President’s Commission on Diversity

Moving Forward, 2007-2008 Final Report

September 4, 2008
To: President Davenport

From: Betty and Linda, Co-Chairs
President’s Commission on Diversity

Re: Final Report

September 4, 2008

List of Documents
- Membership
  o Plan for Representation and Terms
  o Current Membership
- Diversity Summit
- Diversity Grants and Awards
- Maverick Alliance
- Spring Retreat Materials
  o Agenda
  o Minutes
President's Commission on Diversity
Moving Forward, 2007-2008
Final Report

I Marketing
Our plan was (and continues to be) to market diversity as an integral and vital part of the whole university community.
- Meetings with University Advancement Team to market diversity
- Website development
- Active participation in activities, organizations of diversity
- Office Space (TOP PRIORITY for 2008-2009)

II Website
Work on the website continues.
- Calendar of diversity events to be in place for 2008-2009 (university, city, regional)
- Updated with all agendas, minutes, and reports
- Links to appropriate articles and sources
- Goals (charges and implementation)
- Committee priorities and work plan for 2007-2008
- Diversity projects in action
- List of members and contact information
  o Photos, biographies and statements on diversity

III Projects and Action
As a Commission we have played an active part in community activities.
- Commission re-structure with increase in commitment and productivity
  o Regular meetings of all members
  o Regular meetings of small committees/ work groups
- Membership Structure in place for representation
- Youth All-Sports Day—co-sponsorship
  o Michelle Oman, Health and Human Performance
  o Excellence response and attendance
- Toast to Diversity (with toasts to go on the website)
- Fall and Spring Retreats
- Lunch with the President
- Visits to Cabinet and all Collective Bargaining Units
  o presentation on President's Commission on Diversity Plan, role and goals
  o description of proposed vacancy notice
- Development and Implementation of Diversity Grants
  o Two allocated to faculty/ staff
  o Two allocated to students
  o Reports to Commission and to university community 2008-2009
- Plan for Diversity Awards in place, to be implemented 2008-2009
- General Education collaboration, new curricular requirements

IV Hiring Practices
Our goals continue to advance and support the recruitment, hiring, and retention of underrepresented employees.
- Worked with Affirmative Action, Human Resources, and Institutional Diversity
  o Submitted two applications to Strategic Priority Funding
    o Exit interviews (funded)
    o On-line application procedures (not funded this year)
• Worked with Affirmative Action, Human Resources and Institutional Diversity on advertising for positions
  o All postings for classified positions now include statement on diversity
  o All non-classified positions
    ▪ include statement on diversity
    ▪ application procedures include candidate statement on diversity
    ▪ special training for search committees

V Work with Various Organizations to Advance Diversity
We attended local, regional, and national meetings and conferences to connect with professionals, find out what others are doing, determine what has worked in diversifying a community, and determine possible initiatives for collaboration. We want to bring in everybody--churches, schools, recreation, the whole of the community.
  • Mankato Diversity Council
  • YWCA
  • National Council of Race and Ethnicity
  • Colin Powell Leadership Institute/Urban League
  • National Black Graduate Student Association Conference
  • Interfaculty Organization Delegate Assembly (session on multi-culturalism)
  • Diversity Dialogues
  • Desmond Tutu

Plans for 2008-2009
  • Table at Fall Resource Fair (2008-2009)

Thank you, Mr. President—without your vision and support this would not have been possible. We believe we have had a productive year and we look forward to making your dream come true.
Membership: President’s Diversity Commission

The President appoints the Diversity Commission. The Diversity Commission works with bargaining units to establish a roster that is approved by the Commission and the President.

The role of the President’s Diversity Commission Members is to represent and contribute to the diversity needs of the entire campus and greater Mankato community and not only areas of representation and expertise.

Recommendations for a diverse commission membership include:

- three Inter-Faculty Association (IFO) representatives
- two Minnesota State University Association of Administrative and Service Faculty (MSUAASF) representatives
- one classified American Federation of State, County & Municipal Employees (AFSCME) representatives
- one representative each from Middle Management Association (MMA) and Minnesota Association of Professional Employees (MAPE)
- two Minnesota State Student Association (MSSA) student representatives
- two Presidential appointees who will serve as co-chairs of the task force
- one community representative through Greater Mankato Diversity Council
- one Office of Affirmative Action representative
- one Division of Institutional Diversity representative
- one International Student & Scholar Services representative
- one Lesbian, Gay, Bisexual, Transgender Center representative
- one Women’s Center representative
- one Office of Disability Services representative
- one Non-Traditional Student Program representative

Co-chairs shall serve for 2 years at the discretion of the President, with preference for staggered service.

