

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

Agenda Item Summary Sheet

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

Agenda Item: Diversity and Multiculturalism Committee/Division Work Plan for FY 2011

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

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

The work plan of the Diversity and Multiculturalism division supports Strategic Direction One: Increase access, opportunity and success and Strategic Direction Four: Innovate to meet current and future educational needs. This agenda item was presented at the July 2010 meeting and held over for discussion at the September meeting.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism

Outline of Key Points/Policy Issues:

The Diversity and Multiculturalism Committee reviews and discusses strategies and actions that are recommended for inclusion in the annual work plan for the Diversity and Multiculturalism division.

Background Information:

The Diversity and Multiculturalism division updates its work plan annually.

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MINNESOTA STATE COLLEGES AND UNIVERSITIES**

INFORMATION ITEM
DIVERSITY AND MULTICULTURALISM COMMITTEE/DIVISION WORK PLAN FOR FY 2011

BACKGROUND

The work plan of the Diversity and Multiculturalism division supports Strategic Direction One: Increase access, opportunity and success and Strategic Direction Four: Innovate to meet current and future educational needs. The focus of the plan is to increase access, opportunity and success for underrepresented students and create an innovative and diverse work force. Retention of students from underrepresented groups and the recruitment and retention of a diverse workforce are the core objectives of the work of the division. Projects and activities designed to accomplish the goals of the work plan are described on a detailed staff work plan, which directs the programs and activities of the division.

1. Planning

- 1.1 Develop, in cooperation with the Academic and Student Affairs division, a set of action analytics tools to evaluate the effectiveness of campus recruitment and retention programs for underrepresented students.
Report to Board of Trustees June 2011.
- 1.2 Develop a proposal and seek funding to implement the “R” Factor Program.
Report to the Board of Trustees June 2011.
- 1.3 Develop a systemwide diversity plan for implementation in FY 2011-2015. All components of the plan will include measurable outcomes.
Report to the Board of Trustees December 2010.
- 1.4 Revise and enhance the current Systemwide Strategic Work Plan for American Indians, with the goal of increasing access and success for American Indian students. The plan will include measurable outcomes.
Report to the Board of Trustees November 2010.
- 1.5 Provide analysis and technical assistance to the 12-15 colleges that participate in the Community College Survey of Student Engagement (CCSSE) and the universities that participate in National Survey of Student Engagement (NSSE) in the development and implementation of the institutional diversity plans.
Report to the Board of Trustees January 2011.

2. Evaluation, assessment and accountability

- 2.1 Report and analyze baseline spending for spending in diversity-oriented academic support services and diversity-oriented cultural support services.
Report to Board of Trustees November 2010.
- 2.2 Analyze systemwide spending with Targeted Group Businesses (TGBs) and economically disadvantaged businesses.
Report to Leadership Council October 2010.
- 2.3 Develop an electronic affirmative action training program for campus and Office of the Chancellor search committees.
Completion date: January 2011.
- 2.4 Conduct U.S. Department of Education Office for Civil Rights campus reviews on four campuses in Fiscal Year 2011. In addition, monitor and provide technical assistance to campuses which need corrective action.
Completion date: June 2011.

3. Policy

- 3.1 Review Policy 1B.3 - Sexual Violence Policy, and update as required.
Complete and Submit to the Board of Trustees: June 2011.
- 3.2 Review Policy 1B.4 - Access for Individuals with Disabilities, and update as required.
Complete and Submit to the Board of Trustees: June 2011.

Diversity and Multiculturalism 2011 Work Plan

Objective/Desired Result	Indicator	Timeline/ Milestones
Strategic Direction 1: Increase Access, Opportunity and Success		
Use Action Analytics to evaluate the effectiveness of campus recruitment and retention programs.	<ul style="list-style-type: none"> • Create and implement a tool to measure effectiveness of campus recruitment and retention programs. 	September 2011
Increase success of underrepresented and American Indian students. <ul style="list-style-type: none"> • Retention • Completion • Transfer 	<ul style="list-style-type: none"> • Develop and distribute models to use the Community College Survey of Student Engagement (CCSSE) and the National Survey of Student Engagement (NSSE). • Develop a pilot group to develop a model for use of CCSSE data. • The system will improve: <ul style="list-style-type: none"> ➢ Student retention numbers, ➢ Graduation rates, and ➢ Transfer rates. • Seek to expand Power of You. • Develop a proposal and seek funding to implement The “R” Factor Program. 	June 2011 December 2010 June 2011 June 2011 June 2011 June 2011 June 2011
Create a highly-skilled diversity officers group/team.	<ul style="list-style-type: none"> • Increase participation rate in trainings. • Develop sustainable onboarding tool and reference manual. • Facilitate the creation of two pilot regional diversity teams. 	June 2011 June 2011 June 2011
Manage federal, state and Board of Trustees regulations, regarding compliance, affirmative action and Office of Civil Rights processes.	<ul style="list-style-type: none"> • Complete four on-site institutional reviews. • Obtain approval from Minnesota Management and Budget for the Office of the Chancellor’s 2010-2012 Affirmative Action Policy. • Review, revise as necessary, and obtain Board of Trustees approval of 1B.3 and 1B.4 policies. 	June 2011 June 2011 June 2011
Strengthen system’s relationship with the American Indian leadership on campuses and within the American Indian community.	<ul style="list-style-type: none"> • Maintain a routine agenda item at Minnesota American Indian Council and the Minnesota Chippewa Tribe council meetings. 	Ongoing
Conduct focus group with American Indian students to determine needs.	<ul style="list-style-type: none"> • Organize American Indian student Assembly. 	December 2010

Diversity and Multiculturalism 2011 Work Plan

Objective/Desired Result	Indicator	Timeline/ Milestones
Strategic Direction 1: Increase Access, Opportunity and Success		
Evaluate the effectiveness of institutional American Indian-focused programs and activities.	<ul style="list-style-type: none"> • Determine the effectiveness of these projects. • Evaluate projects by using the backward design assessment model or other appropriate assessing techniques. 	December 2011 December 2011
Conduct focus groups with underrepresented students to determine needs.	<ul style="list-style-type: none"> • Conduct four student focus groups. 	June 2011
Demonstrate and communicate the value of diversity work (benchmarking).	<ul style="list-style-type: none"> • Complete and distribute the year-end report in a timely way. Distribute to diversity officers, presidents, tribal leaders and other stakeholders. 	September 30, 2010
Cost-benefit analysis of diversity	<ul style="list-style-type: none"> • Evaluate the Access, Opportunity, and Success Initiative. • Evaluate selected components of Office of the Chancellor and the Diversity and Multiculturalism division. • Evaluate diversity services provided on campuses. 	November 2011 June 2011 June 2011
Analyze statewide spending with Targeted Group Businesses.	<ul style="list-style-type: none"> • Report to Leadership Council. 	October 2010
Strategic Direction 4: Innovate to meet current and future educational needs		
Develop an electronic Affirmative Action training program for search committees.	<ul style="list-style-type: none"> • Develop an e-format training program. 	June 2011
Contribute to measurable improvements in diversifying leadership of the system.	<ul style="list-style-type: none"> • Provide resources to campuses. • Develop and pursue affirmative action goals. • Assist the campuses. 	June 2012 June 2012 Ongoing