

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
JOINT STUDY SESSION
DIVERSITY AND EQUITY AND HUMAN RESOURCES COMMITTEES
MINUTES
November 20, 2013**

Diversity and Equity Committee Members Present: Alexander Cirillo, Chair; Ann Anaya, Duane Benson, Alfredo Oliveira and Louise Sundin

Diversity and Equity Committee Members Absent: Cheryl Dickson and Maria Peluso

Human Resources Committee Members Present: Thomas Renier, Chair; Margaret Anderson Kelliher, Alexander Cirillo, Dawn Erlandson and Louise Sundin

Human Resources Committee Members Absent: David Paskach and Philip Krinkie

Other Board Members Present: Michael Vekich

Leadership Council Committee Members Present: Steven Rosenstone, Chancellor; Mark Carlson, Vice Chancellor for Human Resources; Renee Hogoboom, Associate Director for Diversity and Equity; Craig Schoenecker, System Director for Research

The Minnesota State Colleges and Universities Diversity and Equity Committee and the Human Resources Committee held a joint study session on November 20, 2013, in the McCormick Room, 30 Seventh Street East, St. Paul. Chair Cirillo called the meeting to order at 9:10 AM.

JOINT STUDY SESSION: INCREASING THE DIVERSITY OF FACULTY AND STAFF

Chair Cirillo opened the session by stating that there have been three board sessions on diversity, the first of which was about increasing student diversity, the second on closing the achievement gap, and the last one focusing on diversity of faculty and staff. During that third meeting one of the topics discussed was gender. Board members asked the committees to continue the conversation about gender diversity in our system, which was the reason for this meeting. Chair Cirillo introduced staff members who proceeded to present their materials and provide comments.

Ms. Hogoboom began by stating that this presentation would focus on the gender composition of system faculty and staff, and that women comprise a majority of our workforce which has been stable for some time. Next, Vice Chancellor Carlson provided a snapshot of MnSCU employees as of March 2013. He discussed age demographics, systemwide employee headcount, and breakdown of employees by role or primary responsibility with faculty being the largest employee group. Mr. Schoenecker provided more data through graphs. Trustee Sundin asked for information specific to the presidents and Mr. Schoenecker will follow-up.

Meeting adjourned at 9:45 AM.

Submitted by,
Vicki Tschida, Recorder