

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
JOINT STUDY SESSION  
DIVERSITY AND EQUITY AND HUMAN RESOURCES COMMITTEES  
MINUTES  
April 17, 2013**

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*Diversity and Equity Committee Members Present:* Cheryl Dickson, Chair; Brett Anderson, Vice Chair; Ann Anaya, Duane Benson and Louise Sundin

*Human Resources Committee Members Present:* Thomas Renier, Chair; David Paskach, Vice Chair; Margaret Anderson Kelliher, Alexander Cirillo, Clare Hightower, and Maria Peluso

*Human Resources Committee Members Absent:* Alfredo Oliveira

*Other Board Members Present:* Dawn Erlandson, Philip Krinkie, and Michael Vekich

*Leadership Council Committee Members Present:* Steven Rosenstone, Chancellor; Mark Carlson, Vice Chancellor for Human Resources; Whitney Harris, Chief Diversity Officer for Diversity and Equity; Rassoul Dastmozd, President of Saint Paul College

The Minnesota State Colleges and Universities Diversity and Equity Committee and the Human Resources Committee held a joint study session April 17, 2013, in the McCormick Room, 30 Seventh Street East, St. Paul. Chair Dickson called the meeting to order at 9:30 AM

**JOINT STUDY SESSION: INCREASING THE DIVERSITY OF FACULTY AND STAFF**

Chancellor Rosenstone opened the session by stating that this is the third of three work sessions on diversity, the first of which was about increasing student diversity and the second on closing the achievement gap. This session was built upon those previous sessions and focused on faculty and staff. He introduced staff members who presented their materials and provided comments. Dr. Whitney Harris, Vice Chancellor Mark Carlson, President Rassoul Dastmozd and System Director for Research, Craig Schoenecker

Dr. Harris stated that all system institutions and system office are required to develop an affirmative action program that includes strategic processes for successful recruitment, hiring and retention processes. It is through the implementation of these plans that MnSCU will achieve a more diverse workforce. Diversity is not solely about numbers, but it is about creating a workforce to educate students and prepare them to work in a diverse environment as well as fostering greater respect for the cultural differences that learners bring to the educational experience.

Next, Dr. Schoenecker presented data on employees of color that comprise a percentage of the system's workforce. Some of his key points included the following.

- MnSCU has seen fairly substantial increases in the proportion of the various employee groups over a period of ten years.
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- There is an upward trend in female employees throughout all employee groups.
- It is projected that Minnesota's people of color will comprise ~~two~~ <sup>three</sup> thirds of the state's growth between 2010 and 2035.

Dr. Harris further pointed out the following.

- Those making educational