**NAU Diversity Strategic Plan**

**Prioritization Task Force**

**February 25, 2019**

**Meeting Notes**

* Attendees
  + Priscilla Mills
  + Lauren Copeland-Glenn
  + Megan Trout
  + Grace Ditsworth
  + Calvin Legassie
  + Debra Edgerton
  + Ivy Banks by phone
* Discussion of Diversity Fellow search update.
  + The week before spring break, they are going to hold in-person interviews on-campus that everyone will be invited to, including all commissions.
* Lauren will send Excel document at end of today.
* Ivy Banks reported that EMSA will be finalizing input soon.
* Priscilla has a meeting with NAU Foundation soon. Discussion of prior meeting requests for NAU Foundation.
* Discussion of Goal 3 *“Increase, support, and retain underrepresented faculty, staff, and administrators.”*
  + Discussion of metrics 3.1 *“Recruit, hire, support, and retain underrepresented faculty, staff, and administrators in increasing numbers per metrics identified in Section 5.”*
    - There will be a snapshot date for baseline of demographics on campus.
    - Discussion of whether there will be a historical comparison. For the time being, the baseline will be the comparison as a starting point.
      * How will the target % increase etc. be determined? In progress to determine what is realistic and achievable. May not be achievable to be in the same proportion as student demographics.
      * Discussion of creating targets by college/department versus overall.
        + Affirmative Action Plan is set up by discipline currently. <https://in.nau.edu/eao/plan/>.

Survey of Earned Doctorates provides demographic information on all newly graduated people with terminal degrees (mostly Ph.Ds). To get a bigger picture of who may be available we also use the Census category Postsecondary Teacher to help fill in the numbers of people who are qualified to teach at the postsecondary level at any stage of their career. <https://www.nsf.gov/statistics/srvydoctorates/#tabs-2>

Discussion of document retention schedule for past recruitments (3 years).

* + - Discussion of retention of underrepresented faculty and staff.
      * Anecdotally, faculty of color who leave report not having growth opportunities.
    - Will revisit 3.1 after the metrics task force.
  + Awaiting EMSA feedback on Goal 2.
  + Discussion of IRA website having quick facts for students and not for faculty/staff.
    - Priscilla will send the most recent IPEDS. Data can also be found directly from IPEDS and is benchmarked against other comparable universities. Discussion of how the IPEDS is compiled.
  + Discussion of not knowing how to prioritize (i.e. is recruitment or retention more important?) without the EMSA feedback and data.
    - To some extent we just need to start somewhere.
  + Discussion and prioritization of priority of 3.2*“Expand New Employee Orientation to emphasize:”*
* *University values around diversity and shared responsibility for access and inclusion*
* *The importance of cultural competence in the marketplace of ideas* 
  + Discussion and consensus of making this ongoing 4-7 years in addition to 1-3 years to ensure a continued focus on faculty and staff becoming comfortable in roles. Discussion of including on SOE.
* *Our hopes for the university experiences of students, faculty, and staff*
* *Tips for civil engagement and proper scholarly discourse surrounding contentious issues* 
  + Discussion and consensus of this being something that may take longer, so placed in 4-7 years.
  + Discussion of possibilities for making this achievable and impactful.
    - In-person vs. online? SOE requirement?
* *Information about diversity commissions through materials or in person presentation*
  + Discussion of this being easy to implement in 1-3 years with commission members and co-chairs.
  + Discussion of additional print materials for the new employee packet. This could also be in recruitment packets.
  + If there was one presentation for all of the commissions, this would make it easier for co-chairs to attend/present.
* *Related policies and resources for a safe working and learning environment*
  + - Discussion and consensus of all except the "tips for civil engagement" being appropriate for 1-3 year priorities.
  + Discussion of previously mirroring student focused Goal 2 and faculty/staff focused Goal 3 and in what ways we are okay with them being the same and different. Delivery methods will be different, but will the overall goals be the same? What changes will EMSA suggest for Goal 2 that we may want to implement for Goal 3, and vice versa?
  + Start of discussion and prioritization of section 3.3 *General Recruitment and Retention Strategies*
    - *Utilize the services of a vendor which will automatically place all NAU job postings with each state's job board and multiple electronic publications that target historically underrepresented individuals, including women, minorities, individuals with disabilities, and veterans.* 
      * Discussion of departments currently being responsible for the cost of job postings. The Provost currently pays for some (e.g. a subscription to the Chronicle). The intention is that this cost would be from general funds, not departmental.
      * Discussion of vendor being able to reach more job board resources and provide metrics.
      * Discussion of other means for advertising NAU as a place that supports diversity such as magazine articles, etc.
      * Discussion of prioritizing as 1-3 vs. 4-7 years based on funding availability. Perhaps this would be something to put on the priority list for funding. Consensus was to wait to continue with the rest of Goal 3.3 to decide about prioritizing this subgoal for sure.
      * Some of these matters are influenced by regulations about targeted advertising/recruitment.
      * Discussion of this subgoal being separate from the division level.
      * Discussion of this goal being separate from the Peoplesoft posting by HR. Discussion of timeline possibly being sped up, however there are several layers of approval that slow this process down as well.
* Discussion of difference between 1-3 years goals needing funding vs. needing organizational change.
* Next meeting is March 11, 2019 at 2:30PM in the Graduate College.