

Monday, April 23rd, 2018 12:00 – 1:30 p.m. | Cline Library, Room 169 (Teaching Commons)

**Minutes**

1. Welcome and Roll Call

Called to order at 12:03pm

 Attendance

1. Announcements
	1. Report on Women of Color Symposium
		1. Co-chairs Debra Edgerton and Barbara Mendez attended and tabled. Information was distributed. The event went well. Students were very engaged.
	2. The Diversity Awards Banquet is scheduled on May 2, 2018 (5:30 - 8:00pm). RSVPs have been sent out. Deadline is April 27th to RSVP.
	3. Report on Annual ROTC 5K Run/Walk
		1. Co-chairs tabled at the event.
		2. $500 raised for scholarship fund, which is half of last year.
		3. Discussion of the need to raise more. Otherwise, the fund will only be able to give one scholarship next year.
		4. Discussion of how to advertise for additional giving, and how to advertise for the run next year.
	4. End-of-the-year CSW Tea on May 4 from 2pm to 4pm in Student Union: Grand Canyon Room
		1. To celebrate and thank Sharon Gorman, outgoing co-chair
	5. Other announcements from Commissioners
		1. None
2. Presentation by Meredith Curley, Dean of NAU Online and Innovation Educational Initiative
	1. Dr. Curley shared her story and background. She worked for University of Phoenix for 23 years prior to starting at NAU last month.
	2. Demographics of typical online learners
		1. Most are female
		2. Between 30-39 years old.
		3. 60-70% are working.
		4. Higher population of minority students ( for example, University of Phoenix over 50%)
		5. Many have dependents at home and some are also single parents.
		6. Focused on moving forward in career. Meeting personal accomplishments. Family commitments. Demonstrating and modeling what is possible for others.
	3. Dr. Curley met with Student Services last week about providing access to campus resources for online students.
	4. Components of a recent survey indicate mobile devices are used 60% for classwork. How can NAU be responsive?
	5. Expand demographic of learners we serve at NAU - this is an opportunity.
	6. Question and answer session and discussion:
		1. How do we reach all disciplines?
		2. How do we help the faculty? What do they need from us?
		3. What does engagement look like in an online learning environment?
		4. What professional development is needed?
		5. More competition in market. How to connect with students?
		6. Help NAU think about how to tell it’s story.
		7. Library - how to reach online students? Do they know the library offers an online chat?
		8. What does the student experience look like? Where are more resources needed? What is the interaction with staff?
		9. Steamline understanding of the portfolio of offerings. What is the market need? Meetings with Deans to see what the needs are in individual colleges.
		10. What would measures be for success for programs?
		11. How many degrees are online?
			1. Some degrees offered by colleges on campus for the entire program, majority of the program, or just courses online. There is also Personalized Learning, the online competency based degree program.
			2. Working on understanding - no fast answer to this question
		12. If most are women, do we understand their preferences?
			1. No, mainly a collective look at online learners. Otherwise this could be gender profiling.
			2. The interest in IT in online learning is increasing, whereas demand for education is going down, and healthcare is in high demand for online learners.
		13. 30-35% of people have some college credits, so appeal to people who have started and want to finish their degree. How to market and position NAU to these students?
	7. CSW will invite Dr. Curley to come back next academic year with an update.
3. Dr. Karen Renner: Report on new data set for CSW Report on Gender Equity and Parity and preliminary data results.
	1. FTE count and average salary by gender
		1. $68,000 women, $80,000 men
		2. More women are in non-tenture track - this is the reason for the disparity?
		3. Used budget and sorted data
			1. Data is incomplete, so people paid from outside sources might be missed
			2. Differences in contract length complicate data set
			3. Does not consider perks in starting contract such as summer funding
			4. Request has been made for data that will provide a better picture
			5. Missing data about how long people held the rank
	2. CSW will invite HR next school year. Perhaps we could request data at that time.
	3. Women are less likely to negotiate. Discussion of CSW should offer a negotiating workshop.
		1. Policy ideas: CVs kept public. Or, offer institutional protection for people who are weak at negotiating.
4. Below are two ways to donate to the CSW Portree Scholarship Fund (account 4904) or the CSW Discretionary Fund (account 4880).

 **PAYROLL DEDUCTION -** If you are an NAU employee, here is an excellent and convenient way to contribute to CSW! [Payroll Deduction Form (NAU employees only)](http://nau.edu/uploadedFiles/Administrative/University_Advancement_Sites/Alumni/Forms/NAU_PR_Deduction_Form.pdf) (downloadable PDF) Or electronically via - <https://foundation.nau.edu/naupayrolldeduct.aspx> (and select NEW to add the new fund #4904 Portree Scholarship or #4880 CSW Discretionary Fund). Please keep in mind the major fund is the President’s Office, but all donations with the #4904 or #4880 fund selection will be directly deposited to that particular fund.

**ANNUAL GIVING :** Via electronically using the NAU Giving form at [https://alumni.nau.edu/giving.aspx#](https://alumni.nau.edu/giving.aspx) Search for Fund # 4904 (Portree Scholarship) or #4880 (CSW Discretionary Fund)

1. **Report Out and Possible Discussion:**  Status on 3-4 CSW priorities for this year

Gender, Equity/Parity Committee (Samantha Clifford or Paul Jagodzinski)

* ***Career and Leadership Workshop and/or Student Mentoring*** with targeted groups at NAU
	+ Report on March 29, 2018 leadership seminar
	+ Speakers were engaging
	+ Attendance was low
	+ Discussion about volunteering next year as guest speakers at student groups instead of offering the workshop.

Diversity, Health & Safety Committee (Naomi Bishop and Barbara Mendez)

* ***Exit Interview*** - Recommendations for an improved process and instrument to incorporate more transparency and focus on issues related to diversity'
	+ Trying to get in touch with the new HR Director to meet.

Work-Life Balance Committee (Uzma Tahir)

* ***Family Housing*** - Recommendations as a Report for continuing and sustaining family housing at NAU with supporting evidence
	+ Trying to get a report from College of Business from 2016 survey
* For next year, meetings will probably be held in library again