Full Faculty Senate Meeting
Minutes
February 20th, 2023

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 3:04pm
    - **Those Present:** Kate Ellis, Karen Pugliesi, Jon Lee, Pete Fule, Andrew Stevens, Gretchen McAllister, Miriam Espinoza, Juliana Suby, Emily Cope, Eric Yordy, Blue Brazelton, Catrin Edgeley, Sibylle Gruber, Blake Rayfield, T S Amer, Katie Cinader, Madrone Schutten, Aimee Quinn, Kara Attrep, Mary Harmon, Donna Simon, Jennifer Duis, Christy Arazan, Emi Isaki, Emily Manone, Jessie Finch, Deborah Mariage, Astrid Klocke, Michael Leverington, Jill Navran, Karen Sealander, Luke Maring, Rodrigo De Toledo, Claudia Rodas, John Tingerthal, Victoria Damjanovic, Sara Rinfret. John Georgas, Joshua Emery, Meredith Heller, Zachary Smith, Amy Rushall, Oaklee Rogers, Mohamed Mohamed, Taylor Lyster, Alison Essary, Hal Tagma, Lisa Bliss, Corrine Gordon, Tinna Traustadottir, Lisa Tichavsky, Andy Wang, Marjaneh Gilpatrick, Maribeth Watwood, Mahendra Joshi, Sam Meier, Laura Bounds, Roger Bounds, David Auty, Jennifer Russell, Janina Johnson, Angie Hansen, Karina Collentine, Mark Manone, Gioia Woods, Cornel Ciocanel, Karen Jarratt-Snider, Leilah Danielson, Sara Abercrombie, Dave Auty, Marco Cabrera Geserick

2. **Approval of Agenda and Minutes - Kate Ellis**
    Faculty Senate President Kate Ellis motions for a vote of an approval for the Agenda and 1/21 Full Senate Minutes. **Agenda Approved, 1/21 Full Faculty Senate Meeting Minutes Approved.**

3. **Faculty Senate President's Report - Kate Ellis**
    Faculty Senate President Kate Ellis gives her report.
    - Faculty Senate President Kate Ellis attended the Arizona Board of Regents meeting in Phoenix on February 9th.
    - The Arizona Board Regents (ABOR) approved the appointment of Karen Pugliesi as Provost and Vice President of Academic Affairs.
    - Dr. Pugliesi will serve in this position while the University develops the profile for and conducts a search for the next Provost and Vice President for Academic Affairs. This process is expected to take 18-24 months.
    - The FSEC has written and approved a resolution focused on the support of Diversity, Equity, and Inclusion (DEI) in education in response to current issues in education.
    - Last week the candidates for the Vice President of Diversity, Equity, and Inclusion were on Flagstaff Campus. Provost Pugliesi will be giving more information on this later this meeting.

4. **Provost's Report - Karen Pugliesi**

Provost Karen Pugliesi gives a brief report to allow for time to discuss the workload policy.

- Provost Pugliesi welcomes Dr. Sarah Rinfret as the new vice provost for faculty affairs.
- Currently there is a search for a new vice provost for curriculum and assessments.
- Dr. Ray Rosas has been hired as the new director for our University Writing Program. He will begin his appointment next year.
- Provost Pugliesi shares that there is no new update regarding the Vice President of DEI, all feedback is being reviewed before making a final decision.
- Currently, Provost Pugliesi and Vice Provost Roger Bounds have begun working alongside Josh Mackey and Megan Decker of human resources. The goal of this work is to streamline and strengthen the processes for faculty and staff searches. Creating protocols and policies that will streamline work, ensures that each search is screened properly, and utilizes NAU's best practices for these searches.
- ABOR recently approved four new degree programs for NAU, these programs are as follows:
  - Bachelor of Science (BS) in Immersive media and games
  - BS in Mechatronics
  - BS in Business Analytics
  - Master of Business (MBA) in Healthcare Management
- ABOR also recently approved NAU's distinctive university metrics. Using these metrics, ABOR and NAU can work alongside ASU and U of A in progress monitoring, measuring effectiveness, and support of the completion of the distinct and unique goals from each university. Our distinct goals are stated in our 2025 Elevating Excellence Program.
- On Thursday February 23rd we celebrate the ten-year anniversary of NAU's downtown Phoenix campus.
- Provost Pugliesi also wanted to notify the Senate of a recent Arizona Academic Attainment Committee meeting. This meeting brought together academic leaders and all ten of Arizona's Community College district leaders. Ideas, plans, and strategies were shared in order to create robust academic pathways that enable community college students to make a seamless transition to universities.
- Recently, Provost Pugliesi, Vice Provosts John Georgas, and Maribeth Watwood met with the leadership of the Associated Students of Northern Arizona University (ASNAU). In this meeting 100% career ready was discussed. Feedback was given on how to improve the initiative, and generally positive opinions were shared.
- Vice Provost John Georgas gives an update regarding the LMS transition from BbLearn to Canvas. Currently there have been delays with K16, the program being used to migrate courses from BbLearn to Canvas. To combat this, there has been a prioritization of courses to be transferred, those that will be focused on are personalized learning and summer courses.
- Self-Migration has also been offered as an option; there are courses provided from the NAU Teaching and Learning Center for those Faculty looking to pursue this option.

