

MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES

Agenda Item Summary Sheet

Committee: Diversity and Multiculturalism Date of Meeting: May 19, 2010

Agenda Item: Follow-up to OLA Evaluation of the System Office

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

Cite policy committee, committee with suggestions regarding the Diversity and Multiculturalism aspect of the OLA report. This is a continuation of the discussion. A final report will be presented at the June 2010 meeting.

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INFORMATION ITEM
FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE

BACKGROUND

Through this discussion, the staff is seeking input and direction from Board of Trustees Diversity and Multiculturalism Committee in preparation for completing the *Office of the Chancellor Division Performance Reporting Template*, which is due in June 2010. Presented below is information related to item II from the template. The other sections of the template will be presented at the June 2010 Board meeting. These sections of the template depend heavily upon the Board's expectations regarding the functional duties of the Diversity and Multiculturalism division.

II. Explain the structural distribution between the functional duties performed by this division and activities performed by the colleges and universities.

The Diversity and Multiculturalism division has four functional duties including: (1) compliance enforcement, (2) leadership and policy development, (3) education/training, and (4) community outreach. With regards to community outreach, the office does not generally engage in direct recruitment of students; however it provides technical assistance in recruiting students from underrepresented communities. The division has established the statewide Community Action Diversity Council to provide advice and counsel on its work with campuses in providing access, opportunity and success for all Minnesotans, especially those from underrepresented communities. The chart below illustrates the distribution between major functional duties

Office of the Chancellor Functions	Colleges and Universities Functions
Conduct Policy 1B.1 Nondiscrimination in Employment and Education Opportunity investigations at the Office of the Chancellor.	No action required.
Conduct 1B.1 investigations of senior campus administrators.	Conduct most other 1B.1 investigations with technical assistance from the Diversity and Multiculturalism Division.
Provide technical assistance to campuses in implementing, monitoring and conducting 1B1 investigations.	Conduct most other 1B.1 investigations with technical assistance from the Diversity and Multiculturalism Division.
Monitor the systemwide access, persistence and completion rates of underrepresented students. Note that the Diversity and Multiculturalism division has only indirect influence on these outcomes.	Each institution monitors its own access, persistence and completion rates.
Develop systemwide policies related to equal opportunity, affirmative action and compliance.	Colleges and universities are charged with implementing the policies.
Provide technical assistance to campuses in their work to achieve student recruitment, retention and success.	Most direct recruitment of students is done by the colleges and universities.
Assist in the implementation of federal, state and board policies related to equal opportunity, affirmative action and compliance.	Colleges and universities are charged with implementing the policies.
Conduct affirmative action, harassment, discrimination and anti-racism training on campuses. Technical assistance is provided to colleges and universities that conduct this training for their campuses.	Campuses with appropriate resources conduct affirmative action, harassment, discrimination and anti-racism training on their campuses.
Research best practices for the recruitment and retention of students and employees from traditionally underrepresented communities and communicate them to campuses.	Colleges and universities implement best practices, as appropriate. Student recruitment is primarily the responsibility of each campus.
Facilitate the systemwide Community Action Diversity Council; and provide technical assistance, best practices and feedback from the Community Action Diversity Council regarding access, opportunity and success for students.	Some campuses establish local diversity councils.
Provide resources and technical assistance for targeting systemwide employee recruitment.	Each campus manages the recruitment and retention of its employees.