

## **Faculty Senate Executive Committee Meeting Minutes September 13, 2021**

Call to Order: 3:00 pm

Acceptance of Agenda: Approved.

Acceptance of Minutes: Postpone to next meeting

Those present: Kate Ellis, Alexandra Carpino, Bruce Fox, Pete Fulé, Gioia Woods, Karen Renner, Chrissina Burke, Blue Brazelton, Jessie K Finch, Ed Smaglik, Karen Renner, Laurie Dickson, Astrid Klocke, Provost Pugliesi, Melinda Treml, John Georgas, Yvonne Luna, and Jaime Yazzie

Those also present (electronically): Marianne Nielsen, Mohamed Mohamed, Grace Okoli, Monica Brown, and Jeff Berglund

### **Faculty Senate President's Report—Kate Ellis.**

FS President provided an update on the ABOR meeting where AZ Innovative Alliance gave a report and will again in November. University of Arizona (UA) and Arizona State University (ASU) had metrics approved, but NAU's have been postponed due to our change in leadership.

- Members of Strategic Committees were put forward and supplemented by additional suggestions from FS President. Astrid Klocke is assembling a 45-day group on faculty workload.
- FS President emphasized the need to have an accurate record of Senate activity.
- Met with Gayla Stoner and Laura Bounds, and there is significant interest to schedule a meeting of a variety of members to meet with Statewide Faculty on October 4, 4-5 pm.

### **Provost's and President's Report—Karen Pugliesi.**

Provost Pugliesi provided report on NAU's retention, Academic Leadership Assembly, and development of working groups.

- Provost Office will be communicating to high school students what they need to do to qualify for admission. Even if they are a little short, they could be eligible for admission. Distributed report and highlighted portions that show NAU's lower retention numbers for first-year students with missing requirements versus our sister institutions. Also distributed AZ Promise Metrics. AZ Innovation Alliance is a collaboration with other two institutions coordinating how students find way to degree through community colleges and statewide sites. Yvonne Luna, our new Vice Provost for Curriculum and Assessment, will be working on that initiative.
- New Liberal Studies program was met with great approval from the board. We already had a program that was designed to focus on learning outcomes, and these outcomes aligned with many of the board's goals.
- Academic Leadership Assembly: Part Time salary policy is now in an analysis stage so that the financial implications of generated ideas can be explored. We need to make sure that we're not going to harm the university by implementing any changes. A workgroup has been put together to work on the Supplemental Pay Policy. Provost will bring feedback regarding Teaching Stream Proposal to the Collaborative next week. Some suggestions have been brought forward regarding the Academic Calendar—e.g., starting earlier and ending at Thanksgiving.

- Working groups are being assembled regarding Faculty Workload and Faculty Hiring. We want to increase the proportion of the faculty hired who are tenure track. Former Provost Stearns approved some searches, which have taken up some resources.
- Since we are doing away with multi-term enrollment, there is a serious need to have master schedules.
- Board wants us to work in deep partnership with Arizona Western College. We will be developing a proposal that will include a request to the legislature for resources to develop this region.
- New Economy Initiative proposal is in development.
- **Questions:** *Is there any conversation about NTT conversions rather than external searches?* I am committed to defining these positions according to the teacher-scholar model. Those tenure-track hires must be seeking faculty who can make contributions to teaching and learning, scholarship, and diversity, equity, and inclusion goals. We don't yet have enough knowledge to propose formal policies; alternative would be to put a freeze on hires. *Would be helpful to have a parallel discussion about paths to tenure for NTT faculty.* Those discussions are ongoing. *Has there been discussion about a tenured stream for the Teaching Track?* We have talked about that, especially as there are precedents elsewhere, as well as multiple-year appointments. *Is there any policy against conversion?* Consistency and equity are the primary concerns that would affect the development of some policy. *Is there a possibility for strategic teaching hires?* In some units, there are large numbers of NTT faculty, so how do you decide who receives that benefit? *At some point, please address.*

### **Faculty Ombuds Annual Report--Monica Brown**

Monica Brown presented on the Ombuds Program and what services the program provides as well as standards of practice.

