

Faculty Senate Executive Committee Meeting Minutes February 7, 2022

Call to order: 3:01 pm

Acceptance of Agenda: Approved.

Acceptance of Minutes: Moved to next FSEC Meeting March 7, 2022

Those also present (electronically): Kate Ellis, Alexandra Carpino, Astrid Klocke, Blue Brazelton, Provost Karen Pugliesi, Gioia Woods, Peter Fulé, Gayla Stoner, Marianne Nielsen, Rebecca Rinsema, John Georgas, Lisa Tichavsky, Brian Register, Grace Okoli, Karen Renner, Bruce Fox, Brendan Trachsel, Clare Aslan, Michelle Wyman, and Shelley Kossak,

Those absent: Ed Smaglik and Mohamed Mohamed

Faculty Senate President's Report—Kate Ellis

FS President Ellis provided a report on faculty concerns, Diversity Curriculum Committee (DCC) proposal, constitution, and FSEC resolution.

- College fees: FS President received several emails expressing concerns about the proposal. Concerns were shared with John Georgas, and they are working on a communication plan to provide information to the faculty.
- Continuing communication with Bjorn Krondorfer on requirements for a post-doctoral fellowship. Provost Pugliesi working to get the matter resolved.
- FSEC met to discuss the DCC proposal on Monday, Jan. 31. An invitation will go out soon to bring in all constituents related to diversity. The goal is to construct a job description for a Diversity, Equity, Inclusion, and Justice (DEIJ) job description in the Provost's office that will create the leadership that the DCC needs. Kate will have a meeting with the chairs of the DCC and the General Studies regarding the job description for the new General Studies director
- FS President received a new draft from Michelle Parker. The draft will go to the FSEC members for review, including Mohamed Mohamed as chair of the Rights and Responsibilities Committee. Once the Rights and Responsibilities Committee approves, the draft will be forwarded to Laurie for a pre-review from ABOR. The Constitution will be expected to come forward to FSEC for a full discussion on March 7 and the full Senate on March 21. The intention is to bring it to ABOR in June.
 - **Comments/questions:** *Can you clarify the changes?* Most have to do with legal language. One question focused on when there is an action by the administration, that it should be brought to a standing committee, but it was not clear what type of committee. Can it be a committee with faculty representation created by the administration?
- FSEC reviewed and discussed the Arizona State University (ASU) Resolution regarding firearms on campus. FSEC discussed the resolution and previous senate resolutions regarding the same issue. **A motion was made to pass the FSEC resolution opposing Arizona Senate Bill 1123 and House Bill 2445 with revisions. Motion passed unanimously with 9 in favor and no objections.**

NAU Provost's Report—Provost Karen Pugliesi

Provost Pugliesi provided an update on the newly appointed HSI advisors, Academic Leadership Summit, spring 2022 Census report, and other activities.

