



DIVERSITY AND EQUITY COMMITTEE
NOVEMBER 19, 2014
10:30 AM

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.

- (1) Minutes of the Diversity and Equity Committee of October 22, 2014**
- (2) Proposed Amendment to Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education – (First Reading)
- (3) Recruitment of Diverse Students

Members

Ann Anaya, Chair
Elise Ristau, Vice Chair
Kelly Charpentier-Berg
Alexander Cirillo
Thomas Renier
Louise Sundin

Bolded items indicate action required.

Minnesota State Colleges and Universities

DIVERSITY AND EQUITY COMMITTEE

OCTOBER 22, 2014

MCCORMICK ROOM

30 7TH STREET EAST

ST. PAUL, MN

Committee Members Present: Ann Anaya, Chair; Trustees Elise Ristau, Kelly Charpentier-Berg, Alexander Cirillo, Thomas Renier and Louise Sundin

Other Board member Present: Margaret Anderson Kelliher, Duane Benson, John Cowles, Robert Hoffman, Michael Vekich and Erma Vizenor

Leadership Council Representatives Present: Chancellor Steven Rosenstone, Chief Diversity Officer Dr. Leon Rodrigues, President Cecilia Cervantes, and President Annette Parker

Convene

The Minnesota State Colleges and Universities Board of Trustees held its meeting on October 22, 2014, 4th Floor, McCormick Room, 30 East 7th Street in St. Paul. Chair Anaya called the study session to order at 9:03 am

Recruitment, Retention, and Professional Development of Diverse Campus and System Leadership

Committee Chair Ann Anaya introduced Chief Diversity Officer Dr. Leon Rodrigues, President Annette Parker, President Cecilia Cervantes and Sue Applequist, Associate Vice Chancellor for Human Resource who will present on Recruitment, Retention, and Professional Development of Diverse Campus and System Leadership.

Chief Diversity Officer Dr. Leon Rodrigues presented an overview of the progress made in the number of leaders who are women or employees of color and discussed the directions considered for building on this progress. The question addressed to the committee was whether this is the right direction. Dr. Rodrigues talked about the statistical trends as they apply to diversity and the workforce. Specifically, women, diverse leadership and American Indians as well as the positive trend in the affirmative hiring process.

Dr. Rodrigues referred to the September Leadership Council Retreat discussions that centered on steps the leadership could take to increase the diversity in the leadership ranks such as at the dean, vice president, and presidential levels. The questions that were raised were aimed at creating:

- A system that encourages and promotes opportunities for diverse candidates (internal & external)
- A deeper bench of diverse candidates to compete for mid-level and senior leadership positions

- Clearer career pathways for mid-level leadership positions within the system
- A highly positive campus and system culture that promotes the professional growth and retention of diverse leaders
- Opportunities for mentoring and coaching new hires
- A comprehensive on-boarding program that promotes longevity within the system
- A focused communication strategy that promotes our leadership opportunities; attracting more diverse candidate to our pools
- Innovative training opportunities for career development
- A keen market awareness of attractive and competitive compensation packages

The initiatives that were decided on would focus on recruitment, retention, and succession planning.

President Cecilia Cervantes discussed recruitment. She shared that a task force met and discussed how they might recruit more diverse leaders for our colleges and universities. The task force determined that with the national resources that they had it would be best to network using such resources as a way to get information out about leadership positions within the Minnesota State Colleges and Universities (MnSCU) system. The members of the task force would be ambassadors for MnSCU and share position information at conferences and symposia as well as send materials to those national contacts via email and encourage them to apply or encourage them to have others apply by sharing our own individual experiences with MnSCU and Chancellor Rosenstone. President Cervantes stated that this recruitment would not happen only for the presidential positions but at the dean and vice president level positions as well. This strategy does not cover only those that are already prepared but also the emerging leaders. She suggested targeted recruiting and marketing.

Trustee Anaya asked how the diversity in managers and administrators in the Minnesota State Colleges and Universities compared with other university systems in the Midwest, and if we are able to present the argument that, we are much more progressive. President Cervantes explained that we are at a match with the surrounding states in terms of the work that we are doing especially with Dr. Rodrigues, the subgroup and the chancellor's support. The one system that may be a little ahead is Illinois due to the urban area and their focused effort.

