

Faculty Senate Meeting

Minutes

May 2, 2022

1. Call to Order- Kate Ellis

Faculty Senate President Kate Ellis calls order at 3:01

Final Senate meeting of the School Year

First item on Agenda is to Approve the Agenda due to no Present Admin

Those Present: Edward Smaglik, Kate Ellis, Gemma Odonnell, Marianne Nielsen, Lisa Tichavsky, Jose Luis Cruz Rivera, Maylee Acosta, Jill Navran, Gayle Stoner, Laurie Dickson, Karen Puglesi, John Tingertha, Hal Tagma, Blasé Scarnati Jr, Mohamed Abdelaziz, Michelle Parker, Chris Castillo, Tarang Jumar, Emi Isaki, Samantha Clifford, Luke Maring, Lisa Bliss, Catrin, Edgeley

2. Approval of Agenda- Kate Ellis

Poll sent out to Senate members leading to approved Agenda

3. Faculty Senate President's Report- Kate Ellis

Faculty Senate President Kate Ellis gives a report regarding news based on the Constitution of Faculty. Welcomes and thanks new and parting Faculty members and gives information on upcoming senate meetings. Discusses committees being formed based on the improving the experience of faculty and students.

- Report shared that President Cruz Rivera approved Constitution of Faculty
- New senators are welcomed to the meeting
- Senators moving on are thanked, two mentioned are Bruce Fox and Marianne Nielson
- Money was raised to send them gifts to enjoy retirement.
- Two optional senate meetings upcoming Monday June 6th and Monday August 1st
- Creation of senate orientation for new senators
- New election cycle in Fall to fill empty seats
- Small committee being developed looking at policy and process improving student and faculty members
- Mentioned ideas of faculty travel and reimbursement and issues regarding timelines of reimbursement/how to shorten them

4. President's Report- Jose Luis Cruz Rivera

President thanks all faculty for the successful year and shares how they made a positive impact on him and his family.

- Discusses new faculty constitution that was accepted, and strategic roadmap for NAU through 2025 will be shared with senate members,
- Mentioned plan being implemented to support students coming from low-income households
- Committed to carbon neutrality by 2030

5. **Freedom of Expression Statement- Michelle Parker**

Question: *Who makes the determination on what kind of restrictions will there be on free speech?*

- Gives background on the history of the Freedom of Expression Statement that originated in Chicago in 2014 and has been accepted by many universities
- Answer to that question “depends”
- Discusses story about a preacher who visited from Tucson who used a megaphone to amplify his voice, negatively impacting students taking finals at the time
- Took away the megaphone but allowed him to still speak with students, while not negatively disrupting others
- Is an important matter because it is a legal issue, and many court cases that have occurred based on this topic.

Question: *How does NAU Define hate speech since it is not protected under free speech?*

- NAU does not define hate speech, the constitution does, and NAU tries to apply constitutional principles
- Teachers should determine whether a student is practicing free speech or not
- Hate speech is protected by the constitution
- Discriminatory speech toward a singular person is allowed to be regulated
- Look at what is happening in classroom and consult classroom disruption policy to see if behavior can be regulated

Question: *How does NAU define expression that false defames an individual, does this only apply to federally protected categories?*

- No, it does not only apply to federally protected categories
- NAU does not define it, they strive to implement legal policies to protect the rights of students and faculty
- People are entitled to their opinions, but defamatory is where factual statements are made that are untrue, looking to defame an individual

Question: *Inciting violence through speech is regulated, correct?*

- Yes, it is regulated but there are many court cases that are trying to define what is inciting violence through speech or not

Discussion of academic freedom and how faculty has freedom to study and teach in different methods in line with the university's ideas Faculty has a duty to educate students. Students have rights to express their first amendment through faculty evaluations.

Request for motion of approval for Chicago Freedom of Speech Statement

Request Approved

6. Provost's Report- Karen Pugliesi

Moving forward toward the implementation of the teaching track and investing \$3.4 million into faculty and their salaries. Mentioned her experience with meeting with faculty around the university and seeing their ideas and plans come to fruition.