The President appoints the Vice President for Institutional Diversity to serve as an ex-officio liaison to the President.

Two-year membership terms with length of membership not to exceed 4 consecutive years

Three unexcused absences without notification to the commission will result in notification to the respective bargaining unit/department

All commission members are voting members.

Vacancies that occur during the year will be filled as determined by the Commission.

Membership to be determined in April of the academic year, with active membership to begin the first week of Fall Term. (for 2008-09 membership will be determined by September 20th.)
# Commission Members

[Page address: http://www.mnsu.edu/diversity/commission/membership/](http://www.mnsu.edu/diversity/commission/membership/)

<table>
<thead>
<tr>
<th>NAME: (ALPHABETICAL ORDER)</th>
<th>DEPARTMENT</th>
<th>CONTACT INFORMATION</th>
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</table>
| Linda Duckett, Co-Chair    | Department of Music | Professor  
Office: PA 230  
Email: linda.duckett@mnsu.edu  
Phone: 507-389-1684 |
| Michael Fagin, ex officio  | Institutional Diversity | Vice President for Institutional Diversity and Special Assistant to the President for Multicultural Relations  
Office: MH 265  
Email: michael.fagin@mnsu.edu  
Phone: 507-389-6125 |
| Jessica Flatequal           | LGBT Center | Program Coordinator  
Office: SU 168  
Email: jessica.flatequal@mnsu.edu  
Phone: 507-389-5131 |
| Tom Gjersvig                | International Student & Scholar Services | Director  
Office: SU 250  
Email: thomas.gjersvig@mnsu.edu  
Phone: 507-389-1281 |
| Kelly Meier                 | Student Leadership, Development, & Service-Learning | Office: SU 173  
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Phone: 507-389-1684 |
| Calvin Moultrie             | Student Leadership, Development, & Service-Learning | Office: SU 173  
Email: calvin.moultrie@mnsu.edu  
Phone: 507-389-6076 |
| Ricardo Muggli              | Information and Technology Services | Networking/Systems Manager  
Office: ML 3021  
Email: ricardo.muggli@mnsu.edu  
Phone: 507-389-1164 |
| Hanh Huy Phan               | Ethnic Studies | Office: MH 222J  
Email: hanh-huy.phan@mnsu.edu  
Phone: 507-389-5276 |
| John Seymour                | Counseling and Student Personnel | Office: AH 107J  
Email: john.seymour@mnsu.edu  
Phone: 507-389-5709 |
| Julie Snow                  | Disability Services | Director  
Office: ML 132  
Email: julie.snow@mnsu.edu  
Phone: 507-389-1819 |

http://www.mnsu.edu/diversity/commission/membership/  

9/4/2008
**Michelle Washington Carter**
Research and Sponsored Programs

**Betty Young, Co-Chair**
Family Consumer Science

**Interim Director**
Office: WA 325  
Email: michelle.carter@mnsu.edu  
Phone: 507-389-2322

102 Wiecking Center  
Office: WC B122  
Email: betty.young@mnsu.edu  
Phone: 507-389-6316

**Previous Members**
- 2006-2007 Members
- 2005-2006 Members
- 2004-2005 Members
Diversity Summit
2008-2009

Goals
Shared Understanding of Diversity Hiring
- Bring the university community together
  - Education
  - Build partnerships with Mankato area stakeholders
- Clarify the definitions of equal opportunity, affirmative action, and most qualified in relation to diversity hiring
- Develop system plan for refinement of university policies for recruitment, hire, retention of underrepresented faculty and staff

Tentative Date
October 2/3, 2008 (half-day to include lunch)

Place
TBA

Participants
- University
  - Cabinet and Expanded Cabinet
  - Directors
  - Representatives From diversity Related Offices
    - Affirmative Action
    - Institutional Diversity
    - Women’s Center
    - LGBT Center
    - Disability Services
    - Intercultural Student Center
    - Multicultural Student Organizations
      - African American
      - American Indian
      - Asian American
      - Chicano and Latino Affairs
    - Human Resources
    - ROTC
    - President’s Commissions
      - Diversity
      - Status of Women
- Community Representatives
  - Chamber of Commerce
  - Schools
  - Churches
  - Police and Fire Departments
  - Medical Community
  - Legal Services
  - Others

Tentative Program Activities
- Native American Ceremony to open the meeting
- Speaker
- Panel
- Group Activity (development of action plan)
- Diversity Sharing (music, dance, poem, story)
Minnesota State University, Mankato
2007-2008 President’s Commission on Diversity
Professional Development and Research Grants

The President’s Commission on Diversity is seeking applications for diversity related professional development and/or research grants.

