

Faculty Senate Executive Committee Meeting Minutes March 7, 2022

Call to order: 3:02 pm

Acceptance of Agenda: Approved.

Acceptance of Minutes: Minutes approved for January and February Meeting Minutes.

Those also present (electronically): Kate Ellis, Alexandra Carpino, Astrid Klocke, Blue Brazelton, Provost Karen Pugliesi, Peter Fulé, Marianne Nielsen, Rebecca Rinsema, John Georgas, Lisa Tichavsky, Karen Renner, Bruce Fox, Ed Smaglik, Laurie Dickson, Jane Marks, Kate Petersen and Gioia Woods

Those absent: Mohamed Mohamed and Grace Okoli

Faculty Senate President's Report—Kate Ellis

FS President Ellis provided a report on NAU's mask mandate, Statement of Expectations (SOE) guidelines, W.A. Franke College of Business (FCB) proposal, and Arizona Board of Regents (ABOR) statement.

- Mask mandate was lifted. No negative feedback has been received through the senate or the Provost Office.
- SOE guidelines: We are scheduling a meeting for Monday, March 28, to discuss concerns regarding workload and survey issues with the FSEC and Rights and Responsibilities Council.
- FSEC met with FCB Senators about the proposed departmentalization of FCB. Senators expressed support but also the perception that the process appears to be rushed. There does not appear to a clear plan for implementation.
- Laurie Dickson notified FS President that ABOR has come out with a [statement against the Russian aggression against Ukraine](#) and asked for the institutions to disengage from their connections to Russia.

NAU Provost's Report—Provost Karen Pugliesi

Provost Pugliesi provided an update on the searches for open positions, SOE issues, course schedules, and other activities.

- Dean of HHS and SBS finalists are expected to be hosted in April. Executive Director of Nursing and Chair of Physical Therapy searches are ongoing. There are ongoing interviews for Vice Provost in Global Affairs finalists.
- ABOR is interested in discussing certificates and minors.
- The Provost Office is working closely with deans in terms of course schedules. We have given authorization to colleges for another round of hires. We are also bringing in more tenure-eligible faculty who will have lower teaching assignments which affects capacity. We are expecting to see a bigger demand on first-year-serving classes and anticipating a flat or slight rise to enrollment.
- SOE issues: The guidelines have been around for many years. In meetings with academic units, the tone of the language was found to be offensive and problematic. There is a label change from "Student-Related Activities" to "Teaching." There also appears to be some misunderstanding about how SOE relates to annual review. Evaluation should not be based on predicted performance but on outcomes.

- There is interest in doing a climate survey: COACHE or HERI. The HERI scope is better aligned with our university and has a section that asks faculty how much time they spend on different activities. HERI would also be inclusive of part-time faculty. Provost suggests that we look at the options at a future FSEC meeting.
- Provost does not see the departmentalization of FCB as a two-year effort. The only urgency is to get this on the ABOR agenda, and the college has expressed a great deal of interest in this change. Policies would not all need to be changed up front.
- **Comments/Questions:** *A concern was brought forward regarding raising minimum wage for students all at once might cause issues, particularly in relation to grants. It is not policy. There's some examination of how this will be possible to put into practice financially. We are wondering when we can expect news about the conversions? We are still on course to get it done for the coming year. We did miss some important deadlines. Notice of Appointments (NOA) Masters are going to colleges with old ranks, but please get the word out that these do not reflect the conversions. Are raises are going to be in place for fall? Top priority is to get pay raises in place in fall. Are there Russian or Ukrainian students on campus? Yes, initially there are 9. As far as we know, their circumstances are not being affected. President has sent messages to all students. Center for International Education and counseling services have reached out as well. What is the rationale for keeping searches open when we are bringing candidates to campus? Why are faculty still having to score applications? The reason is for inclusion and to encourage a diverse pool. There are ways to manage this that don't have to be as burdensome. Keeping the search open is not facilitating the search nor increasing diversity in our experience.*

