

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

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism **Date of Meeting:** July 21, 2009

Agenda Item: Diversity and Multiculturalism Committee/Division Work Plan for FY2010

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 approved the Systemwide Strategic Diversity Plan and the Systemwide Strategic Work Plan for American Indians 2006 – 2010. These plans support Strategic Direction One: Access and Opportunity. The work plan describes the programs and activities designed to implement the plans.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism

Outline of Key Points/Policy Issues:

The Diversity and Multiculturalism Committee reviews and discusses strategies and actions that are recommended for inclusion in the annual work plan for the Diversity and Multiculturalism division.

Background Information:

The Diversity and Multiculturalism division updates its work plan annually.

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MINNESOTA STATE COLLEGES AND UNIVERSITIES**

INFORMATION ITEM
Diversity and Multiculturalism Committee/Division Work Plan for FY2010

BACKGROUND

The Diversity and Multiculturalism division's FY 2010 Work Plan furthers the implementation of the Systemwide Strategic Diversity Plan and the Systemwide Work Plan for American Indians that were approved by the Board of Trustees in 2006. The focus of the plans is to increase access, opportunity and success for underrepresented students as well as create an innovative and diverse work force. Projects and activities designed to accomplish the goals of the work plan are recorded on a detailed staff work plan, which directs the programs and activities of the division and which is reviewed and evaluated quarterly at staff meetings.

1. Planning

- 1.1 Develop systemwide American Indian and diversity plans for implementation in FY 2011-2015. All components of the plan will include measurable outcomes.

Report to the Board of Trustees May 2010

- 1.2 Revise and enhance the current American Indian Initiative with the goal of increasing access and success for American Indian Students. The plan will include measurable outcomes.

Report to the Board of Trustees September 2010

- 1.3 Incorporate recommendations from the current Hiring Task Force into the FY 2011-2012 Affirmative Action Plan to create a high-quality, creative, innovative diverse workforce that supports the Minnesota State Colleges and Universities mission of "offering higher education that meets the personal and career needs of a wide range of learners, enhances the quality of life for all Minnesotans and sustains vibrant economies throughout the state."

Each college and university will have a state-approved affirmative action plan by November 2010.

- 1.4 Provide analysis and technical assistance to the 12-15 colleges that participate in the Community College Survey of Student Engagement (CCSSE) in the development and implementation of the institutional diversity plans.

Report to the Board of Trustees January 2010.

2. Evaluation assessment and accountability

- 2.1 Determine and analyze systemwide baseline spending with Targeted Group Businesses (TGBs) and economically disadvantaged data.
Report to Board of Trustees September 2010.
- 2.2 Establish appropriate accountability in diversity spending in diversity-oriented academic support services and diversity-oriented cultural support services. In conjunction with the Finance and Facilities division “annually establish goals for procurement from Targeted Group Businesses consistent with M.S. 471.345, Subd. 8” (System Procedures, Chapter 5 – Administration, 5.14.2 Part 8).
Report to Board of Trustees September 2010
- 2.3 Conduct U.S. Department of Education Office for Civil Rights campus audits on four campuses in Fiscal Year 2010. In addition, monitor and provide technical assistance to campuses which need corrective action.
Completion date: June 2010
- 2.4 Evaluate all Minnesota State Colleges and Universities 2011-2012 affirmative action plans, with emphasis on their employee recruitment and retention practices, to enhance the development of a diverse workforce that will initiate and support innovation throughout the system.
Plans submitted to the Minnesota Management and Budget Division July 31, 2010