

Augsburg College
Diversity Committee Meeting Minutes
2006 – 2007 Annual Report

Diversity consultant to the president

Trena Bolden Fields' decision to pursue graduate school and to resign from her position as Director of the Pan-Afrikan Center provided the college an opportunity to dedicate human resources for the diversity strategic planning process. Dr. Pribbenow arranged for Trena to serve as Diversity Consultant to the President, with specific leadership responsibilities for the planning process.

Diversity Strategic Planning Process

Following the May 1, 2006 meeting with the President and members of the Diversity and Global Awareness (now called Diversity and Global Learning) Collaborative, a subgroup of the committee met with Dr. Pribbenow. In reviewing the work done since the 2004 Audit, Diversity Committee members identified the need to evaluate progress on these issues and review status of issues related to diversity.

At Dr. Pribbenow's invitation, several members of the diversity committee met to consider a campus-wide diversity strategic planning process. The group included Cindy Peterson, Jim Trelstad-Porter, Nancy Rodenborg, Joe Erickson, Ann Garvey, and Trena Bolden Fields.

The group recommended a planning process that would invite and involve the various campus constituencies.

1. Administrative Departments: The President directed Cabinet members and direct reports to work with facilitators to create a divisional diversity strategic plan. Facilitators trained by Rick Smith, met with various divisions to work through the Affinity and Interrelationship diagram Process. The second step was for each division to review their drivers and work out an action plan for the top 1-2 drivers. As of July, 2007, 6 of the 8 administrative divisions had completed the Affinity/Interrelationship work.
2. Students: The planning process called for student input as the best way to get students involved. Alex Hoselton had drafted a student survey. Members of the Diversity Committee wanted more time to review it, and we were too far into the spring terms to be able to launch the survey. Trena Bolden Fields agreed to work with Day, Weekend, and Graduate students to review the survey so it could be ready to go in Fall, 2007.
3. Faculty: The main work regarding faculty had been through the Diversity and Global Learning Collaborative (DGL). Members of the Diversity Committee also served on DGL. Committee members thought it important to invite faculty input into the strategic planning process. This will be a task for Fall, 2007.

Faculty conversation

Joan Griffin and Nancy Rodenborg, faculty members on DGL, worked with Enrollment Management staff to bring the state demographer and economist to campus. On October 10, the Diversity Committee and the Collaborative hosted the presentation by Tom Gillaspay and Tom Stinson. the collaborative is working on a number of other opportunities to work on Diversity and Global Awareness infusion.

Diversity Committee members invited faculty to a lunchtime discussion hosted by Dr. Pribbenow. The topic was Augsburg's mission statement and commitment to an intentionally diverse community. Faculty contributed a number of action items to help fulfill the college mission.

Predominantly White Institutions (PWI) Research

Trena Bolden Fields, Ann Garvey and Laurel Christianson did a literature review during the summer of 2006. The research centered on "what do predominantly white institutions need to do to support their students of color." The summary of the research was presented to the Diversity Committee.

Other

1. Michele Kidwell and others from Admissions attended the ELCA Champions for Diversity Conference Sept. 8-9.
2. Pastor Sonja Hagander continued work on a prayer space for Muslim students.

Members:

Laura Boisen, Beth Carlson, Emiliano Chagil, Sadie Curtis, Joe Erickson, Ken Erickson, Ann Garvey, Orv Gingerich, Sonja Hagander, Christine Hiatt, Garry Hesser, Alex Hoselton, Shira Hussain, Michele Kidwell, Boyd Koehler, Barbara Lehmann, Elise Marubbio, Will O'Berry, Cindy Peterson, Luis Player-Delgado, Nancy Rodenborg, Mohamed Sallam, Debbie Shapiro, Bao Thao, Robert Tom, Jim Trelstad-Porter, David Warch, Richard Webb, Wendi Wheeler, Sherilyn Young.