

**Faculty Senate Executive Committee Meeting
Minutes
November 7th, 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 Lee, Tarang Jain, Karen Pugliesi
- **Those also present (electronically):** Blue Brazelton, Laurie Dickson, Donna Simon, Rodrigo Bastos De Toledo, Gioia Woods, Pete Yanka, Blase Scarnati, Mohamed Mohamed, John Georgas, Roger Bounds, Maribeth Watwood, Karina Collentine, Lisa Tichavsky, John Doherty, Theresa Carlson
- **Those absent:**

2. Approval of Agenda and Minutes - Kate Ellis

Agenda voted on and approved. Minutes for the Faculty Senate Executive Committee (FSEC) meeting of 10/10 voted on and approved.

3. Faculty Senate President's Report - Kate Ellis

Senate President Kate Ellis gives her report regarding what has been worked on, and what will be worked on.

- Discussion of the upcoming Arizona Board of Regents (ABOR) Breakfast that will be hosted at University of Arizona (U of A)
- Senate President Kate Ellis notes the increase in hate speech around college campuses around the country, these come in the forms of language and posters
- The Arizona Faculties Council (AFC) has recognized the upcoming ABOR meeting which will be in Tucson, Senate President Kate Ellis will attend this meeting and speak at the call to the audience regarding the General Studies program and the education of NAU's students.
- Recognition given to Provost Karen Pugliesi for her work presenting the changes that were made to our General Studies Program to the Board of Regents

4. Provost's Report - Karen Pugliesi

Provost Karen Pugliesi gives her report, which includes current tasks she is working on from her office.

- The Academic Affairs and Educational Attainment Committee have approved the revised framework of the General Studies Program
- Upon approval from the ABOR regarding the new General Studies framework, the Provost Office will work with Academic Leadership at NAU, to help implement strategies to better prepare their colleges for the launch of the General Studies Program
- Provost Pugliesi discusses her attendance of the Academic Affairs Committee Meeting and shares 2 points that were highlighted
 - NAU's institutional metrics were released, giving the committee further insight on the progress of NAU's current goals

- Provost Pugliesi notifies the FSEC that the Board is embracing our agenda as a university. This agenda focuses on, broadening opportunities for more students, engage with high quality programs to support students, and increasing the success of students after graduating
- Roger Bounds has been working with a group to review the FESI and NESI Survey Results from Spring of 2022
- Moving forward with the 100% career ready initiative
- Looking at various strategies that the Provost Office can consider in regards to strengthening faculty compensation
- Still interest in the idea of a Faculty Think Tank
- We will be working together with U of A and ASU regarding the 3 competencies that our general studies programs offer
- When looking at writing competency the three Universities applied the same rubric at different times in the semester: writing samples used for admission vs. samples at the beginning of the semester vs samples at the end of the semester, with resulting in very different outcomes for each University
- Credit given to Emily Manone and Yvonne Luna for managing and reporting on this work to ABOR

Questions: *Why did we vote on the General Studies Program in the Faculty Senate? ABOR was going to make changes and the Provost had the power to make changes without approval but chose to bring it through the Senate and require them to vote on it. Faculty do not like the changes.* Describing faculty response to the changes to the General Studies program that “All dislike it,” is inaccurate and does not capture that while some dislike the changes, many are satisfied with the changes and recognize their necessity. Many in the pertinent faculty leadership struggled, for example the Diversity Curriculum Committee (DCC), to make the changes in the allowed time. There was more feeling that there was a necessity that faculty move on this action. This was taken to the Senate because there were aspects of this program that were under the purview of the Faculty Senate and the established process had to be followed, even on a shortened timeline. Faculty Senate could have not approved, but the majority of the Senator approved the changes demonstrating both pragmatism and support for the Provost in presenting the changes to the board. This vote was first passed through the DCC and General Studies Committee. Provost Pugliesi mentions how it is important to follow the protocol commitments that the provost office has made. The provost office has worked hard alongside faculty to create a collaborative working relationship between faculty and administration.

5. Proposed Workload Policy Discussion - All

Discussion regarding the Newest Workload Policy Document that was sent to members of the FSEC and concerns or questions of the FSEC.

- Looking at page 4, Senator Rodrigo Bastos De Toledo is concerned that some low enrollment classes force a faculty member to have to re-review their workload and possibly add more course(s)

