

# NORTHLAND

## COMMUNITY & TECHNICAL COLLEGE

### Diversity Task Group Meeting Minutes

Tuesday, January 29, 2013

10:00 a.m.-11:00 a.m.

Room 129 EGF and Room 545 TRF via POLY COM

**Attendees:** Eugene Klinke, Mary Fontes, Jason Pangiarella, Wesley Stainbrook, Nicolas Thompson, Steve Crittenden, Nicki Carlson, Kate Schmalenberg, and Jenny Zarns (recorder)

**Guest:** Anne Temte

Topic	Responsible Party	Discussion/Outcome
Opening	Anne Temte	<p><b>Comments:</b> Out of the MnSCU institutions we have one of the largest numbers of Native American students. The chancellor has established a metric that is aimed at students of color. We are committed to dealing with each student as an individual and we need to do whatever we can to help these students in their journey. We want to help the students thrive and succeed. If we had better housing in TRF we would better be able to accommodate more students. If there is anything we can identify for <b>Anne</b> to help us with she is welcome to suggestions.</p> <p>It was discussed to have a presidential luncheon the first week of the semester for students of color. <b>Anne</b> is on board with the decision. <b>Gene</b> will organize the event for next fall.</p>
New	Steve	<p><b>TRF Multicultural Club Advisor:</b> With <b>Gene</b> being on the EGF campus we will look for a club advisor to run and organize the club on the TRF campus. This could be a stipend for the club advisor if they are a faculty member or incorporated into a position description. <b>Gene</b> thinks a good person for this position would be someone like <b>George B. Gene</b> will have conversation with <b>Shannon J.</b> will take place to see if we could add to this position description.</p>
Action Strategies	Group Discussion	<p><b>Institutional Profile Comparisons (attachments):</b> These attachments have been talked about in a number of meetings at the college. We are compared to the MnSCU system as well as "comparison colleges". Our comparison colleges are Central Lakes, MState, MN West, Ridgewater, Riverland, and South Central.</p>

		<p><b>1) Diversity: Employee-HC:</b> NCTC is 3.6% lower than system.</p> <p><b>2) Diversity: Student Enrollment-Credit Student HC (2 specific comparison charts):</b></p> <ul style="list-style-type: none"><li>○ NCTC 1.1% lower than system rate (UNDREP)</li><li>○ NCTC 9.6% lower than system rate (SOC)</li><li>○ NCTC 2.1% higher than system rate (Pell Eligible)</li><li>○ NCTC .4% higher than system rate (1st Gen)</li></ul> <p><b>3) Diversity: Student Success-2nd Fall Persistence and Completion (2 specific comparison charts)</b></p> <ul style="list-style-type: none"><li>○ NCTC 3.8% lower than system rate (Underrepresented)</li><li>○ NCTC 5.6% lower than system rate (SOC)</li><li>○ NCTC 3.7% lower than system rate (Pell Eligible)</li><li>○ NCTC 10.1% lower than system rate (1st Gen)</li></ul> <p><b>4) Diversity: Student Success-3rd Spring Completion (2 specific charts)</b></p> <ul style="list-style-type: none"><li>○ NCTC 1.1% higher than system rate (UNDREP)</li><li>○ NCTC 5.2% higher than system rate (SOC)</li><li>○ NCTC 1.3% higher than system rate (Pell Eligible)</li><li>○ NCTC .6% higher than system rate (1st Gen)</li></ul> <p><b>Comments:</b></p> <ul style="list-style-type: none"><li>• Our Employees of Color have been improved from the last statistics run. We will see an improvement there.</li><li>• Northland needs to improve 2<sup>nd</sup> fall persistence and completion rates.</li><li>• Northland has commendable 3<sup>rd</sup> spring completion rates.</li><li>• If Northland can improve the 2<sup>nd</sup> fall persistence and completion rates we will be able to graduate or complete more students as our completion rates are higher than the system and all but one of our comparison colleges.</li></ul> <p><b>Update on Diversity activity planning and events on campus (summary of events to date and future events to the end of the academic year):</b> At the EGF campus we met with Student Senate to plan to see what events could coincide with each other. Last week the Dr. Kings Dream with Mixed Blood Theater was held. It would be nice for activities to be done on both campuses. Last year the night showing of Mixed Blood Theater at TRF was well attended. The TRF Arts Council would like to have other activities. The activities could be paired with the radio station as well. <b>Jason</b> will have Mixed Blood at TRF next week and an activity for Black History month will be scheduled. <b>Gene</b> is the college contact for Diversity programming for the college and will organize the events with a team of staff from both campuses.</p>
	Gene	

	Gene	<p><b>A request has come in for an activity to increase awareness and support of GLBTQA:</b> This stand for Gay, Lesbian, Bisexual, Transgender, Questioning, and Allied. A request has come in for an activity. A previous student who now goes to UND would be willing to link our college with university activities. There are contacts at the system office and area colleges and universities for programming ideas. <b>Gene</b> will contact those individuals for an activity to host.</p>
	Gene	<p><b>Update on Diversity recruitment efforts:</b> In the past these efforts took place when different activities happened in different locations like career fairs, etc. <b>Gene</b> would schedule his time down there to visit around these other activities for a greater turnout. The National College Fair in Minneapolis really draws students to our college. The MACAC is also a good choice for us to attend and we will be doing that this year. <b>Jason W.</b> will be selecting which ones will be attended at the MACAC.</p> <p><b>Jason Trainer</b> will facilitate a recruitment meeting in the near future regarding a college wide recruitment calendar. He will be sending a notice out to <b>Mary, Gene, Nicki, Nicole, Pam, Nic,</b> and possibly <b>Jason W.</b></p>
	Mary	<p><b>SEM Questions (attachment):</b> This item is tabled until the next meeting.</p> <ul style="list-style-type: none"> <li>• <b>PI- Underrepresented (Pell eligible, 1st Generation, Student of Color)</b></li> <li>• <b>PI- Students of color</b></li> <li>• <b>PI- Non-traditional (By decade)</b></li> </ul>
Next Meeting Date		<b>TBA</b>