

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
DIVERSITY AND MULTICULTURALISM
MEETING MINUTES
November 15, 2011**

Diversity and Multiculturalism Committee Members Present: Trustees Louise Sundin, Chair, Duane Benson, Vice Chair; Cheryl Dickson; Clarence Hightower; Alfredo Oliveira.

Diversity and Multiculturalism Committee Members Absent: None

Other Board Members Present: Trustees Scott Thiss and Jacob Englund

Leadership Council Members Present: Rassoul Dastmozd, Saint Paul College; Sue Hammersmith, Metropolitan State University; Whitney Stewart Harris, Executive Director; Gail Olson, General Counsel

A meeting of the Diversity and Multiculturalism Committee was held on November 15, 2011, at Minnesota State Colleges and Universities, 4th Floor McCormick Room, 30 7th Street East, St. Paul. Chair Sundin called the meeting to order at 11:10 a.m.

1. Welcome to new committee member – Rassoul Dastmozd, Saint Paul College

2. Review of Minutes

The minutes of the July 20, 2011 meeting were approved as written; with the caveat that a separate discussion would take place on the sexual violence policy.

3. Proposed Amendment to Board Policy 1B.3 Sexual Violence Policy (Second Reading)

Chair Sundin noted this issue has become very important. Recent events underscore the importance of having a clear policy in this area. Chair Sundin requested a motion to put this item on the table; it was so moved by Vice Chair Benson, and seconded by Trustee Dickson.

Renée Hogoboom, Associate Director for Diversity and Equity, presented the second reading of the 1.B.3 Sexual Violence Policy. There are two changes from the first reading:

- In subpart A, “alleged” was changed to “reported”.
- The definition of student (Subpart G) was made stronger, to clarify students from college and university employees.

Trustee Dickson requested a clarification of “student.” Renée Hogoboom noted that for the most part the definition is the same as the definition in the Board of Trustees’ 3.6 Student Conduct Code.

Chair Sundin asked for a clarification of the definition in Part 2, Subpart G, 3. She inquired about the meaning of a student having a “continuing relationship with the college or university.” Renée Hogoboom gave the example of when someone that has left the college for a semester, or is on academic suspension, but has a continuing relationship with a college.

Renée also noted that item #5 in this subpart was amended to include those living in a residence hall but not enrolled in the institution, such as high school or middle school students who are taking part in summer programs.

Chair Sundin inquired about what process is used to assist system employees in understanding state laws and their requirements as mandated reporters. Under the current policy administrators, managers and supervisors are mandated reporters.

Chancellor Rosenstone referenced a letter that will be sent to campuses, reminding them of their mandated reporting requirements. Gail Olson noted this topic will be addressed as part of the General Counsel's monthly webinar series on legal issues for campuses; it will be presented in early 2012. She further noted that the General Counsel's division has already presented webinars discussing sexual violence, the role of student organizations, and maltreatment of children. There have been very few instances of mandated reporting issues on our campuses. While the law is clear that K-12 staff are mandated reporters, the requirements are not as clear for staff in higher education institutions. Chair Sundin noted that as more K-12 students are on campus for activities such as PSEO or athletic camps, webinars and additional training will help clarify all roles regarding this matter.

In response to a question from Vice Chair Benson, Gail Olson noted that different rules apply regarding who is mandated to report and who they report to, depending on the individual situation. She further clarified that depending on the situation, law enforcement and/or campus security may be involved; the victim would also be referred for counseling. Revisions to this policy and the 1.B.3 policy are being discussed to determine whether all system employees should be mandated reporters. This proposal will require further research, including discussions with bargaining groups.

Chancellor Rosenstone noted that in addition to system policy, we should also be aware of what the law requires and other administrative policies that may apply. He noted this is a good opportunity to remind administrators of the system's responsibilities under all these areas.

Trustee Dickson stated to keep in mind that preventing sexual violence is not a program or sports issue, it's an institutional issue. She further stated her agreement that all system employees should be mandated reporters, as we are not a closed system trying to protect ourselves or a student perpetrator, but to protect victims. She suggested voting to approve this policy as written, with the assurance there would be further research on the topic of mandated reporters, and rewritten if needed.

In answer to a question from Chair Sundin, Gail Olson stated that it might be possible to merge the 1.B.1 and 1.B.3 policies. Whitney Harris noted that policy 1.B.1 is currently under review and this would be a good time to review the possibility of merging the policies.

In response to a question from Vice Chair Benson, Renée Hogoboom responded that violence and sexual violence are separate topics and very well delineated in policy.

Chair Sundin requested a vote to temporarily approve the rewrite of policy 1B.3, with the possibility of additional rewrites and potential consideration of consolidation with policy 1B.1. The vote was passed unanimously.

4. Board Committee Goals

Whitney Harris reported the integration of diversity into the evaluation of system leaders, including work begun last year on presidential evaluations is continuing.

In response to a question from Chair Sundin, Dr. Harris asked the presidents how they perceive their role in this process, with regard to campus input. President Hammersmith responded that this type of process could only be successful with campus constituent input, not just decided by a campus president, and President Dastmozd agreed.

Chair Sundin asked how the Diversity office is currently implementing “R Factor” awards. Dr. Harris noted that the “R Factor” has been incorporated into the Diversity awards.

Chancellor Rosenstone expressed his approval of focusing on outcomes for students and employees. He noted that presidents will be held responsible for diversity and student success, retention and graduation.

Vice Chair Benson noted that matrices are built on percentages, not numbers, and they look at the “big picture” – recruitment, retention and degree completion. Vice Chair Benson inquired if there was a tracking process for students after graduation. Chair Sundin agreed this would be beneficial and asked for comments and suggestions. She noted that the Bush Foundation is currently struggling with tracking processes for teachers. President Hammersmith noted that MnSCU does a survey of all graduates regarding employment in their field, but she doesn’t know the specifics. Dr. Harris noted that some technical college advisory committees use survey data for program improvements and offered to research what’s currently being done and bring this information back to the Board.

Trustee Dickson noted that if the Bush Foundation is having challenges tracking individuals who complete their programs, with all the resources available to them, it could be very challenging for the system. She stated her willingness to be forgiving if data is not obtainable. Vice Chair Benson agreed that it’s a high goal, and suggested asking alumni associations for assistance. Trustee Dickson responded that it is very expensive and time consuming to track alumni, it would require additional allocation of resources.

President Dastmozd noted that other states track this information through W-2 forms, which are matched with employment codes. He further explained that Saint Paul College tracks job placement through their technical programs.

Trustee Englund suggested contacting the alumni network for assistance.

5. 60 Minutes Segment – Underrepresented Students

The committee viewed a recent segment of *60 Minutes*, which profiled University of Maryland, Baltimore County president Freeman Hrabowski and his efforts in building diversity on his campus. At the conclusion, Chair Sundin noted the aspects she felt strongly about: student support, identifying strong students, keeping cohort groups together, students seeing each other as teachers, and instilling high expectations.

The meeting adjourned at 12:08 p.m.
Respectfully submitted by Cindy Schneider