# 

**MEETING**

**Monday, October 2, 2023**

**12:00-1:30 PM**

**Grand Canyon Room (University Union, bldg. 30)**

**[Join Zoom Meeting](https://nau.zoom.us/j/84233981133?pwd=MkprdWlRVXgvQlhvS3JpVytOem5GQT09)**

**Meeting ID: 84233981133**

**Password: 858800**

**CED October Meeting Minutes**

1. **Land Acknowledgement, Welcome, and Introductions**
   1. Ishmael Munene called the meeting to order at 12:05, welcomed everyone and read his version of the land acknowledgment
   2. Introduction

Sharon Doctor, Ishmael Munene, Gretchen McAllister, Juana Martinez, Lisa Taylor, Traci Gleason, Joseph Gomez Moreno, Eric Otenyo, Rosalicia Cordova, Nicholas Lim, Laurie Dickson, Emily Davalos, Justin Mallett, Lauren Copeland-Glenn, Renee Eyes, Melinda Marquardt, Martin Tease, Claudia Rodas, Prince Osei Agyemang

1. **Approval of 05/01/23 CED Minutes**
   1. Gretchen made a motion to approve the May minutes
      1. Traci seconded the motion
   2. All voted in affirmative
   3. Motion passed; Minutes approved
2. **Campus Updates:**
   1. Ethnic Studies Program - Jose Moreno, Director
      1. The vison of the ethnic studies program is student focused
      2. Want to recruit 100 new minors to our program in the next two years because they are now working on a BS degree
         1. The BS degree proposal has been submitted to the university committee, hopefully that will happen in the next two years
      3. They have a series of events coming up this month
         1. An art show in partnership with the Office for Inclusion
         2. Ted Johnson talk is on October 10
         3. Had a successful open house last week with 300 people showing up
         4. Planning to bring a cultural event to campus
      4. Concerns
         1. What can CED and other departments do to support
            1. Working with other academic partners like CCS and the history department
            2. If you have classes that meet ethnic studies requirements, we can add those courses to our agenda
         2. Have you ever thought about an African Studies program?
            1. yes, would like to add that track to the program, maybe work together with CED on this
            2. Dr. Moreno stated that he is ready to sit down with African professors and come up with a program to be added to ethnic studies
            3. He is open to any ideas on this
   2. Executive Vice President and University Provost Search – Dr. Laurie Dickson
      1. The search committee was formed about a month ago
      2. The committee is well represented with 12 members across the academic colleges
      3. First meeting on Sept 8, working with a search consultant (SP&A) to facilitate the search
      4. Has hosted 10 different listening sessions to gather information about what folks are looking for in a provost
      5. Met with the search consultant to finalize the full spectrum of what committee is looking for in a provost
      6. The position has been officially posted on the [NAU job website](https://in.nau.edu/human-resources/employment-executive-administrator-recruitments/)
      7. Currently in the recruitment phase and SP&A are the primary drivers of the recruitment
      8. Forward your nominations for this position to Dr. Dickson
      9. Application review is the next step, and we anticipate having interviews in mid-December or early spring
      10. Concerns
          1. What steps are we taking to ensure that the pool of candidates acknowledge the importance of diversity?
             1. The search committee is looking at many avenues of advertising the position to ensure a very broad candidate pool
          2. Provost Search advertising venues
             1. University website
             2. The Chronicle of Higher Education
             3. American Association of Hispanics in Higher Education
             4. Diverse Issues in Higher Education
             5. HACU – Hispanic Association of Colleges and Universities
             6. Hispanic Outlook in Higher Education
             7. Inside Higher Education
             8. INSIGHT Into Diversity
             9. Journal of Blacks in Higher Education
             10. Women in Higher Education
             11. Asians in Higher Education
             12. Blacks in Higher Education
             13. Hispanics in Higher Education
             14. LGBT in Higher Education
             15. Native Americans in Higher Education
3. **Summary from CoCom 9/8/23 meeting by Co-Chairs:**
   1. Discussion was held on Career Readiness competencies.
      1. Dr. Mallett to meet also with the Vice Provost, Maribeth Watwood, on this topic about concerns with the term (professionalism) and what it means in the career readiness competencies
         1. The competencies are not prescribed, they are to be adapted
      2. We must make sure we understand what the term professionalism means as professionalism may differ across cultures
   2. Each commission was asked to review their bylaws by the end of fall term per Dr. Mallett.
      1. Discussion: how do we proceed with reviewing our bylaws?
         1. In the past, we have had a small committee work on changes and updates and then bring it to the full group
         2. The following people expressed interest to work in the bylaws committee
            1. Sharon Doctor
            2. Ishmael Munene
            3. Lauren Copeland-Glenn
            4. Rosalicia Cordova
   3. Establish a process and procedures on how new commissions are created.
   4. Ballot for a new Chair-Elect nominations were sent to CoCom members.
   5. NAU President to attend the CoCom meeting in November or December.
4. **Budget:**
   1. Current balance to date – Lauren
      1. $200 has been spent on a webinar
      2. An ongoing library project
      3. Lauren recommended that the commission put together a small committee to look at projects the commission could embark on in the semester
      4. Commissions could come together and support each other
      5. Traci Gleason and Gretchen McAllister volunteered to join the budget committee
   2. Update on DEI book collection – Sharon
      1. Discussion: nominate your favorite DEIJ book on Teams; place on CED webpage
         1. A form to be made where members can nominate their favorite book on Teams to get a list of books to purchase for the DEIJ collection
   3. Future funding requests – Sharon/Ishmael
      1. Discussion: send funding requests to the CED Co-Chairs to be placed on next meeting agenda or initiate an e-voting process
5. **Reports:**
   1. IMQ: Traci Gleason
      1. We’re halfway through Hispanic/Latine heritage month
         1. Look at the [IMQ website for all events](https://in.nau.edu/inclusion/events/)
      2. Working on closing out Hispanic/Latine heritage month over the next two weeks and then also starting to focus on other heritage and awareness months coming up including
      3. “Coming out day” on October 11th
         1. There are multiple events in the IMQ on this day including
            1. the arts exhibit opening reception happening in IMQ
            2. working with the School of Music for the binary concert night
            3. Working with Campus Living to host a glow raid in IMQ
      4. October is also Disability Pride and Heritage Month (DPHM)
         1. Look at the [events for DPHM](https://in.nau.edu/cdad/dphm/) on the CDAD website
      5. There has been a lot of student engagement this year
      6. Concerns
         1. What are your outreach activities for graduate students who feel disconnected, especially international students?
            1. We haven’t prioritized outreach activities directly to graduate students

