

**Faculty Senate Executive Committee Meeting
Minutes
September 12, 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 3:03

- **Those Present:** Kate Ellis, Jon See, Karen Pugliesi, Roger Bounds, Josh Mackey, Rodrigo Bastos De Toledo, Andrew Stevens
- **Those also present (electronically):** Gioia Woods, Tarang Kumar Jain, Laurie Dickson, Mohamed Mosaad Abdelaziz Mohamed, Blue Brazelton, Katie Cinader, Maribeth Watwood, Blase Scarnati
- **Those absent:**

2. Approval of Agenda—Kate Ellis

Agenda voted on and accepted.

3. Faculty Senate President's Report—Kate Ellis

FS President introduced new Faculty Senate Admin and discussed various Vacancies in the various committees.

- Andrew Stevens is introduced as the new Faculty Senate Admin.
- Various vacancies are discussed in the committees.

4. Provost's Report—Karen Pugliesi

Provost Karen Pugliesi gives an update on items that her office has been working on.

- New Faculty Meet and Greet is being held on September 21st on the patio at 1899
- Hoping that Senate members will come and introduce themselves to the new faculty at this event
- Reached out to deans to submit their new hire nominations for the coming academic year
- Preliminary analysis will be discussed and given to the deans at their meeting next week
- The board is interested in taking a look at all 3 universities to see how they are implementing the General Studies program
- Last week there was an Academic Collaboration meetings, with concerns with the capacity and requirement designations in regards to the General Studies Implementations
- Provost shows a visual that shows the current Curriculum Process for General Studies Proposals, shows there is a lot of feedback given and the minimum time for a proposal submission is 3 months and maximum time is 9 months.
- Will get back to FSEC with information regarding Faculty workload. Looking to research and find information to have a better policy that aligns with successful models
- Looking to improving the university level policy then have deans facilitate it among the local policies

- Recognizes the concerns that Faculty have regarding the turnover in the advising department
- This turnover may be in part due to the title structure and compensation, in regards to career development
- University Advising leaders are very close to adopting a plan that will positively impact the advising across the university, and creating a better structure
- Invested in more advisors for current incoming students
- Faculty search process task force was proposed last year, phase one last year was stalled unfortunately, we are taking a close look at the process and get it back on track
- Creating a training for diversity advocates to serve on committees so we can broaden the pool of current faculty that we have.
- Academic calendar task for is close to wrapping up in seeing if options are viable, currently there are to many different working pieces so no significant changes will be made yet

Questions: *Traditionally, COFS rewrites have been shared with the Faculty Senate, does the Senate have Co-Leadership in these discussions?* We still have yet to create a formal change on this, we still need to see what we want to achieve, along with time-frame with the revision. If faculty try to do this on their own, the revisions will often get sent back causing the process to extend up to 2-3 years, creating a back and forth. This is too much work for one single committee and we must work together to get this process moving efficiently and effectively. Senator Mohamed offers his help from the Rights and Responsibility Committee. *I thought recent that we just rewrote the COFS Document, why are we revising it again?* We have not revised the COFS Documents in decades. There are current drafts and work put in toward it, but have not been done efficiently or effectively. *Curious as to when we can expect Guidance for new ATPs?* There was a committee for this when creating the COFS so it is general and can be applied to all. Provost Pugliesi will discuss with Roger regarding this.

5. Benefits Updates--Josh Mackey

Josh Mackey gives a PowerPoint presentation and gives updates on the current benefit policies and future benefit policies being implemented.

- NAU PPO for the premium plans is increased \$5 individually and \$20 for family.
- SAVI Student Loan Assistance helps people navigate the public loan assistance, there is a free tier and enhanced version for \$60, now the university is looking to cover that \$60 for the enhanced version
- Currently searching for the Vice President for Inclusion, Diversity, and Engagement, target time is January
- Zoom interviews and campus visits are currently being set up
- Announced new benefit of Paid Parental Leave
 - 12 Weeks of paid time off
 - Available for new parents through birth or adoption
 - Miscarriage and still birth benefits are available
 - Expanded the non-paid option
 - Paid option is offered to employees who have been working at NAU for over a year

- If both parents are working at the University, both are offered the 12 weeks of paid time off
- Will launch January 1st, 2023

Questions: *Since there is now a new benefit regarding the creation of life, in future years will there be a benefit regarding the end of life?* That makes complete sense, and I will bring that idea up to committee. *Are we still better in comparison to our sister universities?* Yes, currently they are only offered the state plan. At NAU we offer a choice between the state plan and our plan and 80% of employees have chosen our NAU plan. *Is there an ability to give us these slides so that we can distribute and announce to the Faculty?* We will be working on that to get a piece that you can present. There are some policies that need to be addressed to avoid the team getting overwhelmed. We will be polishing it then sending it out to you, then we can create a date where we will release all of this information.

