Committee Chair Duane Benson calls the meeting to order.

(1) Minutes of July 21, 2009 (pp. 1-3)
(2) Diversity and Multiculturalism Division Update
(3) Enrollment and Retention Data for Underrepresented Students (pp. 4-10)
(4) Access, Opportunity and Success Programs for FY 2009 (pp. 11-12)
(5) Access, Opportunity and Success Program Funding for FY 2010 (pp. 13-14)

Members
Duane Benson, Chair
Clarence Hightower, Vice Chair
Christopher Frederick
Tom Renier
Louise Sundin
Terri Thomas

Bolded items indicate action required.
A meeting of the Diversity and Multiculturalism Committee was held on July 21, 2009, at Wells Fargo Place, 4th Floor Board Room, 30 7th Street East, St. Paul. Chair Benson called the meeting to order at 3:48 p.m.

1. Minutes of the May 19, 2009 Diversity and Multiculturalism Committee

The minutes of the May 19, 2009 meeting were approved as written.

2. Minutes of Joint Advancement and Diversity and Multiculturalism Committees of May 19, 2009

The minutes of the May 21, 2009, joint meeting of the Advancement and Diversity and Multiculturalism Committees were approved as written.

3. Diversity and Multiculturalism Update

Trustee Benson called on Dr. Harris, who introduced President Edna Szymanski, the new co-chair of the Diversity and Multiculturalism Committee of the Leadership Council. Dr. Harris said that after visiting college and university Access and Opportunity Centers, he realized the impact these programs have had on both students and parents. At a future meeting, he will be sharing additional information with the Board about the response of parents to these programs.

1) Planning

Diversity-Oriented Cultural Support Services Funding Code

In its ongoing attempt to be accountable regarding funding, staff has reached a new milestone. The Finance and Administration division, with assistance from
the Diversity and Multiculturalism division, has developed a coding method for diversity-oriented cultural support programs.

These codes will allow the system to better track diversity spending and will be helpful in assessing the effectiveness of these programs. Dr. Harris said the results will not be reported until the codes have been in use for a complete fiscal year. This is groundbreaking work nationally, and system representatives may be reporting on the work at national conferences in the future.

2) **Evaluation, assessment and accountability**

   Students of color increased by 2,300 from spring 2008 to spring 2009; this is a larger increase than in the population at large.

3) **Operations**

   - The Community Action Diversity Council is an advisory group of community members not employed by the Minnesota State system. At its recent quarterly meeting, the group expressed strong support and appreciation for the funding of the Access, Opportunity and Success Initiative and a desire to encourage the system to connect education work to economic development.
   - The Office of the Chancellor’s Diversity and Multiculturalism division collaborated with the Council for Asian Pacific Minnesotans to sponsor and coordinate a weekend youth event. Minnesota State Colleges and Universities students served as mentors and facilitators to the youths.
   - Trustee Benson said that the Male Access Success report will be given later this year.
   - Dr. Harris said that the Chancellor will be meeting with the Chippewa Education Committee to discuss the American Indian Plan with a goal of revising it. Improving access and success for American Indians is a key issue for the Minnesota State system.

Trustee Benson reported on enrollment increases by group from spring 2008 to spring to 2009. They are:

- Hispanic – 17.9 percent increase
- Black/African American – 9.3 percent increase
- Asian – 7.4 percent increase
- American Indian – 0.6 percent increase

This is compared to an increase of 3.7 percent in the total student headcount.

Trustee Van Houten reiterated the importance of awareness of male access and success. He mentioned the high percentage of female elementary school teachers and the value of looking at diversity among elementary teachers as well. Dr. Harris said that the division is studying the subject of male access and will be reporting on it to the Leadership Council.
4. **Report on Completeness of Student Race and Ethnicity Data**

Dr. Harris discussed the issue of identifying not only the race of students, but whether they are new immigrants or international students. He introduced Dr. Craig Schoenecker, System Director for Research, to speak further on student race and ethnicity data.

Dr. Schoenecker said that the U.S. Department of Education has created, and encourages the use of, the framework that is used for reporting enrollment by race, ethnicity and gender. According to those standards, “Hispanic” is an ethnicity category. The racial categories are American Indian, African American, Asian, Pacific Islander, and White. His staff is working to further disaggregate this data. Often there is not complete information about where the students are born. The federal government has issued new standards on reporting race and ethnicity beginning in the fall of 2011. These standards will allow students to self-identify all the groups to which they belong. The system is in the process of developing ways to implement these new standards.

