

**Faculty Senate Meeting
Minutes
November 22, 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 3:02 pm.

Agenda revised and accepted.

Minutes accepted for October meeting.

- **Those present:** Kate Ellis, Ed Smaglik, Karen Renner, Peter Fulé, Jessie K. Finch, Provost Karen Pugliesi, and Jaime Yazzie
- **Those also present (electronically):** Gayla Stoner, Aaron Divine, Alexandra Carpino, Amy Rushall, Angie Hodge, Astrid Klocke, Blue Brazelton, Bruce Fox, Catrin Edgeley, Chrissina Burke, Christopher Scherpereel, Cindy Skelly-Wholschlager, Cynthia Ivy, Donna Simon, Emily Manone, Eric Yordy, Gioia Woods, Jane Marks, Jermaine Martinez, Jill Navran, John Georgas, Jonathan S Lee, Joseph Gomez Moreno, Juliana Suby, Kara Attrep, Laurie Dickson, Lisa Bliss, Lisa Tichavsky, Luke Maring, Marianne Nielsen, Marjaneh Khadem Gilpatrick, Meredith Heller, Mohamed Mohamed, Paul Bakke, Raven Munoz, Rebecca Rinsema, Richard McNeill, Rodrigo De Toledo, Ruth Whisler, Samantha Clifford, Sibylle Gruber, Tarang Jain, Therese Myers,
- **Those absent:** Elizabeth Berney, Emi Isaki, Mary Towle-Harmon, Grace Okoli, Jeffrey Hovermill, Karen A. Sealander, and T S Amer

2. Faculty Senate President's Report—Kate Ellis

- FS President updated the senate on FS appointments to committee and council vacancies, the General Faculty meeting, November 15, and ABOR/AFC meeting. Over 110 online participants and about 28 in-person participants attended the General Faculty meeting.
- ABOR approved increasing the number of multi-year appointments each university can award. A report on attainment in Arizona with less than 30% of high school graduates pursuing any level of higher education with a grave concern for the future of higher education in AZ and future preparedness of the state's workforce.
- Request to senate to work with the Provost Office on the timing of student opinion surveys.

3. NAU Provost's Report—Provost Karen Pugliesi

- Provost Pugliesi reported on the ABOR-approved extension of multi-year appointments, visits to statewide facilities, revisiting faculty awards, and authorized hiring searches.
- Preliminary enrollment projections are forthcoming and Provost Office will ask deans to look at staffing to possibly authorize instructional-focused positions.
- Revising faculty awards: it has been hard to generate enough nominations and is a burden on the nominators. Deans would give recommendations after going through the annual reviews.
- We have allocated a large number of authorized searches across all colleges. Among those are three clusters. One is from the College of Education (COE) focused on recruiting faculty who will work on DEIJ in K-12 schools. The other is an SBS and CAL collaboration focused on pedagogy for LatinX students and related to General Studies program. CEFNS, CEIAS, and SBS have some related positions but not a formal cluster. Marketing is working on a different kind of ad that will link to microsites with more

information. Colleges expected to consult with Diversity Fellows about making ads more enticing to diverse applicants. 36 searches have been authorized.

- Academic Leadership Summit on December 15: Facilitated dialogue about recommendations from three task forces: teaching stream, faculty search, and workload. Deans, associate deans, chairs, directors, and FSEC are invited.
- **Questions/Comments:** *NAU has always had the lowest pay. Is there any taking that into account considering the dramatic rise in the cost of living? We will be talking with Josh Mackey and Bjorn Flugstad about hiring allowance that would help new hires with money for a security deposit, moving, etc. We had numerous conversations with the president regarding faculty salaries. Has there been any discussion about trying to work with city or local landlords? Looking at university-owned property, as well as smaller childcare. Have there been conversations about the large burden that will fall on faculty of color who help us with representation on search committees? We had conversations with Deans. This needs to be addressed: possibly through alternative strategies in forming committees, training of faculty to be champions, contribution to DEI efforts. We hope to make appropriate adjustments. Any strategies to convince ABOR to review cost inequities between universities? Do other university professors own two homes? Any consideration to the fact that we are cheap in comparison? May not be relevant to the way they allocate sources. Any movement on changing of part-time salaries? We are still working on this.*

4. Emergency Escape Button—Jessie Finch and Raven Munoz

- Raven Munoz provided an update on the Emergency Button. The button can be found on Title IX, Campus Health-Counseling Services and Sexual Assault, NAUPD, and Health Promotion-Sexual Assault Resources websites. Raven thanked Rye Heidinge (Applications Programmer, Intermediate), Lyric Peate (UX/UI Analyst, Lead), Sam Gerstner (Jr. Software Developer), Damien Coy (Manger, Applications Programming), and Jessie K. Finch (Senior Lecturer).

