

**CHARGE TO THE
PRESIDENT'S COMMISSION ON DIVERSITY
MINNESOTA STATE UNIVERSITY, MANKATO
Academic Year 2009-2010**

I appreciate the work to date of the President's Commission on Diversity and thank each of you for your commitment to the tasks before the Commission. Following a review of the Report submitted by the Commission and my goals for the coming year, the following charge outlines my expectations with respect to the tasks before the Commission during this academic year.

PRIMARY GOALS, TOP PRIORITY

1. I charge the Commission to review our efforts in the success of underrepresented students, looking specifically at retention and graduation rates, and work with Institutional Diversity to establish goals for Latino students and for American Indian students. I request that an inventory be prepared of what is currently done in these areas, and that ideas be offered for improvement and assistance provided in assessing and monitoring progress. I encourage the Commission to work with the Enrollment Management Committee and interact with larger campus planning groups.
2. I ask that the Commission research national best practices in diversity and inventory what Minnesota State Mankato is doing. In collaboration with Enrollment Management, formulate and consider possible opportunities and new initiatives for underrepresented students; in collaboration with Extended Learning, look for ways we can support their efforts, especially helping to meet the needs of 7700 France.
3. I charge the Commission to continue to focus on the Maverick Alliance initiative and further define its goals in collaboration with Affirmative Action, Human Resources, and Institutional Diversity.
4. I ask that the Commission continue planning a Diversity Summit event or series of events for the entire campus community. I suggest working with Human Resources and the Professional Development Committee for assistance with identifying presenters, marketing the event, etc.
5. The Commission has made progress in developing its website. I request that the Commission continue working with the Integrated Marketing team in website development and in formulating and developing a plan for public relations and marketing. Such a plan could address how we create national visibility for our diversity programs and how we maximize our potential in this area through publications and presentations.

6. I encourage the Commission to pursue the possibility of developing a convocation requirement for graduation that would include attendance at a diversity event. The Commission should work with Academic Affairs, faculty curriculum committees, and follow normal University processes in moving this idea forward.
7. I charge the Commission to work with Planning and Institutional Research regarding the Baldrige Award, and receive and review their reports.
8. I ask the Commission to develop a leadership plan, to consider a three-year commitment as Chair-Elect, Chair, and Past Chair.

ADDITIONAL GOALS, CONTINUATION/ COLLABORATION

9. I encourage the Commission to continue offering Diversity Grants and Diversity Awards.
10. I urge the Commission to work with the Honors Program and provide input regarding global diversity.
11. I ask that the Commission collaborate with the Workplace Environment Committee to assure a positive workplace environment for all members of our diverse community.
12. I request that the Commission continue to work with my office in securing appropriate office space, i.e. within new buildings or future renovated space.

Please update members of the university community and me on your progress as appropriate and submit a final report on the work for the 2009-2010 academic year no later than June 30, 2010. I wish the Commission on Diversity a successful year.

Richard Davenport
President

September 29, 2009