

**Faculty Senate Meeting
Minutes
April 17th, 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 3:04pm.

Those Present: Kara Attrep, Kate Ellis, Andrew Stevens, Karen Pugliesi, Roger Bounds, Jon Lee, Blue Brazelton, Aimee Quinn, Emily Cope, Erin S., T S Amer, Emi Isaki, Lisa Tichavsky, Miriam Espinoza, Rodrigo Bastos De Toledo, Christy Arazan, Michael Leverington, Jane Marks, Donna Simon, Samantha Clifford, Laura Bounds, Marjaneh Gilpatrick, Meredith Heller, Madrone Schutten, Don Cater, Mary Harmon, Jennifer Duis, Dave Peltz, Sam Meier, Gretchen McAllister, Joshua Emery, Corrine Gordon, Abby Fisher, Jessie Finch, Cindy Ivy, Tarang Jain, Michael McCarthy, Maribeth Watwood, Gioia Woods, Blase Scarnati, Hal Tagma, Astrid Klocke, John Tingerthal, Karen Sealander, Don Carter, Ashley Vaughan, Laurie Dickson, Lynn Jones, Paul Bakke, Catrin Edgeley, Jennifer Russell, Emily Manone, Sibylle Gruber, Yvonne Luna, Jill Christensen, Mohamed Mohamed, Marco Cabrera Geserick, Shelly Thomas, Oaklee Rogers, Sara Rinfret, Lisa Bliss, Amy Rushall, Karen Jarratt-Snider, Gretchen McAllister, Karina Collentine, Stephanie Winters, Monica Brown, Andrew Iacona, Lindsey Graff, Deborah Mariage, Patricia Murphey, Blake Rayfield, Meagan Storm

2. Approval of Agenda and Minutes – Kate Ellis

The Full Senate Meeting Minutes from 2/20 and 3/20 will be voted on for approval.

A motion to approve the Agenda. The Agenda for Full Senate 4/17 meeting was approved.

A motion to approve the 2/20 & 3/20 Minutes. These minutes were both approved.

3. Faculty Senate President's Report – Kate Ellis

Faculty Senate President Kate Ellis gives her report.

- The next upcoming Arizona Board of Regents (ABOR) Meeting is scheduled for this Wednesday, Thursday, and Friday, April 19-21.
- In this ABOR meeting they have changed their agenda format, there will now be 2 separate public sessions, and there will be sessions on Thursday and Friday morning.
- The Arizona Faculty Council (AFC) will be meeting on Thursday, they have recently been looking at revising their current bylaws. They will also be observing tuition setting.
- All 3 Universities (ASU, U of A, and NAU) have passed statements supporting Diversity, Equity and Inclusion in higher education.
- The Workload Policy was approved to move to the full faculty for a full vote.
- When this vote is sent out to faculty, there will be a verification process to ensure no faculty votes twice and all of those who vote are eligible.
- We are looking to try and get this vote out later this week.
- 30% of Faculty are needed to vote for the results to be counted, this equates to around 370 faculty votes.

- This is our second to last Faculty Senate meeting, due to this, the next Senate Meeting will largely be focused on internal elections.
- If you are interested in running for a leadership position in the faculty senate (Committee leaders or the FSEC) please reach out to Kate Ellis.
- There will be two summer senate meetings. The dates for these meetings are June 5th and July 10th.

4. Provost's Report – Karen Pugliesi

Provost Karen Pugliesi gives her report.

- With commencement upcoming, Dr. Brusi and President Cruz Rivera will be hosting a pre commencement reception on Friday, May 12, and Saturday, May 13th.
- We are looking for final approval from ABOR on a new program, a Doctorate of Medical Science and Physician Assistant Studies.
- We finally have results regarding the FSSE and NSSE surveys that were taken last year. A task force has taken a close look at these results and created a report. This will be distributed to the Senate in the future.
- Also, a suggestion that Amy Rushall and the Teaching & Learning Center look at the report, and potentially a forum for faculty members on this data and how to implement it into teaching practices.
- Some highlights of this report are:
 - Faculty consider high impact practices to be extremely important.
 - Faculty believe internships are very important.
 - Faculty believe that learning communities and studying abroad are less important.
 - Faculty expect students to spend more time and effort in their class than what is reported.
 - Faculty on reported their average time distribution:
 - 21 hours weekly in teaching activities.
 - 4 hours weekly in advising.
 - 6 hours weekly on research
 - 10 hours weekly on service.
 - Students want more career relevant information and guidance, especially in the first year.
 - First year students would benefit more from direct discussion with faculty about academic performance.
 - Students perceived that they have more opportunity for interaction with diverse people than faculty think they do.
- Provost Pugliesi mentions an upcoming report from Monica Brown and the Ombuds Program. She is working with the university to expand this program and create outlets where both Staff and Graduate Students have Ombuds to meet with.
- Recently there has been a draft revision shared with the Faculty Senate regarding the Faculty Search Process. In this revision it simplifies the search process and creates a more flexible approach to what we call selection and screening tools. Creating a process that is streamlined and provides transparency for those conducting the search.