- Discussed the launching of the academic assembly to convene academic leaders and improve communication and collaboration
- Looking to create an academic chairs counselor to have meetings of academic chairs to be able to communicate and create an influx of ideas and collaborations
- Talks about the bringing in of diverse and strong faculty being hired and recruited into the university
- Looking for sponsors and advertising to increase the recruiting of new faculty and staff
- Showcased new document based on internal selection of unit leaders to create consistency
- In final stages of searching for 2 deans, one for the College of Health and Human Services, and one for the College of Social and Behavioral Sciences
- Notifies senate in the process of searching for the next dean of SEFANS
- Discusses the collaboration of senate members on a plan that is based on showing and improving the diversity strategic plan
- Ideas mentioned of improvement on fronting costs for students and faculty members, based on increased communication between faculty and the department in charge of reimbursement

7. Faculty Climate Surveys – Astrid Klocke

Astrid Klocke presents a PowerPoint that is regarding Faculty Climate Surveys and deciding which surveys that we should use.

- HERI Surveys have a cost of \$10,125
- COACHE surveys have a cost of \$80,750
- It is required we get on this by the middle of Summer due to HERI needing to be set-up by July/August of 2022

Questions: *Will the results of these surveys be shared with the campus community broadly?* Yes, the last time it was done they were not, but now there is a great deal of interest to share it now. This would be an ongoing process so that we can see a changing climate and we can better judge what is going on. Faculty will be asked to make suggestions on which one, because it would be good to commit to one for rolling.

Where does it bring up and be able to see climate through these surveys? The HERI does not directly look at climate but through the information that we receive, survey experts can look at and really create a study after researching this so they are able to give a general update on climate. HERI requires us to do a lot more analysis, while COACHE is more hands on with their survey giving us less control.

What is the importance of having a survey that is nationally recognized? We want to understand how our university stands and determine a comparison with other universities using the survey

Poll taken, Faculty Senate leans toward using the HERI Survey

8. ASNAU Bill – Maylee Acosta

ASNAU President Maylee Acosta discusses the passing of a resolution in regards to changing the way Latino people from Latinx to Latine.

- Currently Latino and Latinas are alright to be used but looking for the future they are looking to change this to Latine
- This can help out with inclusivity and create a standard and clear up what to use when referencing Latine people
- This was passed in the Student Government and now looking to try and pass it in the Senate
- Many Latine people do not feel comfortable with the term and use of Latinx
- Approved to bring to full senate by FSEC to be voted on
- Discussion on how Latinx is used mainly in educational purpose creating a distance from the students home language

Motioned to approve this Bill, Motion voted on an approved

9. Faculty Senate Elections – Ed Smaglik

Ed Smaglik discusses the Faculty Senate Elections that happened internally.

- Kate Ellis was reelected as President
- Jon Lee was elected as Secretary
- Tarang Jain elected as Treasurer
- Blue Brazelton elected as Parliamentarian
- Blasé Scarnati, Rodrigo Bastos de Toledo were elected as Senators at Large
- Mohamed Mohamed was reelected as Council Chairs of Rights and Responsibilities
- Council Members that were elected for learning were John Tingerthal and Michael Leverington
- Non-Tenure Track elected officials are Kara Attrep and Jennifer Duis
- Committee positions By-Laws: Mariam Espinoza, Budget: Blake Rayfield
- Senate Representation Diversity: Karen Jarratt Snider
- Intercollegiate Athletics: Jill Navran
- University Undergraduate: Joshua Emery
- University Graduate: Donna Simon
- Discussion of vacant positions and actions to take to nominate and build a ballot for the Fall Elections

10. Old Business, New Business, Adjourn – Kate Ellis

Kate Ellis asks if anyone is interested in being on the search committee for a new Admin. Thanks and congratulates all Senate members going on sabbatical or leaving the senate.
Motion to adjourn the meeting passed.