5. Proposed ASNAU Bill—Senate Chair Jacob Carter

- Jacob Carter presented the ASNAU Resolution to Declare a Climate Emergency at NAU (ASNAU-SR-3404). The bill asks NAU to declare a climate emergency, commit to an immediate plan for university-wide transition, and recognize the disproportionate impact of the Climate Crisis on Indigenous tribal communities and other underprivileged communities and work closely with these populations.
- **A motion was made for Faculty Senate to endorse ASNAU-SR-3404 Resolution. Motion approved with 32 in favor, 1 objection, and 3 abstentions.**
- **Question:** *Have you done a cost-benefit analysis? At the end of the day, that is the university administration's job. We are asking for greater time, energy, and potentially money to be put toward this goal. This is a resolution so it is an expression of values. Have you taken to other groups on campus? Yes, we are in the process of distributing. Have you been in communication with the coordinating committee on sustainability? My understanding is that that group is working on developing some sort of a plan. We, unfortunately, missed one meeting and haven't heard back about rescheduling. They do not have the university resources to fulfill their goals. We don't have a Climate Action Plan at NAU.*

6. Online Statewide Task Force—Gayla Stoner, Vice Provost and Dean of Online and Innovative Educational Initiatives

- Vice Provost Gayla Stoner reported on Statewide Services and Academic Programming Task Force and the working groups focusing on Prospect and Current Student Support

Analysis, Financial and Facilities Sustainability Analysis, Partnerships and Workforce Needs Analysis. Working group reports of activities will be reviewed by the taskforce.

- Prospect and Current Student Support Analysis: Activities included all student services inventory, launched survey to statewide students, and collected 3-year enrollment data.
- Financial and Facilities Sustainability Analysis: created access database with all statewide location details, created an FY22 forecast of expenses by locations, identified unfunded operational expenses.
- Partnerships and Workforce Needs Analysis: Looking into questions regarding programs offered by NAU, existing programs performance, increase workforce, labor market outlook, and growing industries. Activities include compiling list of programs, conducting internal review of community opportunities surrounding individual sites, environmental surrounding individual sites, Requested external review of labor demand surrounding individual statewide sites.
- **Questions:** *What are the main takeaways from the report?* The main takeaways are still being worked on. Two that stand out is the ability to communicate with our faculty and staff across statewide and workforce development. HR is extremely helpful but we had to work across three different divisions to get communication out. We need to expedite communication and contribute to the concerns from the statewide site. The Provost and I talk about building relationships with academic affairs at statewide sites and having connections there. *Our partners need to understand and design programs together.*

7. Council and Committee Reports

- **Elections Committee—Ed Smaglik:** Looking to streamline the election process and provide more information on positions and responsibilities.
- **Steering Committee for Service Teams—Marianne Nielsen:** If anybody has any concerns on travel, hiring, and purchasing, please send information to M.Nielsen@nau.edu.
- **Bylaws Committee—Alexandra Carpino:** Working on bylaws of various committees, the role of Faculty Senate liaison, and the Curriculum Assessment Coordinating Committee (CACC). CACC will stand as a Senate committee. Now have ad-hoc committee called General Studies Implementation Advisory Group.
- **Council on Learning—Rebecca Rinsema:** Investigating possible of S-designation for high-contact studio classes.
- **NTT Council—Jessie Finch:** Received 56 nominations for NTT Spotlight. Notes from Nov. 1 meeting are posted on the FS BBLearn forum. Final meeting on Dec. 6 via Zoom. Jessie will be replaced by Lisa Tichavsky as she is taking over as Chair of Sociology.
 - Highlights from Nov. 1 Meeting: 63 attendees and distributed informal poll with 76 responses. Results of poll showed 5 emerging topics: job security, issues around respect, salary, workload and burnout, tenure-track conversions and lack of opportunities; 5 contributions: teaching, mentoring of students, service, high levels of community engagement in line with Strategic Roadmap, research.
- **Constitution—Kate Ellis:** Goal to have a spring meeting of general faculty to go over constitution. After approval from faculty and administration, the constitution will go to ABOR. Hoping to have approval by end of AY.
- **Question/Comments:** *Do we still have a comment from other units regarding service teams?* Yes, this information has been forwarded to the appropriate parties. *What has happened to units that lost resources?* The way these teams were formatted left many units unable to properly function. We have allocated additional support to larger units and are looking at other possibilities. *What about parking? Any discussion about lifting*

restrictions on parking for evening events, which especially affects CAL? We had a change in staffing, so there is an opportunity to revisit this issue.

8. New Business and Adjourn

There being no further business, the meeting was adjourned at **4:49 pm**.