

**Faculty Senate Meeting
Minutes
June 28, 2021**

Please email corrections to Faculty.Senate@nau.edu.

1. Call to order/Acceptance of Agenda and Minutes—Kate Ellis

Faculty Senate President Kate Ellis called the meeting to order over Zoom at 3:01 pm.

Agenda accepted with amendment to move Karen Renner's item up.

- **Those present (electronically):** Kate Ellis, Ed Smaglik, Karen Renner, Gioia Woods, Provost Karen Pugliesi, Amy Diekelman Rushall, Alexandra Carpino, Andy Wang, Angie Hodge, Anika Olsen, Astrid Klocke, Becky Pratt-Sturges, Blue Brazelton, Bruce Fox, Cat Edgeley, Chrissina C Burke, Claudia Sturgis, Colleen Byron, Elizabeth Berney, Emi Isaki, Emily Manone, Eck Doerry, Donna Simon, Gretchen McAllister, Grace Okoli, Ian Wischmeier, Jaewook Lee, Jason Wilder, Jeff Berglund, Jennifer Duis, Jermaine Robert Martinez, Jessie K. Finch, John Georgas, John Joseph Doherty, Jon Lee, Judith Winfield, Juliana Suby, Jermaine Martinez, Kristen Alaniz, Laura Blank, Laurie Dickson, Lisa Tichavsky, Louise Lockard (sub for Karen Sealander), Luke Maring, Marianna Bosch Gutierrez, Mandy Dang, Marianne Nielsen, Melinda Treml, Meredith Heller, Meredith Heller, Michelle Lynne Thomas, Oaklee Rogers, Patricia Frederick, Paul S Bakke, Rebecca Rinsema, Rick Stamer, Rodrigo De Toledo, Ruth Whisler, Scot Raab, Sibylle Gruber, Susan Harris, Therese Myers, T.S. Amer, Tammy L. Mielke, Therese Myers, Wilbert Odem, and Jaime Yazzie

2. Faculty Senate President, Goals of this Meeting—Kate Ellis

FS President opening remarks regarding the purpose of the meeting and asks the NAU president and Provost to provide update on their plans to work with FS.

3. NAU President's Priorities and Goals: Working with the Faculty Senate—Provost José Luis Cruz Rivera

President Cruz Rivera began by thanking the FS and presented on short term priorities of the administration. Summer of 2021 set a strong foundation with a strong and stable leadership team developing priorities with stakeholders.

- Short-term priorities
 - Deliver on main issues that public higher education in Arizona and across country.
 - Expand access, enhance learning, improve graduation rate, reduce time to graduation, and provide family-supporting wages.
 - Push frontiers of knowledge; contribute to innovation, economic development, and cultural contributions.
 - Decentralizing decision-making, should occur at places closest to action.
 - Fall 2021: first six months are informed by the Transition commission. Moving forward to clarify mission, building a roadmap/strategic plan, operationalizing DSP, securing financial viability and sustainability of institution (enrollment and fiscal concerns).
- How to work with Senate?

- Provost and President Leadership want to work with Senate in intensive, purposeful, and systematic.
- Having been provost, there will be many opportunities to think about how to reimagine and reform programs, delivery of education, faculty support, organize programs, how we think about engaged scholarship, and serving community.
- More practical: provost is chief academic officer. Give space and authority to deal with important issues, and that's how I hope to shape relationship with Provost.
- **Questions:** *How frequently can you attend meetings?* Provost will be primary liaison, and he will attend when schedule and need requires. Provost can speak for him and make decisions. *What can you share on fall 2021 steering committee?* Looking at capacity and management/mitigation. As soon as recommendations come to his attention, FS President will communicate more. *How will we begin implementing the Diversity Strategic Plan (DSP)?* President met with Gabe Montano. We're headed to developing a small group that will convert it into an operational plan with milestones and actions. After consulting with departments, etc., then will communicate with campus. *Returning to "normal"?* Under an optimistic outlook, planning to be at pre-pandemic levels with confidence we'll be able to scale back if necessary.

4. **NAU Provost's Priorities and Goals: Working with the Faculty Senate —Provost Karen Pugliesi**

Provost Pugliesi began by stating the topmost priority is establishing a relationship of trust with everyone and among the academic leaders and building a platform for meaningful communication and relationship building. In addition to the priorities outlined by the President Cruz Rivera, Provost Pugliesi shared the short-term priorities below:

