**NAU Diversity Strategic Plan**

**Prioritization Task Force**

**March 25, 2019, 2:30 p.m. to 4:00 p.m.**

**Meeting Notes**

* Attendees
  + Priscilla Mills
  + Lauren Copeland-Glenn
  + Megan Trout
  + German Fermin
  + Tom Uno
  + Calvin Legassie
  + Grace Ditsworth
  + Debra Edgerton
  + Gerald Wood
  + Ivy Banks
* Discussion about status of EMSA. Priscilla sent email request to Jane today.
* Discussion of status from other task forces.
  + Metrics
    - Last meeting went well. Discussion of how we will communicate what departments/units need to measure.
  + Faculty Search
    - Discussion of new language for COFS.
      * Revision would be during the upcoming COFS update process.
      * Changing language but maintaining accountability for including diversity considerations on search committees
        + Bias trainings

Goal is “mass training” to get multiple people qualified.

* Continued discussion and prioritization of Goal 3 *“Increase, support, and retain underrepresented faculty, staff, and administrators”*
  + All goals for Goal 3 are being placed into three general areas: incentivizing, advertising, training
  + Continued discussion and prioritization of Goal 3.3 General Recruitment and Retention Strategies
    - Consensus to place in 1-3 year priority: *“Provide relief and incentive to those who sit on search committees as diversity representatives through such mechanisms as credit for service, reassigned workload, acknowledgment in performance appraisals, awards and recognition, or other meaningful measures”*
      * Incentivizing, training categories.
    - *“Establish employment pipelines with community colleges, apprentice programs, and community organizations to mentor and attract future applicants for staff positions.”*
      * Discussion of the pipeline not currently being in place.
      * Discussion and consensus for using a “layered” scaffolding approach by placing this into both the 1-3 years and 4-7 years priorities. .
      * Advertising category.
    - *“Create a recruitment committee participant pool made up of members from the diversity commissions to represent the commissions in all administrative searches beginning at the dean level.”*
      * Discussion and consensus for placing in 1-3 years priority.
      * Incentivizing and training categories.
    - *“Provide enhanced opportunities for professional development and training regarding diversity best practices for recruitment and retention.”*
      * Consensus to table and come back because this is very general.
    - *“Partner with the Office of Alumni Engagement to develop and promote alumni affinity groups with whom to partner for diversity recruitment.”*
      * Discussion and consensus to place in 1-3 years priority.
      * Advertising category
    - *“Support development of pathways for promotion.”*
      * Discussion about taking this out because this is a university-wide issue rather than a diversity issue.
        + NAU does not currently have a promotion policy.
    - *“Partner with the NAU Foundation and University Advancement to increase opportunities for diversity related travel, and conference attendance.”*
      * Discussion and consensus to add to 1-3 years priority.
      * Discussion of funding concerns.
        + Discussion of using NAU Foundation and University Advancement to create a “pool” of funding for diversity.
      * Discussion of using a “menu” of the priorities to incentivize donors.
      * Advertising and incentivizing categories
      * Discussion of adding language such as “work with Foundation to create a filter/key-word that will allow possible donors to identify diversity related accounts - a menu of options.
  + Discussion and prioritization of Goal 3.4*“Faculty Recruitment and Retention Strategies”*
    - Tabled the first three bullets because they are already being addressed elsewhere.
    - *“ Where feasible, create applicant pools for certain faculty positions and regularly do combined advertising for the college.”*
      * Discussion of re-wording or removing this item. Tabled.
    - *“Establish and maintain a faculty recruiting relationship with minority graduate students nationally through participation in the annual Compact for Faculty Diversity Institute for Teaching and Mentoring*  [*http://www.instituteonteachingandmentoring.org/*](http://www.instituteonteachingandmentoring.org/)*, the Association of Hispanic Colleges and Universities, and similar organizations*
      * Discussion and consensus for years 1-3 priority
      * Advertising category
    - *“ Partner with the Office of Alumni Engagement to develop and promote alumni affinity groups with whom to partner for diversity recruitment.”*
      * Already in 3.3. Will be deleted.
    - *“ Partner with the NAU Foundation and University Advancement to increase opportunities for diversity related endowed positions, research funding, and visiting practitioners and scholars.”*
      * Need a new section on how to work with Foundation and Advancement
    - *“Explore cluster hiring opportunities.”*
      * Discussion and consensus for years 1-3 priority.
      * Advertising and incentivizing categories
  + Discussion and prioritization of Goal 3.5 *“Retention Strategies around Diversity Related Research, Teaching Excellence, and Learning Outcomes”*
    - *“Expand current faculty mentoring program to offer targeted mentoring for diverse faculty.”*
      * Discussion and consensus for years 1-3 and 4-7 priorities with scaffolding approach.
      * Retention category
    - *“Fund an institutional membership with the National Center for Faculty Development and Diversity to provide mentoring and scholarship for graduate students and faculty* [*https://www.facultydiversity.org/home*](https://www.facultydiversity.org/home)*”* 
      * Discussion of this being for the Graduate College.
      * Discussion and consensus to place in years 1-3 priority.
      * Retention category
    - *"Include rewards for diversity engagement at the faculty awards event.”*
      * Tabled to make sure this is not duplicate.
    - *“Build capacity for and reward ~~demonstrated and~~ effective diversity related teaching, research, and publication in all disciplines.”*
      * Move to valuing diversity related work.
    - *“Provide incentives to partner with the Center for University Access and Inclusion on research around diversity, inclusion, access, and best practices.”*
      * Discussion and consensus to place in years 4-7 priority.
    - *“Publish findings in scholarly journals that disseminate best practices and promote research into diversity and inclusion initiatives at NAU and beyond.”*
      * Discussion to place this into Goal 1 instead.
* Discussion of plan for next meeting.
  + Goal 2 has not been prioritized until the EMSA information is provided.
* Next task force meeting will be Monday, April 8th at 2:30 p.m. in the Graduate College conference room.