

**Faculty Senate Meeting
Minutes
September 26, 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 Present:** Kate Ellis, Jon Lee, Roger Bounds, Karen Pugliesi, Jennifer Duis, Michelle Mark, Jane Marks, Michael McCarthy, John Tingerthal, Juliana Suby, Tarang Jain, Marco Cabrera Geserich, Christy Arazan, Andrew Stevens
- **Those also present (electronically):** Zach Smith, Sibylle Gruber, Lisa Tichavsky, Gretchen McAllister, T S Amer, Aimee Quinn, Rodrigo Bastos De Toledo, Emi Isaki, Cindy Ivy, Steve Meyer, Hal Tagma, Tori Damjanovic, Mary Harmon, Emily Cope, Paul Bakke, Erin Stam, Jason Bradley, Laurie Dickson, Gioia Woods, Julie Piering, Katie Cinader, Miriam Espinoza, Jill Navran, Alice Gibb, Lisa Bliss, Peter Fule, Blasé Scarnati, Joshua Emery, Mohamed Mohamed, Jennifer Russell, Maribeth Watwood, Sam Meier, Emily Manone, Melinda Treml, Audrey Alicea, Astrid Klocke, Corrine Gordon, Karina Collentine, Jessie Finch, Emily Cope, Marjaneh Gilpatrick, Josh Mackey, Michael Leverington, Amy Rushall, Blake Rayfield, Christy Farley

2. Approval of Agenda and Minutes—Kate Ellis

Agenda and Minutes voted on an accepted.

3. Faculty Senate President's Report—Kate Ellis

Faculty Senate President Kate Ellis, discusses her report regarding upcoming weeks and introduction of the new Faculty Senate Admin.

- Next week the Arizona Board of Regents will be in Flagstaff for multiple events, including the ABOR Faculty Breakfast next coming Friday
- The Topic is: What we learned from COVID-19?
- The AFC will be having a lunch on Thursday and will be reporting to the board
- Andrew Stevens is the new administrative help in the Faculty Senate
- At 3:00pm on Friday, is the placement of President Cruz Rivera and will be livestreamed
- Election results: Lisa Tichavsky, Donna Simon, and Karina Collentine will all be joining the FSEC, along with many other being elected for new committee memberships
- There is a cross working group task force being formed, Co-chaired by Roger Bounds and Mohamed Mohamed and all members of the council of Rights and Responsibilities are invited but not required
- COFS has been revised over time and we want a whole review, which will be similar to the review that will be done on the Faculty Senate Constitution
- The Workload Policy is very much in progress, there will be upcoming special meetings with the provost and the FSEC to discuss the most recent versions
- Hoping that in Spring both COFS and the Workload Policy will be able to be voted on in similar time frames

- Review of Faculty Service Loads, we must look at the assessment process, looking at the searches process, and implementing and diversity individual to make the process more efficient

Questions: *Has there been a widespread survey of faculty to see if Service loads are no satisfactory?* It about looking at the service load that is on faculty and seeing if we can alleviate that and focus on teaching.

4. Provost's Report—Karen Pugliesi

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

- Currently still in the process of the dean search for two Colleges
- In final interviews for the interviews for the dean in college of Forestry
- SBS has begun their screening of applicants and are looking to begin the semi-finalist interviews
- Just finished the first authorization of deans for the ability to search for faculty, will begin to start the 2nd round then the 3rd round so these searches start as early as possible
- There are now 28,090 students at NAU which is down 2% last year
- These are down despite the largest cohort of first year students on our Flagstaff campus
- There has been a greater diminishment of part time students in comparison to full-time students
- Board has indicated to work with all 3 Universities General Studies programs to ensure that it aligns with their policies.
- Looking to push back the date of implementation to Fall 2025 despite that we have been on pace to implement it in Fall 2024, this will give us more time to develop it
- Hopeful that we can have a conversation with the Faculty Senate regarding workload policy this Fall and not this coming Spring
- On Thursday President Cruz Rivera will be giving a presentation to the ABOR regarding a “State of University”
- Positive developments regarding the Early Childhood Development Center, they have received a Grant and has been licensed
- A position for associate Vice Provost for Faculty Affairs will be released, looking to have someone for January of 2023

5. Benefits Updates—Josh Mackey

Josh Mackey, the Vice President of Human Resources, gives a presentation regarding and update in benefits

- NAU has their own separate benefits programs that they offer to their staff and employees
- 85% of the eligible staff and faculty choose the NAU program over the State Programs that is also offered.
- There is a premium increase to the PPO plan from \$5-\$20 per pay period
- Small plan design changes that increase the rates by small amounts

- The total increase is around 5% to the premium plan, no changes on the high deductible plan
- Paid parental leave announced: New parents will be eligible for 12 weeks of Paid time off without having to use vacation time or sick leave

Questions: *This was mentioned in the last FSEC meeting, but is there a discussion regarding end of life leave?* Unfortunately, there has not been discussion of the potential of end of life paid leave that will be brought up in the next leadership meeting and discussed.