6. ASNAU Updates—Katie Cinader

Katie Cinader gives a brief overview of what ASNAU is working on and will present at the 9/26 Senate Meeting

- Working to jump start the textbook exchange program so that students have the ability to obtain textbooks more affordably and exchange old ones
- Working with advising to help lighten their load
- Working with Menstrual equity and providing a resource to students who may not be able to afford
- Bridge communication through faculty and students, in research, there are resources available for students, but they are not notified of them
- Looking to bring in resolutions to the Student Grieving policy, looking to get it endorsed
- This resolution is looking to help students who have recently lost someone, and communicating with their professor, so they are offered time and other benefits to help them
- Gender Neutral Bathroom resolutions have been worked on and looking to push that forward to make other more comfortable at our campus.

7. HERI Survey Updates—Roger Bounds

Roger Bounds gives updates regarding the use of surveys and other data collecting process

- Currently new Faculty are given a survey after the first semester. This is not used for an evaluation, but more of a way to check in on faculty and improve retention.
- Some units have done full reviews on this single semester track, but it is a lot of work and not required.
- HERI Survey for faculty is brought up and will be implemented after a task force was formed to look into this and modify this. Dates were also looked at when to administer this survey.

- Discussion is brought up on whether part-time faculty should be administered these surveys, due to the fact that their view and perspective can be vastly different from the full time faculty members.
- We need to get the survey to the IRA and President to ensure that we are upholding the values of these groups
- Questions being raised if it is worth the resources to include the part-time or people who only at certain times and do not have much participation as other Faculty members
- We are still interested in hearing feedback and surveying part-time faculty members, but wonder if it would be better to create a survey based solely for them, that they could better answer questions and participate
- Provost Pugliesi suggests that we create a survey solely for the part-time faculty, being able to see and ensure that they are getting proper information and are supported is extremely important
- Create a channel for feedback to make sure that they are able to communicate with the university and we can better tailor and help them.

Endorsement to endorse and support the dates for this, motioned by Senator Jon Lee, Seconded by Senator Rodrigo Bastos De Toledo, Endorsement Passed

Endorsement to not include part-time faculty, with the understanding that the Provost Office will be creating a survey better tailored to them. Motioned by Senator Jon Lee, Seconded by Senator Rodrigo Bastos De Toledo, Endorsement Passed.

8. FSSE and NSSE Survey Results and Review Discussion—Karen Pugliesi

Provost Karen Pugliesi mentioned that the results from the FSSE and NSSE have returned.

- Discussion of creating a group to read over these results and create a high level summary
- After the summary create a plan that can positively impact themes that are found in the results of the Surveys
- Discussion of who should be included in this group. Those mentioned: Associate deans, student affairs members, potential Amy Rushall or Cody Canning, maybe someone from instructional design, members from the Senate.

9. Academic Excellence Initiative—Karen Pugliesi

Provost Karen Pugliesi discusses the Academic Excellence Initiative along with the Elevating Excellence Roadmap.

- This Initiative directly aligns with the Elevating Excellence Roadmap, along with following the ABOR goal
- Engage faculty with reflections with the degree programs, guided examination to ensure maximum post-secondary value
- Ensure that the degree programs support the developments of skills that graduated students can use to excel and succeed after NAU

- Incorporating a range of High-Impact education strategies, such as seminars, projects, Internships, Student led teams that work with companies, emulating professional situations, community and service based learning
- Looking to incorporate activities in the class room that are important to skills that are needed for students to succeed
- Provide data and statistics to show what strategies help students after graduating
- Work in connecting employers and faculty, creating a dialog so we can better see how to help students are prepared successfully for a career
- Could potentially create a picture of our curricula and seeing if there are any career building activities that are currently present in our systems
- Offer professors compensation to work on spearheading these processes and ensure that they are being implemented into the correct programs
- The intention is to not ensure every NAU student has a job after graduation, we are just looking to prepare and give the students skills if they are looking to find a job, and making sure that they have the resources to be able to achieve that.

10. Council and Committee Reports—Elections

Senate President Kate Ellis says that currently there are no Council and Committee Reports due to the fact that all Council and Committee spots have yet to have been filled, future updates will be given on them when they begin their work.

11. New Business/Old Business/ Adjourn—Kate Ellis

Senate President Kate Ellis adjourns the meeting at 5:00pm