

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

**Agenda Item Summary Sheet**

**Committee:** Diversity and Multiculturalism      **Date of Meeting:** September 15, 2010

**Agenda Item:** Discuss and Select 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 is expected to select achievement goals for Fiscal Year 2011. The committee will periodically review its goals.

**Scheduled Presenter(s):**

Whitney Stewart Harris, Executive Director for Diversity and Multiculturalism  
Phil Davis, President, Minneapolis Community and Technical College

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

**Goals**

- Use Action Analytics to evaluate the effectiveness of campus recruitment and retention programs.
- Increase the persistence and completion rate of underrepresented students.
- Reduce the achievement gap between underrepresented students and non-underrepresented students.
- Reward campuses that demonstrate measurable success in building relationships that support student engagement on college and university campuses.

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

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| <b>BOARD ACTION</b>                       |
| <b>DISCUSS AND SELECT COMMITTEE GOALS</b> |

**BACKGROUND**

Each committee of the Board of Trustees is expected to select achievement goals for Fiscal Year 2011. The committee will periodically review its goals.

The following are some proposed goals for the Diversity and Multiculturalism Committee to consider.

**Use Action Analytics to evaluate the effectiveness of campus recruitment and retention programs.**

Create and implement a tool to measure effectiveness of campus recruitment and retention programs. The Diversity and Multiculturalism division will collaborate with Academic and Student Affairs on this project.

**Due date: September 2011**

**Increase the persistence and completion rate of underrepresented students.**

All institutions in the system are required to have a target for increasing the persistence and completion rate of underrepresented students. This is included in the Institutional Work Plans. The Diversity and Multiculturalism division will assist campuses with achieving this goal.

**Due Date: June 2011**

**Reduce the achievement gap between underrepresented students and non-underrepresented students.**

The Diversity and Multiculturalism division will provide professional assistance to institutions for their access and opportunity programs, with the goal of exploring new, and implementing proven, methodologies for eliminating the achievement gap. The division will also support colleges and universities with their K-12 collaborations that foster student higher education access and success. In addition, the Diversity and Multiculturalism division will assist campuses in developing diversity plans with measurable outcomes that support student success.

**Due Date: June 2011**

**Reward campuses that demonstrate measurable success in building relationships that support student engagement on college and university campuses.**

The Diversity and Multiculturalism division will reward campuses for achieving outstanding, measurable success in improving student access and success. (See Attachment A for a description of The “R” Factor Program, a proposed campus reward program.)

**Due Date: June 2011**

**RECOMMENDED COMMITTEE ACTION**

The Diversity and Multiculturalism Committee adopts the FY 2011 committee goals.

*Date Presented to the Board: September 15, 2010*

## **The “R” Factor Program**

### **Purpose**

The purpose of this program is to reward campuses that demonstrate measurable success in building relationships that support student engagement on college and university campuses. It has been well documented that students, especially those from underrepresented communities, are more likely to be successful if they develop relationships with faculty, staff, and other students. The pilot program will provide financial rewards to campuses selected for achieving outstanding, measurable success in improving access and success for underrepresented students and students with disabilities through programs that support student engagement through building relationships. Ultimately, this program rewards campuses for supporting underrepresented students and students with disabilities who beat the odds by achieving college success.

### **Award Criteria**

The awards will be presented to colleges and universities. Each recipient will establish a committee composed of labor, management and students to recommend to its administration ways to use the awarded funds. The awards, based upon student enrollment data, are designed to recognize achievement and are not to be used as incentives. In addition, the selection criteria must include demonstrated sustainable and measurable outcomes.

Specifically, the proposed criteria are that the college or university:

- Demonstrates improved access and success for underrepresented students and students with disabilities through programs that support student engagement by building relationships;
- Demonstrates the cultivation and support of diversity initiatives that establish and foster relationships;
- Demonstrates the cultivation and support of student engagement that fosters a more inclusive learning environment;
- Demonstrates a commitment to innovation in campus diversity programs and activities that support student success; and
- Demonstrates sustainable and measurable outcomes.

The awards will be based upon appropriate baseline enrollment, retention and completion (success) data for the target groups. Cohorts will be used to determine success.

### **Funding**

The Diversity and Multiculturalism Committee will seek both internal and external funding to support this project.

### **Implementation**

The Board of Trustees Diversity and Multiculturalism Committee and the Diversity and Multiculturalism division will develop a work plan for the project. The Leadership Council will be involved in its development and implementation.