

**Faculty Senate Meeting
Minutes
February 21, 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 accepted.

Minutes accepted for January meeting.

- **Those also present (electronically):** Kate Ellis, Ed Smaglik, Provost Karen Pugliesi, Aaron Divine, Alexandra Carpino, Aimee Quinn, Amy Rushall, Angie Hodge-Zickerman, Andy Wang, Astrid Klocke, Blue Brazelton, Brendan Trachsel, Brian D. Register, Bruce Fox, Caleb Hudzinski, Catrin Edgeley, Chris Paige, Christopher Scherpereel, Clare Aslan, Claudia Sturgis, Corrine Gordon, Cynthia Childrey, Cynthia Wohlschlager, Cindy Ivy, Debra Edgerton, Dilofarid Miskinzod, Donna Simon, Eck Doerry, Elizabeth McPhee Berney, Emi Isaki, Emily Manone, Gemma O'Donnell, Gioia Woods, Grace Okoli, Gretchen McAllister, Jane Marks, Jeffery Hovermill, Jeff Berglund, Jennifer Duis, Jermaine Martinez, Jill Navran, jkf, Joe Anderson John Georgas, Jonathan S Lee, Joseph (Jose) Moreno, Joshua Emery, Joy D'Angelo, Judith Winfield, Juliana Suby, Kara Attrep, Karen Renner, Karen A. Sealander, Kristen Alaniz, Laurel K. Stempak, Laurie Dickson, Lisa Bliss, Lisa Tichavsky, Lisa Veal, Luke Maring, , Marianne Nielsen, Maribeth Watwood, Marjaneh Khadem Gilpatrick, Mary Towle-Harmon, Melinda Treml, Meredith Heller, Michelle Wyman, Miriam Espinoza, Mohamed Mohamed, Parwez Besmel, Paul Bakke, Peter Fulé, Rebecca Rinsema, Renee Harmon, Ricardo Guthrie, Richard McNeill, Rodrigo De Toledo, Rosie Cordova, Ruth Whisler, Sakenya McDonald, Samantha Clifford, Shannon Shoots, Shelley Kossak, Sibylle Gruber, T S Amer ,Taylor Lyster, William Johnson, Jaime Yazzie
- **Those absent:** Tarang Jain

2. Diversity Curriculum Committee Proposal, Items 2-6—Gretchen McAllister (Co-Chair), Chris Paige (Co-Chair), and Jane Marks (FS Liaison)

The Chairs of the Diversity Curriculum Committee (DCC) presented the Diversity Initiatives proposal. The initiatives are required to transition to and support General Studies. DCC aspires to make NAU a leader in this area for other institutions and students. DCC created an FAQ document to address the discussion on Initiative #1 (available on the FS BBlearn Forum).

- The DCC has identified six priority areas for advancing this program:
 1. Create a position for the Director of Diversity Curriculum Program (DDCP)
 2. Build faculty capacity in diversity through increased faculty hires, retention mechanisms, and support systems.
 3. Hire Chief Diversity Officer (CDO)
 4. Recognition in workload documents for diversity champions.
 5. Encouragement for all faculty to commit to advancing diversity initiatives as part of their SOE
 6. Resources for each college to develop a Diversity, Equity, and Inclusion program tailored to their college
- Discussion about #1: There is a director of Liberal Studies but not Diversity. Faculty are overworked with twice as many courses to look at, so it's a plea to try to address that gap. *Why can't a director of GS do this?* We now have 4 diversity requirements. We went

from being a sub-committee under the UCC to a full committee, but we didn't have the resources to make the transition whole. The current structure requires too much uncompensated labor from women, faculty of color, and NTT right now. This would be the primary role of the Director of Diversity Curriculum. The title would not put them on par with General Studies. DCC is now a faculty senate-supported committee. There is an ongoing discussion with FS, Provost Office, and DEIJ departments.

- **A motion was made for the Faculty Senate to approve the Diversity Initiatives #2-6. Motion passes with 36 in favor, no objections, and 3 abstentions.**

3. Global Council for Science and the Environment (GCSE)—Clare Aslan and Michelle Wyman

GSSE is a nonprofit nonpartisan organization created to improve the scientific basis of environmental decision-making. GCSE contains a variety of programs and resources. If there is a topic, that NAU wanted to undertake, GCSE staff can help facilitate and engage the larger community. Contact Michelle Wyman at mwyman@gcseglobal.org

