

I. Welcome and Introductions

- 22 people present

II. Discussion with President Cheng

President Cheng opening remarks:

- It is important to have open dialogue and interaction
- President Cheng appreciates diversity initiatives on campus
- NAU is the least diverse university among those President Cheng has worked with or spent time on

Questions and open discussion:

Openness to having CED budget?

- President Cheng deferred answer until after budget cycle. President not in a position to think about new funding
- CED should continue working with various offices like it has been doing since 2006
- Evaluate what has been done and not duplicate efforts
- It would be good to revive the diversity and equity research grant. The grant supported faculty of color in their research projects
- CED budget consolidated to the Office of the President. Currently, the budget is about \$50 000, which covers graduate assistantships, membership in professional associations, events done by the commissions like Disability Awareness Month, and convocations

Hiring of diverse faculty and staff

- The lack of diversity of faculty of color is a systemic issue
- Are we holding people-deans, department chairs- accountable?
- Are search committees diverse or they have people of the same ethnicity or ideology?
- Hiring of faculty of color is happening and we need to acknowledge university's effort. But more needs to be done
- Isolation of faculty and staff- connecting job candidates to minority associations on campus is important
- CED to be part of hiring process through a diversity committee that meets with job candidates
- Posting job positions in different associations to reach out to diverse faculty
- Staff searches are usually local so reaching out to a wider pool of candidates is a bit of a challenge

President Cheng closing remarks:

- Hispanic student population continues to grow, we are conscious of the gaps. We have the same goals, lets continue to work together

III. Discussion with Vice Provost Dan Kain

- Connecting job candidates to faculty and staff of color
- Data on non-tenure now available on Provost website
- Professional development on diversity- department initiative

IV. Upcoming events

- WGS, ES, AIS end of semester reception December 8, 2014 4-6 pm

Next meeting February 2, 2015 1230-200 pm. Location: TBA