

**Faculty Senate Meeting
Minutes
January 24, 2022**

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 3:02 pm.

Agenda revised and accepted.

Minutes accepted for November meeting.

- **Those also present (electronically):** Kate Ellis, Ed Smaglik, Provost Karen Pugliesi, Aaron Divine, Alexandra Carpino, Amy Rushall, Amalia Veronica Garzon, Angie Hodge-Zickerman, Andy Wang, Anika Olsen, Astrid Klocke, Beth McManis, Blue Brazelton, Bruce Fox, Catrin Edgeley, Christopher Scherpereel, Claudia Sturgis, Corrine Gordon, Cindy Wohlschlager, Cynthia Ivy, Donna Simon, Eck Doerry, Elizabeth McPhee Berney, Emi Isaki, Emily Manone, Gayla Stoner, Gioia Woods Grace Okoli, Gretchen McAllister, Hallie Edmonds, Ian Wischmeier, Jane Marks, Jason Wilder, Jeannie Copley, Jeffery Hovermill, Jennifer Duis, Jermaine Martinez, Jill Navran, jkf, John Georgas, Jonathan S Lee, Joseph Gomez Moreno, Joshua Emery, Joy D’Angelo, Judith Winfield, Juliana Suby, Kara Attrep, Karen Renner, Karen A. Sealander, Kristen Alaniz, Laura Bounds, Laurel K. Stempak, Laurie Dickson, Lisa Bliss, Lisa Tichavsky, Lisa Veal, Luke Maring, Mahendra Joshi, Marianne Nielsen, Marjaneh Khadem Gilpatrick, Mary Gemma O’Donnell, Mary Towle-Harmon, Meredith Heller, Miriam Espinoza, Mohamed Mohamed, Monica Brown, Parwez Besmel, Paul Bakke, Peter Fulé, Rakesh Pangasa, Rebecca Rinsema, Richard McNeill, Rodrigo De Toledo, Roger Bounds, Ruth Whisler, Samantha Clifford, Scot Raab, Sibylle Gruber, Tarang Jain, T S Amer, Taylor Lyster, William Johnson, Jaime Yazzie
- **Those absent:**

2. Faculty Senate President’s Report—Kate Ellis

- FS President congratulated the six [NTT Spotlight honorees](#), updated the senate on the various senate activities and faculty concerns. The Academic Leadership Collaborative meets once a month and includes FSEC member representation. The General Studies Implementation Committee needs an alternate.
- Several issues were brought to FS President’s attention including:
 - Concerns regarding long-serving chairs, who have been in their position for 12 years,
 - How does NAU talk to candidates who would receive a larger salary at another institution?
 - Can we provide on-campus housing? Housing options are under consideration for one year for new faculty.
 - Concerns about the high cost of on-campus parking and decrease in presence on campus. Parking Services will hopefully come to our February meeting.
 - Faculty in Personalized Learning please reach out to Kate and Gayla Stoner.
 - Post-doctoral job descriptions: According to HR, Ph.D. date violates discrimination guidelines. The faculty met with the HR team to clarify if removing the term “recent” is the solution.
 - Thursday, Jan. 27 – forums with the candidates for the HSI advisor
 - CoFS task force for the teaching stream proposal needs more volunteers among the Professor of Practice group

- FSEC and Diversity Curriculum Committee will meet to address the needs for the new General Studies program.
- Candidates for HSI advisor open forums scheduled for Jan. 27 via Zoom.

3. NAU Provost's Report—Provost Karen Pugliesi

- Provost Pugliesi reported the university's highest undergraduate graduation rates ever, marketing for faculty searches, leadership searches, and program updates.
- College Success Program: NAU 120 and NAU 130 instructors will be bringing their expertise together to achieve greater equity in outcomes for our incoming students.
- Enrollment management is expecting a freshman class of the same size or slightly larger
- Academic Leadership Summit on Jan. 26 will focus on cultivating an inclusive environment for achieving faculty success.
- There is enormous pressure and investment to help NAU and the other two universities grow programs that would create more critical health professionals and social workers.
- Team in Provost's Office had a retreat. Provost provided a list of 45 task forces for Spring-Fall 2022:
 - Faculty Workload Policy—continuing
 - Faculty Search Process—Phase II
 - Educational/Instructional Models—Phase II
 - COFS Revision
 - Inclusive Academic Excellence
 - Curricular Complexity/Requisites
 - Transfer Center & Regional Hubs
 - Academic Program Portfolio
 - Academic Calendar
- Strategic road map will be finalized this semester.

4. Teaching Stream Update—Provost Karen Pugliesi

Provost Pugliesi provided an update on the proposed Teaching Professor Track. Overall, faculty will have opportunities to progress through the tracks and get some degree of assignment in SOEs to the scholarship of teaching and learning or in some cases to scholarship that contributes to the teaching they do. The Provost highlighted various parts of the proposal documents including the issue of terminal degree, eligibility for multiple-year appointment, proposal to increase salary benchmarks, and new titles.