4. Faculty Senate President's Report—FS President Kate Ellis

- FS President updated the senate on the constitution, concerns regarding course fees, and the FS resolution opposing SB 1123 and HB 2447. Questions regarding college fees were communicated to John Georgas and Provost Pugliesi.
- Constitution: FSEC reviewed recommendations from Michelle Parker. The FS President explained the next steps once the Rights and Responsibilities Council approves the revised draft.
- An SOE guideline document was forwarded to, but was never discussed with or vetted by, chairs and directors nor was it brought to the FS for review. FS President asks the Rights and Responsibilities Council to meet with the Provost's office to address concerns.
 - **Questions:** *How binding are these SOE documents? SOEs can be changed without the faculty being informed; prior agreements have been violated by the administration.* The Provost responded to the questions. The SOE is the statement of the assignments of the faculty member for a given year; it is not a contract and doesn't cover more than one year. Sometimes, when a faculty member comes in they work out an understanding with a chair and dean and assume that this is for perpetuity, but not true--each year, there needs to be a negotiation. The chair/dean needs to work out how everything will be covered. *Is a grievance the only path that can be taken if there's inconsistency?* Within the context of a year, you should be consulted about a change to your SOE. It's not unheard of to change an SOE because faculty resign or enrollment changes. *A review of some of the language in the SOE guidelines would be important.*
- FSEC created a resolution opposing AZ Senate Bill 1123, House Bill 2447, and any legislation that would increase guns on campus. ASU and UA have passed similar resolutions. The NAU Police Chief supports this motion. If you want your name included on the resolution, please email faculty.senate@nau.edu by March 2. **A motion was made for Faculty Senate to pass the Resolution. Motion approved with 36 in favor, 2 opposed, and 2 abstentions**

5. NAU Provost's Report—Provost Karen Pugliesi

- Provost Pugliesi reported on faculty searches, workload policy updates, the recent Academic Leadership Summit, and new programs.

- Workload policy was discussed at the Academic Leadership Collaborative and Summit. The Taskforce is revising according to feedback received. The next draft will be reviewed by the Senate in early March.
- Data shows NAU has lost more students in the transition to spring, especially students of color and lower-income students, compared to the past.
- Provost Office will roll out an Inclusive Academic Excellence fellowship program to bring on pre- and postdoctoral fellows that will come to university for a year with a possibility of securing a faculty position.
- New Provost Fellowship Program will allow fellows to receive part-time assignments on a time-limited project under the mentorship of the Provost's office.
- **Questions:** *What is the process for the doctoral fellows?* The next step will be to invite colleges, through the deans, to determine where they might want to sponsor a fellow. The process will involve pro-active recruitment and advertising. *What is the review process for the McAllister chair?* We want to use CEFNS as a model for how to handle endowed chairs. *There seems to be a group looking into how to create bonds with students that are more long-lasting. How can faculty get involved?* Council on Learning will be partnering with Teaching Academy and then reach out to all faculty. The incoming leader of the Teaching Academy is Patricia Murphey. *What has happened with information gathered about childcare possibilities on campus?* We are interested in looking at the possibility of a child development center. We believe that we may have an opportunity to move forward. The goal is to launch in Spring 2023 with a small start focusing on 4- or 5-year-olds. The big concern is cost. *Have we researched the correlation between cost-of-living and student retention? Is there anything else that we can do to make Flagstaff more affordable?* Lower-income students are obviously more vulnerable. Costs for attending the Flagstaff campus are steep when they don't have family in the community. We are working on a proposal related to tuition and financial aid—want to make it more transparent that the cost is about \$2500 to attend. We are also looking specifically at students whose household income might just disqualify them for aid. This is one of the reasons why we are looking at statewide programs and implementing college fees.

6. Teaching Track Proposal Endorsement— FS President Kate Ellis

The FS President presented the final Teaching Track position and reappointment guidelines. Senators asked for clarification on the promotion process for specific positions and transparency on guideline approval. Senators asked questions regarding additional opportunities to provide feedback, transparency of the process, and clarification on promotion for NTT within the proposal. The provost responded that the office is moving forward to implement this proposal for the next fiscal year and stated John Georgas will be working with the colleges on any issues.

- **A motion was made for Faculty Senate to endorse the new Teaching Track. Motion approved with 38 in favor, no opposition, and 4 abstentions.**

7. President's Advisory Structure and Leadership Teams—Brian Register, Chief of Staff

Brian Register presented the announcement from the NAU President on the university's leadership organization. This includes President's Council, President's Cabinet, University Advisory Board, University Budget Advisory Board, University Strategic Planning Advisory, and Commission on Commissions. For more details, see [letter](#).

- **Question:** *How does this include academic professionals?* Academic professionals are included in the advisory board and dean's council. Nominations can include academic professionals.

8. 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:** *Why, as a federal institution, are we not required to match? Anything above federal is optional for the university. Not only is this a question of fairness, but it is also deleterious to NAU to pay such a low rate as we are losing the talents of students who have to take different jobs.*
- **A motion was made for Faculty Senate to endorse ASNAU-SR-0004. Motion approved with 34 in favor, 1 objection, and 1 abstention.**

9. Council and Committee Reports

- **Scholarship Committee—TS Amer:** Application is available [online](#) and information has been widely disseminated. Deadline: March 23.
- **Elections Committee—Ed Smaglik:** Committee is compiling a list of vacancies. If faculty are planning to step down, please let us know now.
- **Senate Dues—Bruce Fox (Treasurer):** Treasurer announced senate dues would be deducted from the first payroll check in April to support FS scholarship and travel of the officers to attend ABOR meetings. If you have previously marked to have them deducted, it continues until you request it to stop. Email Faculty.Senate@nau.edu with questions.
- **Service Team Committee—Marianne Nielsen:** Service Team committee is working on a survey asking for feedback about service teams. Please send suggestions for questions or concerns you want addressed to Marianne.nielsen@nau.edu.

10. New Business and Adjourn

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