



Northland College Diversity Plan

DIVERSITY STATEMENT

It is an integral part of Northland Community and Technical College's mission to acknowledge, understand, value and celebrate the diverse heritage, cultures and individuals within our learning environment and communities.

GOAL 1

Description:

Completion Date:

Person/s Responsible:

To recruit and retain a more diverse student population, increasing access to higher education for all students.

Recruiting Strategy 1:

Participate in career and college fairs which target diverse populations including:

National College Fair (NCF) Minneapolis

October

NCF-Chicago

October

NCF- Milwaukee

October

Minnesota Indian Education Association (MIEA)
Johnson O'Malley Conference (JOM)
White Earth Career Fair
Red Lake Career Fair
Leech Lake Career Fair
Wahpeton Sisseton Career Fair
American Indian Higher Education Consortium (AIHEC)
Dakota Oyate Challenge Career Fair
Minnesota Association for Counselors of Color (MnACC)
Urban area high schools
Minnesota Education Fairs (MEF)

October
October
November
January
February
February
March
April
November/March

Fall/Spring College Academic Recruiters/Athletic Staff

Recruiting Strategy 2:

Participate in high school visits in areas that have significant populations of diverse students including high schools on the Red Lake, White Earth, Fon du Lac, Turtle Mountain, Spirit Lake, Philadelphia, Milwaukee, Canton, OH and Minneapolis Metro area. Maintain a list of schools visited.

Ongoing Multicultural Services/Athletic Staff

Recruiting Strategy 3:

Contact school counselors and other "center of influence" individuals via email, mail, or phone and develop relationships which foster referrals of diverse students to include Minnesota High School counselors and Tribal representatives. Maintain a list of contacts.

Fall/ Spring Multicultural Services/Athletic Staff

Recruiting Strategy 4:

*Coordinate target campus visits for students and their guardians, from diverse backgrounds including Circle of Life, Waubun, Mahnomen and Red Lake High Schools. (Visitation days determined by school preference).
Maintain a list of dates and contacts.*

Ongoing

Multicultural Services

Recruiting Strategy 5:

*Targeted seminars on college admissions and success in the high schools.
Maintain list of dates and locations.*

Upon Request

College Academic Recruiters

Recruiting Strategy 6:

Create a descriptive and accurate brochure of Multicultural Services at NCTC, and include these as part of prospective and new diverse student mailings.

May 2010

Multicultural Services/Creative Services

Retention Strategy 1:

Provide no-cost learning and tutoring services for all students through the Learning Center.

Ongoing

Learning Services

Retention Strategy 2:

Expand English Language Learner (ELL) tutoring and services by adding additional instructor and tutor hours.

January 2009

Learning Services

Retention Strategy 3:

Provide intrusive advising through success coordinators to track individual progress.

Ongoing

Dean of Student Development

Retention Strategy 4:

Utilize an early alert system to track students at academic risk.

Ongoing

Student affairs early alert teams

Retention Strategy 5:

Implement Annual Student Success Week providing students with information on study skills, library resources, stress management, and scholarships, to increase student's readiness for the academic experience.

September

Success Coordinators

Retention Strategy 6:

To meet the goals and objectives of the Access and Opportunity Grant.

August 2010

Dean of Student Development

Retention Strategy 7:

Collaborate with NCTC Foundation to develop a college level Multicultural scholarship. (Based on availability of donor funding)

Establish relationship and feasibility with Foundation
Establish criteria and procedures
Solicit applicants
Develop applicant selection procedure

August 2008
November 2008
December 2008
January 2009

Multicultural Services
Multicultural Services
Multicultural Services
Multicultural Services

GOAL 2

Description:

Completion Date:

Person/s Responsible

To recruit and retain qualified employees from diverse backgrounds.

Recruitment Strategy 1:

Advertise job vacancies to include publications that target potential applicants from protected group and through agencies that serve diverse populations.

Ongoing

Human Resources

Recruitment Strategy 2:

Ensure that search committees are as diverse as possible by expanding search members to employees, students and community members as appropriate.

Ongoing

Human Resources

Recruitment Strategy 3:

Include the link to the college's diversity plan on position openings.

January 2009

Human Resources

Recruitment Strategy 4:

Allow for expense reimbursement for long distance expenses incurred by potential candidates.

Ongoing

Human Resources

Recruitment Strategy 5:

Provide search committee members with information about position responsibilities and qualifications, underutilization data regarding vacancies, and hiring goals contained in the Affirmative Action Plan.

May 2009

Human Resources

Retention Strategy 1:

Implement employee recognition programs as funding allows: Employee service awards

- A. Recognition of Achievement Awards*
- B. Recognition of Awards for Excellence*

Ongoing

Human Resources

Retention Strategy 2:

Ensure accurate position descriptions and expectations for successful performance are identified through the performance management system.

Ongoing

Human Resources

Retention Strategy 3:

Provide for an inviting atmosphere for employees through professional development opportunities and through the work of the safety committee to ensure a positive and safe working environment.

Ongoing

Human Resources

Retention Strategy 4:

Schedule and conduct events and programming which honors diversity of various populations and cultures as itemized in Goal 3.

Ongoing

Multicultural Services/Success Coordinators

Retention Strategy 5:

Conduct new employee orientation to provide individuals with an increased understanding of the college environment.

Ongoing

Human Resources

Retention Strategy 6:

To develop, encourage and strengthen peer mentoring for employees' college wide.

As Approved

Cabinet

GOAL 3

Description:

Completion Date:

Person/s Responsible:

To increase employee and student awareness of NCTC's diversity mission and commitment to diversity

Strategy 1:

Complete CCSSE survey to increase understanding of experiences and needs of diverse students on campus and provide direction for diversity efforts.

Spring of even-numbered years

Multicultural Services/Diversity Committee

Strategy 2:

Review CCSSE data

Fall of even-numbered years

Multicultural Services/Diversity Committee

Strategy 3:

Track data of minority student drop and withdrawals.

April 2009 Multicultural Services/Institutional Research

Strategy 4:

Display posters which convey NCTC philosophy on diversity and multiculturalism.

Ongoing

Multicultural Services

Strategy 5:

Host Multicultural Presidential Meet and Greet allowing students the opportunity to meet with the President and other academic personnel.

Fall Annually

Multicultural Services

Strategy 6:

Include information about NCTC's diversity role and initiatives at new employee orientation.

Ongoing

Multicultural Services

Strategy 7:

Make the diversity plan available online.

March 2009

Multicultural Services

Strategy 8:

Hold timely diversity events and programming which honors groups from various populations and cultures, which may include:

Hispanic Heritage Month

Oct 15-Nov 15

Native American Heritage Month

November

Black History Month

February

Women's History Month

March

Dia del Nino (Children's Day Celebration)

April

Multicultural Services

GOAL 4

Description:**Completion Date:****Person/s Responsible:**

To enhance diversity efforts within the academic curriculum.

Strategy 1:

Develop an academic committee to review diversity in the curriculum.

FY 2011

AASC/Diversity Committees

Strategy 2:

Develop an inventory of courses which integrate diversity within the curriculum. *December 2010*

Shannon Nelson/Diversity Committee