

Faculty Senate Meeting
Minutes
August 1st, 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 3:00

- **Those also present (electronically):**

2. Approval of Agenda and Minutes—Kate Ellis

Agenda voted on and accepted.

3. Faculty Senate President's Report—Kate Ellis

Faculty Senate President gives a report regarding updates.

- Still looking for a senate member to join the Vice-Provost, Chief Diversity Officer Search committee. This will start slow, then with speed up as it develops
- Looking to submit 3 different names that are diverse from each other
- Holding 2 senator orientations in-person
- A survey will be sent out regarding where we will be meeting this Fall and Spring, getting the numbers on who plans to meeting in-person will determine what room will be selected
- Currently still in the process of searching for a new Faculty Senate Admin
- In the AFC meeting, a request was put forward to ABOR to remove the title Non-Tenure track Faculty, to show that we should label faculty with what they are, not what they are not

4. Provost's Report—Karen Pugliesi

Provost Karen Pugliesi gives updates regarding the Provost office and projects they are working toward completing.

- There was a plan submitted to ABOR in response to an expansion of our Health Plan
- Our president also presented the Elevated Excellence plan, which was enthusiastically embraced by the board
- Our state legislature has established a budget for the Fiscal Year and what that entails for NAU
- We are a recipient of a larger amount of One Time Funds
- 5 Million Dollars was dedicated to NAU Yuma
- NAU also received support from other sources such as the Promise Scholarship, expansion of military tuition waivers, Scholarships for students participating in accelerated Nursing Programs, Fund for Pilot Programs for Nursing Education
- Salary increases are mentioned and will be looked at to see if they can be implemented in January
- We have received the report back in regards to the 4 year Assurance review and received high marks on this review especially in regards to communication between students, faculty and upper-level administration

- Conducted about 200 searches regarding hiring faculty and estimated to see a net gain of around 120 faculty members
- One of the most diverse cohorts and 4 new inclusive academic excellence scholars
- Did fully implement new full year appointment policy
- Also were able to secure \$250,000 to reinvest in acquisitions for the Library
- Currently have on-going searches for the next dean of Forestry and SBS
- On Course for rolling out the enrollment base support program and have identified about 180 class sections that are eligible for funds to support
- Work going on behind the scenes reviewing the proposals that were sent in for the Elevating Excellence program, they will fund 22 of the 108 that were submitted
- Have updated Gender Identity options in the application process
- Some situations have come up where there still needs to be a better alignment with a faculty members work and their title
- Looking to create a faculty title alignment policy in fall to ensure that these faculty have the correct titles
- Rolling out the professional project program that will open up opportunities for faculty to go on sabbaticals
- Launching an internal search for an associate vice-provost for Faculty Affairs
- Some areas for actions will be, academic excellence, continuing with some policy efforts, like workload policy, faculty annual review, and revision of COFS
- Refresh and redesign NAU Online and Statewide
- Implementation of the General Studies Program

Questions: *Any news on COVID protective measures and testing on Campus in 2022?*

Not yet, there has been preliminary conversations with the Public Health Advisory Board, and we will work with them on what measures will be implemented.

5. Climate Survey Update – Lisa Tichavsky

Lisa Tichavsky discusses the HERI campus climate survey that has been put together

- The team is currently looking for feedback regarding the HERI Campus Climate Survey
- In June there was a committee created to come up with, and run the campus climate survey
- Currently there is 30 questions with a description that is 2 pages
- After much debate we are still 10 questions over, so we are looking at the utility of the questions being asked to see if we want to remove or add questions
- The deadline for this survey is estimated to be mid-September, so we are looking to see feedback and revisions by August
- Lisa asks for all those with feedback to email her regarding what changes should be made
- Faculty Senate President suggest that in question 3 the grammar of aware of, and engaged should not be coupled together and to make all questions optional to answer.
- Questions need to be meaningful and standing alone so that they can be compared to other universities

- A suggestion regarding the use of the word opportunities to engage others
- Recommendation to keep and test the racial climate in the HERI Survey to see if the climate changes overtime regarding race
- Regarding question 4, it can be answered in many different ways, is there any way we can input a question about the representation of women.
- There is no current answer regarding whether or not the results will be in response to the university as a whole, or college, or unit
- Request that question 7, which asks for report of experience over 2 year, we should look to shorten that to a year or months due to some may submit answers not in that time frame
- In Question 10 ask for the request for information and ideas regarding faculty from 2 ideas to 1 idea since so much information would come through
- In question 2 it raises the question, is this actionable information? The question is asking a question that almost all faculty members will likely agree with, so no valuable information can come from that

6. General Studies Implementation Program – Karen Pugliesi

Provost Karen Pugliesi discusses the agenda regarding the implementation of the General Studies program and how we will support that when it is going to be implemented

- The general studies committee have changed their review processes
- We must address the issues regarding the shortages in the new categories of the diversity courses, such as indigenous studies and intersectional identities studies, and humanistic inquiry
- Get the leaders of the colleges to think and consider ways to contribute to the program, and looking for those colleges who can contribute a lot, can do this strategically
- Want to continue conversations about how we can consider options to make it easier for faculty to submit courses for review and contribute to general studies
- A lot of hiring has been done to bring on faculty that had interest in contributing to the general studies program
- Looking to hire with priority in certain areas that we need more capacity
- We should be better situated for this coming year in regards to faculty

Question: *Is the idea to add back the literacy requirements?* They have updated the general studies implementation website, it has been shorten from 7 pages to 2, and the literacy requirements have been taken down temporarily.

7. Agenda setting for the Senate – Kate Ellis

Kate Ellis discusses what needs to be on the agenda for the Senate.

- Senate bylaws will need to be discussed in regards to the Constitution
- Revisions will be discussed and need to be brought up in the Senate
- Revisions to the conditions of Faculty service will be a shared responsibility between the Senate and the Provost office
- Faculty Handbook was discussed after the Constitution would be changed

- Looking at service loads for faculty in regard to create a University wide Workload Policy
- An idea of creating a taskforce to look at these service loads and the hours, are the service jobs in relation to them teaching
- Need for balance, due to service and other tasks being added on to Faculty workload, with nothing being removed
- The need to get Professional development as part of the SOE, some college do have that professional development while others do not.
- Looking to get Bylaws and COFS revised by the end of this academic year
- Currently there are councils that are in the Senate that are not in the Bylaws due to it not being updated

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

Kate Ellis discusses the upcoming news and updates.

- First FSEC meeting will be on Monday, 8/22
- First Full Senate meeting will be on Monday 8/29
- President Convocation will be held on the 22nd in the High County Conference Center or via Zoom

Meeting Adjourned at 4:35pm