NATURE OF AWARD:
Stipends of up to $500.00 are available for professional conferences related to issues of diversity in higher education, or conduct research in this area. Awards will be granted in two categories: 1) students and 2) faculty and staff.

ELIGIBILITY:
Applicants must be MSU students, faculty, or staff.

CRITERIA FOR SELECTIONS:
1. The President’s Commission on Diversity will review all grant applications.
2. The awards will be based on relation of activity to issues of diversity in higher education.
3. Financial need and access to other funding sources.
4. Extent to which the activity benefits the applicant, campus, and/or local community.
5. Priority allocation given to applicants who received no PCD funding in current or prior fiscal year.

APPLICATION DEADLINE:
- 12:00 p.m., Thursday, May 1, 2008
- Applications can be submitted to the MSU Affirmative Action Office, Rm. 112 Armstrong Hall. Electronic applications are preferred and can be emailed to melissa.van-winkle@mnsu.edu

GRANT APPLICANT INFORMATION REQUIRED:
- Applicant name, address, phone and email address
- Job Title or Student Classification
- Dept., Major or Program
- Title of Conference/Project
- Date of Conference or Expected Completion Date
- Location of Conference
- Conference Website (or attach information)
- Amount Requested (up to $500.00)
GRANT APPLICATION NARRATIVE AND BUDGET:

Maximum length - three pages, single spaced, minimum 12 point font

1. Explain the relationship of your research/professional development proposal to issues of diversity in higher education or, for students, to your academic and career goals.

2. How would this activity benefit the campus community?

3. Please attach an itemized budget. Eligible expenses include, but are not limited to: airfare, hotel, taxi, food, conference registration, organization membership fees, and research supplies.

4. List all professional development or other funding sources available to you this fiscal year for this specific project. What is the current status of alternative funding source requests?

5. Please provide a narrative explanation of how proposed funds will be used and their connection to diversity issues at Minnesota State University, Mankato.

6. If funds are inadequate to cover the requests of all eligible applicants, the available funds may be distributed at less than the maximum and/or the support requested by each applicant.

7. If additional funds are available awards greater than $250.00 may be disbursed to proposals showing demonstrated need.

8. Employees only: Do you anticipate being employed at Minnesota State University, Mankato the semester following disbursement?

9. Please contact (Name, Contact Info) for information or accommodation to complete the application.

This document is available in alternative format to individuals with disabilities by calling The Office of Disability Services at 507-389-2825 (V/TTY) or 711 (MRS/TTY)
Reaffirming MSU, Mankato’s commitment to diversity, the President’s Diversity Award recognizes the contributions of faculty, staff, students, and academic or administrative units whose service contributes to the development of a more culturally diverse campus community. Nominations are solicited annually each fall semester and an awards ceremony, hosted by the President, will take place at the end of the fall semester.

**NATURE OF AWARD:**
1. Up to two awards will be made each year.
2. Each recipient of the President’s Diversity Award will receive a recognition plaque and $500.00 for projects or practices that best reflect the implementation of campus diversity goals.
3. Award winners will be announced in November 2008.
4. Recipients will be honored at an award ceremony where recipients accept the award and announce how they will use the funds to enhance diversity at MSU.

**ELIGIBILITY:**
Nominations are welcome from any member of the university community. Nominees must be MSU faculty, staff or administrator.

**CRITERIA FOR SELECTION:**
The award recipient(s) will have demonstrated a high regard for diversity by demonstrating one or more of the following:
- A commitment to the spirit of diversity
- Leadership through positive interaction between persons of different cultural backgrounds.
- Behavior which illustrates commitment to inclusion of persons within the institution who are members of traditionally under-represented groups.

