

**CED Meeting Minutes
October 8, 2012**

Present: Tom Uno, David Camacho, Dulce Soto, Valeria Chase, Gerald Wood, Jamie Patton, Georgia Totress, Paula Garcia, Derya Suzen, Deborah Harris, Christine Lemley

FOLLOW UP: Sharon Doctor's presentation Sept 2012

Degree attainment, completion issues, impact of withdrawals, Ds, Fs for financial aid

If Ds/Fs/Ws...may lose status; need to be aware of this information

Need to be at a certain attainment in order to continue programs

UNIVERSITY COLLEGE

Focus of advisory council? What kind of representation would we want to have? If pedagogical issues...faculty. More retention issues...staff would make sense...so, we need to know purpose in order to recommend appropriate staff/faculty

Council of Inclusion...get in touch with them about this issues

Jamie Patton may be a good person to nominate...he has the premier model for recruiting, retaining content (how diversity is going to be infused or otherwise treated) Student Life, Academic Affairs

University College...how to use all of those programs that have a minor, put those minors together to offer a degree (ES, WGS, other minor program)

Another appropriate person, Mark Beeman....ES, that type of unit would be central to University College

Other commissions should be present at these meetings to address specific diversity needs if University College is serious about addressing the issues raised in the letter

BUS degree, if ES

University College...still confusing (two minors to make a major?)

If UC is serious about looking at issues of inclusion/diversity...not one representative from all commissions...if it's structural issues around equity/access

Problem with the groups/councils....keep throwing everything into one pot...I cannot be a real expert on any one issues.

Follow up conversation...were not ready to address this letter...is UC ready to address issues in this letter?

Get people into advisory board...let's address issues/advisory board (if advisory board is not intended to address these issues)

Town Hall meetings (directors only?); how are they being advertised? Inside NAU. Whose town? Whose hall?

Invite Karen P. to a meeting with all commissions (Council of Inclusion)

UPDATE ON COMMISSIONS/CRITICAL COMPENSATION PLAN

Supporting WGS event, supporting; Haeger is talking about performance/his budget is connected to performance/includes our requests for the performance budget requests....think performance, performance, performance

Previously, we went forward with recommendations for salary adjustments; did not go over well with ABOR/all about merit (staff and faculty have criteria to meet); beyond "merit" there is "exemplary performance"; first time for exemplary performance; academic side: provost is putting together

Academic side: some folk always awarding "highly meritorious"; we are prepared to do this; we stand for rigor/faculty and staff

Individuals responsible for determining "exemplary faculty"; how do we treat cases? Main point: a lot of people do not know what exemplary performance is

Faculty Senate concerns/what it offers to commissions: exemplary (1 yr); merit pay (3 yrs); some of this may be in violation of documents that exist; Laura H: could be several ways to identify "exemplary"; what it would imply...how do we recognize people doing work around diversity (open the pool for what exemplary performance is); if exemplary performance move forward (could CED be the place to recommend people who have commitments to diversity)

Every time my evaluation has been done, how I do diversity (not sure if the people who have been supervising me, look at this specifically...if those people have been doing this...what's so special about them?) Holding chairs responsible...that should be a piece of it. I say this to say "it's a copout" when we don't want to critique/evaluate people we have supervision over. How I perform in my job; let's hold each other accountable in the same way. In our evaluation piece, it talks about the standards

It's important to understand, performance based as it applies...who decides what the metrics are? No one would say, "I want to be held to 'how many students completed' ...we'll keep everyone even if we think they are not viable university

citizens; so, we are not being held accountable for the work we're doing that is founded in principle, but rather guided by what the metrics say

Exemplary performance (we don't have it; will it reflect our interests as commissions?)

Merit pay: most people feel comfortable with merit pay; some people don't feel comfortable doing this; what we're trying to say, colleagues holding colleagues accountable

Metrics for merit pay: in my department, diversity was part of the annual evaluation (so decentralized, from economics to science to education to ...); we don't know where diversity stands in the annual evaluation

Technology is weighted much more heavily than diversity; other majors not conducive to our interests

Merit pay: 4.5 million
Exemplary pay: \$250,000 (very elitist)

When will this be implemented? (to get our paychecks ready for January, we have to make decision by Nov 1; NAU, ASU, U of A...legislature could say no...no salary...state legislature already said no across the board/so it's merit based)

The concerns are real...coming down the pipeline from university-academic units-individual faculty

CULTURAL MAPPING:

Connecting to issues on campus (Lighting walk/Melissa); concerns that came up from cultural mapping...already things being implemented in the process

Moving forward: finding someone who has the ability to use GIS to see density; other commissions involved; display the maps/see patterns from the data
Deb suggests: Tom Paradis: GIS (Deb and Christine will follow up on this)

Safe learning/working environment...Stan Clark/workshops...someone coordinating this

We need someone training the trainers/someone coordinating this...some release time to be able to complete this

Expectations: the way I look at the project; statistical information is important...qualitative assessments...how you operationalize all of this

Explain that we talked with vulnerable groups (disability, race, gender); that's an important population

Did you note which groups you worked with?

Yes, we documented most. We conducted 20 cultural mapping workshops; we need to determine how to document student voices...compelling data collected through maps/narratives/interviews...the data illustrates NAU is not supporting diverse populations.

Next step: we need to evaluate our mainstream population, to do a comparative analysis of some sort...campus wide climate survey (what I need this report for, go to my boss...use it to explain that we need to bring in UCLA and HERI; let's do a climate issue survey); now let's look university wide

Some faculty/staff concerned: Do we want to bring in outsiders? What if we did this from a ground up/grassroots efforts; pulled on faculty/staff devoted to these issues and these endeavors?

HERI: bring in those who are objective/neutral...those who know who is going to receive their study

Main focus of cultural mapping: Do the work of integrating ideas...create the structure for better communication across students/staff/faculty to be able to support one another

EXTENDED CAMPUS:

Creating competency based/multi-modal program...particularly addressing Latino/a and Native students...Yuma...what are implications (Faculty Senate recently discussed this); creation of personal learning division...issues/targeting student populations (how are we ensuring the quality of these programs?)

CDAD is very aware/involved in this discussion. Specifically, talked about taking classes, considering them theirs; department has no say as to what the instructors are teaching...

"Parallel university"=extended campus (certain notion of autonomy; Yuma...department gives approval to certain objectives, so you can use the objectives and create course...no UCC approval)

What role does CED have in looking at this? What kind of involvement does CED want to have?

CDAD...our faculty and staff are very concerned about this...concerned about the faculty/qualifications as well as courses

CED used to do a potluck

LGBTQIA TF...this week is "national coming out week"; beginning tonight (Coming out monologues Wed/Thursday night);

Next week= Spirit of ally (Chris Duarte)

Homecoming Weekend: 40th reunion (HCCC; if you would like to donate/attend)