Question from T S Amer: Regarding a recently distributed HERI Survey. Were these questions answered anonymously? The questions itself asked for many personal answers that could lead to data could show who have submitted that. **Dr. Pugliesi responded:** *This survey was anonymous, a data management plan has been formed to protect faculty from information being searched up, so the provost Office does not have the power to view all of this data.*

T S Amer Followed up: Does Institutional Research and Analysis get to see this data? **Dr. Pugliesi Responded:** *No, we do not obtain the unit or record level data, therefore they are unable to analyze it in that fashion.*

5. **DRAFT Workload Policy – Discussion Facilitated by Blue Brazelton, Parliamentarian**
   Full Senate discussion of the Faculty Draft Workload Policy Begins.
   - Faculty Senate President Kate Ellis discusses recent work that the FSEC has done in adding to the Workload Policy.
     - FSEC Member Rodrigo De Toledo, had concerns for Section F regarding teaching. In collaboration with Dr. De Toledo, Faculty Senate President Kate Ellis and Provost Pugliesi edited the language to best coincide with the goals that this document is looking to achieve.
     - Comments have also been raised regarding section J, concerning the creation of policies for departments, colleges, and others. Faculty have suggested that individual departments have the choice to create their own document, in order to create the best policy to suit their unique needs. University leadership has raised concerns regarding this, due to the massive amount of work that would occur if all departments were to create an individual policy.
   - Ex-Officio Gioia Woods voices her support for this document in protecting faculty, and flexibility for departments to develop their own workload best suited for their needs. She suggests colleges have the ability to create umbrella workload policies for all of their departments. Following this, if the departments have more specific needs then they can develop a workload policy that filters up for discussion.
   - Provost Pugliesi responds with concerns about the substantial amount of time that could be used if all departments look to create workload policies. Instead, having colleges ensure that their document can support the needs of all departments may be a way in which less work is needed, but still producing the result of all departments and faculty being protected by this policy.
   - Faculty Senate President weighs in on this topic, she believes that the most important item to keep in this policy is to maintain that faculty voice is heard and listened to.
   - Senator Karen Jarratt-Snider gives her opinion on this topic, she values the voices of the departments. The departments know what they need to best support themselves, so we must maintain this voice. If we lose the flexibility of having departments creating their own workload policy we will lose the faculty voice at the individual level. They should have the choice, being decided from the department, thus ensuring that these faculty are able to weigh in on what would fit them best.
   - Provost Pugliesi says that she believes that deans have a clear view of the individual department's needs and have the ability to create a college level workload policy that could support all departments in the college.

- Provost Pugliesi asks Faculty to keep resources allocation in mind when discussing this process. If we were to stretch our resources too far then we could struggle in areas that are vital to the goals of the university. For example, if departments spend a large amount of time to write their own policies it may impact the tasks the faculty must complete, such as teaching.
- There is a suggestion to change the language of Section J in the workload policy that says, "Departments and Academic Leaders will collaborate to determine whether or not the department should create their own specific workload policy or implement one that was created for the college level".
- Leilah Danielson - a guest in this meeting, shares the following thoughts. The goal of this document is to create and ensure equity amongst faculty members, we must keep in mind that decentralization does not lead to equity, and neither does hyper-centralization. The goal is to find a balance in between these two and I feel that this draft, with the added flexibility that departments may create their own policy, would achieve that.
- Chair Luke Maring shares that this document would be extremely helpful with chairs in creating workload policies.
- Faculty Senate President Kate Ellis brings up a discussion that occurred in the FSEC about the upper and lower limits of how much a course would count for in a faculty member's workload. For example, raising the load for one course up to 15% and creating a credit floor--a faculty member could not be given less than 5-10% of their workload for teaching a class with low student enrollment, etc.
- Ex-Officio Gioia Woods gives her support of the language that has been changed and edited to help resolve this issue. As a chair she believes that this takes into account the issues that will arise and gives units the responsibility to collaborate and solve these issues.
- Senator Karen Jarratt-Snider, gives context that her unit does provide academic advising for her department, and suggests this be added to the workload policy for those departments who are assigned this task.
- Faculty Senate President Kate Ellis describes the next steps, there will be a vote for approval to move this document to the full faculty, then a full-faculty meeting will be scheduled, and the document will be sent to all faculty at least two weeks prior to the meeting so they have sufficient time to review and gather comments and concerns.
- Provost Pugliesi discusses the reasoning of moving many tasks to service, instead of teaching.
  - Many departments around the university had different tasks under "teaching" and "service."
  - This created added difficulty amongst those who were performing annual reviews and applications for Promotion.
  - To increase clarity this policy states that the section of teaching is related to "credit-bearing activities" this is based on the teaching and facilitation of courses to students.
  - All categories that are not directly related to a course and credit-bearing opportunities are now considered service. Some of these tasks are, academic advisement, student mentoring, curriculum assessments, etc.