Trustee Anaya asked if we have done a comparison with other institutions within Minnesota on a range of percentages for administrators, managers, and supervisors of color as well as employees overall. Dr. Rodrigues stated that we compare favorably with University of Minnesota. Trustee Anaya asked if we could put together the statistics to show that we are the most diverse student population in Minnesota, as we recruit students they see the commitment in the numbers and that helps convince them of their equal commitment to diversity. Chancellor Rosenstone shared that a third of our presidents are from a diverse background, and nearly half of the presidents are women.

President Annette Parker discussed retention. She shared that the leadership needs to be inclusive in the dialog, and this can be supported by the work of Charting the Future (CTF) and the diversity team. Leadership also needs to examine the campus-climate to promote the

retention of diverse leaders with presidents and CTF diversity team. As well as focus on an on-boarding system, a factor in increasing a candidate's retention, persistence, and longevity of employment in MnSCU. Providing mentoring and coaching of all new presidents will further assist in retention. President Parker stated that it is just as important to have external mentors, as it is to have mentors within the MnSCU system.

Sue Applequist, Associate Vice Chancellor for Human Resources in the system office shared Vice Chancellor Mark Carlson's remarks from the recent new administrator orientation workshop; administrators must think about, care for and nurture the system. While we may have a strong allegiance to a particular institution within MnSCU, as administrators we must think more broadly, more holistically. Growing our own, that is to say developing the next generation of leaders is part of that responsibility. For example, we can:

1. Communicate more broadly about opportunities to develop and advance, personally directing individuals to appropriate opportunities to grow professionally, widely posting and advertising leadership positions, and better use of social media; and branding ourselves as an employer of choice to diverse communities.
2. Develop clearer pathways to advance, encourage attendance to Luoma and Executive Leadership programs. One such program sought out and encouraged underrepresented staff to participate in a piloted - Before You Apply - program that provides information about the executive search, details how to apply and put together a strong application packet and tips for successful interviewing. At the end of the day, Trustee Cirillo and Chancellor Rosenstone provided the capstone presentation at this pilot which was the crowd favorite
3. Ensure that we are proactively supporting and investing in both internal and external professional development, allow for and encourage special projects and stretch assignments through interim and temporary appointments.
4. Ensure appropriate support systems are in place and available, be more intentional about onboarding and support of new leaders, further develop professional networks for those interested in leadership development, think retention by recognizing work/life balance, conducting regular feedback sessions, helping find good mentors and ensuring they have the necessary tools and resources for their work.

Trustee Renier inquired if there are affinity groups for campus or system wide minority employees that exist now and if so, describe them. Dr. Rodrigues explained there is discipline-related affinity groups and unit-specific affinity groups on some campuses. The system office is about to launch a Diversity Council which will promote diversity learning events. President Parker shared that the National Council of Black American Affairs is an affiliate council of the American Association of Community Colleges, and a group for African Americans in higher education. The first year in Minnesota for this affinity group was last year. Mrs. Applequist shared about the Luoma Leadership Academy. The academy just finished their seventh cohort and attendees connect regularly after the academy, as well as at an annual reunion. Of the seven cohorts there have been approximately 50 attendees per cohort, 350 people go through the program and in the seventh session, there were 60% women and 14% people of color and in the executive development program there were 50% women and 14% people of color. This is proportionate to the MnSCU population and is an intentional effort in the selection process.

President Cervantes said that an existing resource is the Luoma academy. It is believed that this is an excellent resource to bring in diverse staff that want to move into leadership positions and she talked about being intentional about getting the message out across the system to nominate more diverse people to participate.

Trustee Sundin asked if there had been a survey regarding women's experiences on the job on tone, sensitivity and support. Mrs. Applequist stated that there is a biannual survey distributed regarding professional development and there is some data collected there but it is not as in-depth as what is suggested. Many campuses have implemented the PACE survey but the real good information is going to be collected in an exit interview.

