

# NORTHLAND

## COMMUNITY & TECHNICAL COLLEGE

### Diversity Task Group Meeting Minutes

Tuesday, May 21, 2013

1:30 p.m.-3:00 p.m.

Room 292 EGF and Room 745 TRF via POLY COM

Attendees: Mary Fontes, Eugene Klink,

Topic	Responsible Party	Discussion/Outcome
Follow-up	Gene	<b>TRF Multicultural Club Advisor:</b> This is tabled until the next meeting.
	Gene	<b>A request has come in for an activity to increase awareness and support of GLBTQA:</b> Gene has been interacting with the students and gave them prizes from the multicultural club for their last activity. The Epic Pride club had a pajama stress relief week for finals.
Action Strategies	Mary/Gene	<p><b>SEM Questions (attachments):</b></p> <ul style="list-style-type: none"> <li>• PI- Underrepresented (Pell eligible, 1st Generation, Student of Color)</li> <li>• PI- Students of color</li> <li>• PI- Nontraditional (By decade)</li> <li>• PI-Perkins-Nontraditional</li> </ul> <p><b>The bullets below each performance indicator are the strategies. There are 20 strategies that have been developed.</b></p> <p><b>Key Performance Indicator:</b> Increase the Underrepresented, Student of Color, Nontraditional, and Perkins Nontraditional Subpopulations at Northland.</p> <p><b>Performance Indicators:</b></p> <ul style="list-style-type: none"> <li>• Underrepresented (Pell Eligible, 1st Generation, Students of Color) Students</li> <li>• Students of Color</li> <li>• Nontraditional (Age – 24+)</li> <li>• Perkins Nontraditional (Nontraditional Gender by Program) Students (i.e. men in nursing or women in welding)</li> </ul>

**Performance Indicator #1****Recruitment of Underrepresented Students**

- 1- Develop a shadow program for those interested in attending college
- 2- Cost-prospective and current students want to know how much their education will cost
- 3- Make financial aid information easy to obtain
- 4- College is possible campaign

**Retention of Underrepresented Students**

- 5- Add an intrusive advisor to work with the underrepresented students.

**Performance Indicator #2****Recruitment of Students of Color**

- 6- Update webpage with testimonials of students of color
- 7- Develop college promotional materials that include students of color
- 8- Conduct a concerted communication campaign for Students of Color who inquire and are identified as students of color from inquiry to enrolled stage.

**Retention of Students of Color**

- 9- Promote diversity services and offices within the college

**Performance Indicator #3****Recruitment of Nontraditional Students (Age)**

- 10- Develop personalized and individualized communication and attention
- 11- Cost-prospective and current students want to know how much their education will cost
- 12- Make financial aid information easy to obtain
- 13- Promote quality programs and interactions with students including placement rates and starting salaries of programs
- 14- Promotion for adult learners including the MN Career Pathways website located on the NCTC website: <http://www.mncareerpathways.org/pathways/>

**Retention of Nontraditional Students (Age)**

- 15- Develop personalized and individualized communication and attention
- 16- Promote the formation of a nontraditional student organization on each campus

**Performance Indicator #4****Recruitment of Perkins Nontraditional Students**

		<ul style="list-style-type: none"> <li>• 17- Update the webpage with testimonials of Perkins Nontraditional Students</li> <li>• 18- Develop college promotional materials that include Perkins Nontraditional Students</li> </ul> <p><b>Retention of Perkins Nontraditional Students</b></p> <ul style="list-style-type: none"> <li>• 19- Create or develop a mentor program for Perkins Nontraditional Students</li> <li>• 20- Develop a shadow program for those interested in Perkins Nontraditional programs</li> </ul>
Next Meeting Date		<b>TBD</b>