

FY 2010-FY 2011 NCTC Committee Work Plan

Diversity Committee

Management Lead: Klinke

I: Activities Related to NCTC Strategic Plan

Responsible for Strategic Focus One: Inspire Student Success
Wildly Important Goal 2: Increase success rates of underrepresented students to align with the mean of MnSCU system colleges
Strategy a: Close the Achievement Gap: Increase the success rates of students from populations traditionally underrepresented in higher education
(success = retention + graduation + transfer rates)

Anticipated Major Activities	Responsible Party (individual, department, or committee)	Anticipated Implementation Date	Projected Institutional Outcomes	Actual Institution Outcome or Progress toward Future Goal
Provide “Intrusive Advisement” to under-represented students to encourage satisfactory academic progress through curriculum	Success Coordinators	Ongoing	To improve our success rates of the cohorted under-represented students	List success rate of students participating in A&O.
Provide subject-specific supplement instruction for under-represented students, especially in Allied Health Science programs	Faculty, Academic Improvement Methods Committee	Ongoing	Improve cumulative GPA and completion rates for underrepresented students participating in supplemental instruction.	List cumulative GPA and completion rate for underrepresented students participating in supplemental instruction.
Create social integration programs and activities for under-represented students to foster deeper and more substantive connection to College community	Success Coordinators	Ongoing	To have increased participation and create cultural awareness and connection to the college	Provide detail on programs created, and activities provided, including dates of activities, and attendance numbers.
Incorporate EGF and TRF Multicultural Clubs to create a unified approach to programming and services.	Diversity Committee, Diversity Officer	Ongoing	More consistent programming and participation	Update on steps taken toward completion.
Utilize “Early Alert” process to identify and reach out to at-risk students	Success Coordinators, Counselors, Advisors, Faculty	Ongoing	Contact identified students through “Early Alert” process. Increase faculty participation and promote earlier notification.	Identify steps taken to promote process, and provide data on frequency of utilization. List number of referrals.

Contributing Responsibility for Strategic Focus One: Inspire Student Success
Wildly Important Goal 1: Increase Student Success Rates (retention + graduation + transfer) to align with the mean of MnSCU system colleges
Strategy a: Increase Retention Rates: Increase fall to fall retention rates

Anticipated Major Activities	Responsible Party (individual, department, or committee)	Anticipated Implementation Date	Projected Institutional Outcomes	Actual Institution Outcome or Progress toward Future Goal
Establish and utilize “GPS Life Plan” to encourage students to plan and refine career and educational goals	Mary Fontes, Steve Crittenden, Kelsy Blowers, Kate Schmalenberg	Fall 2010	Increase students educational and financial resources	Update on progress and frequency of use of program with students.
Ask Student Organizations to plan activities and encourage college-wide participation for maximum return on investment.	Nic Thompson Jason Pangiarella Steve Crittenden Jennifer Peterson	Ongoing	To promote college-wide participation and activities to the student body.	Update on steps taken toward completion.
Write a “one-stop” document that will include all relevant info for incoming students regarding fin aid, Accuplacer, enrollment.	Mary Fontes, Steve Crittenden, Admissions, Financial Aid Staff	August 2010	Increase awareness of services available @ NCTC	

Contributing Responsibility for Strategic Focus One: Inspire Student Success
Wildly Important Goal 1: Increase Student Success Rates (retention + graduation + transfer) to align with the mean of MnSCU system colleges
Strategy b: Increase Graduation Rates: Increase program and certificate completion rates

Anticipated Major Activities	Responsible Party (individual, department, or committee)	Anticipated Implementation Date	Projected Institutional Outcomes	Actual Institution Outcome or Progress toward Future Goal
Request Faculty craft curricular piece to assist ESL students in Allied Health Science programs	Academic Improvement Methods Committee Steve Crittenden Dean Dalen	August 2010	To provide resources to improve Medical English Proficiency	Update on steps taken toward completion.

Contributing Responsibility for Strategic Focus One: Inspire Student Success
Wildly Important Goal 1: Increase Student Success Rates (retention + graduation + transfer) to align with the mean of MnSCU system colleges
Strategy c: Increase Transfer Rates: Increase transfer to baccalaureate institutions

Anticipated Major Activities	Responsible Party (individual, department, or committee)	Anticipated Implementation Date	Projected Institutional Outcomes	Actual Institution Outcome or Progress toward Future Goal
Have three off-campus trips each academic year to a rotating list of 4-year colleges and universities annually (contingent on funding or A&O)	Steve Crittenden Jason Pangiarella Maureen O'Connell	FY11	Increase Transfer rates	Update on progress, including list of 4-year colleges visited annually.
Encourage MN metro area university recruiters to visit NCTC campuses more regularly	Jason Pangiarella Maureen O'Connell Gene Klinke	July 2010	Increase Transfer opportunities	Update on progress, including list of Metro recruiters that have visited NCTC.

II: Other Committee Activities

Anticipated Major Activities	Responsible Party (individual, department, or committee)	Anticipated Implementation Date	Projected Institutional Outcomes	Actual Institution Outcome or Progress toward Future Goal
Seek and apply for alternative grant funding for Underrepresented populations.	Steve Crittenden Mary Fontes Sue Field		Increase services for students	Update on progress, including list of grants.
Update college-wide Diversity Plan	Diversity Committee Kari Sundberg	May 2010	To align Diversity Plan	Update on progress and link to document.
Identify and administer a campus climate survey (CCSSE and PACE)	Diversity Committee	FY11	Assess campus climate and target activities to our needs (CCSSE and PACE).	Update on progress, and link to survey results.
Establish a Summer Bridge 3-4 day program targeting under-represented students to help prep for College.	Paul Peterson Steve Crittenden Kari Sundberg		Track enrollment of underrepresented students participating in the program.	Update on progress, and provide attendance figures.
Provide orientation to student athletes.	Paul Peterson Steve Crittenden Kari Sundberg	--	Track participation of student athletes.	Update on progress, and provide attendance figures.