**NOMINATION LETTER:**
Nomination letters should:
1) Indicate the nominee’s category (faculty, staff, student, unit)
2) Include the name and email address of nominee and nominator
3) Clearly state how the Nominee demonstrates a commitment to the principle of "diversity" through activities related to the promotion of diversity in the MSU, Mankato community.
4) Cite specific examples of Nominee’s commitment, leadership, positive interactions, and behavior that show innovative and creative initiatives or actions to effectively remove barriers to inclusion.
5) Describe how the University has benefited from Nominee’s work.
6) Cite any civic and community involvement and/or professional memberships outside of MSU, Mankato.
7) Include one sponsoring letter from someone (i.e. faculty member or administrator) that knows the nominee and is able to assess the nominee's contributions to diversity.

The President's Commission on Diversity will review all nominations with final decision made by the President.

Submit nomination letters (electronic submissions are welcome) to:
MSU Affirmative Action Office, Rm. 112 Armstrong Hall. Electronic applications are preferred and can be emailed to melissa.van-winkle@mnsu.edu

2008 – 2009 NOMINATION DEADLINE:
The deadline for receipt of nominations and all supporting documents is November 1, 2008.

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The President’s Commission on Diversity is seeking applications for diversity related professional development and/or research grants.

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3. Financial need and access to other funding sources.
4. Extent to which the activity benefits the applicant, campus, and/or local community.
5. Priority allocation given to applicants who received no PCD funding in current or prior fiscal year.

**APPLICATION DEADLINE:**
- October 1, 2008 and February 15, 2009
- Applications can be submitted to the MSU Affirmative Action Office, Rm. 112 Armstrong Hall. Electronic applications are preferred and can be emailed to melissa.van-winkle@mnsu.edu

**GRANT APPLICANT INFORMATION REQUIRED:**
- Applicant name, address, phone and email address
- Job Title or Student Classification
- Dept., Major or Program
- Title of Conference/Project
- Date of Conference or Expected Completion Date
- Location of Conference
- Conference Website (or attach information)
- Amount requested (up to $500.00) - If funds are inadequate to cover the requests of all eligible applicants, the available funds may be distributed at less than the maximum and/or the support requested by each applicant. If additional funds are
available awards greater than $500.00 may be disbursed to proposals showing demonstrated need.

GRANT APPLICATION NARRATIVE AND BUDGET:

*Maximum length - three pages, single spaced, minimum 12 point font*

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5. Please provide a narrative explanation of how proposed funds will be used and their connection to diversity issues at Minnesota State University, Mankato.

6. Employees only: Do you anticipate being employed at Minnesota State University, Mankato the semester following disbursement.

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Maverick Alliance

**Maverick Alliance**: a team of administrators, faculty and staff charged with recruiting, hiring, and retaining a diverse workforce.

The **Maverick Alliance**
- is based on the tenet that *diversity is a mission, not a position*
- will move MSU, Mankato, forward to become a leader in our university and regional communities, MNSCU system, and nationally

**Maverick Alliance**
- Continue to develop a strategic plan to make diversity a visible and dynamic part of the university for recruitment, hire, and retention of underrepresented faculty and staff
- Work in collaboration with a number of offices on campus—President’s Commission on Diversity, Institutional Diversity, Affirmative Action, Human Resources, with collective bargaining units

**Director of Maverick Alliance**
**Position, Purpose and Responsibility**

**Responsible for** recruitment, hire, and retention of underrepresented faculty and staff

**Director of Maverick Alliance**
- Report directly to the President
- Represent the Office of the President in all stages of the search process from initiation to conclusion
- Implement plans from the President’s Commission on Diversity to recruit, hire and retain underrepresented employees
- Serve as pool authority
- Actively serve as a
  - Headhunter
  - Resource consultant for diverse hires
- Make connections with prospective hires and maintain databases (graduate students, ABDs, masters students who have completed coursework)
- Develop and give training to units on how to recruit minority faculty and staff
- Develop and oversee budget for incentives

**Other**
- (Dual partnership)
- Initiate and maintain contacts with community resource people (realtors, banks, schools, churches)
  - Family members of hires
  - Community at large (mini Chamber of Commerce/ Welcome Wagon)
  - Housing—current list, up to date of what is available
    - purchase
    - house-sitting
    - rental property
      - multi-unit living
• single family dwelling
  o Provide information and support
    • schools
    • churches
    • job for the spouse
    • special consumer needs
    • area media—radio, TV, newspapers
    • transportation
    • parks, recreation and leisure activities for families
      • list of sports activities

