

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

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism Committee **Date of Meeting:** December 6, 2005

Agenda Item: Work Plan

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

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

The Board of Trustees created the Diversity and Multiculturalism committee at its meeting in October 2005. This is the committee's first work plan. It is designed establish the committee's course of action for this year.

Scheduled Presenter(s):

Trustee Will Antell, chair, Ad Hoc Diversity Committee
Whitney Harris, executive director, Diversity and Multiculturalism

Outline of Key Points/Policy Issues:

The following are the key components of the plan:

- Reduce the percentage of students classified as race and ethnicity unknown.
- Improve the success of colleges and universities in the recruitment and retention of students from underserved groups.
- Improve the success of colleges and universities in the recruitment and retention of employees from underutilized groups.

Background Information:

The Diversity and Multiculturalism Committee is preparing the work plan as both a blueprint for action and a tool for assessment at the end of the fiscal year.

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MINNESOTA STATE COLLEGES AND UNIVERSITIES**

INFORMATION ITEM
WORK PLAN 2005 - 2006

BACKGROUND

The Diversity Committee of the Board of Trustees has elected to prepare a work plan for 2005 – 2006.

Work Plan 2005 – 2006

GOALS

- 1 Improve the completeness of the data on the recruitment, retention and success of underserved students by demographic groups. This will be accomplished by substantially reducing the percentage of students with unknown race/ethnicity.**
- 2 Improve the success of colleges and universities in the recruitment and retention of students from underserved groups.**
- 3 Improve the success of colleges and universities in the recruitment and retention of employees from underutilized groups as defined in each the institution's Affirmative Action Plan.**

Goal 1: Improve the completeness of the data on the recruitment, retention and success of underserved students by demographic groups. This will be accomplished by substantially reducing the percentage of students with unknown race/ethnicity.

- A. Reduce the percentage of students with unknown race and ethnicity data to 10% or less.
- B. Produce an annual demographic report, disaggregated by institution, on the enrolled students, using baseline data from FY 2005.
- C. Produce an annual report of the recruitment and success of students at each institution by demographic group.

Goal 2: Improve the success of colleges and universities in the recruitment and retention of students from underserved groups.

A. Support colleges and universities in the research, development and implementation of initiatives to enhance the recruitment and retention of students from underserved groups.

B. Develop goals for the recruitment and retention of students from traditionally underserved groups.

Goal 3: Improve the success of colleges and universities in the recruitment and retention of employees from underutilized groups as defined in each institution's Affirmative Action Plan.

A. Reduce the percentage of faculty and staff with unknown race and ethnicity data to 5% or less.

B. Help colleges and universities develop the 2006 – 2008 institutional affirmative action programs' goals for employees from underutilized groups.

C. Prepare an annual report that measures each institution's progress towards achieving its affirmative action program goals.