

OFFICE OF THE PROVOST



November 21, 2022

Dear Faculty,

This is the time of the fall semester when it feels like there is more to do than time remaining allows, yet on the horizon is a short break before the last push to finals and commencement. I hope you will take advantage of the upcoming holiday to rejuvenate and connect with loved ones before the last weeks of the semester.

Good news about faculty salaries

Included in the recent announcement by President Cruz Rivera about compensation for NAU employees was very good news about additional investments in faculty salaries. I want to provide further details about our three-year plan to improve faculty salaries.

First, a team of leaders and staff in our office deserve our gratitude for the work that provided the foundations for this plan. My thanks go to this workgroup who have been working since last spring on a comprehensive examination of how we benchmark faculty salaries and investigating options we might consider going forward: James Allen, Roger Bounds, Cole Charlebois, Crystal Graziano, and Ashok Subramanian.

Starting in the fiscal year 2024 (July 2023), we will implement minimum salary floors linked to ranks for career and tenure-track faculty. Continuing faculty with academic year salaries below these newly established floors will see an increase in their salary on their Notice Of Appointment for AY 2023-2024. New faculty starting with NAU in the next year will have starting salaries calibrated to the new floors. Thank you to President Cruz Rivera for supporting this initiative to improve faculty compensation!

The salary floors for faculty tracks and ranks, effective in FY24, are as follows:

- Career track minima (teaching, clinical, practice): Assistant—\$60,000, Associate—\$67,000, Professor—\$77,000
- Career track lecturer minima: Lecturer—\$60,000, Senior—\$66,000, Principal—\$74,000
- Instructor minimum: \$51,600
- Tenure track minima: Assistant—\$70,000, Associate—\$77,000, Professor—\$87,000

Along with establishing these floors for faculty compensation, we are additionally adjusting the benchmarks used to set faculty salaries to market: we will continue to use data obtained through the College and University Personnel Association (CUPA) data set and going forward we will take advantage of data that CUPA now provides for career track faculty at different ranks. Most importantly, over the next three years, we will shift to calibrating salaries to 100% of the benchmark, rather than some portion (as we have been doing for many years).

We will reach our goal of 100% of the CUPA benchmark median by FY26 (AY 2025-2026) through incremental Academic Affairs investments: 92% in FY24, 96% in FY25, and 100% in FY26. Along with this stronger calibration to market, we will use the fixed promotion increases using the current absolute values currently in place without the % based alternative, which will mean more consistency and predictability for promotion increases.

Best,



Karen

November Updates

➤ **New Faculty** – see the new [website](#) highlighting AY22-23 new faculty.

➤ **Teaching Day 2023: Toward an HSI Pedagogy of Servingness**

Teaching Day 2023, “Toward an HSI Pedagogy of Servingness,” with Dr. Gina Garcia, will be held on Thursday, January 12 from 8 a.m. to noon in person at the High Country Conference Center in Flagstaff and via Zoom. The keynote address, “Defining Servingness in Practice at Hispanic Serving Institutions,” will be followed by a workshop.

[Read more about Teaching Day 2023 and register.](#)

NAU Teaching Day is a collaboration of the NAU Teaching Academy, the Teaching and Learning Center, and the Office of the Provost.

➤ **News from HSI Advisors – *Launching meaningful partnerships in first year!***

- Developed HSI Roadmap document outlining the HSI mission, vision, and goals with input from the Presidential Diversity Fellows, faculty, and staff. The document will be presented to the Faculty Senate, the Commission on Ethnic Diversity and other stakeholders mid-January.
- Created the HSI Groundwork/Inventory of campus work related to HSI. The final document will be unveiled during [Teaching Day](#) on January 12.
- Established the HSI Research and Teaching Consortium that met twice this fall with approximately 150 faculty participating. Future meetings will be announced for spring and will be open to all faculty, staff, and students.
- Organized the HSI panel discussion series in October and another panel is planned for December 1, which focuses on the meaning of HSI servingness.
- Hosting the HSI Encuentro, a mini-conference scheduled for March 22 to include panel discussions on a variety of topics affecting the Latiné populations in Arizona.
- Organizing a campus-wide reading group with experienced facilitators who can help guide the conversations. Book selection activities are in progress and conversation sessions will take place in late February. Dates will be announced.

- Building a university wide HSI committee with a core group of NAU faculty, staff, and students to participate as HSI guides for the work of HSI initiatives across campus. Expect this group to be formed in early spring.
- Working on HSI research applications to develop project guidelines and working on a draft application for Title V funds from the U.S. Department of Education.
- Collaborations continuing with marketing to highlight NAU's competitive HSI landscape.
- Building partnerships through the classroom with presentations and actions to help students share cultural experiences across campus.
- Creating HSI-Hub at NAU-Yuma through an NSF grant proposal with the Engineering Department.
- Bridging challenges from COVID experience through the Jacks on Track project *ThankView* video designed to help students with degree completion.
- Exploring partnerships with NAU-Yuma through the new Student Success Model
- Partnering with NAU Online & Innovative Educational Initiatives (OIEI) to implement a statewide action plan.
- Participating as a fellow member in the American Association of Hispanics in Higher Education 2023 New Leadership Academy.
- Collaborating with International Teaching Alliance to create additional opportunities for international teachers pursuing summer graduate work.

➤ **Awards – Call for nominations!**

In recognition of the many facets of faculty and academic professionals' work, the following awards are open for AY 2022-23. For specific information and details about the selection process, application and nominations, please see the links below.

- Nominations for Regents' Professor are due by close of business on December 1: <https://in.nau.edu/provost/faculty-awards-honors/>
- Nominations for the following awards are due by close of business on March 3:
 - [NAU Award for Excellence in Service and Leadership](#)
 - [NAU Award for Faculty Excellence in Global Learning](#)
 - [NAU Award for Faculty Excellence in Teaching and Learning](#) (open to 2023 College Teachers of the Year). TOY recipients are considered for the award for excellence in teaching and learning without applying. There will be a committee review of the TOY recipients to determine the awardee.

➤ **Interested in supporting veterans? Help NAU recertify as a Veteran Supportive Campus**

Mark your calendar!

NAU Military Connected Conference, Friday, March 3, 8:30 am to noon, Virtual VSC.
Join us to learn more about the unique strengths and challenges within our military-connected community here at NAU.

Three steps to help:

Step 1: Register for an online account with [PsychArmor](#) at

Step 2: Complete the following three courses:

[15 Things Veterans Want You to Know](#) (16 minutes)

[VA Campus Toolkit](#) (30 minutes)

[S.A.V.E.](#) (18 minutes)

Step 3: Email us at vets@nau.edu

Showing you completed the courses!

Please complete by Friday, January 20.