Trustee Sundin asked President Parker to describe her experience in Michigan. President Parker shared that Michigan has done a lot in the area of diversity but there are pockets with higher diversity but may be because it is predominately African American. She served under an African American female president at Lansing Community College that she admired. The president provided professional development opportunities for diverse employees throughout the organization.

Regarding the inquiry of faculty and what is being done there, the last couple of cohort recruitment activities for the Luoma Leadership Academies have had specific focus on faculty, due to the pipeline issue when it comes to academic deans. Dr. Rodrigues said faculty face the dilemma of not always wanting to leave their tenure positions to join the administration although we still reach out to faculty who are interested in deans or vice president positions.

Trustee Benson would like to know what we are doing to increase the supply side. Dr. Rodrigues said that this is a struggle due to the state's demographics, low graduation rates in terminal degrees and weather conditions. There are improvements; Minnesota is doing better with migrating people here. Higher education also finds it harder to compete with industry, such as IT, or manufacturing, due to pay differentials. President Cervantes shared a successful process where they are trying to diversify the faculty and programs by having students graduate with their associate's degree, obtained their BSN, work in the field for a year or more then come back and assist as adjunct instructors. Trustee Anaya shared that we are more diverse then we have ever been and loves the idea of growing our own leaders.

Trustee Charpentier-Berg would like to see metrics on employees with disabilities.

Trustee Vizenor would like to see the breakdown of employees of colors, also include American Indians and other specific ethnic groups.

Dr. Rodrigues shared final thoughts. He said that managing diversity focuses on maximizing the ability of all employees to contribute to organizational goals as well as emphasizes a business necessity and ethical responsibility. Affirmative action focuses on specific groups because of historical discrimination, such as people of color, women and those with disabilities as well as emphasizes legal necessity and social responsibility. While managing

diversity is also concerned with underrepresentation of women and people of color in the workforce, it is much more inclusive and acknowledges that diversity must work for everyone. Ignoring diversity costs time, money, and efficiency. We want to focus on our ability attract and retain talent. We have great programs in place and track employment data and share that data publicly.

Trustee Anaya asked for more information on the Diversity Council regarding the goals, mission and whether it will focus on networking and retention. Dr. Rodrigues explained that historically there had been a Diversity Council but it had stopped functioning and a new Diversity Council is in the process of being formed. A charter has been developed and the council will be attentive to cultural and other needs of the system employees. This council will plan events, learning opportunities, networking opportunities, as well as address the needs the employees bring to the council. We are currently in the recruitment phase and plan to have work started early January 2015. Trustee Cirillo suggested that the Diversity Council members should be put in a mentor relationship with a leadership member and feels that the mentoring upwards is just as valuable as the mentoring downwards.

Trustee Ristau would like to know whether there are faculty metrics on women, people of color and disabilities.

Trustee Renier commented that even though Minnesota is becoming more diverse as you go farther out the diversity gets less and less. He would like to know if we need to develop a system wide culture or should it be campus by campus. Dr. Rodrigues agrees that we have pockets farther out and it can be difficult for those that are diverse to the area they relocated to and less congruent and less appealing to move into those areas. President Parker shared her experience moving to Mankato. She thinks that we should not penalize institutions where there is not diversity if they are not able to attain the diversity goal especially if the goal is not attainable.

Chancellor Rosenstone thanked the presenters for their time and the work they are doing. He said that this is not a moment that we rest on morals of the appointment that this board has made but have to ask how we leverage those appointments to go to the next steps, to go deeper in the ranks of our leadership both in the system office and across the colleges and universities. This about how do we deepen diversity across the ranks, and build upon the relationships, wisdom and experiences of our colleagues. Chancellor Rosenstone shared his gratitude for the willingness of everyone to pitch in. Chancellor Rosenstone expressed that Trustee Reiner's question was powerful, and says yes, we need to do both system wide and by campus. Dr. Rodrigues stressed that the tone at the top of the organization from the board and the leadership is critical, the role the Dr. Rodrigues and Vice Chancellor Carlson are playing to connect the dots where we need to help across the system, so it does not fall on the responsibility one president or college. He's inspired in the tone and expectations the board has set for what the leadership should look like and how it should better reflect the students and communities we are serving. This was also a tone being set at the colleges and universities.