- Planning for fall semester and how we're going to operate and ensuring our enrollment is maximized for fall. We have a somewhat larger first-year cohort in the pipeline than anticipated and have some capacity issues.
- Planning for operations and new task force "Academic Success, Learning, and Engagement."
- Following up on how decisions are made. Establish protocols for making various decisions.
- Reviewing and revising key policy areas that are of great concern:
- Needs to work with Saltonsaal to strengthen relationships with Student Affairs and student success.
- Reflect on DSP in regards to HSI status and Indigenous/Native American community.
- Work with Jason Wilder in VP Research—think more expansively about scholarship and research, its place in lives of faculty and students, and clarify goals.
- Longer term: starting with how we do things and then shift to our purpose. Shift from how to what.
- **Questions and comments:** *Possibilities for rehiring?* We are at the stage of exploration. Provost acknowledges what happened to our resource base across campus and the impacted areas that serve first-year students. The loss puts us in a challenging situation. John Georgas has been in active communication with deans, chairs and what they're seeing with students who have priority enrollment. We can't change history, but have the opportunity to put some additional resources on the table. We know Math and English Composition have are the top two serious shortages. The challenges of rehiring: we may

not have ability to find appropriately qualified people based on timeframe and need to balance hiring full time people necessarily and sensibly. *We need to acknowledge that library's resources are at a critical position and do not feel that we are adequately supporting our students. E-resources go up 3-7% every year.* Not the first I've heard about that great concern and is shared by faculty. We have been there before, and library has been extraordinarily creative in response. We want to work with library to discuss past and look forward to the future. *We might be creative, but don't have staff or resources anymore. It's critical at this point for us. Are you going to be tasked with evaluating OGEI process as it's been implemented? We are really struggling in many units to keep it together because we are missing staff. Despite the good intentions of our staff, we need people at the doorstep and don't have people. We are missing pay periods.* OGEI gets a lot of intention. For my part, I'm interested in getting a profile to understand the situation. *We have FYLI classes and not Tas. Focus has moved away from pedagogy. Is there a move to refunding those programs? Focus cannot be purely financial.* FYLI is a program that has been one of distinction for NAU in the past, and looks forward to seeing it continue to thrive. In terms of short-term capacity concerns, we are looking into support. *Every semester, the numbers have changed, numbers from 70-90. Will be part of inquiry. What are things we do that are important for students? Bias is that program is an important part of what we do and has had generative outcomes. Eager to see how we're supporting it and how we can do better going forward.* Cody Canning is embedding equity-minded practices in FYLI which supports DSP. Priority—close equity gaps and ensure success of all students. Challenge is how to provide grading support for larger classes and how to have a FYLI peer facilitator and equity focus.

5. Open Discussion, Agenda Setting—Karen Renner and Kate Ellis

Karen Renner provided ten issues brought forth by FSEC and faculty throughout the years.

1. National, state, ABOR, and NAU workload policies often seem in conflict
2. College/Unit workload policies are hard to find or unavailable
3. Existing workload policies do not reflect the actual work that faculty are doing
4. Existing workload policies rely on different metrics for each area of work
5. The 10%/class model ignores major components of workload essential to good teaching and student success
6. Faculty Governance regarding workload policies has been eroded or erased
7. Faculty contracts and SOEs are not completed in a timely fashion, provide little to no security, and do not cover the last week of work in the spring semester.
8. Workloads continue to increase while salaries have stagnated and don't match cost-of-living in Flagstaff.
9. Workload and pay issues have led to high turnover, low morale, and decreased wellbeing among faculty and students.
10. Workload issues disproportionately disadvantage NTT faculty FS President open the floor for questions and open discussion.

Comments and Questions:

- *FSEC discussed evaluating faculty with a survey on workload and impact of faculty loss during pandemic.*
- *NTT research advocacy and negotiations needs to be addressed.* President acknowledges the issue and has it on the agenda for the year.

- *FS Right and Responsivities Council approved the FS Constitution and bylaws. We have been working on this for many years. In 2015, FS sought our legal counsel based on the precedent that FS has sought out before. However, we were not allowed to do so and threatened with email surveillance. We began a long legal process to revise and address these changes. We are aiming for the end of the semester for final approval.*
- *Senate loss an ex-officio seat on the Academic Chairs Council and an ACC ex-officio seat on Senate. These seats was useful for communication and clarity. Provost is aware of recent changes.*
- *Budget priorities were outline by Bruce Fox, Treasurer.*
- *Part time faculty salary is an important issue brought forward in May meeting. Salary is not competitive and makes it difficult to recruit/hire/retain part time faculty.*
- *Shared governance has significantly eroded in the past.*
- *Reigniting the Teaching Stream Proposal*
- *Cline Library budget was severely cut. These cuts negative impact students and faculty.*
- *How do we continue to support, prioritize, and promote NAU's HSI status and Indigenous/Native American serving institution? There are concerns of the graduation rate of our Indigenous/Native American students tells a different story compared to our recruitment, retention, language presentation, leadership programs.*
- *We can keep talking about equity but we're not supporting faculty development and equity. We need to challenge our pedagogy to address the systematic racism in the university.*
- *Native American faculty were not heard nor supported.*

6. New Business and Adjourn

There being no further business, the meeting was adjourned at 5:04 pm.