<table>
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<th>Topic and Person of Responsibility (POR)</th>
<th>Discussion</th>
<th>Action(s)</th>
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| Welcome - Diane Schwinghammer          | • Perry introduced a student attending Augsburg College who is observing her today.  
• Schwinghammer complimented Supalla on the campus grounds while walking in this morning.  
• Hiniker is hosting an Arabic guest in town with an agricultural tour. Budimlic offered staff from IMAA to assist as translators if needed.  
• Budimlic thanked everyone who attended the IMAA Breakfast.  
• Ellis stated an IBM employee was going to go through a Path to Purple program. | Ellis will share student’s Path to Purple experiences as they go through RCTC and WSU. |
| Diversity/Inclusiveness and Workforce Needs | **Comment:** Mayo Clinic has initiatives to grow diversity in the workforce, and plans to have conversations with higher education to find solutions to the existing barriers.  
**Question:** Are nurses required to complete a four-year degree? Research claims that nurses with higher degrees give safer care. Mayo Clinic is requiring two-year degree nurses obtain their four-year degree in 5-6 years; Olmsted Medical Center (OMC) does not require but encourages nurses to complete a four-year degree.  
**Comment:** Soft skills are essential to work in complex environments (such as health care). At the same time, legislators push for a focus on technical skills, especially math and science.  
**Comment/Question:** Is there anything that could be done to help students so they don’t have such a financial hardship with the reimbursement programs? Mayo Clinic and OMC students aren’t reimbursed until grades are assigned; yet they are required to pay the next semester tuition at the time of registration.  
**Comment:** Shared results of Rochester Public Schools Strategic Task Force recommendations, emphasizing the need to build a sense of community (be inclusive).  
**Question:** Where is the UCR Advisory Council going with the recommendations from the January Diversity and Inclusiveness Presentation? I.E. Should the Council or UCR Partners form a group to look at data? How do we make sure this is an ongoing process that stays in the forefront? Do we need a base line for the data?  
**Comment:** Remember, the Advisory Council is to advise and provide feedback to the UCR Partners. Also, it appears the institutions already have diversity plans and initiatives in place.  
**Question:** How do members with a strong interest add value to what is already being done at the institutions?  
**Comment:** WSU has an opportunity to expand their diversity programs in Rochester with the hiring of a new president.  
**Question:** Is the issue the lack of qualified applicants for open positions or that individuals need role models? Suggested community mentors help encourage minority students strive for goals.  
**Comment:** RCTC has a diverse group of students enrolling in Nursing. RCTC and IMAA have a strong relationship in the Nursing Assistant program.  
**Comment:** There is a stigma that attending a community college is a consolation prize for students who couldn’t get into a university. | Supalla will consider a special deferment for students utilizing the Mayo Clinic and OMC employee reimbursement program.  
Johnson will invite the new WSU President to an Advisory Council meeting to better understand the needs in Rochester.  
Everyone is to reflect on what they heard and come prepared to answer the questions and recommendations from the January Diversity and Inclusiveness Presentation. |

**Next Meeting:**  
June 6, 2012 ~ 7:30 a.m. – 8:30 a.m. ~ Room: CF206  
**Theme:** *What is next step for Advisory Council?*