- On Friday, Provost Pugliesi received the recommendations from the task force created for better shaping and improving NAU Online. Two of the criteria that will be focused on is enrollment, and demand.
- Some subcategories that will also be focused on are:
 - Meets demands of the population.
 - Revenue positive.
 - Distinctiveness.
- More information regarding the NAU Online report will be shared at the Academic Leadership Collaborative meeting in June.
- Provost Pugliesi also gives information regarding student retention. The interactions that faculty have with students, especially first year students, are very important for retention.
- The retention rate from fall 2021 to fall 2022 has recovered to pre-pandemic levels.
- One important topic that has come up regarding this retention is providing more feedback to students with regards to how they are doing academically. In this feedback there are so many resources that faculty members can give to students to help improve their experience.
- Secretary Jon Lee reminds the Senate of very impactful trainings and resources that are offered to both Faculty and Students. Using these resources is extremely important.
- This topic will be further discussed at the May 1st full senate meeting.

Questions: *Senator T S Amer asks the question: So now that we have been working through a Faculty Workload Policy, is there any chance there is an administrative workload policy.* Provost Pugliesi responds by stating if there is an interest in more transparency for administrators she would be happy to engage and provide more information on her tasks and duties. Dr. Pugliesi also mentions the generation of data regarding the number of students related to number of non-academic personnel. This information will be shared when it has been received.

5. Faculty Senate Bylaws Revisions – Blue Brazelton

Blue Brazelton gives a short update regarding the Bylaws revisions.

- Dr. Brazelton thanks the Bylaws Committee for their work in reviewing and discussing potential changes for the Bylaws.
- A recent focus of this committee has been the process of reviewing our current processes, and deciding how do we want to operate in the future?
- Currently there are some topics that are being reviewed and discussed. Some of these topics are, Summer Senate meetings, the number of senators that represent each college, etc.
- If anyone would like to become a member of the Bylaws Committee for the next Academic Year, please reach out to Blue Brazelton.

6. General Studies Committee Report – Emily Manone & Stephanie Winters

Director of the General Studies Program Emily Manone gives a report.

- The General Studies Program collaborated with the other State universities (U of A and ASU) in a Tri University Assessment. This assessment looked at student's written communication skills.
- Next year, this assessment will take a look at students and their quantitative reasoning skills.
- The objective for this assessment is an increase in accountability for all universities writing programs, and to ensure that we are adhering to the NAU institutional philosophy for continued improvement amongst students.
- There was data collected from this assessment for both early career students, and late career students.
- A focus group was convened to review these assessments and create a report with suggestions on how to understand these results and implement changes to improve them.
- Some trends that were shown in the results:
 - Late career students scored higher than early career students.
 - Male students performed lower than female students.
 - BIPOC students scored lower than white students.
- This assessment was the first of its kind in the state of Arizona, because of this it was very exploratory.
- A recommendation that has been made from the focus group is to engage more faculty in the Interdisciplinary Writing Program; they can receive training in teaching effective writing.
- Another suggestion made was to diversify course material to create a more inclusive environment.
- There is currently writing support for both Faculty and Students. There is the writing ambassador program and the University writing commons.
- The most significant suggestion is to enhance communication regarding writing and the resources offered to improve it. Sharing these resources can help improve their utilization.
- As for the quantitative reasoning test for next year, currently samples are being collected in preparation for data analysis. After the semester ends, there will be faculty members trained to rate these pieces of data.
- The general studies program has a new perspective regarding the Indigenous peoples. In preparation for the launch in fall of 2025, an Indigenous People's Teaching Seminar has been created this spring. These seminars will also continue into next year.

7. Ombuds Report – Monica Brown

Monica Brown, the Faculty Ombuds, is stepping down after 3 years. She gives her report regarding the past 3 years of the Ombuds programs.

- Last year was the highest utilization of services provided by Faculty Ombuds.
- There has been upward of a 200% increase in usage of the Ombuds program over the last 5 years.