6. ASNAU Updates—Katie Cinader

ASNAU Vice President of Academic Affairs, Katie Cinader, gives a presentation regarding what ASNAU is preparing and looking to implement in this coming year

- Discusses the current roster of ASNAU leadership
- First goal of the year is to increase transparency, due to the fact that there is many resources, a lot of students are unaware of them and do not take advantage
- Raising the student awareness will be able to assist students and faculty
- Currently there is problems impacting students with housing, expensive housing on and around campus has been causing students to struggle
- Encouraging students to participate in the election, sharing links, and encourage faculty to withhold taking attendance on election day so students are able to go out and vote
- Looking to get students invested in NAU Culture, this can be done by looking to have more students involved in events around campus
- Menstrual dispensers are being installed around campus to promote menstrual equity and provide students with a way to access menstrual products that they need, there are 75 current dispensers that are restocked every two weeks
- Cap and Gown Project: looking to make commencement attire more accessible, students can donate their old cap and gown that they are no longer using and other students that are graduating and rent those out
- Textbook exchange program: Created to make textbooks more accessible, ASNAU office will be a drop off location for old textbooks and make them available
- Student bereavement policy is looking to create a university policy in regards to students who have experienced death of an immediate family member
- There is currently not a policy meaning individual faculty can decide what they personally do

Questions: *Where should we take menstrual products for donation?* Louie's cupboard is moving over to Sechrist, we are partnered with a company, and dispensers are tailored to a certain product, so Louie's cupboard would be the best place to donate them. *Is there still a food insecurity taskforce?* I am not sure, if that committee is still working in regards to that, asking student affairs may be able to help better answer that question. Also a recommendation to look at our Statewide NAU campuses and see if there is an ability to be able to help them and provide menstrual equity to them as well.

7. HERI Survey Updates—Roger Bounds

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

Provost Karen Pugliesi discusses the updates and review on the FSSE and NSSE Survey Results

- They were used last Spring of 2022 and the results have returned
- Looking to create a small group of those who have an interest to review these detailed results and create a high level summary of these results to share with faculty
- We may look at the results from 2018 and see if there is any patterns and create a plan to be able to improve.

9. Academic Excellence Initiative—Karen Pugliesi

Provost Karen Pugliesi discusses the Academic Excellence plan and how the academic opportunities offered to students are benefitting them

- Bring attention to our degree programs using implementation of the general studies program
- Look through a lens at the design of our curriculum, and what students are pursuing after graduating these programs
- Some colleges are more “up to date” regarding what the initiative is implementing organically, looking to find these areas of the universities that are not progressing as quickly organically and be able to assist them with this transition
- Looking at the opportunities that graduated students are pursuing and then be able to assist them in that
- Create dialogs with employers who hire graduates after college, in doing this we can see what they are looking for and prepare students
- Support the work of faculty in the building of stronger career development for students, imbedding career development professionals in the university to assist in this

10. Council and Committee Reports—Elections

Christy Farley discusses how we can and cannot engage in elections as we come upon election time

- We are publically prohibited to use NAU resources to influence elections
- Due to this we must be careful using NAU resources, email addresses, titles, office hours and office works
- Please use your own individual influence on your own individual time
- Christy works as the dedicated NAU lobbyist
- You can say that you are a professor in the body of text in a letter, but do not sign it at the bottom because it shows that you are signing in capacity and using NAU as influence through title

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

Faculty Senate President Kate Ellis gives an update on the new, and old business.

- Rights and responsibilities committee has begun work with Roger Bounds and working with COFS
- FSEC is continuing to work on Faculty Workload
- Working with Rodrigo to work with faculty in regards to improving their portfolios
- TJ and the budget advisory board are having a meeting regarding what the budget is looking like
- There is an opening in the Mental Health Collation
- Meeting Adjourned at 4:46pm