



**NORTHERN ARIZONA UNIVERSITY**  
Commission on Ethnic Diversity (CED)  
General Meeting  
Monday March 7, 2016  
12:30-2:00 pm, University Union, Havasupai C

**Meeting Minutes**

**1. Introductions**

- a. Gerald Wood called meeting to order at 12:30 pm.
- b. Commissioners discussed diversity awards dinner. All active members have been invited to diversity awards dinner. Any commissioner wanting to attend can email Gerald.

**2. Center for University Access and Inclusion (Pricilla Mills)**

- a. Responsibilities of center: on diversity, retention, and to coordinate and promote communication (calendar creation) between commissioners and departments on campus. Also, tasked with working on grants dealing with social justice. Will work in conjunction with new chief diversity officer, who will work on short and long range diversity plans.
- b. Question from commissioners, How much funding money is allocated for the center? The NAU president has promised sufficient money to make progress.
- c. What assurances can CED members have on being heard on strategic planning process? The strategic planning process will raise issues of diversity on campus, this will prevent diversity issues from falling off the radar.
- d. There are different definitions of diversity, how can CED ensure our definition doesn't get distilled? The strategic planning process is democratic.
- e. Is the center related to IMS? No, the center will work with coordination, collaboration, and compliance.
- f. Is it safe to say the center will favor research that brings in high dollar amounts? No, the center will allow for collaboration, multidisciplinary projects. Grants are department of justice grants. Depends on what community wants.
- g. Commissioners discussed chief diversity officer position.
  - i. The chief diversity officer will work with compliance and strategic planning on diversity.
  - ii. Hiring committee: the president has not formed committee yet. H.R. department received input form potential committee members. Many people submitted CVs. Seventeen people have asked to serve on hiring committee.
  - iii. The president will hire a chief diversity officer by fall 2016.

**3. New directions in diversity letter (Christine)**

- a. Commissioners read letter and discussed edits. This letter is a result from directions in diversity panel held last money.
- b. Commissioners discussed people of color staff/faculty workload on hiring committees. Suggestions made—recognition of extra work in SOE's. If NAU had a diverse staff, people of color would not be overtaxed on hiring committees.

- c. Commissioners discussed the benefits and difficulties of providing a diverse set of perspectives in university courses.
  - d. Commissioners discussed tenured/non-tenured track positions. Also, commissioners discussed retaining faculty and staff members.
  - e. Commissioners discussed lack of institutionalization at NAU.
  - f. Christine will send document email by Friday. The final draft due on April 4<sup>th</sup>, 2016.
  - g. Gerald suggested disseminating document for further feedback.
- 4. Mission/vision letter to the President (Gerald)**
- a. CED's edits are not supported on the mission/vision document. Gerald suggested writing a letter to the president, asking why are CED's edits not supported, what is the university's definition for diversity and inclusion, and why are we asked for feedback, then disregarded?
  - b. Commissioners suggested edits to document. What sets NAU different? The document does not speak to NAU's unique characteristics.
- 5. Nominations for diversity awards**
- a. Nomination form <https://nau.edu/CED/Forms-Documents/>
  - b. Commissioners can nominate up to 4 people—faculty, staff, student, groups. Nominations should be in by last week of March 2016.
- 6. Updates/recommendations on website**
- a. Arturo has updated CED's website, taken out the passive voice throughout.
- 7. Student climate survey (Mark)**
- a. Better turnout as opposed to last climate survey. Overrepresentation by graduate students. This was a much shorter survey. Survey bias present.
  - b. Mark will share survey data at next CED meeting.
- 8. CED bylaws**
- a. Commissioners discussed formalizing membership, the pros and cons of formalizing membership.
- 9. Announcements (Gerald)**