

Faculty Senate Executive Committee Meeting Minutes January 3, 2022

Call to order: 3:00 pm

Acceptance of Agenda: Approved with an amendment to provide more time to item #2.

Acceptance of Minutes: Approved

Those present: Kate Ellis, Ed Smaglik, Karen Renner, Provost Karen Pugliesi, John Georgas, and Jaime Yazzie

Those also present (electronically): Alexandra Carpino, Anika Olsen, Astrid Klocke, Blue Brazelton, Bruce Fox, Amy Rushall, Eric Yordy, Grace Okoli, Laurie Dickson, Luis Fernandez, Lisa Tichavsky, Marianne Nelson, Mohamed Mohamed, Rebecca Rinsema, and Pete Fulé.

Those absent: Gioia Woods

Faculty Senate President's Report—Kate Ellis

FS President Ellis gave her time to Agenda Item #2

Center of Teaching and Learning—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 (TLC) Proposal. In 2018, the first Teaching and Learning Center Proposal was developed and transitioned in 2020 under a TLC Transition team. In 2020, the pandemic disrupted the proposed timeline. Faculty Professional Development supported First Year Learning Initiative (FYLI), interdisciplinary writing, and structural design teams. We propose a one-stop-shop model for faculty to support future university-wide initiatives.

- **Comments/Questions:** *Incentives for faculty to engage in professional development will be important to improve engagement. Before we had a dedicated person focused on faculty, will that be continuing? There is more of a focus on students than faculty. Faculty will also need to have time recognized in their SOE if the center is to be successful. How will funding be addressed since budgets were cut in the past? Our program works with faculty and not students directly. We would recruit a Faculty Fellow and backfill money that will come out of VPFA budget. We are aware that there has been a withdrawal of support, and we are looking at ways to restore and rethink FYLI, which should be thought of as requiring sturdy pedagogical design rather than simply Teaching Assistants.*
- **A motion was made to bring the proposal to the full senate meeting after revisions. Motion passed unanimously with 12 in favor and no objections.**

NAU Provost's Report—Provost Karen Pugliesi

Provost Pugliesi provided an update on COVID-19 pandemic response, sabbatical applications, the first Academic Leadership Summit, and a few taskforce activities. Administration is continuing to stay in touch with experts regarding COVID-19 variants and will update the campus with a town hall on Thursday.

- Many sabbatical applications submitted for next year (45 out of 54 approved). The majority were applications for a year. Only 11 semester sabbaticals were approved. Semester sabbaticals are hard to support.
- First Academic Leadership Summit focused on Teaching Stream and Workload Taskforce. Feedbacks survey sent to participants.

- Faculty Workload: More conversations are needed to clarify various things. Our interest is to create a framework to increase transparency and consistency. On the one hand, there was an interest in having more local control and, on the other, more enforcement of consistency from provost. We need to work on building trust between all parties. It is clear that faculty feel burned out. We need to have a way to create reasonable workload assignments and not overburden faculty. At the same time, we need to provide faculty with more support.
- Teaching Stream/Track: Provost is ready to move forward with the proposal, but there are some details that need to be worked on. This is about positions and not individuals to meet unit needs. There is also a difference of opinion about terminal degrees. As an institution of higher education, we should perhaps value terminal degrees. Next step is to bring proposal to the NAU President for approval, and then move to Arizona Board of Regents (ABOR). Another issue to address is increasing instructor salary up to 75% of CUPA median. We are uncertain about the distribution of multi-year contracts, though we want to follow the practice of linking them to promotion. The institution cannot have 100% multi-year contracts because it needs to retain financial flexibility. We would like to have this on the agenda for the next full Faculty Senate meeting.
- Call for an interim position for Hispanic-Serving-Institution (HSI) advisor sent out.
- Looking at a redesign of first-year seminars and NAU 120.
- **Questions:** *Is it possible to increase the amount of money that one gets during a year sabbatical? Another possibility might be to decrease the amount of compensation received during a semester. Communities of practice will seem like additional work unless faculty receive credit. What is going to be the baseline workload?*

