

Minnesota State Colleges and Universities

BOARD OF TRUSTEES

STUDY SESSION

JUNE 17, 2014

MCCORMICK ROOM

30 7TH STREET EAST

ST. PAUL, MN

Present: Clarence Hightower, Chair, Duane Benson, Alexander Cirillo, Cheryl Dickson, Dawn Erlandson, Philip Krinkie, Maria Peluso, Alfredo Oliveira, Thomas Renier, Elise Ristau, Louise Sundin, and Michael Vekich

Leadership Council Representatives Present: Chancellor Steven Rosenstone and Chief Diversity Officer Leon Rodrigues

Convene

The Minnesota State Colleges and Universities

office. These activities also provided perspective on the model of diversity practices the campuses are using.

Dr. Rodrigues stated that the one of the goals is to move from a reactive model to a proactive one. Campuses may need to be reactive to deal with a crisis or to address issues that certain

professionals to including the entire campus – from the president to academic and student affairs to research and development. Dr. Rodrigues would like to put together a work group to study the diversity professional. How do we hire diversity professionals? How do we appoint them? At what level these appointments function? What influence do they have for leading and empowering the campus to do strategic diversity?

2. Increase diversity recruitment and retention. Vice Chancellor Mark Carlson and Dr.

Dr. Rodrigues discussed community engagement and partnership and their importance politically and socially. These things also assist with our branding, buy-in, and advocacy. Dr. Rodrigues attends regular meetings and sits on boards with organizations whose mission aligns with ours, as well as organizations that are doing innovative work or who advocate for diversity. Currently, he is on the Native Nations Task force with Vice Chancellor John O'Brien. They work closely with tribal administrations, colleges, and universities to provide better native community education.

Dr. Rodrigues asked the trustees if the priorities presented are the right ones. If so, do the trustees know of strategies that may be used to accomplish them?

Trustees raised the following key points:

1. Encouraged collaborative interaction with all bargaining units in the attainment of system diversity goals.
2. Encouraged tracking of student and employee diversity
3. Encouraged support and resources for campus diversity progress
4. Encouraged CDO to work closely with the board diversity and equity committee
5. Asked that the board to be informed of community feedback and engagement
6. Asked that the board be involved with diversity awards and incentives
7. Emphasized diversity focus beyond just race and ethnicity to include other aspects of broader diversity

Chancellor Rosenstone stated that this is a great start to the conversation and expressed appreciation to Trustee Cirillo, chair of the Diversity and Equity Committee, for working closely with Dr. Rodrigues. There will be very important discussions in the months ahead.

Dr. Rodrigues thanked the board for the engaging conversation and questions.

Chair Hightower called the session to a close.

The meeting adjourned at 11:34 a.m.

Respectfully submitted,
Sonya Castillo, Recorder