

Faculty Senate Meeting Minutes March 20th, 2023

Please email corrections to Faculty.Senate@nau.edu.

1. Call to order – Kate Ellis

Faculty Senate President Kate Ellis calls the meeting to order at 3:01pm.

Those Present: Karen Pugliesi, Kate Ellis, Jon Lee, Tarang Jain, Kara Attrep, Mahendra Joshi, Dawn Hawley, Karen Sealander, Karina Collentine, Andrew Stevens, Emi Isaki, Carie Steele, Victoria Damjanovic, Katie Cinader, Meredith Heller, Lisa Tichavsky, Donna Simon, T S Amer, Paul Bakke, Samantha Clifford, Jill Christensen, Gretchen McAllister, John Tingerthal, Christy Arazan, Jennifer Duis, Laurie Dickson, Scot Raab, Emily Cope, Lisa Bliss, Aimee Quinn, Rodrigo De Toledo, Blue Brazelton, Astrid Klocke, Jane Marks, Jill Navran, Gioia Woods, Sibylle Gruber, Blake Rayfield, Jessie Finch, Zach Smith, Michael Leverington, Corrine Gordon, Amy Rushall, Madrone Schutten, Jennifer Russell, John Georgas, Joshua Emery, Nicole Price, Michael McCarthy, Oaklee rogers, Cindy Ivy, Zach Smith, Maribeth Watwood, Miriam Espinoza, Mary Harmon, Lynn Jones, Ian Wischmeier, Kyle Winfree, Patricia Murphey, Pete Fule, Emily Manone, Stephen Meyer, Dawn Clifford, Nancy Navarro, Vidal Mendoza, Esther Cuellar, McKenzie McLoughlin

2. Approval of Agenda and Minutes – Kate Ellis

The Full Senate Meeting Minutes from 2/20 have not been approved yet due to Spring Break. These minutes will be voted on at the next FSEC meeting on 4/17.

A motion to approve the Agenda. The Agenda for Full Senate 3/20 meeting was approved.

3. Faculty Senate President’s Report – Kate Ellis

Faculty Senate President Kate Ellis gives her report.

- Currently there are only two more meetings left for the Faculty Senate, one on April 17th and the last on May 1st.
- The Faculty/Administrator Breakfast will have up to 12 administrators and 20+ faculty, if you have not already RSVP'd please email the Faculty Senate email.
- Professor Ellis suggests that those currently serving as a senator should consider running for a senate leadership position for AY 2023-24
- Currently there is vacancy for the Vice President role in the senate, due to this Parliamentarian Blue Brazelton and Senate Admin Andrew Stevens will be running elections. The notices will be sent out to colleges shortly.
- The final meeting in May will be an elections meeting for these leadership positons.

4. Provost’s Report – Karen Pugliesi

Provost Karen Pugliesi gives her report.

- Finalist interviews for the Vice Provost of Curriculum and Assessment will begin later this week or early next week.

- There has been a change of plans regarding the Professional Achievement Awards on April 25th, this is going to be a lunch, meaning that there will be limited invitations to this event. This has been shifted from open invite due to limited participation in recent years.
- In collaboration with Josh Mackey and Megan Decker, Provost Pugliesi has begun working on creating a streamlined process for the Faculty Searches. This will create fewer steps in the hiring processes. Along with this work, there will be a document outlining guidelines on best hiring practices.
- Dr. Pugliesi reports of positive feedback from hiring committees for new faculty. She states that many faculty are very satisfied with the pools of candidates in these searches.
- Dr. Pugliesi will be traveling down to Tempe for an upcoming Arizona Board of Regents (ABOR) Committee meetings. In one of these meetings NAU will be presenting a new doctoral program for Physicians Assistants. There will also be a board discussion regarding admissions policies across the universities.
- There will also be a discussion of the restructuring of the ABOR committees.
- Right before the break, all the Vice Presidents were informed that the University will be looking at reducing expenditures and operations to better support the commitments made to faculty and staff regarding compensation. Budgets will be reviewed and there will be a push to uphold the President's commitment of raising these wages 10% over three years.
- In the upcoming year there will be another round of compensation increases for faculty associated with the promotion processes. Also, salary floors will be implemented in the upcoming fiscal year for all faculty.
- In collaboration with Deans, Provost Pugliesi is creating a proposal and plan aimed at reducing expenditures not linked to personnel. More information will be shared with the Faculty Senate Executive Committee (FSEC).
- We are coming closer to the time when the redesign of NAU Online will be presented to ABOR. Currently we are looking for ways to reconfigure and strengthen NAU Online and attract more learners to the university, increasing enrollment. A key focus is analyzing our program portfolio and what programs we offer and the value they provide to students. A task force has been assembled for this topic and will be Co-chaired by deans Ramona Mellott and Heidi Wayment.
- Faculty Senate President Kate Ellis voices her concerns regarding Regent Herbold worries of NAU proposing the potential of reducing admissions requirements, causing NAU to not be an equal partner with the other state universities. Do you know what ABOR is looking to do in changing requirements for the 3 universities?
- Provost Pugliesi responds by saying that there is little to no evidence that students choose NAU because of selectivity. She believes students select NAU due to the kind of campus and learning experiences that we offer them as a university. What matters much more, is what we offer to students when they are with us. This directly relates to our academic programs, 100% career ready, and ensuring students that we enable their growth in their programs when they are here.