- The Program is guided by **Four Operating Principles** that include Independence, Neutrality and Impartiality, Confidentiality, and Informality.
- **Contact information:** Monica Brown, [ombuds.office@nau.edu](mailto:ombuds.office@nau.edu), (928)523-8767

### **General Studies Implementation Recommendations—Melinda Treml, Jeff Berglund, and Yvonne Luna**

Melinda Treml and Jeff Berglund provided an update on the Feasibility Study Summary of Findings, CACC proposed implementation plan, and future plans of the General Studies Proposal.

- The Feasibility Study found these capacity shortfalls
  - American Institutions: need to double capacity (3,500 seats);
  - Indigenous Peoples: need 6,100 seats;
  - Intersectional Identities: need to double capacity (3,600 seats);
  - US Ethnic Diversity: need 1,000 seats.
- Focus is to embed the Diversity Perspectives in the Knowledge Areas. 60% short in Arts and Humanities, 40% short in Social and Political Worlds, as many seats as we can get in Scientific Literacy.
- FS charged CACC to convene a workgroup to create an implementation plan. The representative group composed of faculty senate-charged committee representatives and functional support representatives including administration support, technical support,

online, innovated educational initiative, provost office, advising, associate deans, and ASNAU.

- Key Factors of Implementation: Faculty Design of Course Proposals; Committee Review of Course Proposals; Degree Program Impact Analysis, Resource Model/Metrics, Student-Facing Support, Technical Support.
- Scheduling has traditionally been done by unit, and then we have to react to need. Hoping to implement a proactive model for scheduling.
- The goal is to have a soft launch in Fall 2022 (add Course Attribute to course to monitor courses and seats and can report back to ABOR); Hard launch Fall 2024 (activate the new General Studies Program). First priority is to develop American Institutions and Diversity Perspectives courses. Plan is to give clear direction to colleges and academic units at 9.27 FS meeting.

### **Councils and Committees—Chairs**

- Elections Committee—Ed Smaglik: Elections will be next week.
- Non-Tenure Track Council—Jessie K. Finch: NTT Council meeting on Monday.
- Bylaw Committee—Alexandra Carpino: Academic Standards and LS has updated membership. FS must vote to approve changes. **A motion was made and seconded to bring Academic Standards and Liberal Studies Committee bylaw amendments to the full Faculty Senate as a Qualtrics survey with an option to submit comments. Motion approved with 13 in favor, 0 objections, and no abstentions.**

### **LMS Selection--Don Carter and John Georgas**

- NAU is undergoing a review of its current Learning Management System (LMS) needs to best promote student success. Don Carter and John Georgas presented on the next steps in how to make the decision. They will be gathering selection criteria (Sept. - Dec. 2021). A set of some general criteria was shared. Selection of LMS is scheduled to be made in March 2022.
- **Question:** *Council on Learning is interested in test proctoring. Will that be a consideration?* Yes, as will other add-on pieces.

### **Report on Meetings with Senators—FS President Kate Ellis**

FS President met with all senators one-on-one and provided a summary of senator concerns, suggestions, and ideas.

- Students without major used to be housed in the University College, which is no longer the case. Interest in reinvestment in FYS and FYLI.
- Higher class caps imposed during COVID-19 should be lowered to reflect our vision.
- Academic workload: students are choosing to take more credit hours to save money. Return to pledge program?
- Library: grant came in to make widely used textbooks available as ebooks.
- More of a focus on graduate students.
- SOEs could recognize professional development, course design, etc.
- OGEI increasing workload for faculty?
- Training for faculty to work with neurodiverse students.
- More transparent budget process.

- Streamlining of travel policies.
- Review of current councils and committees and bylaws.
- Reinstitution of high impact strategies for first-year students.
- Senators represent college, not department. Therefore, colleges need to have standard procedures.
- A list of expectations for Senators that can be shared at time of elections. Lists need to be updated for colleges regularly.

**New Business and Adjourn**

Moved to adjourn 5:10 pm.