Advocacy
• Support to new hires to negotiate salary and rank
• Identify university community support (CETL mentoring plan)
• Introduction to the community at large
• Introduction to the city (organizations) for networking

Maverick Alliance Office
The Maverick Alliance Office is to be housed in a visible and discrete space.
Additional use of the office:
• Resource center for diversity
• Database
• Workspace for President’s Commission on Diversity Graduate Assistants
• Conference space for President’s Commission on Diversity Co-Chairs
AGENDA
Monday, May 12, 2008, 10-1:30, CSU 203

Final Sub-Group Reports

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<td>VII</td>
<td>Website and Information</td>
<td>GAs</td>
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<td>VIII</td>
<td>Schedule (see below/ set date for Fall Retreat)</td>
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REGULAR MEETINGS, FALL 2008
Tuesday, 10:30 to 11:30 (every other Tuesday)
September 2, 16, 30
October 14, 28
November 11, 25
December 2 (if needed)

Thanks to each of you for your contributions this year, and we look forward to a productive new year!
President's Commission on Diversity  
Spring Retreat  
5-12-08

Present: Sharful Alam, Graduate Assistant; Linda Duckett, Co-Chair; Mike Fagin, ex officio; Tom Gjersvig; Linda Hanson; Kelly Meier; Ricardo Muggli; Hahn Huy Phan; John Seymour; Chinna Venkata Swamy Tavva, Graduate Assistant; Hahn Huy, Mike, Julie; Melissa Van Winkle, ex officio; , Betty Young, Co-Chair
Regrets: Michelle Washington Carter; Genine Edem, Graduate Assistant; Jessica Flatequal

Proceedings:

I. Meeting Called to Order. Meeting Agenda Approved.

II. Bullying Survey

1) Informal discussion of survey

2) MSU, Mankato, is the first institution across the nation to undertake a bullying survey, and the literature indicates the institutions who are at high risk are large institutions. The institutions that have been the most successful with dealing with bullying are the ones that have been sued.

Final Sub-Group Reports:

III. Vacancy Notice, final round

i. Materials circulated explaining the three options and discussion ensued.

ii. Veterans are included because there is a state law requiring that if a Veteran indicates that they request the preference, there is a ranking system for some jobs. It is unclear what this means as far as advertising; HR will need to address this. Tom mentioned that Department of Homeland Security might be listed (DHS) rather than USCIS, or in addition to it.

iii. Ricardo moved, and Betty seconded, and Commission voted to use Option #3, and to include on vacancy notice, “to submit: including information on how you value and can contribute to the diversity of the campus”.

IV. Diversity Grants and Diversity Awards

1) Julie Snow gave the committee report on the diversity awards and grants, and circulated documents.

2) This year we decided to allocate $2000 for grants. We solicited applications, requests, and proposals. There was an excellent response from students, faculty, and staff for application requests and proposals.

3) Some proposals could not be completed by the end of the fiscal year.
4) Betty and Linda (on behalf of the Commission) made a budget request for the 2008-2009 academic year, for a total of $2,000 in diversity grants, and $2,000 in diversity awards.

5) Diversity awards for 2008-2009

i. We didn't offer awards this year due to timing. Next year we plan to offer up to two awards, of $500 each. We will announce this in November.

ii. Recipients will be honored at an award ceremony, and announce how they will use the funds to enhance diversity at MSU.

iii. Nominees must be MSU faculty, staff, or an administrator. The PCD will review all nominations with final decision made by the President. Deadline for nominations will be November 1, 2008, with award recipients to be announced in November.

6) Diversity grants for 2008-2009

i. Application deadline is February 2, 2009. Stipends up to $500 each. If we don’t receive an increase in funding (split $2,000 with grants and awards) we would have $1,000 for grants. We will wait to decide whether to award grants to students or faculty when we know the amount we have in the budget for grants.

ii. This current deadline is planned for spring/early summer conferences and research. We will state that this is for the academic year, and it must be spent by June 30, 2008. If we do have $2,000 rather than $1,000, we will have two funding periods, one for fall and one for spring. We will have separate grants for students/faculty.

7) We will send announcements for the diversity grants and diversity awards (through the President’s Office) early in the fall.

