

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
DIVERSITY AND EQUITY  
MEETING MINUTES  
June 19, 2012**

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*Diversity and Equity Committee Members Present: Trustees Louise Sundin, Chair; Duane Benson, Vice Chair; Cheryl Dickson, Clarence Hightower, Alfredo Oliveira.*

*Diversity and Equity Committee Members Absent: None*

*Other Board Members Present: Trustees Brett Anderson, Jacob Englund, Scott Thiss, James Van Houten*

*Leadership Council Members Present: Steven Rosenstone, Chancellor; Whitney Stewart Harris, Chief Diversity Officer; Gail Olson, General Counsel; Rassoul Dastmozd, President.*

A meeting of the Diversity and Equity Committee was held on June 19, 2012, at Minnesota State Colleges and Universities, 4th Floor McCormick Room, 30 7th Street East, St. Paul. Chair Sundin called the meeting to order at 3:40 p.m.

## **1. Review of Minutes**

Trustee Louise Sundin introduced Whitney Harris, Chief Diversity Officer, to discuss the committee goal to develop a matrix of measurable outcomes for student recruitment and success, disaggregated by selected demographic groups.

Chief Diversity Officer Harris began by asking the committee if they wanted him to walk them through each slide of the PowerPoint presentation. Trustee James Van Houten indicated he would rather ask questions about specific slides since the presentation was already included in the board packet.

Trustee Van Houten questioned whether the diversity metrics mentioned on slide 7 were appropriate. He observed that Minneapolis Community and Technical College might lead with diversity numbers simply because they are situated in a diverse community. He suggested that a better way to do the analysis might be by comparing the percentage of high school graduates in the marketing area to the percentage enrolled at the targeted institution.

Chief Diversity Officer Harris replied that these goals reflect the mission and context of each institution; each president will develop goals with the Chancellor as part of their annual assessment. This work will be part of the institutional evaluation.

Trustee Sundin said she understood the slide differently. She stated the concept of availability pools could be used as an excuse not to achieve a more diverse student body. Her expectation is that schools will seek to expand the diversity of their student body by engaging in more outreach. Chief Diversity Officer Harris agreed that campuses should be encouraged to increase marketing efforts to diverse students.

Trustee Duane Benson raised the question of whether the diversity committee should be blended into other committees. Outcome measures should be developed to determine whether the committee would be retained in its current form or be merged with another standing committee.

Chancellor Rosenstone remarked that in the future diversity will be included in presidential evaluations, and that diversity should be a part of the dashboard, and presidents will be held accountable for performance during their evaluation. Chancellor Rosenstone stated that the goal should be stretch goals for both access and success. He further stated that these changes are being built into the metrics for FY13 presidential performance reviews. Once these goals are defined, the Diversity and Equity division will work with campuses to assist them in achieving their goals. This work will be done in partnership with Academic and Student Affairs, and Human Resources divisions. Trustee Sundin questioned whether the metrics should only be included in president evaluations and wanted to see them expanded in a way that they become everyone's responsibility.

Chancellor Rosenstone said that presidential accountability is the leverage point. Trustee Sundin commented that we suffer at other institutions by putting too many expectations and too much "waiting for the next hero" to save an institution. Everything should not be viewed to be one person's responsibilities, but all employees should be held responsible for achieving institutional diversity goals.

Trustee Clarence Hightower commented that there is a disconnect between accountability and the function of this committee relative to governance. There needs to be some kind of connection to the accountability metrics in this committee.

Chancellor Rosenstone said his hope is that these metrics will make this work more transparent to the Board, the campuses and communities. Trustee Benson suggested that the Chancellor's role is more than evaluating; it's also assisting presidents establish stretch goals that will lead to success.

Trustee Van Houten commented that the system might want to look at the private sector for industry hiring practices.

Trustee Hightower spoke against disbanding the Diversity and Equity committee. His concern was that if a diversity committee didn't exist, diversity would not receive the attention it deserves. He suggested a review of the committee be done one year from now. Chancellor Rosenstone suggested that his approach of having clear and measurable outcomes is a good way of holding the Presidents accountable and moving the dial forward on access and success for underrepresented students. Transparent accountability is the best way to produce the needed outcomes.

## **2. Resources for Relationship Award**

Trustee Sundin then gave a brief description of the Resources for Relationship award. This year's winner is Metropolitan State University. She asked President Sue Hammersmith to introduce a team to present the project that won the award. The program that won this year's award is the American Indian Services Center. The goal of the center is to enhance American Indian success through programs in four areas: academic success, cultural competency, community connections and family involvement.

The presenters were: Truly Webb, Maggie Laurence, Cecilia Stanton, Julio Vargo Essex. Several board members as well as Chancellor Rosenstone complimented those engaged in this work. Trustee Sundin congratulated the award winners and thanked them for their presentation.

The meeting adjourned at 4:30 p.m.  
Respectfully submitted by Christine McGing