

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
DIVERSITY AND MULTICUTURALISM COMMITTEE  
MEETING MINUTES  
January 21, 2009**

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**Diversity and Multiculturalism Committee Members Present:** Trustees Duane Benson, Chair; Clarence Hightower, Vice Chair; Allyson Lueneburg, Tom Renier, Louise Sundin, Terri Thomas.

**Diversity and Multiculturalism Committee Members Absent:** None.

**Other Board Members Present:** Trustees, Cheryl Dickson, Jacob Englund, Dan McElroy, David Paskach, Christine Rice, Scott Thiss, and James Van Houten.

**Leadership Council Members Present:** Renée Hogoboom, Associate Director for Diversity and Multiculturalism, filling in for Dr. Whitney Harris, Executive Director; President Larry Lundblad

A meeting of the Diversity and Multiculturalism Committee was held on January 21, 2009 at Saint Paul College, 235 Marshall Avenue Street East, Room 4310, St. Paul. Chair Benson called the meeting to order at 8:08 a.m.

**1. Minutes of the November 18, 2008 Diversity and Multiculturalism Committee**

The minutes of the November 18, 2008 meeting were approved as written.

**2. Diversity and Multiculturalism Update**

In the absence of Whitney Harris, Renée Hogoboom gave the report from the Diversity and Multiculturalism division.

1) Planning

The information from the Community College Survey of Student Engagement surveys is included in the board packet. More information will be given when this agenda item is discussed.

2) Evaluation, assessment and accountability

- Over one hundred faculty members at Inver Hills Community College attended discrimination/harassment training as part of their duty day program.
- The Diversity and Multiculturalism staff conducted a professional development session on the Backward Design program for student support staff at Normandale

Community College. Backward Design is an assessment model that can be used to help evaluate programs that support recruitment and retention of students, including underrepresented students. This is a way to assure that measurement and assessment methods are built into a program when it is designed.

- Sixteen faith-based and community organizations, both outstate and in the metropolitan area, will participate in Super Weekend which will be held the weekend of January 23-25. Super Weekend is a way to reach out to underrepresented students in these communities. The Chancellor, presidents and cabinet members will be speaking at these events. An evaluation of the three-year project will be presented to the Leadership Council Diversity Committee in April. It will include both a qualitative and a quantitative component.

### 3) Operations

- The Community Action Diversity Council retreat was held in December. The council is reenergized, committed to the Board's strategic direction, and ready to further assist the division in strategizing on the behalf of underrepresented students.
- Diversity and Multiculturalism staff conducted a workshop on Friday, December 5, at the Human Rights Day Conference. During the interactive session, staff examined promising recruitment and retention strategies for underrepresented students at the 32 Minnesota State Colleges and Universities institutions. Information on the background and rationale for various promising strategies was provided as were insights and lessons learned from their implementation, execution and evaluation. This session was well attended.

### Update on the board's retreat initiatives: Reaching the Underrepresented

- The "Make College Part of your Future" brochure has been translated into eight languages. It was rolled out to the Office of the Chancellor personnel on Friday, January 9, 2009. There are now college recruitment signs, designed to reach underrepresented communities, in public transportation shelters, inside about twenty buses and as "wraps" on the outside of targeted Metropolitan buses. There are also ads in diversity newspapers.
- The translation of the Web pages is now on-line, at [www.yesyoucan.mnscu.edu](http://www.yesyoucan.mnscu.edu), using the same languages as those used for the brochure.
- In addition, a customer service research project is being conducted by Noël-Levitz. This research includes phone calls to admissions officers, a review of institutional Web pages and an email in Spanish. It uses a "secret shopper" model. The results will be shared with each institution and will be provided to the Board at a future meeting.

### **3. Campus Climate Update: Community College Student Engagement Survey**

Craig Schoenecker gave an overview of the student engagement surveys used to capture information about campus climate. There is an expectation that each of the system colleges and universities will participate in the one of the two national surveys of student

engagement every other year. The National Survey of Student Engagement is designed for baccalaureate colleges and universities. The Community College Survey of Student Engagement is designed for community and technical colleges.

Last year, eleven community colleges participated in the Community College Survey of Student Engagement and one university participated in the National Survey of Student Engagement. This year, the remaining system institutions will take the survey. By the end of the year there will be a complete set of data about engagement from all of the system institutions, as well as data on campus climate from the questions that were in the survey and questions that Minnesota State Colleges and Universities has added to both of the surveys.

The surveys assist in understanding student engagement and build trend data on campus climate and engagement. Ms. Hogoboom said that the division set up a webinar for diversity officers and others from the campuses who had participated in the CCSSE this year to discuss the results and to determine ways to improve the campus climate and to increase student engagement and therefore retention.

#### **4. FY 2009 Diversity and Multiculturalism Division Work Plan.**

Renée Hogoboom introduced the Diversity and Multiculturalism division's summary work plan, which was included in the board packet, and asked for questions.

In the general discussion that followed, several comments were made and issues were raised. Among them:

- In these tight economic times, can the Minnesota State Colleges & Universities system prioritize its programs, demonstrate quantitatively the benefits of these programs and show what the effect would be of cutting a specific program?
- How can the effect of a particular program be measured when the programs are so interrelated?
- The system is attempting to measure attitude, which is difficult to measure. At this point, the system is still developing baseline measurements.
- One priority for the system is to close the gap and to get more of the underrepresented population ready for the workforce to replace retiring baby boomers.
- There needs to be a way to get the college pipeline ready. One way might be a prep school program, perhaps one comparable to what is being done on a pilot basis at the Access and Opportunity Centers.
- An issue was raised about whether student clubs that are formed around a given ethnic or cultural group promote the separation between different groups or are they, as some of the student trustees suggest, a way to increase awareness and build connection across groups through information sharing, festivals and other events.
- The Diversity and Multiculturalism Committee is new, and retention of underrepresented groups has increased since its beginning.

The meeting adjourned at 8:57 a.m.

Respectfully submitted by Gale Rohde