

Commission on Ethnic Diversity
 October 6, 2014 Meeting Minutes
 Havasupai C, University Union

I. Welcome and Introductions

- 15 commissioners present

II. BIAS Response Protocol Task Force

- Melissa Welker is serving as CED representative
- No updates

III. Update from the Council on Equity and Inclusion

- Report to the President about CED still being worked on
- David Camacho's office will provide info for the production of the report
- CED used to have its own budget, what happened to it? Issue covered in the report to the President
- NAU will post a new and improved Calendar, which will be good platform to post CED events

COACHE

- Data on non-tenure track faculty comes as an appendage, it is not included in the report
- Commissioners encouraged to join a COACHE committee
- Results can be assessed through the Provost's website

IV. President Cheng

- ABOR Metrics for President Cheng: <http://news.nau.edu/rita-cheng-optimistic-nau/#.VC8VlyldU%205>
- Issue of raising faculty pay can be presented to the President when she comes to our CED meeting. Minority candidates are not choosing NAU because of compensation

Executive Committee Update

- The report to be given to the President for when she comes to our meeting is structured around history of CED, CED achievements, and CED goals
- Issues in the report include; decreased membership, Diversity Awards, Ethnic Studies, Diversity Speaker Series, close ties with student organizations
- Draft of the report will be circulated to commissioners for suggestions not to re-write the whole thing

V. Campus Climate Assessment

- Survey now only for students, it will not include faculty and staff
- Expected survey response is 25-30%
- Survey is expected to be out soon. Pending IRB approval

VI. Action Plans/Vision

- Hiring of people of color- faculty and staff
 - where job announcements are posted matters
 - encourage Deans and Colleges to include diversity language in job announcements
- COACHE

VII. Events

- NAU Homecoming Week, October 20-25

VIII. Next meeting: November 3, 2014 Oak Creek

Meeting ended at 2 pm.