

Diversity

Proposed Concept #4:

What opportunities are created by advancing the role of the Chief Diversity Officer from its current state, to evolving and aligning with national trends by Fall 2017?



How might this be implemented?

	Current State ¹	Desired Future State ²
Direct Reporting	Access to President 13 CDOs (38%) directly report to President	All report directly to president
Key Memberships	Varies by campus 12 CDOs (35%) serve on President's Cabinet	<ul style="list-style-type: none"> • President's Cabinet • Advisory Groups (i.e. Academic and Student Affairs, Institutional Research, Human Resources)
Budget	Insufficient to accomplish goals	Independent and sufficient operating budget to advance issues of diversity broadly defined, in addition to leading diversity-themed committees and initiatives.
Resources	Varies by campus	Formal resources and policy-making capacity (i.e. direct access/lead to staff, unit resources)
Core Competencies	Not currently defined	<ul style="list-style-type: none"> • Ability to Cultivate a Common Vision • In-Depth Perspective on Organizational Change • Politically Savvy • Results Orientation • Sophisticated Relational Abilities • Technical Mastery of Diversity Issues • Understanding of the culture of Higher Education

Why this concept?

- Provide a campus wide perspective on diversity, equity and inclusion
- Guide and support institutional change
- Meet the current and future needs of local, state and national demographics
- Close the achievement/opportunity gap
- Collaborate with campus entities to build an inclusive workforce utilizing principles of Affirmative Action
- Promote multi-cultural competency
- Create a campus environment that supports all students and employees
- Extend campus footprint to increase external community engagement and partnership
- Guide the campus in collaborating with Native Nations

1. Survey of Campus CDOs conducted by MnSCU's Office of Diversity and Equity
2. Source: Dr. Damon Williams & Dr. Katrina C. Wade-Gordon, "The Chief Diversity Officer"

What do YOU think?

- What do you think is needed to implement this initiative?
- How would this initiative help your campus achieve its diversity goals?
- What suggestions do you have?



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