Constitution—Kate Ellis

- FS President presented the updated Constitution revisions. FS President explained one major change to Section 1.1.1, linked to ABOR policy 6-202 (shared governance), and the added section 1.4 which provides definitions for administration and faculty personnel processes. FSEC provided questions regarding changes and additional clarifications to new sections. Motion to approve draft of Constitution and send to Faculty Senate.
- **A motion was made to approve the draft of Constitution and forward to the President. Another motion was made to move the draft of the constitution to the next Faculty Senate Meeting once approved by the NAU President. Motions passed unanimously with 8 in favor and no objections.**

Workload—Vice Provost Astrid Klocke

- Vice Provost Astrid Klocke provided a summary on the workload policy framework. The representatives on the taskforce are Karen Renner (Associate Professor CAL), Dean Ramona Mellott (Dean of Education and co-facilitator), Eric Otenyo (Diversity Fellow), Ben Ruddell (Chair/Director representative), Lara Taggard (CHHS/NTT/PVC programs), Shirley Navarro (FCB/NTT), Scot Raab (Associate Dean/CEFNS). The main goals were consistency and equity of workload. Framework is intended to allow unit-level determination. Not all aspects of workload apply to all units. The other aspect that has not been addressed is professional development

- **Questions:** *Why are the SOE guidelines separate from this framework? It's been established a long time ago. We took this from the faculty handbook and turned it into policy. The faculty handbook did not say credit hours rather workload hours. We took that out after several rounds of feedback mentioned it. The charge of the taskforce was not to make a change to how the resources are allocated but rather to make workload consistent and equitable. This framework does not predetermine what a faculty member teaches but how to approach workload. We do not have the flexibility to in any way change our basic calculation of workload for faculty in the current environment My concern is the wellbeing of faculty and their health. There is concern it will lead to a five-five, affecting our most vulnerable faculty. I do not know where this policy or the idea of five-five came from and haven't received a clear answer.* The Provost clarified the 30 hours has been in place since the Provost came to NAU years ago. We have looked around the country, and it is a common way to frame a full-time workload. The policy, which I consider a framework, doesn't indicate how faculty workloads will be assigned in a given unit; that remains to be done at the unit level. It establishes a common framework for thinking about what is full time. There is no interest to burn out our faculty.
- There were additional clarifications provided by the Vice Provost and Provost in regards to the 30 credit hours. FSEC brought up a concern that this is not based on formal comparative research. Provost stated they will share instruments that will yield data.
- Discussion will continue at a special FSEC/R&R meeting on March 28.

McAllister—Kate Petersen, Center/Institute Assistant Director

- Kate Petersen invites the Faculty Senate and colleagues to share an exciting new opportunity called the climate education engagement and design fellowship. This is for faculty and staff who are doing responsive climate programming and education, which is collaborative and community-centered. The funding can be used for anything from summer salary to materials, travel support, etc. Call for Proposal can be found at https://ecoss.nau.edu/wp-content/uploads/2022/02/final2022_CEEDcall_McAllister.pdf. A climate conversation with NAU inaugural CEED fellows can be viewed at <https://www.youtube.com/watch?v=PVE0W5tfiAs>.

Council and Committee Reports

- Bylaws Committee—Alexandra Carpino: The University Undergraduate Committee, General Studies Committee (GSC), Scholarly and Creative Awards Committee, and CACC provided updates. CACC updated names of colleges/units, eliminated requirement that senate liaison must be from FSEC, and added “if the Senator assigned to serve as liaison is also elected by the senator’s college, they can vote as a representative of the unit.” GSC and SCA Committee also made the changes to membership. **A motion was made to approve the GSC proposal to extend by one year the term of current GSC members whose terms would expire at the end of 21-22 academic year. Another motion was made to approve the Scholarly and Creative Awards (SCA) Committee removal of CEFNS and CEIAS as members of SCA committee. Motions passed unanimously with 8 in favor and no objections.**
- Council on Learning—Rebecca Rinsema: Two Best Practices documents are in the works.

- Elections Committee—Ed Smaglik: Committee finalizing letters to colleges to get out after spring break.

New Business

- **Question:** *When can we expect pre- and post-doc hiring guidelines?* Some guidelines have been distributed to the deans, which lay out that we are seeking inclusive academic excellence fellows to contribute toward our efforts in DEIJ and implementation of General Studies program. We plan to bring in five fellows per year and would roll them into regular faculty position after one year. The idea is to have targeted recruitment. 3-4 people have been identified.

Moved to adjourn **5:11 pm.**