The meeting adjourned at 10:03 a.m.

Respectfully submitted,
Sonya Castillo, Recorder

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

Agenda Item Summary Sheet

Committee: Diversity and Equity

Date of Meeting: November 19, 2014

Agenda Item: Proposed Amendments to Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education (First Reading)

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

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

Amendment to Board policy requires approval of the Board.

Scheduled Presenter(s):

Renée Hogoboom, Associate Director for Diversity and Equity

Outline of Key Points/Policy Issues:

On May 11, 2014, Governor Mark Dayton signed the Women’s Economic Security Act (WESA), which expands the Minnesota Human Rights Act to cover “familial status.” Previously, familial status was limited only to the housing context: landlords could not deny housing to an individual who was living with a minor child or who was pregnant. Now, with the passage of the Women’s Economic Security Act, an individual who is living with a minor child or who is pregnant will have protection under Minnesota employment law: an employer cannot treat such individuals differently from other employees based on their familial status. In response to that legislation, we propose the above change to the policy.

Background Information:

The proposed action is a first reading to amend Board Policy 1B.1, Nondiscrimination in Employment and Education Opportunity.

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

BOARD ACTION

**Proposed Amendments to Board Policy 1B.1 Equal Opportunity and
Nondiscrimination in Employment and Education Opportunity (First Reading)**

BACKGROUND: The Board of Trustees approved this policy initially in 1994 and amended the policy in 2006 and in 2012. Due to a recent Legislative change, it is proposed the language be amended to include familial status as a protected class in employment.

CONSULTATION

Consultation has occurred as follows:

The policy has been broadly distributed to allow for review and comment by as many stakeholders as possible. A draft of the proposed policy was electronically distributed to the following group listservs on November 3, 2014:

- Presidents
- Cabinet
- Chief Academic Officers
- Chief Diversity Officers
- Chief Human Resources Officers
- Affirmative Action Officers
- Chief Student Affairs Officers
- Academic Deans
- Inter Faculty Organization State Leadership
- Minnesota State College Faculty State Leadership
- Minnesota State University Association of Administrative and Service Faculty State Leadership
- Minnesota State College Student Association State Leadership
- Minnesota State University Student Association State Leadership
- Minnesota Association of Professional Employees State Leadership
- Middle Management Association State Leadership
- American Federation of State, County and Municipal Employees State Leadership

RECOMMENDED COMMITTEE ACTION

The Diversity and Equity Committee recommends that the Board of Trustees adopt the following motion:

RECOMMENDED MOTION

The Board of Trustees approves the proposed amendments to Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education.

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

BOARD POLICY	1B.1
Chapter	1B. SYSTEM ORGANIZATION AND ADMINISTRATION EQUAL EDUCATION AND EMPLOYMENT OPPORTUNITY
Section	1. Nondiscrimination in Employment and Education Opportunity

1B.1 EQUAL OPPORTUNITY AND NONDISCRIMINATION IN EMPLOYMENT AND EDUCATION.

Part 1. Policy Statement

Subpart A. Equal opportunity for students and employees. Minnesota State Colleges and Universities has an enduring commitment to enhancing Minnesota’s quality of life by developing and fostering understanding and appreciation of a free and diverse society and providing equal opportunity for all its students and employees. To help effectuate these goals, Minnesota State Colleges and Universities is committed to a policy of equal opportunity and nondiscrimination in employment and education.

Subpart B. Nondiscrimination. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, or gender expression. In addition, discrimination in employment based on familial status or membership or activity in a local commission as defined by law is prohibited.

Harassment on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, ~~or~~ gender expression, or familial status -is prohibited. Harassment may occur in a variety of relationships, including faculty and student, supervisor and employee, student and student, staff and student, employee and employee, and other relationships with persons having business at, or visiting the educational or working environment.

