

## Augsburg College Diversity Committee Annual Report 2009-2010

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

### **Mission: Teaching and Learning**

One outcome of the May 2009 Diversity and Global Learning Conference was a planning task force to implement Intergroup Dialogue (ID) groups during the academic year of 09-10. Several faculty and staff worked to sponsor three ID groups, after determining that it would be best to have a specific group for students, staff and faculty. The planning group coordinated training and facilitator reimbursement. There were two student groups last year, one during fall semester and one during spring semester, as well as one staff group and one faculty group in the fall and one faculty/staff combined group in the spring.

Lori Brandt Hale, Director of General Education, and Bev Stratton, Director of AugSem, planned and presented a Diversity and Global Learning Conference on May 25-26, 2010. This included an opening session for the entire campus community, presented by President Paul Pribbenow and Chief Diversity Officer/AVP Human Resources Andrea Turner. The session was titled "The Reasons Why: Augsburg's Commitments to Diversity."

### **People**

Day Admissions staff work was prompted both by numbers and the commitment to Augsburg's mission. The number of high school graduates in the U.S. is on the decline as of 2010, which also means the number of Caucasian students, as a total of the percent, is also on the decline. 50% of students in elementary schools across the nation are students of color and to continue to bring in a class of 420-450 traditionally-aged students, Day Admissions staff discussed action steps.

Carrie Carroll, Assistant Vice President for Enrollment, reported the key strategies to the campus community during meetings with faculty and staff.

1. Augsburg College Access Program: The Augsburg Promise Grant is available for students who have: 3.25 GPA in core courses, 20 or higher ACT, College Readiness program participation, Minnesota resident, high school graduate, and are Pell Eligible.
2. Scholarship Awarding: Day Admissions shifted the criteria for the Regents' Scholarships. The ACT score accounted for 1/3 of the criteria and the GPA was 2/3 of the criteria.
3. Policy/procedures: Admissions and campus outreach resulted in a much larger number of students with a \$0 EFC (estimated family contribution), so Admissions worked out an Enrollment Fee Waiver and a Housing Deposit deferred payment.

The students of color net result for the Day program:

Fall of 2005: 10.7% Students of Color

Fall of 2008: 17.9% Students of Color

Fall of 2009: 39.5% Students of Color

### **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.

Work done in the divisions included:

- Campus Ministry sponsored a series of speakers and presentations throughout the year under the theme “Race, Class, Gender. One example was Giselle Stern Hernández, a Mexican-North American writer and performer who is an important voice in the U.S. immigration debate. In her solo show *The Deportee's Wife*, her marriage is laid out on the front lines of the North American immigration debate.
- Institutional Advancement continued its divisional work to create regular opportunities to participate in diversity projects as a group. This included attendance at events on campus and in the city. Institutional Advancement staff also ensured that the College’s website complied with web accessibility standards so it was accessible to all.
- Information Technology staff worked with an external consultant to take the Intercultural Development Inventory (IDI) and discuss implications for their work.
- Student Affairs staff worked with an external consultation to take the IDI and discuss implications for their work.

### **Governance**

Last year members of the Leadership Council completed the Intercultural Development Inventory (IDI) and discussed organizational issues related to diversity. New members of the Leadership Council completed the IDI assessment in the fall.

Leadership Council discussions for 2009-2010 centered on stress points included supporting students, policies and procedures, and hiring.

Augsburg staff, faculty and students participated in events such as:

- YWCA of Minneapolis 7th Annual “It’s Time to Talk: Forums on Race,” Tuesday, November 10, 2009.
- Augsburg and Health Partners co-sponsored a "Let's Talk About Race" community forum on Wednesday, October 21.
- Ethnic Student Directors and the International Student Office hosted a collaborative leadership retreat for over 100 international and students of color, October 9-11, 2010 at Wilder Forest at the Marine on St Croix, Minnesota.