**DSP Faculty Search Task Force**

1/23/2019

Attendance:

Claudia Rodas

Lauren Copeland-Glenn

Priscilla Mills

Ann Rumble

Dorriane Pollack

Denise TrimbleSmith

Karen Renner

Debra Edgerton

Nicole Christian

Roger Bounds

Shepherd Tsosie

Alyssa Deaver

Samuel Hemsley

**Meeting Began at 9:05 AM**

1. Diversity Fellow Search Update
   1. Priscilla attended a search training
      1. Committee is working on a good search matrix
      2. Will start reviewing candidates as soon as the matrix process is complete.
      3. Application is currently closed.
2. Rollins College Faculty Meeting
   1. Laid out the process and goals which the Deans hoped to achieve
      1. Have Deans more involved with the diversity process.
      2. The message about seeking more diversity came from the top which resonated with prospective job applicants.
         1. Diversity increased by 50%
3. No minimum or quota for diversity in departments
   1. Exact status varies from department to department.
   2. Need to look at the official definition of underrepresentation.
   3. The main purpose of having NAUs name out there as having a diversity plan follows best practices for getting interested candidates involved.
4. Data is skewed on individuals with PhDs and terminal degrees who are early in their careers.
5. Deans and Chairs should be involved in the interview stage to make sure the interview stage is not problematic.
   1. Deans attend search committee training, though not as one group.
   2. In SBS steps have been made to help remove implicit bias in the matrix process.
      1. Revisiting discussion of the candidates to see if there is bias in the process.
      2. Increased the diversity of the finalists in the process.
6. IDI (Intercultural Development Index)
   1. A possible tool for us to either use or examine
      1. Could help cultural competency across NAU.
      2. Combination of online training and dialogue with a trainer in person that could be used to track one’s development.
         1. For faculty and staff
7. The Campus Inclusion team is sending out a training soon to help with diversity issues on campus.
   1. The Ohio State University Implicit Bias Module Series also provides a resource for individual training.
8. What should be call the diversity representatives?
   1. Should know what the teams should look like.
   2. What role they play
      1. On campus
      2. On the search committee and recruitment.
      3. As an advocate role.
   3. Should they be more localized or more general committees?
   4. What training should these individuals be required to have before they assume the roles.
      1. Everyone in the search committee should also go through the training so they can better understand the value and role of the position.
      2. Training should be repeated regularly. Though it will be difficult to get everyone together for a training.
      3. Have some sort of certification so the training has more value and can be transferable.
   5. Should we have a separate website that addresses the issues which come up in searches.
   6. Need to ensure the diversity representatives are valued in the search committee environment.
      1. Possibly incentivize the position more with workload credits.
      2. Maybe have this also part of the Deans goals.
         1. Discuss during the Deans meetings at the beginning of the semester.
         2. Have a general meeting at the beginning of the semester to help reiterate ideals.
9. Look at retention vs who is hired for the job.
   1. Would allow a longer view look at diversity issues.
   2. Could see why people are leaving and see if it is related to diversity issues.
   3. Relationship between retention and lack of minorities in tenure track positions.
      1. Need to receive and examine “in the moment” data to learn how individuals are doing throughout their stay.
      2. Possibly through more frequent check-ins.
      3. Should acknowledge the differences which might be apparent form department to department.
10. The hiring processes
    1. How to navigate the process and how the diversity rep is received and perceived throughout all the steps.
    2. Are they an equal member?
    3. How do they fit in when everyone on the committee is supposed to take into account diversity issues?
       1. Are they a facilitator?
       2. Highlight certain elements of the conversation.
       3. Ensure there is deliberation over issues so that no one is overlooked or discounted.
    4. Need to ensure that the individual chosen understand and accepts/embraces their role. That they see value in the position.
    5. Look at maybe revising COFS so that the language better relates universities values and needs.
       1. Maybe have individual units develop their own system as COFS might be too general
       2. Incorporate best practices as we come across them.

**Meeting Ended at 10:32 AM**