

## Faculty Senate Executive Committee Meeting Minutes November 8, 2021

Call to Order: 3:01 pm

Acceptance of Agenda: Approved

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**Those present:** Kate Ellis, Ed Smaglik, Karen Renner, Bruce Fox, Alexandra Carpino, Jessie K. Finch, Provost Karen Pugliesi, Pete Fulé, and Jaime Yazzie

**Those also present (electronically):** Blue Brazelton, Gioia Woods, Mohamed Mohamed, Lisa Tichavsky (proxy for Marianne Nielsen), Jacob Carter (ASNAU), Astrid Klocke, Rebecca Rinsema, Caroline Reed, and John Georgas

**Those absent:** Grace Okoli

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

FS President provided updates on winter commencement, AFC meetings, and senate announcements. Kate thanked everyone who helped get the campus break approved as well.

- Winter commencement will be in person.
- General faculty meeting in Aspen B&C will be November 15. Please submit questions using Qualtrics survey distributed through email and posted on the FS website.
- At AFC briefing for the Academic Affairs Committee Meeting on November 4, the committee approved increasing the number of multi-year contracts at NAU to 40% and this will be moving to the board. AFC is also reviewing whether there are residency requirements for online faculty.
- FS President, Laurie Dickson, and Provost Pugliesi are still going through the constitution.
- College Promotion and Tenure committee only has 19 days to review files. Provost will discuss possible changes to schedule at Dean's Council on Monday, November 15.
- **Questions/Comments:** *Is there any reason we couldn't adjust the calendar this year?* We'd be glad to make changes for next year. We are short staffed and there is no one to make those changes. Please contact your leader and see if we can make some minor adjustments. *Relating to the policy regarding residency requirements, my understanding is there is no policy and it is a matter of insurance at NAU colleges.* AFC will review policies at sister universities because ASU is beginning to be impacted. It will be useful to have that data. As of now, NAU has no fixed rule, but there are concerns about cost and public university status. The universities have an expectation of hiring AZ residents. AFC will not bring to the board yet.

### **NAU Provost's Report—Provost Karen Pugliesi**

Provost Pugliesi reported on multi-term appointments, hiring, dean searches, and task force updates.

- Multi-term enrollment should be on the next ABOR agenda.
- Dean's Council and collaborative decided on high-priority hires at a recent meeting. Deans received a call to submit proposals that lined up with priorities: outstanding contributions to scholarship, research, and creativity, collective endeavors, and DEI. 34 lines were ultimately approved, though there is still some potential for change in that number. Provost insisted that Diversity Fellows consult on job postings. Deans were receptive.

- Ramona Mellott and Maribeth Watwood will chair dean searches for SBS and HHS, respectively. Provost met with college leadership to provide input on faculty engagement, survey, and categories of committee nominations. Both colleges requested search firms for the beginning stages.
- Vice Provost for Global Affairs position is posted. The chair of search is Ashok Subramanian, WA Frank College of Business Dean.
- Faculty salary and equity issues: FSEC raised concerns regarding faculty salaries and possible inequity among faculty. After some investigation, Provost Office will be proposing an institutional analysis to the president via a firm. The results would then go to a working group.
- Task Force Reports:
  - Statewide Services and Academic Programming Task Force will hold three different statewide student focus groups. Task Force launched a survey to assess the use and awareness of services. They have collected three-year enrollment data, inventoried all student services offered, identified unfunded operational expenses, and created database with all statewide location details.
  - Teaching Stream group will be presenting and opening up discussion at the Nov. 15 meeting.
  - Faculty Search Task force has finished receiving feedback on principles. Next steps include looking at COFS.
  - Faculty Workload: group charged with coming up with a framework, a set of principles and guidelines to shape the policies for local units to use. Group has produced the first draft and Astrid Klocke will be editing it.

Questions/Comments: *FSEC member expressed concerns from faculty over salary, unrealistic workload expectations, and health impacts from mental health to physical health.* We make an effort to include categories of effect i.e. committee service, individualized teaching activities, etc. We can improve and strengthen what we already do. I understand you are concerned about how much effort is assigned to various activities. Has yet to be determined whether it is a university level or local level framework. There is no interest in systematically exploiting faculty. We are considered by the Department of Labor to be exempt employees. Comprehensive studies show faculty work in excess of 40 hours but less than 50. We are not in any violation of US labor laws. *Will there be a written policy on the distribution of multiyear agreements, and if so, can the NTT Council be involved in helping?* We need to develop a consistent practice and will make it transparent to the senate. In the past, it has varied depending on the Provost. There is a concern we may end up boxing ourselves in so we need to have some range of flexibility.

### **ASNAU Resolution Climate—Jacob Carter, ASNAU, and Caroline Reed, GreenJacks**

Jacob Carter and Caroline Reed presented on the ASNAU Resolutions. 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 ensure the transition is equitable. We are asking Student Affairs to endorse and plan to present to President Cruz Rivera as well.

- **A motion was made to bring this bill forward to the full Senate Meeting on November 22. After discussion, motion moved to email, pending minor amendments made with FSEC member, Gioia Woods, and Jacob Carter.**

### **Report on Freedom of Expression/Chicago Principles—Kate Ellis**

- President Cruz Rivera asked the FSEC to review the Committee on Freedom of Expression/Chicago Principles as he has not found any kind of response from the university community. University of Chicago developed this statement in response to a protest on campus regarding public speakers. NAU President is asking senate to provide a recommendation on how we respond or not respond.
- Put on agenda for discussion at FSEC on January 3 and to full Faculty Senate meeting after that.

### **Council and Committee Reports**

- Elections Committee—Ed Smaglik: Working on establishing consistency and making more information available.
- Bylaws Committee—Alexandra Carpino: We are operating under 2002 documents and so have been working to update bylaws and ensure consistency. CACC will meet to update bylaws on Nov. 15. General studies implementation group was modified into an Ad-hoc senate group.
- NTT Council—Jessie Finch: Minutes from previous meetings available on FS BBLearn forum. Recently held first all-NTT meeting with 63 attending. Council is still hoping to see implementation of Teaching Stream next academic year. Top 5 issues: job security, issues of respect/exploitation, pay, workload/burnout, conversions.  
Contact: [jessie.finch@nau.edu](mailto:jessie.finch@nau.edu) and [jessie.k.finch@gmail.com](mailto:jessie.k.finch@gmail.com).

### **New Business and Adjourn**

Moved to adjourn **5:06 pm**.