Questions: *Ex-Officio Gioia Woods gives her thanks regarding the investment in compensation of faculty and staff. Dr. Woods wants to protect the funds that are set aside to pay student workers. In her department there are many student workers that they rely on to help fill gaps that have been left open due to the lack of department staff coordinators. Do you think that local budgets will be swept in the near future?* Provost Pugliesi responds that they are not looking at the parts of budgets called “other wages,” this is what student workers fall under. Currently there is no indication that local budgets will be swept, if anything this signals a step toward a greater dependency on local budgets. These budgets are related to enrollment though, our current trend of enrollment is going down, to prevent this we will be looking to optimize and create highly desirable opportunities for students.

5. Council and Committee Reports—Roger Bounds & Blue Brazelton (agenda adjusted due to being ahead of schedule)

Reports from Councils and Committees are shared.

- Vice Provost Roger Bounds gives an update regarding the COFS task force. Currently they are meeting with the subgroups and discussing potential revisions. There is discussion regarding the current practices of each teaching track, and how these are defined could change other definitions stated in COFS. More information will be presented to the FSEC in April. As Dr. Pugliesi mentioned earlier, there is a change in Appendix C of COFS regarding Faculty Searches, making these more streamlined and efficient.
- Parliamentarian Blue Brazelton gives an update regarding the Bylaws Committee. Currently they are hoping to polish up a report for the FSEC Meeting in early April. The question being asked is, do we want the Bylaws to reflect what we are currently doing, or have them be a guide on what changes we should be doing in the future? Better election processes will be created, along with creating a better set of expectations for faculty members joining the Senate.

6. Teaching Portfolio – Rodrigo De Toledo and Patricia Murphy

Patricia Murphy, Teaching Academy, and Rodrigo De Toledo, Chair on the Council on Learning, give a presentation regarding the new Teaching Portfolio Guide that the Teaching Academy and Council collaborated on and drafted.

- The Teaching Portfolio Guide was developed in 2020, based on the best practices of effective teaching. Vice Provost Roger Bounds requested that this document be updated in a new guide.
- This document was created to help faculty know the best teaching practices, and what categories that they fall under in a portfolio, making it easier for people to understand and review each faculty members portfolio during an annual review and application for promotion.
- The document is structured into 3 separate columns. The first column gives faculty the best practices for teaching effectiveness. The second column provides explanations of these best practices. The final column gives examples of activities and evidence for each of these best practices.

- Faculty members can also find what category that each of these best teaching practices fall under in their Workload. For example, service, teaching, etc.
- Dr. Murphy explains that this document was designed to help capture a shared understanding of what constitutes effective teaching. More practices can be used and exemplified as excellence and effectiveness in teaching.
- These practices were separated into 5 different categories;
 - Purposeful Pedagogy
 - Environment for Learning
 - Inclusive Excellence
 - Course Administration
 - Additional student related activities and recognitions
- Dr. Murphy states that this document is going to be a “living document”, this means that the document will be reviewed and updated regularly with new standards and best practices.
- In this document, it also supports the addition of assessment that has no evidence. For example, there is often no evidence for Rapport, but it can be mentioned in this document to be acknowledged in reviews.
- A question that has been asked from many is; “Does this add more work for faculty?” Dr. Murphy responds by saying that it is not added work, it is now a new way to frame and document what we are doing.
- Dawn Hawley states her support for this document and believes that this gives faculty credit for all the good work they have done.
- Dr. Murphy then goes over the Teaching Academy’s Best Practices for teaching on their [Website](#).
- Faculty Senate President Kate Ellis shares her experience of hearing faculty members’ frustrations regarding the student opinion surveys. She suggests that the Faculty Senate endorses this, then is shared down through senators, chairs, and deans.
- After being edited and updated based on feedback, this document will be presented again to the Senate in the Full Senate meeting in April and a vote of Senate endorsement will be held.
- If this gets endorsed by the senate, it can be sent out to deans, chairs, and faculty members.

