President’s Commission on Diversity  
Tuesday Feb. 23, 2010  
10:30-12:30pm  
MEETING MINUTES  
CSU 238


I. Announcements and News
- Pan-African Conference starts tomorrow Feb. 24. Special ceremony on Friday at noon to honor Dr. Fagin’s work the conference will be named in his honor.
- March is Women’s History Month: Women of Courage awards March 30 nominations collected at the Women’s Center.
- Last week Commissioners met with CAP staff and students to connect with their concerns regarding the President’s proposal for restructuring. Co-Chair Linda stated that the Commissioners should communicate their positions directly to President Davenport.

II. Maria Baxter-Nuamah
- African American Coordinator.
- Deals with the difference in cultures instead of language.
- New immigrants from Somali and Sudanese what goes on overseas they sometimes bring to the States. Male oriented and educational conscience.
- Her position is not just academic but to the student’s personal life.
- Main goal is to see these students graduate, and it is her job to get them to that point.
- Not just for African American students.
- Developed an academic program to help students who are on probation. They sign a contract with her and the program helps to get them where they need to be.
- Graduate attain an academic stole for students involved with Multi-Cultural Affairs in the past 4 or 5 years. It is a real tool for retention.
- As of Fall of 2009 there are 626 African American students (undergraduate and graduate.) 352 men/274 women (usually it is the opposite.)
- Three years ago a women’s group was created for Sudanese women. The males attend classes to become leaders back in their land. If men are to become leaders the women should do the same.
- Recruitment goal is 165 students (undergraduate and graduate) as of the end of June 336 accepted just counting the undergraduates, which is 171 students over their goal.
- Retention rate is usually around 78%, which depends mostly on their financial stress. Most of them stay until their sophomore year.
• Upper-class students are trained to mentor incoming freshman. The mentors are required to meet with their mentees and the hours met are kept in the student’s portfolio.
• Most Sudanese women do have a high school education. Saturday meetings have been established to meet with the women with questions they may have.
• Sudanese government has a different structure than the U.S.
• Recruitment of the students often times involves the whole family. During homecoming, about 6 or 7 prospective students are invited and have interaction with current students.
• Summer Bridge program and now begins with a middle school program, to get the students thinking about college. The program is very positive and pushes college education. The programs are very competitive. The program, in the past has been one week and is now a two week program, and has combined high school and middle school students.
• April 3rd Sudanese night. 9am-noon political information and ways to succeed in America. NE and MN have the largest population of Sudanese families.

III. Visit from President Davenport. (Reports from Sub-Committees)
• Charge 1-Group will meet once the Pan-African Conference is over.
• Charge 2-Enrollment management in regard to recruitment-compare to other best practices; consult with the libraries research on academic success. The family contributes to the student’s education.
• Charge 3- Have not met this semester.
• Charge 4-Delay Summit.
• Charge 5-Website is transitioning to a tier 3 and access has been granted for GA to edit more items on the site. Looking into adding video and testimonials regarding Diversity topics.
• Charge 6, 10-The Commission needs to interact with strategic planning with global and local diversity recruitment into learning communities. Meet with University Events Committee regarding graduation requirements of diversity events. Should be a non-credit requirement for graduation. Duration should be 1-2 hours. Ryan suggested it could be a part of orientation week and was encouraged by the President.
• Charge 7-Sub-committee should meet with Dr. Johnson to consult about the Baldrige Award.
• Charge 8-Waiting for President’s recommendation. The bargaining units need to make a commitment for appointed chairs to have 2-3 year commitment on the commission, the co-chairs are appointed by President Davenport. (Meet with bargaining heads on leadership time commitments.
• Charge 9-Two awards were given this past fall. The spring deadline for applications ended Feb. 15. The applications are currently being reviewed.
• Charge 11-Workplace Environment has two projects: Environment policy is being revised with new language, and working on an anonymous recording system.
• Charge 12-Office Space. Need to discuss with student senate regarding integrated space. Sub-committee should meet with Dr. Olson concerning space. GA has an
office in the library and contains PCD information and materials. Need to discuss if the Commission needs an office?

- In the next couple of days Dr. Olson will introduce the Interim Dean of Diversity and that individual will begin immediately. Person will serve on Dean’s Council and on President’s Cabinet.
- Many have applied for the Interim position, which prolonged the process. Individual must meet Diversity goals.
- There will be a national search for the Dean of Diversity position. The commission will be a part of that process. Person must work with city and community regarding diversity.
- Number one priority for the community is diversity. Three groups need to promote diversity: public schools along with the new superintendent, businesses, colleges and universities. He has met with Reggie and the NAACP in how a coordination can happen between us and the other universities.
- The community leaders are ready. President Davenport will pull other college/university Presidents together. Church colleges are more reluctant to support Diversity due to doctrinal issues regarding some issues. They need to take a part of Diversity and move forward. The area has over 25,000 students and a lot of work remains.
- The President’s proposal for the CAP program did not go into logistical issues. The President wants and encourages ideas and proposals for the program. There is a need of a group of individuals to take a look into proposal.
- The proposal for the CAP program is to continue the success that it has and is meant to make sure the student’s are successful all the way through to graduation.
- CAP program is doing a great job; he just wants to expand it to a 4 year program.
- Hopefully we will not lose money from legislature.
- President Davenport is welcoming advice from everyone regarding his proposal.
- The Diversity Commission will have a great support for the CAP program.
- President wants to increase the awareness of CAP. NAACP plays critical role.

Meeting Adjourned