- Provost Karen Pugliesi recognizes this flexibility in the statement, also she mentions that there are very few courses that fall below that point where alternatives must be considered
- Discussion is open between chairs, directors and faculty about that scenario
- The intention is not to discount effort that is given in low enrollment classes
- Discussion to remove a sentence in this paragraph that may cause confusion regarding “low enrollment classes”
- Discussion about the wide range of instructional approaches that exist at NAU, which necessitates more flexibility and less reliance on uniform values
- Having this flexibility in the policy allows for more appropriate application of policy between colleges that have different instructional approaches (e.g., math, theater and clinical hours), having the leeway to weigh assigned values for these varied courses
- Senator Mohamed asks for more clarification on teaching loads. “Although a class may be worth 3 credits, a measure in regards to student workload, teachers may have to spend a longer or shorter amount of time depending on class.”
- Provost Pugliesi clarifies this by stating that credit hours and unit hours, in relation to teacher workload, are not the same
 - Due to a vast difference in many courses at a university level, # of students, workload, or significant pedagogical issues, many courses have significant differences in time and effort that are needed to effectively teach a course
 - This means that although the credit hours of two courses, related to students workload, are the same, their units, related to teacher workload, may be different
- Interest in removing the references to the 40 hour work week, main intent was to provide guidance to be able to negotiate down with chairs
- Clarification regarding how many hours a unit is: it is 3 hours weekly for teaching and scholarships
- Provost Pugliesi speaks about an issue regarding Tenure Track Faculty
 - With a workload shift in tenure track faculty, going from more instructing to more research, many new tenure track faculty have difficulties staying engaged with their colleagues
 - To combat this we must first make sure the problem is recognized, then create solutions with other colleagues in the unit, ensuring that discussion regarding research and teaching is occurring
- Discussion on how tenure track faculty may receive a reduced teaching load in their first semesters with research
- One item that we need to do better is our separate promotion, tenure and annual review, should specify criteria in regards to the amount of effort in research
- Discussion of service and how it is counted and where work like editing a journal, serving on a graduate student thesis and thesis committees should be assigned in the workload
- Proposal that the FSEC meets in special session on Monday, 11/14/22 at 4pm to talk through the remaining questions and edits of the FSEC
- The goal is to vote on moving the Workload Policy to the Full Senate at the end of the FSEC special session meeting

6. Affordable Learning Materials Initiative – John Doherty & Theresa Carlson

John Doherty discusses textbook affordability initiatives that Cline Library are looking to implement.

- Advance NAU gives their priorities looking forward to 2025
 - Broaden access & affordability
 - Boost student success
 - Raise retention & completion rates
 - Increase Diversity, Equity, and Inclusion (DEI)
 - Widen impact of scholarship
 - Provide transformative learning opportunities through open pedagogy
 - Enable lifelong learning
 - Give NAU a competitive advantage
- Open Education Resources (OER) offers freedom to retain, reuse, revise, remix, and redistribute text
- Statistic given on how college textbooks prices have inflated, and many students have often not purchased textbooks resulting in a poor grade or drop
- Looking at NAU metrics, John Doherty shares that NAU Students, on average spend \$900 yearly on required texts for their classes. Raising the question: How can we lower this for a students and enable them to graduate with less debt?
- Benefits for open education
 - Cost savings
 - Customizability
 - Day-one access
 - Equity & social justice
 - Sharing & collaboration
 - Diversity & inclusion
 - Innovation
 - Academic freedom
 - Student success
- Looking to provide lower cost and higher quality texts to teachers and students
- Currently there are subject librarians who are working on finding OER
- Partnering with textbook distributors to work out deals and creative solutions to support students
- They will go to deans to try and work with faculty to try and develop more OER content that can be provided to students to save them money.

Questions: *If you were to do a course online, would students be charged for a course fee, or would it be totally covered by their tuition?* If it was OER then they would be totally covered and would not have to pay any additional fees. *Is there a member in the library who can help with OER or should I reach out to my current assigned library staff?*

Reaching out to your current assigned library staff would be recommended. *If we want to make a list of ebooks, to see if the library can obtain them, who should I reach out to?*

Reach out to John Doherty.

7. Veteran Supportive Campus – Pete Yanka

Pete Yanka discusses Veteran friendly campuses and the Arizona Department of Veterans' Services

- Veteran Services has asked to implement a more formal training process for NAU in effort to support becoming a more Veteran supportive campus
- Every 2 years they are required to have 10% of NAU staff and faculty trained regarding veteran services, 25% of this number must be faculty
- Psych Armor training has been approved; a faculty member must create an account to complete the training.
- [Faculty & Staff Training](#) is the current link for training regarding veteran services and resources created for staff and faculty
- The total time of the training is 64 minutes
- There are always further training and opportunities, but this Psych Armor program meets the requirement
- Senate President Kate Ellis shows her high interest in this training, especially due to many faculty members having students who are veterans
- Discussion of sharing this at the Academic Leadership Summit to have those leaders spread the word and encourage faculty to complete the training
- Suggestion: if the deans model this, and pledge to and complete the training, this would encourage the faculty in their colleges to follow suit

8. Council and Committee Reports—Elections

No new council and committee reports were shared

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

New updates, old business is shared before the meeting is adjourned.

- Provost Pugliesi shares a new preview regarding upcoming changes to a faculty minimum payment and greater compensation for faculty and staff
- Details of minimums and other items will be shared in an email
- More will be shared in a president's message regarding student and graduate assistant compensation
- The administration is hoping to raise faculty compensation more in the following years
- Starting 1/1/2023 a 4.5% raise will occur for all full-time staff and faculty who were on the payroll on 11/15/2022.
- New pay scale floors for faculty in all tracks and ranks will be implemented in July

Motion to adjourn the meeting at 5:05pm

Motion to Adjourn Approved