

DATE: June 13, 2008

TO: John Palmer, Faculty Association;  
Adam Klepetar, MSUAASF;  
Mark Hedlund, AFSCME;  
David Sikes, MAPE;  
Rod Gerads, MMA;  
Shahzad Ahmad, Multicultural Student Services;  
Jim Knutson-Kolodzne, American Indian Center;  
Heidi Aldes, GLBT Services;  
Owen Zimpel, Student Disability Services;  
Jane Olsen, Women's Center;  
Margaret Vos, Center for International Studies;  
Robert C. Johnson, Cultural Diversity Committee;  
Mahmoud Saffari, SOC Recruitment & Retention Task Force;  
Semya Hakim, Faculty/Staff of Color Caucus;  
Debra Leigh, Community Anti-Racism Education (CARE) Team;  
Jeanne Lacourt, Racial Issues Colloquium;  
Derek Mihm, Student Government;  
Larry Chambers, Human Resources Director;  
Susan Moss, Affirmative Action Director;  
Wanda Overland, Student Life and Development;  
Michael Spitzer, Academic Affairs/Dean Council;  
Lisa Foss, Institutional Effectiveness

FROM: Earl H. Potter III, President

RE: SCSU Diversity Task Force

It is my intent to create a Task Force to consider St. Cloud State University's implementation of the MnSCU System Strategic Diversity Plan and request your nominations for my consideration for appointment to the Task Force.

I ask that all nominations to the Task Force be people with knowledge and experience with diversity in the educational setting, through prior education and/or scholarship; participation in or certification in diversity training for trainers, a history of activism around diversity and social justice issues or experience working and/or teaching in settings characterized by their diversity.

The Task Force will develop a comprehensive Diversity Plan that addresses all aspects of the University's efforts to create and sustain a diverse learning community. These aspects include but are not limited to: student recruitment and retention, workforce composition and development, the campus climate, the relationship between academic program development and administration to diversity, the relationship of faculty scholarship to issues of diversity, the role of the University's community engagement efforts both as service to the community and as a venue for student learning and development and the development of a reflective approach to continuous improvement in the realization of the University's commitment to diversity.

The Task Force will also develop and monitor an implementation strategy that includes but is not limited to the following elements:

- An infrastructure and resource allocation model that can support the Diversity Plan.
- A process for setting and reviewing progress towards specific, measurable goals.
- A network management process that results in the coordination of all efforts across campus related to the commitments embodied in the plan.
- A communications strategy that shares progress with interested stakeholders.
- A campus engagement strategy that develops and sustains widespread support for the implementation of the Diversity Plan.

The Task Force will first carry out the following tasks:

1. Create an inventory of presently available campus diversity initiatives, activities, events, curriculum, support and compliance including information on response to efforts, assessments made of them, and budget information;
2. Gather all data, reports, studies or reviews-- historical or contemporary-- related to diversity, multiculturalism or social justice on campus;
3. Plan steps to inventory the St. Cloud community efforts to encourage, enhance or celebrate diversity in our surrounding environs;
4. Collect and review Diversity Plans or diversity initiatives at other MnSCU campuses, plus a sampling of benchmark institutions, as well as the MnSCU Strategic Diversity Plan;
5. Triangulate this information to report the following:
  - a. Annotated inventory of resources available on campus to educate about the varied cultures of our students, staff and faculty, whether domestic or international;
  - b. Annotated inventory of, or plan and procedures for inventory of, community diversity efforts and resources;
  - c. Analyze best practices from MnSCU and other selected institutions;
  - d. Establish a criteria to assess SCSU diversity efforts and provide an analysis of our strengths and weaknesses;
  - e. Report out the general budgetary commitment of present efforts and compare to strength and weaknesses.

I will appoint the following categories of members to the Diversity Task Force:

- Three representatives from Faculty Association;
- One representative from: MSUAASF, AFSCME, MAPE, MMA;
- One representative each from: Multicultural Student Services, American Indian Center, GLBT Services, Student Disability Services, Women's Center, Center for International Studies, Cultural Diversity Committee, Student of Color Recruitment & Retention Task Force, Faculty/Staff of Color Caucus, the Community Anti-Racism Education (CARE) Team, and the Racial Issues Colloquium;
- Four students appointed by Student Government Association;
- Four administrators: HR Director, Affirmative Action Director, Student Life & Development, and an Academic Dean;
- One staff to the committee: Assistant VP for Institutional Effectiveness.

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From the Task Force, I will appoint a Steering Committee to manage the agenda and coordinate the progress of the group.

I expect the Task Force to be named before the start of fall semester 2008. Required data to support the Task Force will be gathered over the summer, and the Task Force will complete its work during the 2008-09 Academic Year. A final draft of the Diversity Plan is anticipated at the conclusion of spring semester 2009.

EHP/sp