This policy is directed at verbal or physical conduct that constitutes discrimination/ harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, Minnesota State Colleges and Universities will give due consideration to an individual’s constitutionally protected right to free speech and academic freedom. However, discrimination and harassment are not within the protections of academic freedom or free speech. The system office, colleges, and universities shall maintain and encourage full freedom, within the law, of expression, inquiry, teaching and research. Academic freedom comes with a responsibility that all members of

34 our education community benefit from it without intimidation, exploitation or coercion.

35
36 This policy shall apply to all individuals affiliated with Minnesota State Colleges and
37 Universities, including but not limited to, its students, employees, applicants, volunteers,
38 agents, and Board of Trustees, and is intended to protect the rights and privacy of both the
39 complainant and respondent and other involved individuals, as well as to prevent retaliation or
40 reprisal. Individuals who violate this policy shall be subject to disciplinary or other corrective
41 action.

42
43 This policy supersedes all existing system, college, and university equal opportunity and
44 nondiscrimination policies.

45 46 **Part 2. Definitions.**

47
48 **Subpart A. Consensual Relationship.** Consensual relationship means a sexual or romantic
49 relationship between two persons who voluntarily enter into such a relationship. Employees
50 who are members of the same household should also refer to Board Policy 4.10, Nepotism.

51
52 **Subpart B. Discrimination.** Discrimination means conduct that is directed at an individual
53 because of his or her protected class and that subjects the individual to different treatment by
54 agents or employees so as to interfere with or limit the ability of the individual to participate
55 in, or benefit from, the services, activities, or privileges provided by the system or colleges
56 and universities or otherwise adversely affects the individual's employment or education.

57
58 **Subpart C. Discriminatory harassment.** Discriminatory harassment means verbal or
59 physical conduct that is directed at an individual because of his or her protected class, and that
60 is sufficiently severe, pervasive, or persistent so as to have the purpose or effect of creating a
61 hostile work or educational environment.

62
63 As required by law, Minnesota State Colleges and Universities further defines sexual
64 harassment as a form of sexual discrimination which is prohibited by state and federal law.
65 Sexual harassment includes unwelcome sexual advances, requests for sexual favors, sexually
66 motivated physical conduct, and other verbal or physical conduct of a sexual nature when:

- 67 1. Submission to such conduct is made either explicitly or implicitly a term or condition
68 of an individual's employment or education, evaluation of a student's academic
69 performance, or term or condition of participation in student activities or in other
70 events or activities sanctioned by the college or university; or
- 71 2. Submission to or rejection of such conduct by an individual is used as the basis for
72 employment or academic decisions or other decisions about participation in student
73 activities or other events or activities sanctioned by the college or university; or
- 74 3. Such conduct has the purpose or effect of threatening an individual's employment;
75 interfering with an individual's work or academic performance; or creating an
76 intimidating, hostile, or offensive work or educational environment.

77 **Subpart D. Employee.** Employee means any individual employed by Minnesota State

78 Colleges and Universities, including all faculty, staff, administrators, teaching assistants,
79 graduate assistants, residence directors and student employees.

80
81 **Subpart E. Protected Class.** For purposes of this policy:

- 82 1. Protected class includes- race, sex, color, creed, religion, age, national origin,
83 disability, marital status, status with regard to public assistance, sexual orientation,
84 gender identity, or gender expression. In addition, familial status and membership or
85 activity in a local human rights commission ~~are is a~~ protected classes in employment.
- 86 2. This policy prohibits use of protected class status as a factor in decisions affecting
87 education and employment where prohibited by federal or state law.

88
89 **Subpart F. Retaliation.** Retaliation includes, but is not limited to, intentionally engaging in
90 any form of intimidation, reprisal or harassment against an individual because he or she:

- 91 a) made a complaint under this policy;
- 92 b) assisted or participated in any manner in an investigation, or process under this policy,
93 regardless of whether a claim of discrimination or harassment is substantiated;
- 94 c) associated with a person or group of persons who are disabled or are of a different
95 race, color, creed, religion, sexual orientation, gender identity, gender expression, or
96 national origin; or
- 97 d) Made a complaint or assisted or participated in any manner in an investigation or
98 process with the Equal Employment Opportunity Commission, the U.S. Department
99 of Education Office for Civil Rights, the Minnesota Department of Human Rights or
100 other enforcement agencies, under any federal or stated nondiscrimination law,
101 including the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973;
102 the Minnesota Human Rights Act, Minn. Stat. Ch. 363A, and their amendments.