5. **FY 2010 Diversity and Multiculturalism Committee/Division Work Plan**

Because of a shortage of time, this agenda item was not addressed.

The meeting adjourned at 4:08 p.m.

Respectfully submitted by Gale Rohde
Committee: Diversity and Multiculturalism     Date of Meeting: November 17, 2009

Agenda Item: Enrollment and Retention Data for Underrepresented Students

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

Information

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

Update and discussion by Trustees on recent trends in underrepresented student enrollment and retention.

Scheduled Presenter(s):

Whitney Stewart Harris, Executive Director, Diversity and Multiculturalism
Craig Schroenecker, System Director for Research

Outline of Key Points/Policy Issues:

- The system implemented an Access, Opportunity and Success Initiative to improve recruitment, retention and success of underrepresented students in Fiscal Year 2008.
- Additional funds were allocated to the colleges and universities and to three access and opportunity centers of excellence to expand recruitment and support services for underrepresented students in both fiscal years 2008 and 2009.
- Enrollment of new underrepresented students and second fall retention of underrepresented students are outcome measures for the initiative.
- Enrollment of new underrepresented students increased by 1,667 between fiscal years 2008 and 2009.
- Enrollment of new underrepresented students has increased by over 6,000 students, or 22 percent, between fall semester 2008 and fall semester 2009.
- The fall 2009 retention rate of fall 2008 entering underrepresented students increased at the colleges and was stable at the universities, compared to the fall 2008 retention rate of fall 2007 students.
Background Information:

The Board of Trustees of the Minnesota State Colleges and Universities system is committed to increasing higher education access and success for all Minnesotans. The discussion focuses on enrollment and retention of underrepresented students.
The Board of Trustees of the Minnesota State Colleges and Universities system is committed to increasing higher education access and success for all Minnesotans. The Governor and the 2007 Legislature approved $22 million in additional resources to support the Access, Opportunity and Success initiative. The system implemented the initiative to improve recruitment, retention and success of underrepresented students. Funds were allocated to the colleges and universities and to three access and opportunity centers of excellence to expand recruitment and support services for underrepresented students in fiscal years 2008, 2009 and 2010.

Underrepresented students include three groups:
- Students of Color – American Indian, Asian or Pacific Islander, Black and Hispanic students.
- Low Income Students – Classification includes students who were determined to be eligible for a federal Pell Grant using data from the Free Application for Federal Student Aid (FAFSA) and financial aid award data.
- First Generation Students – Classification includes students whose parents did not attend college based on student-provided data on parental education.

Enrollment of new underrepresented students and second fall retention of underrepresented students are outcome measures for the initiative. While new underrepresented students entered a system college or university throughout the fiscal year, the retention rate is the proportion of fall semester entering full-time regular and transfer undergraduate students, who re-enrolled at the same college or university during the second fall semester after entry.

**ENROLLMENT UPDATE**

**Fiscal Year 2009 Underrepresented Undergraduate Students:** Systemwide enrollment of new underrepresented undergraduate students increased by 1,667, or 3.9 percent, from 42,235 in fiscal year 2008 to 43,902 in 2009, as shown in Figure 1. Total new undergraduate student enrollment increased by 4.4 percent.
Systemwide, underrepresented students constituted 39.5 percent of new students, while students who weren’t underrepresented constituted 18.8 percent of new students in fiscal year 2009, as shown in Figure 2.
Fall 2009 Underrepresented Undergraduate Students: Systemwide enrollment of both new and continuing underrepresented undergraduate students increased substantially in several categories between fall 2008 and fall 2009.

- Enrollment of new underrepresented students increased by over 14,000, or 22 percent, while enrollment of continuing underrepresented students increased by almost 8,000, or 15 percent, from fall 2008 to 2009, as shown in Figure 3.
  - Enrollment of new students who are eligible for Pell Grants increased by 6,500, or 37 percent;
  - Enrollment of new students of color increased by 16 percent;
  - Enrollment of new first generation students increased by 21 percent;
  - 13 percent of Hispanic students had non-U.S. origins;

Figure 3: Increase in Undergraduate Students by Underrepresented Category
Minnesota State Colleges and Universities
Fall 2008 to Fall 2009 (30th Day)
Fall 2009 Undergraduate Students: Systemwide enrollment of undergraduate students increased substantially in several categories between fall 2008 and fall 2009, as shown in Figure 4.