- Discussion about adapting the college success programs. The Provost Office put together a plan that would place incoming students into a newly designed version of NAU 120, related to their ENG and MAT preparations, plus their GPA.
- Two Hispanic Serving Institution (HSI) advisors have been appointed to ensure coverage for statewide sites. Claudia will work with Gayla and refresh what we're doing across the state.
- Chairs and directors are interested in resurrecting a regular formal meeting previously convened as the Academic Chairs Council (ACC). This would provide opportunities for chair to meet with each other, support each other, and interact with the Provost's Office for dialogue.
- Academic Leadership Summit on Jan. 26 focused on creating supportive and positive environments in academic units.
- Spring 2022 Census was just completed, and unfortunately, we had a greater loss of students from fall to spring than we did last year. Some of our most vulnerable students were among them. Anecdotally I have heard that a lot of faculty are holding classes remotely even though they are labeled as in-person. Attendance deteriorating in in-person classes. We need to partner to engage students in the classrooms. Student Affairs is also working on addressing this. The provost received numerous emails about the essay published in the *Chronicle* "[The Great Faculty Disengagement](#)." The provost is interested in discussing the article with the faculty.
- Provost met with the School of Nursing at the Tucson site and has additional meetings scheduled. There is a lag in communication related to the aggressive planning of program expansion. We are also running a search for a new executive director for the School of Nursing so they have the support they need to meet the expansion initiatives.
- **Comments/Questions:** *The way we message the idea that faculty might be disengaging has to be approached very carefully. We cannot use punitive language; faculty need to feel valued. Students have also disengaged to a certain extent. Part of the disengagement might be an issue of perception. What years of students are falling off? 1st -2nd year (it does consolidate campuses)—5%, 9% for juniors and seniors. Decrease 5.5% greater this year. Juniors and seniors also include personalized learning and online. Comments from chat included: "By and large, I think that faculty are trying harder than ever." "How will we know trust has been rebuilt? What indicators will we use? "What about polling faculty? We haven't done a survey of faculty in ages."*
- John Georgas provided an update on the college fee structure by explaining the four emerging goals from the president: 1) to differentiate NAU in the market; 2) a value proposition to students; 3) to simplify how we talk about affordability; and 4) to improve the financial health of the institution. The core of the proposal is an elimination of all program and course fees and their wholesale replacement with college fees. ASU did this a few years back. This will be closer to the dynamics of tuition than course fees. **Question:** *How have the settings been determined? and how will those funds be distributed out to the unit? Is it inequitable to ask students to pay the same fee when they don't garner the same benefits as their fellows?* It's a collective contribution for the collective benefit of being back to provide access at an affordable cost to all of our programs while still supporting a richness of programs. To address other concerns, we intend to provide a baseline budget that matches today's funding from programming course fees to every department in a way that matches today's dynamics. We are

budgeting an increase over that baseline amount. We are not going to do any harm and we are going to route more dollars to individual units. FSEC asked additional questions and provided more comments. FS President recommends using forums to communicate to the faculty by college.

Teaching Track Endorsement—Kate Ellis

- The final Teaching Track Stream proposal and reappointment guidelines were distributed to the FSEC. **A motion was made to pass the Teaching Track Position conversion and Guidelines. Motion passed unanimously with 10 in favor and no objections. There was no discussion.**

President's Advisory Structure and Leadership Team—Brian Register & Laurie Dickson

- Brian Register provided an overview of changes to the president's Advisory Structure and Leadership Team. The executive team will be renamed the President's Cabinet. The President will communicate these changes in a campus message.
- Umbrella organization to replace cabinet: University Advisory Board: undergraduate and graduate students, faculty, and staff. These changes will roll out in spring.
- Two sub-advisory groups: University Budget Advisory Board (similar to a cabinet but smaller, representation would be based on nomination), which would produce a budget recommendation memo that the president would respond to publicly, and Strategic Planning Advisory Board. This will occur in the fall.

Report from the Workload Policy Task Force—Astrid Klocke

- Taskforce responded to feedback gathered at Summit and will be sharing with the dean's council this week.

Global Council for Science and the Environment—Clare Aslan and Michelle Wyman

- Global Council for Science and the Environment (GCSE) is a nonprofit nonpartisan organization to improve the scientific basis of environmental decision-making. GCSE has committed to an oath to be anti-racist and inclusive through sustain learning, action, and accountability. GSEC aims to serve as a bridging organization. NAU is a long-standing member of this organization. GSEC offers Global Youth science Partnerships, a strong research portfolio, a valuable peer network for academic leaders, learning collaborative and communities of practice.
- Email: shelley@gcseglobal.org and mwyman@gcseglobal.org.

ASNAU Minimum Wage Resolution--Brendan Trachsel

- Brendan Trachsel presented the ASNAU Resolution for raising the minimum wage for campus workers to \$15/hour ([ASNAU-SR-004](#)).
- **Questions/Comments:** FSEC members provided some feedback and expressed support for the resolution.
- **A motion was made to support the ASNAU resolution and move forward to the next full senate meeting. Motion passed unanimously with 10 in favor and no objections or abstentions.**

Council and Committee Reports

- Service teams—Marianne Nielsen: Developing survey to send to service team users to identify issues and will be sent out in March. The hope is to provide cohesive and comprehensive feedback.

New Business and Adjourn

- FS President provided an update on a meeting with Gayla Stoner to reach statewide campuses. FS President asked Gayla to provide sites of priority for these meetings.

Moved to adjourn **4:46 pm.**