103
104 Retaliation may occur whether or not there is a power or authority differential between the
105 individuals involved.

106
107 **Subpart G. Sexual harassment and violence as sexual abuse.** Under certain
108 circumstances, sexual harassment or violence may constitute sexual abuse according to
109 Minnesota law. In such situations, the system office and colleges and universities shall
110 comply with the reporting requirements in Minnesota Statutes Section 626.556 (reporting of
111 maltreatment of minors) and Minnesota Statutes Section 626.557 (Vulnerable Adult
112 Protection Act). Nothing in this policy will prohibit any college or university or the system
113 office from taking immediate action to protect victims of alleged sexual abuse. Board Policy
114 1B.3 Sexual Violence addresses sexual violence.

115
116 **Subpart H. Student.** For purposes of this policy, the term “student” includes all persons
117 who:

- 118 1. Are enrolled in one or more courses, either credit or non-credit, through a college
119 or university-;
- 120 2. Withdraw, transfer or graduate, after an alleged violation of the student conduct
121 code-;

3. Are not officially enrolled for a particular term but who have a continuing relationship with the college or university;
4. Have been notified of their acceptance for admission or have initiated the process of application for admission or financial aid; or
5. Are living in a college or university residence hall although not enrolled in, or employed by, the institution.

Part 3. Consensual Relationships. An employee of Minnesota State Colleges and Universities shall not enter into a consensual relationship with a student or an employee over whom he or she exercises direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority or influence. In the event a relationship already exists, each college and university and system office shall develop a procedure to reassign evaluative authority as may be possible to avoid violations of this policy. This prohibition does not limit the right of an employee to make a recommendation on personnel matters concerning a family or household member where the right to make recommendations on such personnel matters is explicitly provided for in the applicable collective bargaining agreement or compensation plan.

Part 4. Retaliation. Retaliation as defined in this policy is prohibited in the system office, colleges and universities. Any individual subject to this policy who intentionally engages in retaliation shall be subject to disciplinary or other corrective action as appropriate.

Part 5. Policies and procedures. The chancellor shall establish procedures to implement this policy. The equal opportunity and nondiscrimination in employment and education policy and procedures of colleges and universities shall comply with Board Policy 1B.1 and Procedure 1B.1.1.

Date of Adoption: 9/20/94

Date of Implementation: 9/20/94

Date & Subject of Revisions:

5/15/13 - Amended a technical error in 1B.1, Part 2, Subpart C3, changing "purpose and effect" to "purpose or effect" to be consistent with the requirement of state and federal law and with Board Policy 1B.1, in the first section of Part 2.

11/14/12 - Amended the name of the policy to include equal opportunity. Amended policy by expanding language on equal opportunity; adding gender expression and gender identity as protected classes protected from discrimination; specifically prohibiting retaliation on the basis of participation in a discrimination complaint under state or federal law; modifying the definition of student for purposes of the policy; and other changes to streamline or clarify language. Amendments take effect upon adoption.

6/21/06 - Amended policy to streamline and clarify language. Part 3 was amended to prohibit relations between employees and students or employees over whom the employee exercises direct or significant authority or influence. Amendments do not take effect until November 1, 2006.

12/20/95 - Added everything after the first paragraph.

There is no additional HISTORY for policy 1B.1.

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

Agenda Item Summary Sheet

Name: Diversity and Equity Committee

Date: November 19, 2014

Title: Recruitment of Diverse Students

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:

The committee will hear about strategies currently used by MnSCU campuses to recruit diverse students and discuss recommendations for improvement and system implementation.

Scheduled Presenter(s):

- Dr. Leon Rodrigues, Chief Diversity Officer
- Adenuga Atewologun, President - Riverland Community College
- Cecilia Y. Cervantes, President - Hennepin Technical College
- Richard Davenport, President - Minnesota State University Mankato