

Commission on Ethnic Diversity  
Meeting 04/06/15 (1230-2 pm)  
University Union, Havasupai C

1. Welcome and Introductions

- 10 commissioners present

2. Diversity Training Update

- Mark met with Larry Gallagher and plans are underway to revamp the Faculty Diversity Symposium
- Email was sent to Priscilla about working together on improving the current diversity training. No feedback yet from her office

3. Provost Search (Council on Equity and Inclusion Meeting)

- The Council is meeting on Thursday April 9 to talk about the role of commissions in the Provost search
- Issues of importance to CED
  - Recruitment and retention of diverse faculty
    - Retention of students of color also important
  - Professional development opportunities for current diverse faculty, especially non tenure track
  - Program and curriculum development, including targeted support for Women's and Gender Studies, Ethnic Studies, Disability Studies
  - University wide diversity plan and how a diversity plan in Academic Affairs can complement the university-wide plan
    - Is there a university wide diversity plan?
    - CED needs to keep pushing for a university wide diversity plan
  - “Diversity” as a critical component of promotion and tenure
    - Putting diversity in quotes makes it seem like it is not that important for promotion and tenure
  - Funding for research
    - Specify that funding that will support diversity issues or can be used by diverse faculty specifically
  - And from COACHE survey: opportunities for interdisciplinary collaborations; mentorship
  - Other?
    - Salaries that are attractive to diverse faculty. The issue of salary increases is tricky. In the past it has resulted in lawsuits
    - Limited questions that can be asked during the interview process. Ask questions on demonstrated experience around, for example, diversity issues, faculty governance
    - The key issues important to CED should be given to the search committee to ask candidates
- The search committee?
  - A private firm will gather all the applications and give the search committee shortlisted candidates

- Any additions to the issues please email Valeria

#### 4. Campus Climate Assessment

- Survey now closed. 1146 completed the survey. About 900 started but did not complete
- Results will be shared with CED and other units on campus

#### 5. Faculty co-chair election

- Mark's term is coming to an end in May
- 4 nominations of new faculty co-chair have been received
- Voting will be done through monkey survey

#### 6. Upcoming events

- For more information on upcoming events please consider liking NAU EthnicStudies, NAUWGS, and NAUIMS on Facebook
- NAU Hip Hop Week April 20-24

#### 7. President's Diversity Awards

- Dinner is on May 5, 2015 5-7 pm
- 4 nominations have been received so far. A CED awards committee is going to review the nominations

#### 8. Last meeting

- May 4. Location TBD