



DIVERSITY AND MULTICULTURALISM COMMITTEE
JUNE 19, 2012
3:30 P.M.

MCCORMICK ROOM
30 7TH STREET EAST
SAINT PAUL, MN

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 April 18, 2012 (pp. 1-2)**
- (2) Diversity and Multiculturalism Update (pp. 3-8)
- (3) Resources for Relationship Award – Metropolitan State University (pp. 9-10)

Members

Louise Sundin, Chair
Duane Benson, Vice Chair
Cheryl Dickson
Clarence Hightower
Alfredo Oliveira

Bolded items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
DIVERSITY AND MULTICULTURALISM
MEETING MINUTES
April 18, 2012**

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 Brett Anderson, Jacob Englund, David Paskach, Scott Thiss, James Van Houten

Leadership Council Members Present: Steven Rosenstone, Chancellor; Whitney Stewart Harris, Chief Diversity Officer; Gail Olson, General Counsel; Rassoul Dastmozd, President, Saint Paul College

A meeting of the Diversity and Multiculturalism Committee was held on April 18, 2012, at Minnesota State Colleges and Universities, 4th Floor McCormick Room, 30 7th Street East, St. Paul. Chair Sundin called the meeting to order at 10:30 a.m.

1. Review of Minutes

Trustee Sundin asked that we include another point in the minutes, and that was number 5, another conclusion to the number of partnerships with business on campus in Baltimore, so that every student had an opportunity for an internship was a very critical piece of that presentation; the minutes of the November 15, 2011 meeting were then approved as written.

2. Asian Youth Leadership Retreat Collaboration

Trustee Sundin revised the order of the presentation in order to accommodate the student presenters. Throughout the year we attempt to highlight collaborations that assist students from underrepresented classes to become successful students. Since 2009, the division has had a pilot program with Council on Asian Pacific Minnesotans. Our college and university students act as mentors in a leadership program which focuses on Asian and other underrepresented students; to date 143 students have been involved and engaged in this weeklong residential camp.

The program has served over 13 different Asian ethnic students, 35% have been from Hmong community. Also have 14% are from new refugee communities (Tibetan, Burmese, Karen students). Keep them on the right path, right away. Get the best models out to the communities right away. Of the 100 participants served – it's a young group, 70 are still in high school, and 30 have graduated. Twenty four of the 30 who have graduated are enrolled in higher education institutions.

One of the goals of this program is to offer campuses best models of working with underrepresented students. All of the student presenters had positive comments about the program. Trustee Paskach asked the students to consider being student trustees at the board level. Chancellor Rosentone encouraged the continuation of these types of partnerships. Minnesota State Colleges and Universities contribution has been approximately \$10,000 a year, resulting in a cost of \$209 per student.

3. Diversity Division Update

At the invitation of Southwest Minnesota State University, the Diversity and Equity division along with the General Counsel's Office, provided non-discrimination and diversity training to over 150 community employees in Marshall, Minnesota; most of them were employees with agencies dealing with disabled individuals.

The division is also cooperating with Army reserve to develop health initiative to reach high school students, providing the diversity training component from our staff.

The meeting adjourned at 11:28 a.m.
Respectfully submitted by Christine McGing

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

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism

Date of Meeting: June 19, 2012

Agenda Item: Diversity and Multiculturalism Update: Board 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 goals for FY 2012. This is an update on the progress made on achieving the goals.

Scheduled Presenter(s):

Whitney Stewart Harris, Chief Diversity Officer
Sue Hammersmith, President, Metropolitan State University
Rassoul Dastmozd, President, Saint Paul College

Outline of Key Points/Policy Issues:

Goal

Develop a matrix with measurable outcomes for student recruitment and success disaggregated by selected demographic groups. The instrument will be a part of the presidential evaluations.

