

## Augsburg College Diversity Committee Annual Report 2008-2009

The Augsburg College Diversity Strategic Plan was developed using key messages from the student and faculty surveys done in 2007-2008, consultation with the College Cabinet and analysis of the Administrative Divisions' Strategic Plans. The college Diversity Strategic Plan has four areas:

1. Mission: Teaching and Learning
2. People
3. Systems
4. Governance

The Diversity Committee Leadership detailed specific action steps and responsibilities for each of the areas.

### **1. Mission: Teaching and Learning**

In 2002 faculty voted in a new general education plan, AugCore, for the undergraduate curriculum. This included a commitment to "diversity infusion." The Diversity and Global Learning Collaborative was established, comprised of faculty and staff, to develop student learning outcomes. The Collaborative completed its work, reported to the Director of General Education, Lori Brandt Hale, in spring of 2008, and then disbanded.

The Director of General Education, Lori Brandt Hale, worked with the Director of Assessment, the Director for the Center for Teaching/Learning, faculty, and academic administration to assess the AugCore curriculum and provide assistance to faculty as needed.

Lori Brandt Hale and Bev Stratton, Director of AugSem, prepared and implemented a two-day event, "Diversity and Global Learning Conference," on May 11-12, 2009. Approximately 25 faculty, plus staff, attended. One outcome of the conference was a planning task force to implement Intergroup Dialogue groups during the academic year of 09-10.

In addition to the work on the collaborative, one of the college's action projects was "Internationalizing the Curriculum." Led by Orv Gingerich, Assistant Vice President for International Programs, the work included a review of the pre-travel seminar components to address the social construction of cultural identities, race, class, gender, etc. The staff in the Office of International Programs (OIP) met during the summer of 2009 and worked with the Intercultural Development Inventory (IDI).

### **2. People**

#### **A. Faculty and staff**

Barbara Farley, Vice President for Academic Affairs/Dean of the College and Andrea Turner, Assistant Vice President for Human Resources/Chief Diversity Officer, met to discuss how to proceed in this work. While no new action steps were implemented during the 2008-2009 year, both will continue their consultation and work in the 2009-2010 year.

## **B. Students**

The Enrollment Management Division held key responsibility for the recruitment retention of a diverse student body, with attention to students of color. On September 30, 2008, the Diversity Committee held an open meeting for the campus community to hear from a number of Enrollment Center staff. These were Julie Edstrom, Vice President for Enrollment Management; Carrie Carroll, Assistant Vice President for Enrollment Management; Richard Webb, Seniors Admissions Counselor; Paul Terrio, Director of the Enrollment Center; and Michelle Kidwell, Director of Retention.

Diversity Committee members learned of the multi-year financial aid planning and review that has provided critical information on the best allocation of this campus resource – the biggest expense in the college’s operational budget. The commitment to recruiting a diverse student body includes careful planning of where Admissions counselors visit, what campus groups are hosted on campus, and community partnerships, such as Admission Possible and other college readiness programs.<sup>1</sup> Investment in financial aid largely benefits day college students at this time; there is discussion on what the college might be able to do regarding weekend undergraduate and graduate students.

Augsburg Enrollment Management staff continue to recruit and help retain international students and undocumented students.

## **3. Systems**

In the spring and summer of 2007, each of the eight administrative divisions created a strategic plan. The eight divisions are:

- Academic Affairs
- Athletics
- Campus Ministry
- Enrollment Management
- Finance and Administration
- Information Technology
- Institutional Advancement
- Student Affairs

The Diversity Committee hosted an open meeting for the campus community on September 23, 2009 to provide an update on the top “drivers” for each division and to hear a report from Institutional Advancement on work. Kathy Rumpza, Institutional Advancement, reported on work analyzing photographs and representation regarding diversity. This was, in part, prompted by the work of Professor Tim Pippert, Sociology, together with an undergraduate student, who had recently studied the viewbooks of hundreds of four-year colleges and universities. That study found that “Black students made up an average of 7.9 percent of students at the colleges studied, but 12.4 percent of those in viewbooks.” While it can be difficult to tell race/ethnicity from a photograph, the study supported a finding that most colleges overrepresent black students in viewbooks.

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<sup>1</sup> The first-year, full-time day college student body will be 42.9% students of color, which is a direct result of the recruitment and financial aid strategies.

Kathy's analysis showed a similar pattern at Augsburg. Having conducted the review, this will allow Institutional Advancement staff to be more thoughtful in planning, taking, and using photographs.

#### **4. Governance**

##### **A. College Cabinet and Leadership Council**

A key action step was to introduce the Intercultural Development Inventory (IDI) to the Leadership Council, which includes the College Cabinet. President Paul Pribbenow was a critical proponent and supporter of work with the group of staff, faculty and student leaders. We worked with Sara Taylor and others from Sentient Consulting to have Leadership Council members complete the IDI, learn about the theory and group results, and discuss implications for our work. Leadership Council members also had the opportunity for an individual meeting with a consultant from Sentient to review individual results.

Based on the group profile, Sentient conducted three meetings with the Leadership Council during the spring to discuss how this impacted our work and to prepare a proposal for IDI-guided development.

Beginning in fall 2009, we will implement specific learning activities for the Leadership Council. New members of the Leadership Council will also have the opportunity to take the IDI and have individual meetings.

##### **B. Diversity Leadership Team and Diversity Committee**

Input during the strategic planning process stressed the importance of dedicating resources to diversity work. A key component was providing human resources for the effort. Andrea Turner joined Augsburg as the Assistant Vice President for Human Resources and Chief Diversity Officer. We will continue to have a Diversity Leadership Team and will look for ways to invite and involve the campus community.

##### **C. Routine Campus Communication**

The Diversity Committee held five open meetings during the year to provide information about the Diversity Strategic Plan and for in-depth conversation on each of the four areas. The Diversity Strategic Plan was available via public folders and through Augnet for the campus community.