

Faculty Senate Meeting
Minutes
June 6, 2022

Please email corrections to Faculty.Senate@nau.edu.

1. Call to order—Kate Ellis

Faculty Senate President Kate Ellis called the meeting to order at 4:02

- **Those also present (electronically):** Donna Simon, Kate Ellis, Jhon Georgas, Aimee Quinn, Michael Leverington, Karen Pugliesi, Karen Sealander, Rodrigo de Toledo, Emi Isaki, Christopher Scherpereel, Laurie Dickson, Gretchen McAllister, Andrew See, Samantha Clifford, Meredith Heller, Victoria Danjanovic, Jennifer Duis, Astric Klocke, Joseph Moreno, Jane Marks, Lisa Tichavsky, Hal Tagma, Blasé Scarnati, Andrew See, Kara Attrep, John Tingerthal, Jane Marks
- **Those absent:**

2. Approval of Agenda—Kate Ellis

Agenda voted on and accepted.

3. Faculty Senate President's Report—Kate Ellis

Faculty Senate President Kate Ellis gives her report

- Discussion of the search of a new administrative assistant that will help with both the Teaching and Learning Center, and the Faculty Senate.
- Some last minute amendments to Senate bill 52 regarding K-12 teachers with biases
- Raises a question about the President's report regarding the vice president of the office of economic mobility and social impact, questions have been raised surrounding the input and process in making this decision
- President did not consult the Faculty Senate but the President Council

4. Provost's Report—Karen Pugliesi

Provost Karen Pugliesi gives an update regarding items that the Provost office is currently working on.

- Have hired a new dean for the College of Health and Human Services, Lillian Smith will be starting at the end of June.
- Started a search for the dean for the College of Forestry
- Continue search for the dean for the College of SBS, looking to pause in the summer and resume in August.
- Hired a chair member for Athletic Training and Physical Therapy, his name is Matthew Ford
- Roger Bounds will return to the Provost Office as a Vice Provost of Faculty Affairs
- Looking to conduct an internal search to find an Assistant or Associate Vice-Provost position
- Moving forward to the last step of implementing the Teaching Professor Track and salary adjustments to those
- Academic Affairs items that were covered in a previous meeting was the first reading of Policy change to the ABOR COFS, made a presentation of goals and plans regarding growth

- Reported that they are wrapping up with the first sessions of faculty search
- Last week had an academic leadership summit regarding policy items and priorities moving forward
- There has been an interest in the part of the applied physics and material sciences department in moving CIAS to CEFNS
- A Sub-group has been formed focused on DEIJ Questions being added to the HERI Survey
- Looking to nominate more members to join the DEIJ to create more Culturally Diverse conversations and offer new perspectives that they currently don't have
- Expecting to hear back from a task force in regard to Traveling Process in context of the service teams that will be presented to the University Advisory Board
- Discussion on working on the development of a program to provide support to faculty members teaching large sections
- John Georgas discusses the Enrollment-based Class Support Program
 - Looking to help professors currently teaching a larger sectioned class
 - Targets classes with 60+ students that first and second year
 - Offers a base level of 75 hours of support that incrementally goes up
 - Infuses around \$500,000 worth of support to these sections

Questions: *Will this impact the TA systems that is already set in place by FYLI? It will not, we are coordinating with FYLI so that the enrollment classes can in some cases provide both the TA Support from FYLI and the Enrollment-based Class Support Program.*

5. Workload Policy Draft—Karen Pugliesi

Provost Karen Pugliesi discusses potential changes to the Workload Policy.

- The tone of the document is off-putting causing some to be unable to find the information needed from this document
- Provost Pugliesi streamlined the document and pulled some items out that obscured the tone and vital information in the document
- This document is a framework for other policies regarding locations on campus
- There is not a change under the in the evaluations of faculty work
- Lays out the kinds of things units should consider when looking to set up these beginning workplace policies
- Recognizing other tasks that faculty responsibilities and adds them to the policy
- Discussion on the time that faculty are putting into a class weekly, standard is 8 hours per class, but it seems that average they are much more
- Allocate more time, around 5%-10% for professional development due to faculty having a large workload and not being able to have proper time to participate

Questions: *Coming from a unit where we do not like to do buy outs, I think the buyout language is not consistent with the funding agencies, and budgets are set. Creates a more explicit arrangement on how the college can invite its resources to backfill the faculty that are working on the claims and grants and offers a replacement for that teaching effort. How is the Provost Minimal Enrollment Guideline work? Attended to apply in*

regular courses, not courses that have a different average enrollment number. For example, classes such as studios, clinical classes and others will natural have a smaller enrollment size. We will look at these and ensure that teachers are still accounted for in the workload draft policy. *With all the units on campus, is there a place for these policies to be shared so that other units can see them?* The units have the choice of sharing their policies so other units can see, then be able to create their own and collaborate with others.

6. Multi-Year Appoint Policy—Astrid Klocke

Astrid Klocke gives a presentation of a PowerPoint regarding Multi-Year Appointments for Faculty.

- Discussion of implementing a “Rolling” Multi-Year Appointment, stacking contracts for a faculty member to give them a contract while they are currently serving one to ensure they have contract security for coming years
 - If performance is not satisfactory then they can still offer them a contract, but not overlapping so chairs and deans can see and adjust accordingly
 - Those eligible for MYAs are those who are in the intermediate rank, undergone one successful promotion review, earned a meritorious overall annual review rating
 - Those who qualify for the “Rolling MYA” are Faculty who are in the Highest Rank in the NTT track, those who have gone from intermediate to highest rank
 - ABOR has prescribed a quota for numbers of the MYA, there are 139 newly available for the Academic year of 2023
 - HR intends to send out the “superseding” NOAs in late June
- Questions:** *All of the faculty who have been moved over to the teaching track, how will they be evaluated?* The old ones, the appointment does not start until the next academic year, while the evaluation is for this past year.

Motion Endorsing this Policy: Policy Endorsed

7. Teaching Professional Project Reassignment Program—Karen Pugliesi

Provost Karen Pugliesi discusses the idea that there be an analog to sabbatical to have concentrated effort assigned for scholarship work, clinical practice, and other research projects.

- Dean’s council has created a draft regarding these concerns, called the Teaching Professional Project Reassignment Program
- Looking to support faculty in endeavors such as research, clinical work, and in some cases scholarship work
- Allow periodic eligibility, sabbatical is eligible after 6 years
- Flexibility in time assigned, can be a semester or a full academic year
- Colleges and departments need to strategize in regards to the strategies and leaves that their faculty requests
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8. Vote to Adjourn the Meeting—Kate Ellis

Meeting Adjourned on 4:56pm