Questions: *T S Amer asks: What are the future processes of approval, refinement and adoption of this document look like?* Rodrigo De Toledo answers by saying that feedback will be collected on this document and reviewed. Once reviewed it will be presented again with adjustments at the next Full Senate Meeting. Provost Pugliesi comments that this is not a policy document, but a resource. Her hope is that this resource will be broadly embraced and will help fill and expectation of ABOR, the Faculty Senate, and the President’s Office.

7. Live Well NAU – Dawn Clifford

Dawn Clifford, a professor from Health Sciences, gives a presentation on Live Well NAU.

- [Livewell NAU - Holistic Wellness](#) is being shared on the screen during this presentation.
- Live Well NAU is a program that supports students, faculty and staff with health and wellness.

- Dr. Clifford is present as a representative of the Healthy Campus Coalition, which is a group of faculty and staff on NAU campus that have worked on developing Live Well NAU over the past few years.
- On their website, there is a graphic that is the Live Well Wheel with the 8 dimensions of wellness. On this graphic you can click on any of the domains of wellness, after clicking you will be rerouted to a page that can provide support and resources to improve wellness.
- On their page there is also a self-assessment that students, faculty, and staff can take to better find what domains of wellness they may be struggling with.
- Dr. Clifford suggests some ways to get students to use this resource.
 - Putting a link or graphic on a class syllabus so that students read and know that the resource is there to support them.
 - Offering extra credit to students who take the self-assessment, then ask a follow up question on what resource they can use to improve a domain they struggled with.
- Dr. Clifford then asks for any other suggestions from Senators in regards to spreading the work of Livewell NAU.
- Dr. Clifford confirms that this resource is also available for students, staff and faculty who are on different NAU campuses such as Yuma, North Valley, online, etc.
- Vice Provost Maribeth Watwood gives her thanks for spreading the word on this great tool, she suggests that they include it in their newsletter that is sent to all graduate students. Also, the university graduate committee that meets every month is meeting on 3/23, she suggests that any promotional material for this resource be sent to her to distribute at this meeting.
- Ex-Officio Gioia Woods suggests contacting the library, to share the graphic in the library where there is greater student traffic.

8. HSI Staff Work – Nancy Navarro, Vidal Mendoza, Esther Cuellar and McKenzie McLoughlin

HSI staff members Nancy Navarro, Vidal Mendoza, Esther Cuellar, and McKenzie McLoughlin give a report regarding their Hispanic Serving Initiative (HSI) work.

- The presenters give introductions about themselves and their roles:
 - Nancy Navarro – Program manager with the office of leadership and engagement, specifically works with students in multicultural clubs and organizations with an emphasis on Hispanic students.
 - Esther Cuellar – Assistant director in the office of scholarships and financial aid.
 - Vidal Mendoza – Assistant director of Hispanic and Latine student service support in the office of inclusion.
 - McKenzie McLoughlin – Client Services Manager in university marketing.
- The presenters state the current Hispanic Serving Initiatives on campus
 - HSI Staff Co-Leads
 - HSI Student Group Lead
 - HSI Marketing
 - DACA/Undocumented Student Initiatives
 - Scholarships for Hispanic Students

- Hispanic Convocation
- Hispanic Heritage Month
- Hispanic/Latine Club Advisor
- Multicultural and Hispanic Club/Org Support
- Bilingual Services
- Nancy Navarro discusses a recent addition to the recruitment process with all recruitment documents and websites being translated to Spanish.
- Next Friday, 10 of the top level NAU website pages are being released in Spanish.
- Vidal Mendoza shares that currently they are providing professional mentorship for Hispanic Students. One on one tutoring is also offered to students who are struggling with classes. There is also an in-house counselor, and the department covers their counseling copay.
- Nancy Navarro shares information regarding the Get Involved Program. This program is a result for the elevating excellence funds and focuses on multicultural clubs and organizations. They support these clubs by helping grow their numbers, helping them develop leadership skills.
- Esther Cuellar shares information on her office and how they are using resources such as translation and other websites to share scholarship opportunities with Hispanic students.
- The Senators voice support and thanks for all of these initiatives in the zoom meeting chat.

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

Parliamentarian Blue Brazelton announces that there will be an AI Initiative feedback meeting. There will be two meetings for these on 3/21 and 3/22.

Motion to adjourn the meeting at 4:58 pm.

Motion to Adjourn Approved.