8) Record-keeping system for the grants and awards will be housed in the PCD Office, and until we have the Office, the Co-Chairs will keep these materials.

9) We will know about the budget by our first meeting, September 2, 2008, and we will decide on a date for distribution.

V. Membership

1) Tom and Ricardo presented information, and circulated the membership document.

2) Quorum, membership, representation, and ex officio members were discussed.

3) Kelly read the charge (2004-2005) and make-up of the Commission, and Mike reported on the initial framework. It was an expectation that GAs as support staff, would be attending activities of the Commission.
4) Question: can we have a committee outside of the collective bargaining framework? The bargaining units say they appoint people to committees. PCD members have been appointed by the unions.

5) Tom and Ricardo will develop a statement to be included at the beginning of this document that addresses the need for members to look at the whole of diversity, and not just represent their individual units.

6) Members of the Commission are not only meant to represent their individual areas and be a liaison (in both directions), but also be a contributor to the coordination of and support for the larger goal for diversity (as we have in our job description).

7) There will be no statement of (or requirement for) quorum, and members will be given an opportunity to respond to materials electronically.

8) To move forward we need people who are committed.

9) Tom and Ricardo will make changes and additions as recommended by members of the PCD, and send it to us by next Monday, May 19, 2008.

VI. Diversity Summit

1) Kelly reported on the recommendation for next year. She suggested Doug Cureton to do diversity training; in addition, she suggested an external facilitator to direct the flow for the event.

2) The 1:00 to 4:00 afternoon time would work well.

3) Because of misunderstanding of such things as “qualified/ most qualified” “affirmative action/ equal opportunity” the summit could be a teaching tool to get everybody together on issues that relate to diversity.

4) We want to give information everybody can take to use to better their programs, to move this forward. We hope there would be some good discussion about what we want to be. Kelly had a focus group in the fall that mentioned “why is diversity scary?” We believe this requires some exploration and trust, sharing of feelings, and we would need someone (preferably from the outside) who could help direct the nature and flow of the conversation. Julie advocates having Doug return, as he was so well received and respected his first time here.

5) We need to give people ideas about how to handle some of these things, an expectation that this is what we are hoping offices will do, and offer some concrete ideas.

6) The Summit would start on campus in the fall, and we will consider the possibility of a community-wide Summit in the spring. Kelly would be willing to do the program work on this. We believe the President is very much in support of this, and it will be important for the President and the Office of the President to encourage people to attend.
7) Possible date, Wednesday and Thursday, October 1 and 2, 2008. Kelly and Carol Stallkamp will look into sites in addition to the Civic Center. Do we need to have a ballpark figure for budget? Kelly will check on consultants and rates.

VII. Students

1) Mike reported that we are on target, with over 500 accepted applications. This is up from last year by about 70 students (date to date). The rule of thumb is about 50% show rate for applications that go through the orientation program. The goal is to bring in 350 students on our five-year recruitment plan, and with over 500 accepted applications, it is reasonable to think we will make the 500 total.

2) In addition, we have about 80 students who will come in under the College Access Program (conditional admits, who are admitted after they are successful with six credits of general education courses).

3) The show rate should be about 260/265 students, with 80 students, we will be at about 358, or a little bit above. This is an 18% increase this year (that is a hearty amount), and we are doing extensive follow-up at the staff meetings, and especially working with students who are in pending status. The diversity recruiter has been doing intensive work to bring up those numbers. Everything is data driven, so we can check on the progress.

4) We have strengthened recruitment (thanks to Calvin’s efforts at Roosevelt) with an in-house site, and we are working on a site at North High School; it lacks only some paperwork to have an on-site house at North High School which is THE high school in Minneapolis that is on a twelve-month calendar.

5) We have STEM projects, Project Lead the Way, the Lewis Stokes partnership with Minnesota; Calvin and Maxine Moultrie and Dalton Crayton will lead those projects. We are looking at other high schools and community colleges, and we have started discussions about having tables which we will “staff” on-site. We are continuing initiatives that we started; St. Thomas is at North High School, and St. Cloud is trying to be at SCTC, and we have to be competitive. We are strongly encouraging people to come to MSU, Mankato; we have an excellent opportunity here and we want to support these initiatives.

6) We have our first Presidential Scholar from an underrepresented group; she is a legacy student. This is the first time in our history!