We partner with CIE and other international student groups to reach out to graduate students

* + - * 1. We have several programs like the laptop loan program that graduate and international students utilize
        2. We support CIE the best we can to support international students
        3. According to Martin, one of the problems is that the population they reach out to mostly do not answer emails nor look at flyers
  1. HSI: Dr. Claudia Rodas
     1. We are restructuring and refocusing HSI to align with the Elevating Excellence Plan
     2. We created an HSI executive committee at the end of the last academic year
     3. We are looking at increasing our numbers to have a more cross institutional representation on Flagstaff campus and statewide
     4. We have identified some individuals and are in the process of reaching out to them to find out if they are willing to be part of this committee
     5. We are also working on aligning all our efforts together to ensure that we have a more effective and clear communication
     6. We are receiving input from faculty, staff, and students in shaping the objectives of HSI alignment to what HSI represents
     7. We will continue conversations with Dr. Mallett and the Provost to ensure our priorities and efforts align with other efforts that are going on in NAU
     8. One of our goals is to provide equitable access to online and statewide students
     9. Concerns
        1. How is the retention of Hispanic students?
           1. The retention is around 25% the last time
           2. We really want to focus on not only the building and improvement of our students but making sure that we are retaining and supporting them
           3. There is still a lot of work to do and room for improvement
           4. If anyone is interested in supporting HSI, [reach out to Claudia Rodas](mailto:Claudia.Rodas@nau.edu) or [Dr. Mallett](mailto:Justin.Mallett@nau.edu)
  2. Others
     1. Celebration of life for Marvin Otenyo, son of Dr. Eric Otenyo
        1. Saturday Oct 7th, 1-3 p.m. at Fort Tuthill County Park
     2. [Homecoming Dedicatee Luncheon](https://foundation.nau.edu/eventregistration.aspx?evt=962)
        1. Oct. 24, 11:30 a.m.-1:00 p.m.; Ashurst Auditorium (Old Main)

1. **AY 2022-23 CED hybrid meetings**
   1. November 6, 2023
   2. December 4, 2023
   3. February 5, 2024
   4. March 4, 2024
   5. April 1, 2024
   6. May 6, 2024
2. **Next Meeting and Adjournment**
   1. Martin moved for the adjournment of the meeting at 1:35 p.m.
      1. Hilda seconded the motion
   2. All in favor
   3. The meeting adjourned at 1:35 p.m.
   4. Next meeting is on November 6, 2023, 12:00 – 1:30 p.m.