- Enrollment of male students increased by 7 percent compared to 5 percent for female students.
- Enrollment of students aged 25 and above increased by 14 percent compared to 3 percent for under age 25.
- Enrollment of full-time students increased by 7 percent compared to 5 percent for part-time students.

Figure 4: Increase in Undergraduate Students by Age, Gender and Status
Minnesota State Colleges and Universities
Fall 2008 to Fall 2009 (30th Day)
RETENTION UPDATE

The second fall retention rate for fall entering full-time underrepresented undergraduate students increased at the colleges and was stable at the universities.

- The college retention rate for underrepresented students increased from 48.1 percent for fall 2007 entering students in fall 2008 to 51.1 percent for fall 2008 entering students in fall 2009, as shown in Figure 5.
- The university retention rate for underrepresented students for fall 2008 entering students in fall 2009 was 71.2 percent, the same as the rate for fall 2007 entering students in fall 2008, as shown in Figure 6.

![Figure 5: Second Fall Retention Rate](image1)

![Figure 6: Second Fall Retention Rate](image2)
Committee: Diversity and Multiculturalism  Date of Meeting: November 17, 2009

Agenda Item: Access, Opportunity and Success Programs for FY 2009

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

City policy requirements, or explain reason for item to go before the Board:

Board members have requested regular updates on the progress of Access, Opportunity and Success programs at the colleges and universities.

Scheduled Presenters:

Mike López, Associate Vice Chancellor for Student Affairs
Shahzad Ahmad, Director, Multicultural Student Services, Saint Cloud State University

Outline of Key Points/Policy Issues:

Dr. López will provide an overview of progress made by the three College Access and Opportunity Centers. In addition, Dr. López will provide a summary of college and university achievements in underrepresented student recruitment and retention made possible by the Access, Opportunity and Success funding, highlighting several programs that are especially successful.
BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES

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BACKGROUND

The colleges and universities received a total of $7.4 million in fiscal year 2009 for activities designed to recruit and retain underrepresented students. An additional $2.4 million was allocated to the three College Access and Opportunity Centers. The colleges and universities have all provided reports on their accomplishments during the year.

Recruitment and retention accomplishments have been summarized, and this information will be provided to the Board. In addition, Board members will hear descriptions of several programs that appear to be especially successful in retaining underrepresented students. The Advanced Preparation Program (APP) and the College Transition Institute (CTI) at St. Cloud State University will be highlighted.
MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism     Date of Meeting: November 17, 2009

Agenda Item: Access, Opportunity and Success Program Funding for FY 2010

☐ Proposed Policy Change  ☐ Approvals Required by Policy  ☐ Other Approvals  ☐ Monitoring

☒ Information

City policy requirements, or explain reason for item to go before the Board:

Board members have requested regular updates on the progress of Access, Opportunity and Success programs at the colleges and universities.

Presenter:

Mike López, Associate Vice Chancellor for Student Affairs

Outline of Key Points/Policy Issues:

Dr. López will provide a summary of the recruitment and retention activities the colleges and universities will undertake during FY 2010 with their Access, Opportunity and Success allocation. A summary of the recruitment and retention goals established for the year will also be provided.
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**BACKGROUND**

As in previous years, colleges and universities received a total of $7.4 million in fiscal year 2010 for activities designed to recruit and retain underrepresented students. However, because the enrollment term on which the formula is based was changed to fall of 2008, the actual allocations to individual colleges and universities differed from previous years, in some cases significantly.

Also as in previous years, $2.4 million was allocated to the three College Access and Opportunity Centers. Prior to receiving the allocation, each college and university was required to submit a funding request describing the recruitment and retention activities to be undertaken during the year. Specific performance outcome objectives in a uniform format also had to be included in the funding request. A summary of the activities to be undertaken by the colleges and universities will be provided, as will a summary of the recruitment and retention objectives across the system.