7) We are not competitive in scholarships for high-end minority students. The high-end students are not coming here because we don’t have the money to entice them, and we can’t compete with other institutions with the amounts they are offering to these students. We want high-end students, and we need to put the dollars in place, beyond a thousand dollars which won’t go far. These students are going to Duke and other institutions who offer big scholarships, more than a half-ride scholarship. Our students on scholarships are working several part-time jobs, and their families are working to help them pay tuition and fees. When we talk about Presidential Scholarships, and talk about paying half of their tuition, they get interested.
8) We have to get beyond the point of giving minority students loans rather than grants, as they often start with low salaries, and it is hard to re-pay loans. Harvard is giving these students a full-ride.

9) 23 MNSCU institutions allow undocumented students to pay in-state fees, but we do not. That sends a bad signal to the Latino community, and it works against us in recruitment. St. Cloud and Winona give better packages to these students; we need to do some surveying across our system to see what our competition offers.

10) At the Diversity Summit at South Central Cooperative held last week, we talked about the need for significant scholarship dollars to be competitive for high-end students. We have to spend money to diversify. For high-end, and upper-middle high-end students, we have to do better.

11) Athletic scholarship students who were here on scholarships and in-state fees, who lost their eligibility, have lost in-state fees. Mike said this was to have been addressed, and asked Kelly to send these students to him.

12) These students have excellent recommendations from their guidance counselors and teachers that they will “thrive” here, and we need scholarship dollars to help make this happen. We “hear” that scholarships are out there, but we question “what kind”. Kelly, as a fund-raiser isn’t involved with this right now.

13) Goal for international students 250, both undergraduate and graduate, and at graduate level, it looks very strong. Last year 230 international students were admitted, and we usually have about a 50% show rate, but last year about 60% showed up. We have admitted 230 already, and at 4/15 there were 90 in the pool to be reviewed. The question of paperwork, immigration is tough, and the test scores, financial documents have to be in place, so a staff person from International Student Office is working in Admissions to help make this happen.

14) The community college opportunities are significant, and we have done focus groups and marketing. Graduate numbers Tom assumes will be strong. The number of assistantships is down for next year, and that will affect some of them.

VIII. Maverick Alliance (new name for initiative formerly known as DAHRT, diversity action hiring and retention team)

1) The Maverick Alliance will be a team of administrators, faculty, and staff charged with recommendations and implementation for recruiting, hiring, and retaining a diverse workforce.

2) Most universities are contacting underrepresented students when they start masters degrees, are ABD, and they court them until they have completed their degrees, so we need to be out there— in a parallel way to the work being done by Enrollment Management/Admissions, and Institutional Diversity for students— to be active and successful.
3) In 1993 there was a headhunter in Human Resources, and the group of new hires was a cohort group to support each other. We are trying to get information from HR about the job description for this person.

4) We (President’s Commission on Diversity, Institutional Diversity, Affirmative Action, and Human Resources) were awarded the Strategic Priority Initiative dollars ($3000) for exit interviews. This is a cutting edge initiative, which would help make us Baldridge-worthy, would have opportunities for research, and would make us a leader in MNSCU.

IX. All-Sports Day

1) Betty has been working with Michelle Oman, Assistant Track Coach, on a two-day event in July, 2008, to bring in underrepresented middle school students from grades 7, 8, and 9.

2) Event will include basketball, soccer, track. They will collaborate with area high schools, Upward Bound, with Institutional Diversity events, to distribute materials and brochures. Students will be here for a full day, with lunch and two snacks, and there will be some competitive activities with simple prizes, and t-shirts (should appeal to the age group, something they will wear).

3) Kelly has ideas for design on t-shirts, and for good prices on food. Ricardo volunteered to design the t-shirts and work with Betty and Michelle. No admission will be charged. We will try to identify resources in the Cities to find help with transportation. Sedexo might donate meals for the children; Lake Crystal Coaches might help with transportation, and school buses might help also (they are growing and expanding). Madelia and St. James might also be pick-up sites.

4) Betty asked the Commission for approval to use some of the budget for this event, and the Commission agreed.

X. Website, Calendar, Information

1) Sharful presented the draft of the calendar to collect and advertise diversity activities. The Commissioners liked his ideas and is eager to have the calendar on the website.

XI. The co-chairs thanked members for their excellent work this year.

XII. The meeting was adjourned.