



## Northland Community & Technical College Diversity Committee Meeting Minutes

Date & Time: September 19, 2007 2:30-4:00 PM  
Campus & Room # EGF 106, TRF 545

### Agenda

Attendees: Mary Fontes, Niki Brenny, Lisa Bottem, Gene Klinke, Julie Olson, DeLoris Larson, Terrence Wilcox, Richard Wills, Peggy Rogers, Recorder: Susie Harrie

Absent:

Topic	Responsible Party	Discussion/Outcome
Call to order		Due to a large member of members absent due to conflicts, it has been decided to invite everyone to another meeting within the next two weeks to determine if there is a better time for the committee to meet. <b>Susie</b> will send out a meeting request through <i>Meeting Wizard</i> and will invite <b>President Temte</b> to join us.
1. Campus wide diversity statement		<b>Kent</b> has asked that the committee develop a college-wide diversity statement. The mission statement for the committee has been finalized, but it is felt that the diversity statement should be more inclusive of the details of what NCTC does and can do to promote and support diversity in the college. <b>Terrence, Gene</b> and <b>Lisa</b> have volunteered to look at some examples from other colleges in order to have a clearer idea of what this statement should include. Since <b>Terrence</b> has had experience with this process in the past, he will lead this effort to study other statements and make recommendations to the committee. It has been suggested that the statement could be included in the webpage under a Diversity heading, with links to relevant resources and information.

<p>2. Filling subcommittee chair positions</p>	<p>Again, because of a lack of committee members present, it is difficult to make recommendations for chair positions of subcommittees.</p> <ul style="list-style-type: none"> <li>• <b>Becky</b> has agreed to remain as chair of the <i>Employee Recruitment and Retention</i> subcommittee with <b>Mary, Kate, Dan</b> and <b>Wyndle</b> serving on that subcommittee.</li> <li>• The <i>Ecology</i> subcommittee will continue to be chaired by <b>Gene</b>, with <b>Rocky, Nicki, Margarita, Richard</b> and <b>Dan</b> as additional members.</li> <li>• The <i>Curriculum</i> subcommittee has no chair at present, but members include <b>Michelle</b> and <b>Peggy</b>.</li> <li>• Neither campus has a chair for the <i>Community Initiatives</i> subcommittee, but <b>Robert</b> and <b>Margarita</b> are members from EGF and <b>Lisa, Suzy</b> and <b>Niki</b> will serve on the TRF campus. <b>Niki</b> will speak to <b>Suzy</b> about chairing the subcommittee in TRF. It has also been suggested that ideal chairs for these campus-based subcommittees come from Marketing or C.O.I. <b>Mark Johnson</b> and <b>Pat Balstad</b> were two of the suggestions.</li> </ul> <p>Although students are more than welcome to serve on the subcommittees, there has been little interest from them in the past. Since the Diversity Committee came about through issues in the nursing program, nursing students would be ideal members to recruit.</p> <p>Some of the subcommittees have met in the past to develop mission statements and to decide their purpose, goals and strategies. This information is available on Virtual Office under Meeting Minutes.</p> <p><b>Gene</b> and <b>Richard</b> have asked the following questions:</p> <ul style="list-style-type: none"> <li>• Why does the Diversity Committee exist?</li> <li>• Who is driving the committee to continue?</li> <li>• Has the committee gotten sidetracked from the original focus?</li> <li>• Since the original issues from 2000-2002 have been resolved, does the committee still have the same or any purpose?</li> <li>• Would the committee be more effective if they had fewer members?</li> <li>• Does the committee need to meet more than once or twice per year?</li> <li>• What should be the emphasis of the committee should it continue?</li> <li>• Is the committee duplicating efforts and could more be done by assisting the Multicultural Services Director?</li> <li>• Could the Multicultural Club be the answer to assisting students that have issues to resolve involving diversity?</li> </ul>
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		<p>Because some of the committee members feel it is unproductive to continue at this time without knowing the reason for the committee and whether the Administration supports its existence, an invitation will be extended to <b>President Temte</b> to attend our next interim meeting and address some of these inquiries. <b>Niki</b> will speak to <b>Cindy</b> to alert her to our purpose in this invitation to <b>President Temte</b>.</p>
3. Recruiting new members		<p>Recruiting membership has been postponed until some of the questions regarding the purpose and support of the committee have been answered.</p> <p>However, a ND Job Fair at the Alerus Center in Grand Forks on Tuesday, October 9 has been suggested as a place to recruit for the positions opening up on both campuses. This is different from a Career Fair where we would consider recruiting new students into our programs, and should probably be attended by representatives from the Placement and Human Resources departments. <b>Mary</b> will request that a HR representative be present to possibly recruit for the Advisor, Success Coordinator, and Financial Aid support positions that are available.</p>
4. Brainstorming-setting goals for committee and subcommittees		<p>This has been postponed until the purpose of the committee is established.</p>

Adjourned: 4:11 PM