**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