- The draft will go to deans at the end of the week so that new titles can go into the NOAs for AY 2022-23.
- **Comments/questions:** *Will individual FSC committees have to be revised? How will that process play out? We will need to orchestrate a new set of P&T policies and annual reviews. How can this be done by the fall? As long as we have developed the definitions, we don't have to have all the policies in place. We can go through a period where we don't have everything in place; we will issue guidelines so that there is transparency. When would unit-level criteria differ from college-level criteria? Ideally, we won't have a lot of competing criteria, but sometimes they may be necessary. What is in the scope of this task force and what's the timeline for updating local documents?* The task force anticipates the next draft to be ready in February and hopes to adopt something by the middle of the semester. Some colleges already have workload documents. The task force met this morning and on Thursday, and we are reviewing feedback from the Academic Leadership Summit. Contact astrid.klocke@nau.edu with questions about the timeline. *A table for the salary conversions would be helpful.* Since we have different CIP codes, salaries will look different across departments. What we are changing are the benchmarks for the salaries. Individual salaries will have to be figured out individually. The president has marked \$10 million in next year's budget to deal with all sorts of salary issues, including student worker pay rates, idiosyncratic pay issues, and increases in faculty

salaries generally. *Are teaching stream faculty eligible for intramural grants?* This is still under discussion, but I am looking for the possibility of other grants to be made available for these faculty. Funds are limited and therefore prioritized for faculty who need research for promotion.

- *Questions from chat: In terms of eligibility, can all folks who are currently serving as lecturers be able to convert to this teaching track? Or do folks have to be lecturers for a certain amount of time before converting?* The current document states 3-year minimum at NAU to be eligible for transition. *Are student workers (GTA's, TA's, etc.) going to see an increase to reflect minimum wage? Has there been any consideration of an appeals process? Will the final draft include guidelines for appeals?* We are looking at that policy now!

5. Admissions Update—Anika Olsen, Vice President for Enrollment Management

Vice President Anika Olsen presented a proposal for an exception to ABOR policy regarding admission standards that requires 16 core classes. 18% of AZ high schools offer only 1-15 core courses. 68% only have access to one second language. ABOR allows for up to 10% of the newly admitted students to not meet admissions requirements. These changes would closely align with HS graduation requirements (14-core) for the fall 2023 incoming class.

- **Comments/questions:** *Has any discussion been had with the schools that do not offer the required classes?* There are a different set of requirements for graduation, so some communities target those instead. *Why is a second language required when many majors don't require it?* This conversation has come up multiple times, depending on who's in ABOR. Concern was that if we didn't require it, high schools wouldn't teach it.

6. Teaching and Learning Center Proposal—Astrid Klocke, Vice Provost for Faculty Affairs, and Amy Rushall, Director of Faculty Professional Development

Vice Provost Astrid Klocke and Director Amy Rushall presented on the Teaching and Learning Center Proposal. There is an increased demand to support faculty in general, and in light of some university-wide initiatives (i.e., general studies transition and LMS transition), we propose that having a one-stop-shop model would be beneficial for faculty. We are here to gather any feedback and comments.

- **Questions/Comments:** *Faculty senator expressed support for the proposal. Another is concerned about the center may not get support. I know FYLI is a part of this and I know FYLI is not about providing Teaching Assistants, but has there been discussion about training more peer TAs to help us with engagement in the classroom as we phase in general studies. TAs would also benefit from that training.* The short is yes, there is conversation. We're limited in terms of budget. *How can we get faculty to show up and incentivize engagement and professional development?*
- **A motion was made for Faculty Senate to endorse the Center Proposal. Motion approved with 36 in favor, 1 objection, and 3 abstentions.**

7. College Fees—John Georgas, Vice Provost for Academic Operations

Vice Provost John Georgas reported on changes to the program and course fees for AY22-23. The challenges with the current state of course fees include unpredictable and “nickel-and-dime” impressions for students, difficulty in awarding complete financial aid packages for student affairs, and significant accounting, audit, and compliance overhead for administration. The intention is to replace all undergraduate program and course fees with college fees (defined in ABOR policy 4-105, section B).

8. Council and Committee Reports

- **Scholarship Committee—TS Amer:** Accepting applications for FS Scholarship. Please share the application and [website link](#) with students and departments. Chair requested volunteers to join the committee. Five individuals volunteered.
- **Elections Committee—Ed Smaglik:** Committee putting together a list of responsibilities, a timeline, a letter for colleges, and suggestions for chairs to share information during department meetings.
- **Council on Learning—Rebecca Rinsema:** Council is looking into high-contact courses and thinking about developing a document that describes the different types of classes. We are also examining the Student Opinion Surveys.

9. **New Business and Adjourn**

- **Update on Constitution:** Hoping that by March, Constitution will come to FSEC and Senate and then go to General Faculty for a vote. It would then have to go to ABOR.

The meeting was adjourned at **5:01 pm.**