



JOINT MEETING: DIVERSITY AND EQUITY AND HUMAN RESOURCES COMMITTEES
NOVEMBER 20, 2013
9:00 A.M.

MCCORMICK ROOM
30 7TH STREET EAST
SAINT PAUL, MN

Please note: Committee/Board meeting times are tentative. Committee/Board meetings may begin up to 45 minutes earlier than the times listed below if the previous committee meeting concludes its business before the end of its allotted time slot.

Committee Chair Alexander Cirillo calls the meeting to order:

- (1) Minutes of April 17, 2013 (pp.1-2)**
- (2) Increasing the Diversity of Faculty and Staff (pp. 3-4)
 - Increasing the Diversity of Faculty and Staff

Diversity and Equity Committee

Alexander Cirillo, Chair
Cheryl Dickson, Vice Chair
Ann Anaya
Duane Benson
Alfredo Oliveira
Maria Peluso
Louise Sundin

Human Resources Committee

Thomas Renier, Chair
David Paskach, Vice Chair
Margaret Anderson Kelliher
Alexander Cirillo
Dawn Erlandson
Philip Krinkie
Louise Sundin

Bolded items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
JOINT STUDY SESSION
DIVERSITY AND EQUITY AND HUMAN RESOURCES COMMITTEES
MINUTES
April 17, 2013**

Diversity and Equity Committee Members Present: Cheryl Dickson, Chair; Brett Anderson, Vice Chair; Ann Anaya, Duane Benson and Louise Sundin

Human Resources Committee Members Present: Thomas Renier, Chair; David Paskach, Vice Chair; Margaret Anderson Kelliher, Alexander Cirillo, Clarence Hightower, and Maria Peluso

Human Resources Committee Members Absent: Alfredo Oliveira

Other Board Members Present: Dawn Erlandson, Philip Krinkie, and Michael Vekich

Leadership Council Committee Members Present: Steven Rosenstone, Chancellor; Mark Carlson, Vice Chancellor for Human Resources; Whitney Harris, Chief Diversity Officer for Diversity and Equity; Rassoul Dastmozd, President of Saint Paul College

The Minnesota State Colleges and Universities Diversity and Equity Committee and the Human Resources Committee held a joint study session on April 17, 2013, in the McCormick Room, 30 Seventh Street East, St. Paul. Chair Dickson called the meeting to order at 9:30 AM.

JOINT STUDY SESSION: INCREASING THE DIVERSITY OF FACULTY AND STAFF

Chancellor Rosenstone opened the session by stating that this was the third of three work sessions on diversity, the first of which was about increasing student diversity and the second on closing the achievement gap. This session was built upon those previous sessions and focused on faculty and staff. He introduced staff members who presented their materials and provided comments: Dr. Whitney Harris, Vice Chancellor Mark Carlson, President Rassoul Dastmozd and System Director for Research, Craig Schoenecker.

Dr. Harris stated that all system institutions and the system office are required to develop an affirmative action program that includes strategic processes for successful recruitment, hiring and retention processes. It is through the implementation of these plans that MnSCU will achieve a more diverse workforce. Diversity is not solely about numbers, but it is about creating a workforce to educate students and prepare them to work in a diverse environment, as well as fostering greater respect for the cultural differences that learners bring to the educational experience.

Next, Dr. Schoenecker presented data on employees of color that comprise a percentage of the system's workforce. Some of his key points included the following.

- MnSCU has seen fairly substantial increases in the proportion of the various employee groups over a period of ten years.
- Employees who have identified themselves as Asian or Pacific Islander are more likely to be in faculty roles.
- There have been substantial increases systemwide of recently hired employees of color over the course of ten years.

- There is an upward trend in female employees throughout all employee groups.
- It is projected that Minnesota's people of color will comprise two-thirds of the state's growth between 2010 and 2035.

Dr. Harris further pointed out the following.

- Those making educational choices today are looking for institutions of higher education that reflect diverse communities from where they come.
- College choice research suggests that the level of institutional diversity is a growing influence in college and university selection by students and their parents.
- Further data indicates that employees currently entering the workforce are looking for employers who demonstrate diversity.
- Employees expect to work as part of diverse teams.

Next, Vice Chancellor Carlson spoke about four areas in which the system's human resource professionals are devoting substantial efforts to foster diversity and inclusion in the workplace.

- Culture – to create the transformation required to foster a workplace that embraces diversity
- Outreach – to build a strong, positive organizational “brand”
- Recruitment – to aggressively attract talent from a diverse pool while ensuring fair hiring processes for all
- Retention – to keep talent by fostering high levels of organizational engagement

Dr. Harris invited questions and comments; and trustees engaged in lively discussion.

President Dastmozd responded to the question about fostering the pipeline. He spoke about his college, in particular, and how it engages diversity and provides a welcoming culture for faculty and staff.

Chair Dickson requested that this conversation continue in a future session. Board Chair Hightower was in agreement. A follow-up session will be scheduled.

Meeting adjourned at 10:35 AM.

Submitted by,
Vicki Tschida, Recorder

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
Agenda Item Summary Sheet**

Name: Diversity and Equity and Human Resources Committees **Date:** November 20, 2013

Title: Increasing the Diversity of Faculty and Staff

Purpose (check one):

- | | | |
|---|---|---|
| <input type="checkbox"/> Proposed
New Policy or
Amendment to
Existing Policy | <input type="checkbox"/> Approvals
Required by
Policy | <input type="checkbox"/> Other
Approvals |
| <input type="checkbox"/> Monitoring /
Compliance | <input checked="" type="checkbox"/> Information | |

Brief Description:

This session is a continuation of the third of three work sessions from April 17, 2013, that includes the Human Resources Committee for a discussion on increasing the diversity of faculty and staff.

Scheduled Presenter(s):

Mark Carlson, Vice Chancellor for Human Resources
Craig Schoenecker, System Director for Research

1 **BOARD OF TRUSTEES**
2 **MINNESOTA STATE COLLEGES AND UNIVERSITIES**
3

INFORMATION ITEM
INCREASING THE DIVERSITY OF FACULTY AND STAFF

4
5 **BACKGROUND**
6

7 The Diversity and Equity and Human Resources committees met on April 17, 2013, in a study
8 session on the strategies being implemented to create and maintain a diverse workforce. Trend
9 data regarding the progress toward creating a diverse workforce was presented. There was not
10 enough time for all the discussion among the trustees and presenters. Consequently, this session
11 will continue that discussion.