Members Present: Anoop Atre, Matt Carlson, Jessica Flatequal, Tom Gjersvig, Linda Hanson, Karen Lybeck, Kelly Meier, Amy Mukamuri, Sarah Revering, Jerry Robicheau, Julie Snow, Wanda Viento, Ryan Yunkers; Co-Chairs--Michael Fagin, Linda Duckett

Guests: President Richard Davenport, Dalton Crayton, Jeff Iseminger, Ted Johnson, Dave Larsen, Lupe Quintero

Regrets: (Matt, do you have a list of people? I think Stewart wrote--)

Linda opened the meeting, welcomed everyone and especially recognized the President. All members and guests introduced themselves. Dr. Fagin went over the agenda.

I. Integrated Marketing Video -- Jeff Iseminger began by discussing the President’s goals for recruiting faculty. IT and Marketing are ready to deploy the web video and willing to do another one for recruitment of staff. Ted showed the video and highlighted some of the links — outdoor, community, cultural attractions, etc. Dr. Davenport pointed out the fact that the message about diversity is subtle — do we need to look at that more carefully? Do we need a more explicit statement on diversity? Linda Hanson commented that it’s a great recruiting tool and should be expanded to all staff. Linda H. expressed that this would have been very helpful to her coming to Mankato. Linda H. stated that this video is competitive. Dr. Davenport thinks it could speak more specifically to the broader diverse audience. Visually it shows the diversity but verbally it does not — he would like to see some clear statements made that would speak to the issue. Jessica and Mike think it should go as is — send it live and then update over time. Since it’s ready to go now, we could deploy and then update over time. (Ted indicated that this reaction is typical.) Thanks to conversations with PCD and consultation with Julie, the video will include closed captioning. However, changing the video now would be complicated. Dr. Davenport suggested that next time, the script should be run past the Commission on Diversity as well as the Cabinet — we need to be more overt next time about recruiting diverse faculty and staff. Linda D. stated that the Commissioners recommend deployment to the President. President stated it should be deployed but also get started on the next video.
II. **Diversity (Summit) Series of Events** - Jessica explained summit meetings to Dr. Davenport, and kept coming back to the idea that the audience is very diverse with different levels of understanding. Summit is perhaps not the best word – instead of one summit the subcommittee would hone in on educational opportunities for different audiences, and speak to different constituencies with a different message: IE: Cabinet, Student Leaders, Directors, etc... Dr. Davenport has no objection to this idea. Perhaps a future summit could be modeled after Professional Development Day – open it up to many presentations – Dr. Davenport asked us to consider this for next year perhaps. Dr. Davenport said to run with it and see what subcommittee comes up with.

III. **Diversity Recruitment Plan and Goals** – Dalton Crayton gave an overview of recruitment plan – projected goal of 358 for fall 09 – 716 apps accepted, 1,432 contacts, total enrollment this fall is 367, 18% increase each year for the next five years. He referenced the recruitment plan for the next five years. Dr. Davenport stated that the diverse student recruitment mirrors overall entire student body recruitment and that is a good sign. Dr. Davenport also said that he hopes and expects the Latino and Indigenous Student population increases more than stated on the paper.

Lupe Quintero – introduced herself and thanked the Commission for inviting her. She shared information about making MSU a destination school for Latino students. Kelly Meier, Jeff Iseminger, Lupe Quintero, Walt Wolf, and Yessica Bonfil all worked together to propose the Latino center. Lupe talked about the activities of the Latino community at MSU, recruitment fair, mother daughter conference, active student organizations, etc... All these elements make MSU a destination school. Lupe went over critical facts that are listed on the information she provided the commission.

Dr. Davenport talked about cabinet discussions – cabinet members are assigned to work on Latino and Indigenous student populations. They need to see a list of what is needed and an overall budget. Before Dr. Davenport can act on anything he needs to see the whole picture and is waiting for a report so things can proceed. October 7th the Mexican government will sign agreement with MSU – Dr. Davenport stated the Bob Hoffman needs to be involved as Director of Extended Learning.

Dave Larsen – talked about his recruitment strategies with American Indian Students – the key is not always going to the schools but going directly to the families in other venues since sometimes the schools have already disappointed the families. Also, he believes strongly in traditional ways and that also helps with recruitment. Until 1978, it was illegal to practice Indian traditions and Dave is able to teach traditional ways to students who may have missed those opportunities growing up – this also helps families support students attending MSU. People north of the cities are still surprised to hear about MSU since no one recruited there for many years.

Dr. Davenport asked Dave about a learning community for American Indian students. Dave explained that this was discussed yesterday. Both agreed that this is a great idea.
IV. **Commission Leadership Proposal** – Dr. Davenport suggested that a current commission member act as interim for leadership next year. That process should be more seamless and would give chairs an opportunity to serve in a leadership capacity over the span of three years. Linda D. suggested we include this in our discussion at next PCD meeting. It will be added to the agenda.

V. **Charge to the Commission** - Dr. Davenport stated we need to define our goals and find ways to meet those goals. How do we know when we are making progress with a goal? In every goal – so we know and we can show the community we are making progress – is important. Charges were handed out – all commission members received these goals. Dr. Davenport went through each charge.

Some thoughts from the President about charges:

Some overriding issues –

- how do we adhere to the requirements of MnSCU and the various bargaining units; it’s important that Affirmative Action remains very involved with recruitment and retention so we are in compliance as we consider future (reference to charge 3).
- How do we enhance web site without adding much to our budget (charge 4).
- Convocation requirement – leadership transcript – Ryan talked about work last year and ideas put forward – subcommittee last year thinks that supporting purple and gold courses is the way to go. Dr. Davenport discussed Convocation requirement and also talked about how challenging that might be. Dr. Davenport talked about how challenging that is – very challenging to get 100% participation. Dr. Davenport suggested eliminating the term co-curricular transcripts. Something like a leadership transcript is more feasible. (charge 6).

Commissioners adjourned to a potluck lunch!

Minutes respectfully submitted by Amy Mukamuri