- Dr. Brown gives a brief summary of what Ombuds offers to Faculty:
 - Provides a space for compassionate listening.
 - Can help generate guidance for faculty.
 - Can help solve problems with many different departments on campus.
- Dr. Brown suggests that any faculty member with skills and interests that align with the Ombuds Program should apply for this position.
- She offers her thanks to all administration to supporting this program and working to expanding this program.
- Expanding this program to Graduate Students is extremely important, as they can be a vulnerable population.
- Two trends needing to be addressed are about Promotion and Tenure, as well as conflict that falls under the categories of legal, regulatory, financial and compliance issues.
- These also apply to continued “micro” aggressions related to protected statuses of race, color, religion, sex, national origin, gender expression, etc.
- Many of these aggressions do not rise up to the legal definition of harassment.
- Many senators voice their gratefulness for Monica’s leadership in this position and how many people she has helped.

Questions: *Senator Gretchen McAllister asks: How stressful is this job?* Dr. Brown responds by saying: This job is stressful, but extremely rewarding when I help others. Often time’s people come in and share problems which often causes certain emotions like sadness or frustration. When there is an ability to listen, help, and potentially give them the resources to solve that problem it is very rewarding.

8. Campus Master Plan – Andrew Iacona & Linsey Graff

Andrew Iacona & Linsey Graff share a [PowerPoint presentation](#) of the Draft Master Plan.

The PowerPoint Link: [PowerPoint Presentation \(webflow.com\)](#)

- The current stage of the master plan is still a draft. Ideas were shared this past year and feedback was collected. Using this feedback changes have been made to create this draft plan.
- On April 26th, there will be a Master Plan Open House in the Dubois Center from 12:00pm-5:00pm. At this open house the master plan will be shared and feedback will be collected.
- A link is shared in the chat with the website of the master plan: [NAU Campus Master Plan \(webflow.io\)](#)
- Linsey Graff shares the drivers of this plan, and what goals they look to accomplish with it:
 - Put students at the center of decision-making.
 - Set a visionary framework to develop campus.
 - Optimize resources to improve campus.
- A zipper concept is shared with a goal of connect North campus and South campus.
- A barbell concept is shared with a goal of creating hubs and meeting areas in North and South quad.

- A ladder concept is shared which is used to connect East and West campus locations across the university.
- One idea that is important is creating a culture of sharing vs. a culture of ownership. In the sharing of these spaces, there can be more resources that we can use for other facilities.
- There are 22 proposed building renovations, this can be found in the PowerPoint or on the website.
- There are 12 proposed building demolitions.
- There are 11 proposed new buildings, these include new parking/transportation structures, academic replacement buildings, housing and resident building, and new student focused areas.
- Landscape projects are suggested to create more meeting areas for students and faculty. One proposed area to renovate is South campus.
- Edges of campus can strategically be changed to create new entry ways to campus and improve marketing.
- One focus is creating more student housing for upper level students, with this plan 1000 new beds will be added.
- Faculty Senate President raises concerns regarding the potential increase in prices for parking. This is due to structures being more expensive than open lots, the creation of new structures could lead to a rise in prices.
- Linsey Graff responds by ensuring that this is a priority in making sure that prices do not rise exponentially.

9. Proposed Teaching Portfolio Guide – Rodrigo De Toledo

Senator Rodrigo De Toledo gives a short summary of the Teaching Portfolio that was shared at a previous meeting. He then asks the Senate for their endorsement of this document.

- The goal of this document is to create a transparent and somewhat universal way of assessing “teaching activity” for all faculty members.
- In creating this portfolio, it can give faculty an idea of best teaching practices and increase the weight of these practices in review for promotions and retention decisions.
- Uniformity in these processes can increase equity amongst all faculty members. With approval it will be sent to chairs and deans to review and use next year.
- This is a guide, and not a policy, implementation is up to the units.

Questions: *Senator T S Amer asks: How does this work with the FAAR system in regards to imputing this information for annual review?* Vice Provost Roger Bounds answer: FAAR is flexible and adaptable. We can edit FAAR to adapt these changes and processes.

An endorsement for this Guide is moved. The Teaching Portfolio Guide is endorsed by the Faculty Senate.

10. Council and Committee Reports

Faculty Senate President Kate Ellis requests that two volunteers review applications for the Faculty Senate Scholarship. Senator Donna Simon Volunteers

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

Motion to adjourn the meeting at 4:58 pm.

Motion to Adjourn Approved.