HSI Status—Luis Fernandez

Luis Fernandez provided an update on NAU's designation as a Hispanic Serving Institution (HSI). A group of folks was assembled who have already been working with Hispanic students. The group identified that the university needs to decide what HSI means, build infrastructure to support students, and create a mission that would align with the Strategic Plan and Roadmap. This set the stage for an HSI advisory position. Team is hoping to come forward with discussion points and apply for Title 5 grants (\$500-600,000 for 4-5 years).

Enrollment Management Update—Anika Olsen

Anika Olsen provided an update on financial aid and admission standards practices.

- President charged a Pricing and Positioning group in early August to restructure NAU's financial aid for fall 2023 (begins in July). We are looking to be a leader regarding how we fund students.
- Currently, per ABOR policy, students are "assured admission" with a 3.0 GPA in 26 core required classes; "delegated admission" with 2.5 core GPA. This core differs from AZ high school graduation requirements. 10% of AZ high schools don't offer all 16 courses. 41,000 students don't have access to all the required courses. ABOR allows up to 10% of newly enrolled students to not meet admissions requirements ("admit with deficiencies"). To address this, Vice Provost recommends accepting 4th-year HS math and removing the second language as a requirement. Changing these requirements reduces inequity for students, captures those unable to apply due to meeting requirements, and increases transparency to students and parents.

- **Discussion:** *There is always a concern about how well students will be prepared to in college. There are a number of students who self-select out of applying because they think they are not qualified. We have looked at deficiency data, and our more rural communities are disproportionately affected. What is the benefit of Tucson/Tempe not doing it? We would have the opportunity to enroll those 41,000 students and be better able to support our access mission.*

Chicago Principles—Eric Yordy

Arizona Legislature requires ABOR report on the state on free speech. In 2018, we did a thorough search of policies and procedures and complaints regarding free speech violations. Chicago Principles are well known set of free expression principles, and those have been already accepted by UA and ASU. There are green lights on everything except for yellow light on anti-discrimination and harassment policy.

- **Comments/questions:** *In this country, hate speech is not illegal. The only time it can be censored is if there is a threat. Is there a way to discourage hate speech? How do we move from yellow to green? ABOR would need to change its policy. <https://www.thefire.org/schools/northern-arizona-university/>. How do HSI institutions tend to fall? Haven't looked, but we would love to see that information.*
- FSEC will schedule a special one-hour meeting to discuss further.

Programs and Course Fees—John Georgas

Course fees bring unpredictability and complexity to their finances and give an impression that we are “nickel-and-diming” students. Course fees also take a lot of work in terms of the academic unit budgets. In addition, for some time, we haven't been able to institute new fees or increase fees to accommodate expenses.

- Proposal is to do away with course/program fees and have a single college fee model. 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. There will be three fee tiers collected in fall and spring terms only. Fees collected in summer for only limited programs. CAL, CEFNS, COE, OIEI, PROV, and SBS will have a \$150 fee/\$224 term by residency. CHHS and FCB will be a \$250 fee/\$375 term by residency. CEIAS will have a \$450 fee/\$675 term by residency. Proposal aims for Fall 2022 deployment. Average of 8% increase to college funding amounts.
- **Questions:** *How will this be distributed to units? That will be up to deans, though our modeling does include dept. level. Departments and deans will need to work together to build trust. This will be cost neutral for our neediest students.*

Council and Committee Reports

- Election committee—Ed Smaglik: Committee working to provide consistent guidance across colleges.
- Non Tenure Track Council—Lisa Tichavsky: Council is in transition. The first meeting in late January.
- Bylaws committee—Alexandra Carpino: Committee waiting to get revisions.

New Business and Adjourn
Moved to adjourn **5:00 pm.**