

President's Commission On Diversity
Agenda
Friday, March 7, 2008

Diversity Commission Report, 2006-2007
Moving Forward in 2007-2008

President's Recommendations

Goal One: Double the number of diverse students by 2010

- This is an ambitious goal, but Vice Presidents Olson, Fagin, and Swatfager-Haney will review these recommendations for inclusion in overall enrollment management planning
- Carol Stallkamp will act as liaison and coordinate the response and report back to the PCD on the status of these recommendations by January 15, 2008
 - Using an 18% annual increase factor should more than double the student of color enrollment by the year 2012
 - So far we are on track for this goal
 - Projection for new ethnic student enrollment undergraduate enrollees for Fall 2008 is 358
 - As of January 31, 2008, we have 422 admitted new undergraduate ethnic students
 - Last year we had 241 admitted new undergraduate ethnic students and enrolled 273 new undergraduate ethnic students Fall 2007
 - If we sustain comparable numbers for the coming five year period, diversity enrollment will go from 1,000 students in 2007 to 2,288 students in 2013
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Goal Two: Clarification of the definition of equal opportunity and affirmative action and its role in the search and hiring process

- Excellent topic for an education program for the university community, could be a major topic for a Summit on Diversity
- President's office will assist with identifying appropriate presenters and a time for this conversation
- Panel and/or speakers will specifically address the recommendation related to "most qualified" and "qualified" so that the campus community is fully informed about the meaning of these terms.

Goal Three: Recommendations for recruitment, hire and retention of faculty and staff

- Vacancy notices and advertising
 - statement on diversity on all application materials
 - use of specific questions about diversity of applicants for all positions
 - exit interviews
 - discussions underway regarding modification of vacancy notices and proposal for standard questions to candidates regarding diversity

- productive discussions at collective bargaining meets and confer
- to be concluded following hire of permanent Director of Affirmative Action

The offices of Affirmative Action and Human Resources will continue to work on these recommendations; Carol Stallkamp will work with these two offices and provide a report back to the President's Commission on Diversity no later than February 15, 2008.

Carol met with the Co-Chairs on February 22, 2008, to give a progress report on the President's Follow-up on the Diversity Commission Report. The President has assigned Carol to report on the status of the discussion on the recommendations.

Goal Four: Diversity as a Market Condition for Hire

Incentives for Hiring a Diverse Workforce

- Collective bargaining agreements do not currently allow for consideration of underrepresented candidates as market hires
- Vice President Straka and Human Resource Director Lori Lamb reviewed the budget implications and contract implications of the recommendations related to salary, staffing, and incentives
- Collaborative effort, AA, HR, ID, PCD, request for strategic priority funding to move forward in positive ways regarding recruitment and retention
 - Exit interviews to focus on retention
 - On-line automated system for searches

Goal Five: Small Grant Program to be administered by the President's Commission on Diversity

- Approved increase of \$2,000 to the budget, to allow for grants to be awarded
- Possibility of additional funding in future years if there is an interest
- PCD to establish a framework
 - Provide the grants
 - Announce the availability to the campus community
 - Process to review and reward the grants

Carol Stallkamp to meet regularly with Co-Chairs, report regularly to President on status of the discussions of the recommendations, provide additional support to the President's Commission on Diversity.

Charge to the President's Commission on Diversity
Moving Forward for 2007-2008

- I. Plan an education program/ Diversity Summit to educate community about "most qualified" and "qualified"
- II. Develop the plan, advertise, and award grants for diversity activities
- III. Develop a plan for terms of membership
- IV. Graduate Assistant to provide support to the PCD
 - a. Office space
 - b. Purchase of equipment needed (laptop, printer, software, other?)

President's Commission on Diversity
Committee Priorities and Work Plan
Moving Forward, 2007-2008

- I STUDENTS-- *Mike, Tom, Hahn Huy
 - Presidential Scholarships for underrepresented students
 - In place by August 2008
 - Number should reflect percentage of MSU Mankato population
 - Pre-Doctoral Programs, one per college/division, in place by August 2008
 - Establish student recruitment goals and plan

- II DAHRT, Diversity Action Hiring and Retention Team—*Betty, Linda and John
 - Paid position by August 2008
 - Position description in place by February 2008
 - Identify office space by August 2008
 - Charge and membership by February 2008
 - All reports of campus activities and events dedicated to promoting diversity should be submitted to the DAHRT Office

- III MEMBERSHIP—*Ricardo & Tom
 - By-Laws
 - Representation
 - Terms of Service
 - Rotation of Chairs

- IV SUMMIT on DIVERSITY-- *Kelly & Jessica

- V DIVERSITY GRANTS-- *Genine, Julie & Chinna

- VI SPECIAL EVENTS and AWARDS-- *Betty, Linda, & Hahn Huy
 - Special Event for People Committed to Diversity
 - Plan in place by May 2008-- *Genine & Chinna
 - Memorial Day Military Event, May 2008 (collaborate with Bob Hoffman)
 - Activities and events for soldiers and families
 - Special programs in place by August 2008
 - Planning group in place by January 2008

- VII MARKETING and INFORMATION
 - Website Development--*Genine, Chinna, & Sharful
 - Calendar--* Genine, Chinna, & Sharful
 - Articles on Diversity—* Genine, Chinna, Sharful & Michelle