- The Senate raises concerns regarding the current review processes for faculty, in these processes service work is valued less than teaching work. In moving many of these teaching activities to service, it may lead to the tasks being less valued by faculty.
- Faculty Senate President Kate Ellis, describes that this change is to support faculty in not being overloaded. For example, if a teacher was assigned a 4/4 course teaching load this document protects them from being assigned more work on their teaching load, the same applies to service. Instead, now that many of these tasks are moved to service, there is more clarity on what falls under this category and if a faculty member is overwhelmed, they can discuss the current allocation of their workload in regards to service with the chair, and collaborate for a more manageable load. Teaching is extremely important to define as it is our university's mission. In comparison to service, which is more flexible due to the many tasks that fall under the category.
- Senator Karen Jarratt-Snider ties this discussion in with the importance of departments having the ability to create individual and unique workload policies. Due to the vast differences in departments around the university, service loads may entail larger, or smaller amounts of work. Having the flexibility of creating a workload policy at the department level can better support units in creating a proper service load that coincides with the amount of work done.
- Senator Cindy Ivy suggests that a change be made to the wording, to create clarity on advising and what section it falls under, either teaching or service.
- It is stated that this document will be reviewed and revised every 5 years, with the initial review after three years.
- Faculty Senate President Kate Ellis suggests the idea of a yearly meeting in which the workload policy is discussed amongst senators, chairs, and faculty. In this discussion if common concerns are being raised then they can be addressed when the policy is revised.

Faculty Senate President Kate Ellis asks for a motion to move the Draft Workload Policy to All Faculty with the changes that were discussed today. A Motion was provided and a poll was launched in regard to approving the document.

The Draft Workload Policy is approved to move to All Faculty.

6. **Proposed Senate Resolution – Kate Ellis**
   Faculty Senate President Kate Ellis discusses the Proposed Senate Resolution regarding Diversity, Equity and Inclusion (DEI) Education.
   - Recently, there has been many comments made to the Arizona Board of Regents (ABOR) against DEI Education.
   - The FSEC agreed to draft an FSEC Resolution in support of DEI Education.
   - The FSEC collaborated and developed this document and was approved at the last FSEC meeting.

- The goal of this document is to affirm the FSEC's, and hopefully the faculty senate's commitment to DEI education, and ask ABOR to maintain their current policies in support of academic freedom for faculty at NAU.
- Requests to add ABOR's goals, and tie in how DEI education supports this.

A Motion was provided to approve as a Full Senate Resolution.
Resolution is approved as a full senate resolution.

7. **Council and Committee Reports – Blue Brazelton, Rodrigo de Toledo**
   Updates are given regarding councils and committees.
   - FSEC member Mohamed Mohamed has stepped down as a member of the FSEC and Chair of the Faculty Rights and Responsibilities Committee.
   - Faculty Senate President Kate Ellis thanks Mohamed Mohamed for all the work he has completed in the past, and his large role in the editing of the workload policy.
   - Senator Gretchen McAlister has stepped in as the new Chair of Rights and Responsibilities and member of the FSEC.
   - Mary Harmon, a member for the Faculty Rights and Responsibilities Committee, has stepped in as the new co-chair of the COFS revision Committee.
   - FSEC Member Karina Collentine has stepped down as Member-at-Large in the FSEC.
   - In discussion with Parliamentarian Blue Brazelton, Senator Pete Fule, who ran for Member at Large in the fall and was a close second, has been contacted and agreed to fill the role of Member-at-Large for the remainder of the year, with senate endorsement.
   - On March 24th, in collaboration with the Provost office, there will be a faculty/administration breakfast. In this breakfast, it will follow a similar format as the ABOR Breakfast that occurred earlier this year. This event will help facilitate discussion and ideas between university administration, and faculty members.
   - Vice Provost Roger Bounds gives an update on the COFS task force. They are currently working on a list of items they need to complete, they will share this with the FSEC at an upcoming meeting.

A Motion was provided to approve Pete Fule as the new FSEC Member-at-Large.

Pete Fule was approved as the new FSEC Member-at-Large.

8. **New Business/Old Business/ Adjourn—Kate Ellis**
   Faculty Senate President Kate Ellis asks that senators that are interested in FSEC roles, to please reach out to the Faculty.Senate@nau.edu

   Meeting Adjourned at 5:02 pm.