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

INFORMATION ITEM
Diversity and Multiculturalism Update: Board Committee Goals

BACKGROUND

Each committee of the Board of Trustees established goal for fiscal year 2012. The following attached PowerPoint presentation (Attachment A) is an update on the goal of the Diversity and Multiculturalism committee.

Goal: Develop a matrix with measurable outcomes for student recruitment and success disaggregated by selected demographic groups.

The tool will be part of executive and institutional evaluations as provided for in the implementation strategies for the Strategic Framework.



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Integrating Diversity Metrics into Presidential and Institutional Assessment

Whitney Harris
Chief Diversity Officer
June 19, 2012

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Diversity and Multiculturalism Committee Goal Fiscal Year 2012

Develop metrics to measure outcomes for student recruitment and success disaggregated by selected demographic groups. The tool will be integrated into the presidential evaluations.

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Integrating Diversity Metrics into Presidential and Institutional Assessment

	Current	New
Diversity as a key component of institutional profile	No	Yes
Diversity as a key component of presidential assessment	No	Yes
Diversity is a metric on Board's accountability dashboard	No	Yes

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Process/Approach

- Develop a set of diversity performance metrics
- Use metrics to monitor the progress of each college and university
- Use metrics to assess executive and institutional performance
- Chief Diversity Officer and the staff of the Diversity and Equity division serve as resources in assisting colleges and universities to achieve their goals

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Diversity Metrics


1. Employee diversity

- *Metric:* Percentage of faculty and staff who are American Indian or people of color
- *Goal:* Unique to each institution based on availability pools

2. Student diversity

- *Metric:* Percentage of students who are American Indian or students of color, low income, first generation
- *Goal:* Unique to each institution based on availability pools

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Diversity Metrics

3a. Student success

- *Metric:* Persistence towards and completion of certificates and degrees
- *Goal:* Unique to each institution based on
 - Student readiness
 - Economic status
 - First generation

3b. Student success

- *Metric:* Persistence and completion of underrepresented students compared to non-underrepresented students
- *Goal:* 100%

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Diversity Metrics

4. Campus climate

- *Metric:* Survey that assesses inclusiveness of campus climate for diverse students and employees (American Indian, people of color, religion, national origin, disability sexual orientation) based upon CCSSE, NSSE or other standardized survey tool.
- *Goal:* TBA

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Timeline

Develop metrics	Complete
Initial evaluation and goal setting meeting between each president and the chancellor	June 2012
Complete development of campus profiles	Fall 2012
Campus presidents develop and implement strategies using system office as a resource as appropriate	FY13
Evaluation of progress towards goals by chancellor	FY13

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

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism

Date of Meeting: June 19, 2012

Agenda Item: Resources for Relationship Award – Metropolitan State University

- Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring
- Information

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

The Diversity and Multiculturalism committee requested that a pilot study be conducted regarding a proposed Resources for Relationship award. The FY 12 winner is Metropolitan State University *American Indian Strategic Recruitment and Retention Project*.

Scheduled Presenter(s):

Julio Vargas-Essex, Director of Admissions, Metropolitan State University
Maggie Lorenz, American Indian Admissions and Retention Coordinator,
Metropolitan State University
Cecilia Stanton, Dean of Students, Metropolitan State University

Outline of Key Points/Policy Issues:

The purpose of the Relationship (R) Factor 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.

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

INFORMATION ITEM
Resources For Relationship Award – Metropolitan State University

BACKGROUND

Metropolitan State University is committed to the goal of building sustained relationship to support student success and engagement focused on increasing higher education success for American Indians. Based upon consultation with its American Indian Advisory Council, the University has committed to three goals in support of American student retention and success: (1) Increase staff resources are being directed to the Office of Admissions with a specific charge to serve American Indian communities; (2) significant progress has been made toward expanding the Ojibwe Immersion curriculum; and (3) ways and means of creating an American Indian Student Center are being explored.

The Resources for Relationship Award was developed in response to a request from the Board of Trustee Diversity and Multiculturalism committee as a method for rewarding campuses for improving relationships with students.