**Prioritization task force meeting**

**January 14, 2019**

**3:30 - 5:00 p.m.**

* Attendance
	+ Lauren Copeland-Glenn
	+ Priscilla Mills
	+ Debra Edgerton
	+ Tom Uno
	+ Calvin Legassie
	+ Stephanie Van Ness
	+ Megan Trout
* Update on future meeting schedules
	+ A Doodle poll will be sent out
	+ We will try to stagger meetings with other Task Forces
* Update on Faculty Search task force
	+ Only focusing on Faculty right now because we have an opportunity to revise COFS
* Update on metrics task force
	+ Next meeting on Wednesday, January 23rd
	+ Prior meeting had a lot of discussion about what metrics to use, with homework assigned
	+ Institutional Research and Assessment (IRA) will be coming to a future meeting
* Status for this task force
	+ Need to finish up 1.3 and 1.4 for goal 1
	+ Next, goal 2 and 3
	+ Goal 4 and 5
		- Probably will not need as much focus in this task force
* Priscilla provided an update on reorganization of diversity strategic plan to put general ideas in goal 1 and then specifics to students and faculty/staff in goals 2 and 3 so that it flows better.
	+ Prioritized the listing to ensure we were embedding the values first and incentivizing as the second part.
	+ The plan and a one page handout summary may be distributed at Leadership Day, if approved.
		- If approved, it will not have the years we hope to accomplish the strategies listed since that has not been finalized
* Reviewed work done in prior meetings on Excel spreadsheet with breakdown by: years 1-3; years 4-7; year 7 and on.
* Goal 1.3 wrap-up prioritization:
	+ Discussion of “global experiences” language
		- Global learning experiences and international (i.e. GLI - Global Learning Initiative)
		- Expand what GLI does on campus so students can get more exposure to global students
		- Changed language to “international”
	+ Support international experiences - placed in years 4-7
	+ Increase diversity-centered scholarship and - placed in years 1-3
		- Scholarship meaning research and publications
	+ Build capacity for and reward demonstrated and effective diversity related teaching, research, and publication in all disciplines - placed in years 1-3
		- Priscilla mentioned moving this to the faculty goal
		- Discussion of keeping it as a goal 1 because of student initiatives
	+ Provide incentives to partner with CUAI on research around diversity, inclusion, access, and best practices - placed in years 1-3, with building on in years 4-7
		- Discussion of this starting with consideration in promotion and tenure considerations
			* Then expanded into requirements by department
	+ Publish findings in scholarly journals - placed in years 4-7
	+ Expand Diversity Symposium series to include staff and students and coordinate efforts as much as possible (re-worded) - placed in years 1-3
		- Discussion of the wording and history of this sub-goal around Faculty Development
	+ Use Council of Graduate Schools as a resource - moved to the student goals with Priscilla’s revision - placed in years 1-3
	+ Expand and promote diversity-related curricular and co-curricular offerings (updated wording) - placed in years 1-3, to be expanded on in 4-7
		- Discussion of the need for this to be addressed in the Diversity Curriculum Committee to expand focus to include disability
			* Years 1-3: recruit representatives from the diversity commissions; review existing curriculum that could qualify.
			* A new template would need to be created, but this may or may not occur in years 1-3 depending on who is in the committee, so probably years 4-7
		- Added a sub-bullet to explore aligning the academic and university definition of diversity with the Diversity Strategic Plan
	+ Create a diversity fellows program
		- Discussion of definition of diversity fellows program
			* Discussion of Teaching Fellows and University Leadership Program as models
			* Nominate diversity fellows by college.
			* Discussion of a student diversity fellow already being grant-funded in IHD
			* Ricardo had developed a written document about this proposal, but it did not go anywhere
			* Need to be careful about defining “fellow” carefully
		- Tabled to come back to next time to find Ricardo’s proposal
			* Elevate those who are already doing this work
		- Discussion of not limiting “diversity fellow” to faculty.
		- Discussion of comparison to [Teaching Fellow](http://news.nau.edu/nominations-sought-for-presidents-distinguished-teaching-fellows-award/#.XD0ZR1xKjIV)
			* “Appointed for three years, fellows receive both a $5,000 stipend and $5,000 in professional development funding for teaching-related endeavors each year of their term.”
		- Discussion of Harvard model
		- Discussion of hiring process for the new Diversity Fellow staff position in lieu of Chief Diversity Officer, whose name conflicts with this idea
		- Discussion of release time for a class as an incentive which could attract non-tenure
* Goal 1.4 prioritization: Community Engagement around Diversity
	+ Identify diversity ambassadors to participate in community events and community commissions - placed in years 4-7
		- Discussion of definition of “diversity ambassadors”
		- Discussion of extra time needed for community commissions
		- Discussion of need to focus on internal University initiatives within the 1-3 year timeframe
		- Moved “Partner with Flagstaff and Coconino officials and diversity commissions” to within this bullet
	+ Promote combined public and NAU events - placed in years 1-3
	+ Hold an Inclusive Excellence speaker series - placed in years 4-7
	+ Identify partnership opportunities with campus communities throughout Arizona - placed in years 4-7
	+ Expand opportunities for HUG (Historically Underrepresented Groups), international, and majority students, faculty, and staff, and community to engage socially and academically
		- Discussion of the broadness of this statement and how it is being addressed already specifically throughout the plan
		- Discussion of making this the heading with “Promote combined public and NAU events” and “Hold an Inclusive Excellence speaker series” as sub-bullets
		- Discussion of striking this sub-bullet altogether
		- Discussion of reviewing alignment with recent University Strategic Plan changes related to community engagement
		- Support relationships between campuses, Flagstaff and all off-campus sites, tribal communities, other universities and beyond
			* Discussion of wording and purpose of the goal (probably tribal communities, sister universities, and community colleges)
			* Tabled to reword in next meeting, perhaps with bulleted list
* Discussion of plan for making funding recommendations and highest priorities
* Discussion of plan for next meetings and plan
* After prioritizing within goals 1-3, then years 1-3 will be prioritized