

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

**Agenda Item Summary Sheet**

**Committee:** Diversity and Multiculturalism

**Date of Meeting:** April 20, 2010

**Agenda Item:** Follow-up to OLA Evaluation of the System Office

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 was directed to develop a plan to address the recommendations in the recent evaluation of the Office of the Chancellor by the Minnesota Office of the Legislative Auditor (OLA). The Diversity and Multiculturalism Committee reviewed staff and committee suggestions at the March 2010 committee meeting and is continuing the discussion at the April committee meeting.

**Scheduled Presenter(s):**

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism

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

The Diversity and Multiculturalism Committee will review the action steps in addressing the issues cited by the OLA. The Executive Committee will consider a strategy for the Board's oversight of the Office of the Chancellor divisions at its April 2010 meeting. The concept includes an annual report to each policy committee in June of each fiscal year. The report will provide budget and staffing information for the related division of the Office of the Chancellor and describe progress of the division and the committee in achieving the measurable outcomes of the workplan.

**Background Information:**

The Diversity and Multiculturalism committee will continue its discussion of the recommendations offered by the Executive Director of Diversity and Multiculturalism in response to selected recommendations contained in the *Evaluation Report: MnSCU System Office* prepared by the Office of the Legislative Auditor. A progress report will be provided at the June 2010 meeting.

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| <b>INFORMATION ITEM</b>                                 |
| <b>FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE</b> |

**BACKGROUND**

The Diversity and Multiculturalism Committee will continue its discussion of the recommendations offered by the Executive Director of Diversity and Multiculturalism in response to selected recommendations contained in the *Evaluation Report: MnSCU System Office* prepared by the Office of the Legislative Auditor. A progress report will be provided at the June 2010 meeting.

**OLA Recommendation Monitoring Effectiveness and Productivity**

**“Where feasible, the MnSCU system office should (1) improve its ability to monitor the administrative productivity and efficiency of institutions and (2) measure institution and system office administrative costs against reasonable benchmarks.” (OLA Report page 43)**

**Diversity and Multiculturalism Action Steps**

**Action 1:** The division conducts federally required Office for Civil Rights reviews each year. The reviewed colleges submit voluntary compliance plans that are monitored until all corrective action items have been completed.

**Action 2:** Train 100 percent of all investigators and decisionmakers on the 1B.1 Nondiscrimination in Employment and Education Opportunity Policy.

**Action 3:** All campuses and the Office of the Chancellor will have state-approved affirmative action plans.

**Action 4:** Progress towards achieving the utilization goals of each campus’ affirmative action plan will be evaluated annually. It is expected that 75 percent of the colleges and universities will achieve their utilization goals.

**Action 5:** Ninety percent of campuses will have campus diversity plans that include measurable outcomes and timetables that support the system’s strategic directions.

**Other finding of concern**

**“When asked to identify the least essential functions performed by the system office, 10 of 32 presidents cited the work of Diversity and Multiculturalism Division.”  
(OLA Report page 98)**

**Action 6:** This finding will be examined with the Diversity and Multiculturalism Committee of the Leadership Council.