

**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.

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<b>INFORMATION ITEM</b>
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	Goal
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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