring

Information

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

The presentation will provide information on the Power of YOU program. This program covers the cost of tuition and fees for two years, or up to 72 credits, at Minneapolis Community and Technical College (MCTC) or Saint Paul College through state and federal grants and private scholarships. Metropolitan State University provides a Bridge-Scholars program to cover up to \$2,000 in funding for tuition and fees for Power of YOU students who are transferring to Metropolitan State University. The Power of YOU supports as many students as possible based on student need and funds available for the program.

**Scheduled Presenter(s):**

President Donovan Swichtenberg, President, Saint Paul College  
Mee Yang, Power of You Recruiter, Saint Paul College  
Nasreen Mohamed, Director, Power of You, Minneapolis Community and Technical College  
Reede Webster, Dean of College Advancement, Minneapolis Community and Technical College

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

The following aspects of the Power of YOU program will be discussed during the presentation:

- Vision
- Support
- Campus operational information
- Bridge scholarship to Metropolitan State University
- Demographics of students served
- Program success
- Lessons learned

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

<b>INFORMATION ITEM</b>
<b>THE POWER OF YOU UPDATE</b>

**BACKGROUND**

The Power of You program was started in 2006, and it allows Minneapolis and St. Paul high school graduates who meet program requirements to participate in college with the benefit of financial support and retention/support services. Over 75 percent of participants are students of color, and 70 percent are from low-income families. Representatives from Saint Paul College and Minneapolis Community and Technical College will present.

The PowerPoint presentation is attached.

# the Power of YOU™

the  
Power  
of YOU

**2006 kickoff**



## Partners



*Where life and learning meet.™*



the  
Power  
of YOU

## Vision

*“Only three percent of Minnesota’s African American and American Indian ninth graders, and five percent of Latino ninth graders, are projected to complete a bachelor’s degree before they are 25 years old.”*

Citizen’s League Higher Education Report 2004





## What is Power of YOU?

*Power of YOU* makes college possible for Minneapolis and Saint Paul high school graduates who are residents of Minneapolis or Saint Paul, through federal and state grants and private scholarships.



## Eligibility Requirements

- Graduate from a Minneapolis or Saint Paul high school
- Reside in either city
- Meet the criteria to apply for financial aid
- Meet the admission requirements of both colleges
- Meet the family adjusted gross income cap of \$75,000



## The "Big 3" *Power of YOU* Goals

- K-12 Reach-back
- Financial Support/Grants
- Retention/Support Services

## Overcoming Barriers





## Private & Public support

Over \$5.6 million was raised from more than 40 foundations, corporations and individuals.





## Delivering the Program

- Recruitment
- Information sessions/Workshops
- Follow-up communication
- Orientation/Registration
- *Power of YOU* welcome events



## Support Services

- Retention support
- Advisors assigned to each student
- Tutoring services
- Resource referral services
- Service learning programs
- Summer bridge programs
- “Early Warning System” checks

the  
Power  
of  
YOU

## Bridge Scholarships

*Where life and learning meet.™*

Metropolitan  
State University 



the  
Power  
of  
YOU

## Demographics

- 70% of *Power of YOU* students are from low income families.
- Over 75% are students of color.
- The majority of the students were underprepared students.



## Compelling Success

Eight in Ten *Power of YOU* students reported that the program influenced their decision to go to college.

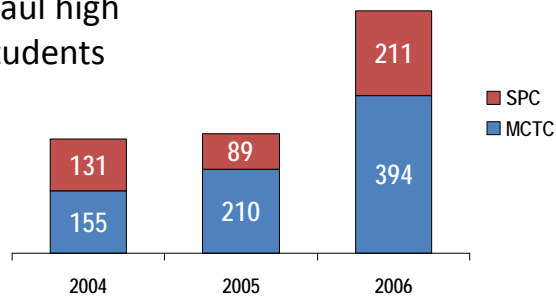


Wilder  
Research



## Enrollment Impact at MCTC and SPC

Enrollment of new Minneapolis and St. Paul high school students



Wilder  
Research



## **Increase in enrollment**

- Enrollment of new Minneapolis and Saint Paul high school students at the two institutions nearly doubled.
- Enrollment of students of color increased by 150%.
- Enrollment of low-income students increased by 115%.



## **Retention and Academic Standing**

- POY students had a fall to fall retention rate of 65% – higher than the rate for the general student population.



## Overall Success

- Since 2006, 1,956 POY students have enrolled in college.
- 1,056 students have completed a certificate, diploma, or degree; have transferred; or are still completing their education.



## Lessons Learned

- If you change people's perceptions about accessibility to a college education, more will participate.
- If you replicate a program like **TRiO**, a high-contact, holistic model of student support, underrepresented students can be retained at a substantially higher rate.
- Students would have been more academically ready for college if they had believed college was possible during their K-12 experience.



## Destination



Thank you for your support



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

**Agenda Item Summary Sheet**

**Committee: Diversity and Multiculturalism      Date of Meeting: March 15, 2011**

**Agenda Item:** Demographic Characteristics of College and University Graduates

Proposed Policy Change       Approvals Required by Policy       Other Approvals       Monitoring

Information

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

This item will include information on the demographic characteristics of state college and university graduates. The presentation will examine how program/majors and award levels vary by graduate demographic characteristics.

**Scheduled Presenter(s):**

Dr. Craig Schoenecker, System Director for Research  
Dr. Whitney S. Harris, Executive Director for Diversity and Multiculturalism

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

Dr. Schoenecker will present and discuss information on the demographic characteristics of college and university graduates.

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

**INFORMATION ITEM**

**DEMOGRAPHIC CHARACTERISTICS OF  
COLLEGE AND UNIVERSITY GRADUATES**

**BACKGROUND**

The Board of Trustees of the Minnesota State Colleges and Universities system is committed to increasing higher education access and success for all Minnesotans. The Governor and the 2007 Legislature approved \$22 million in additional resources to support the Access, Opportunity and Success initiative. The system implemented the initiative to improve recruitment, retention and success of underrepresented students. Funds were allocated to the colleges and universities and to three access and opportunity centers of excellence to expand recruitment and support services for underrepresented students in fiscal years 2008 through 2011.

Underrepresented students include three groups:

- Students of Color – American Indian, Asian or Pacific Islander, Black and Hispanic students.
- Low-Income Students – Classification includes students who were determined to be eligible for a federal Pell Grant using data from the Free Application for Federal Student Aid (FAFSA) and financial aid award data.
- First Generation Students – Classification includes students whose parents did not attend college based on student-provided data on parental education.

This item will include information on the demographic characteristics of state college and university graduates. The presentation will examine how program/majors and award levels vary by graduate demographic characteristics.