

# Faculty Senate Meeting Minutes May 1st, 2023

Please email corrections to [Faculty.Senate@nau.edu](mailto:Faculty.Senate@nau.edu).

**1. Call to order – Kate Ellis**

Faculty Senate President Kate Ellis calls the meeting to order at 3:02pm.

**2. Approval of Agenda and Minutes – Kate Ellis**

The Full Senate Meeting Minutes from 4/17. The list of attendees will be updated before posted.

**A motion to approve the Agenda. The Agenda for Full Senate 5/1 meeting was approved.**

**A motion to approve the 4/17 Full Senate Minutes. The 4/17 Minutes are approved.**

**3. Faculty Senate President's Report – Kate Ellis**

Faculty Senate President Kate Ellis gives her report.

- Certificates will be sent to all senators rotating off the senate, and the senators rotating off the FSEC.
- A letter of gratitude will be sent out to all senators who served this year. This letter will mention the work that the faculty senate has done, and what we have accomplished as a group.
- This letter of gratitude will be sent out as a pdf so that it may be uploaded to the senator's annual report next fall.
- On 4/20 and 4/21 there was an Arizona Board of Regents (ABOR) meeting that occurred in Tucson. Provost Pugliesi will be able to update everyone regarding this meeting.
- Today we will hold elections for the faculty senate leadership. We currently do not have a Vice President in the faculty senate. Because of this, there has been added difficulty in the process of recruiting new leadership to the senate.
- Thanks is given to Parliamentarian Blue Brazelton, as he has assisted greatly in this election process.
- A warm welcome is extended to all new senators who are attending this meeting.
- The Summer Senate meetings will be occurring on June 5<sup>th</sup> and July 10<sup>th</sup>. These meetings will be from 3:00pm-4:00pm via zoom. The Summer Senate meetings are totally voluntary.

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

Provost Karen Pugliesi gives her report.

- Last week there were many culminating events which were very exciting. Among these events was the Hooper Undergraduate Research Awards which give recognition to undergraduate students. The undergraduate symposium was also hosted last Friday, and many undergraduate students presented their research and projects. The

foundation board members and university leadership officials were extremely impressed.

- On Saturday there was a foundation board meeting that allowed our new leader, Nick Lebeko, to talk about our priorities and ambitions for fundraising. One of the top priorities that has emerged from the results of a survey at their meeting was to prioritize faculty support.
- On Saturday, there was the Commencement for our statewide graduates.
- Congratulations are offered to all faculty who received awards, promotions, tenure, and recognition for great work.
- We have very early stage reporting regarding the enrollment for next year. Currently we are up around 6% in enrollment.
- In the ABOR board meeting, our Doctorate Program for Medical Science and Physician assistant studies was formally approved.
- ABOR also voted and approved the proposals regarding tuition and fee increases for the coming 3 years.
- The universities are preparing for the next 2 ABOR meetings that will be occurring in June and September. At one of these meetings there will be a presentation regarding plans that will address health and health care at NAU.
- In the previous meeting a number of NAU's graduate assistants spoke during the public comments section. They spoke regarding their concerns over fees that they are being charged and workloads.
- The Provost Office is aware of the fees and how graduate students are impacted by the cost of living in Flagstaff, we are looking at options of what we can do.
- There will be an expansion of the Ombuds office to be offered to staff and Graduate Students. There is a call for applications for the Ombuds position.

##### **5. Retention – Karen Pugliesi, Cody Canning & Jacob Lesandrini**

At the Full Senate Meeting on 4/17 there was a short discussion regarding Student Retention. This discussion will continue today.

- Provost Pugliesi shares a [PowerPoint](#) with information regarding Student Retention.
- The goal of the Elevating Excellence Program is to raise educational attainment of students.
- Statistics regarding retention are shared:
  - The student body with the greatest attrition is first year students with a rate of 24%.
  - The student body with the second greatest attrition is second year students with a rate of 11%.
  - High School GPA is the strongest predictor of retention.
  - Races with the highest retention rate are Asian, White and Native Hawaiian.
  - Races with the lowest retention rate are Black/African American, American Indian/Alaska Native, and Hispanic.
- After entering NAU, the first semester GPA is the strongest correlate of retention.

- A student with a single D or F grade has a much greater likelihood of leaving the university. Non retained students are 3 times more likely to have 1 D or F grade in the first semester (54%).
- The NSSE Survey showed that First year students need more direct discussion of their academic performance.
- 68% of freshman do not work on OR off campus.
- Provost Pugliesi suggests that we need to create an environment where students are not unchallenged and bored, but also not overchallenging, leading to students feeling incompetent.
- The insights of academic advisors are shared:
  - There is insufficient math and English capacity for First-Year Students.
  - Course size and enrollment restrictions have too many students on waiting lists leaving students uncertain about their schedules.
  - High credit requirements in a major reduces degrees of freedom and complicate course navigation.
  - First Year students need courses that connect students to programs and potential career paths.
- Provost Pugliesi shares her Three C's, regarding strategies to grow retention.
- The first C is Connection, which is creating an environment where students can connect with peers, staff, and faculty to cultivate a sense of belonging.
- The second C is Competence, which is creating an environment where students feel competent in their classwork and navigation throughout the university.
- The third C is Commitment, which is creating an environment where students are committed to coming to NAU, and faculty members are committed to supporting them in getting their degree.
- By fostering these environments, students will feel more engaged and retention rates will rise.
- Lastly, Provost Pugliesi suggests that we should consider how our course, designs, and practices in our classes work with different subgroups of students. By doing this we consider inclusiveness and equity in course design.
- Cody Canning and Jacob Lesandrini share a [PowerPoint](#) regarding First-Year Servingness.
- Cody Canning shares information regarding System Mindsets. There are two different systems, K-12 and Higher Education, that do not often communicate between each other. Going to high school is required, while higher education has many more choices, many of which are placed directly on the student. Most of the work in higher education is out of class, and asking for additional support seems like a strength, in comparison to K-12, in which it is the opposite.
- Jacob Lesandrini speaks about student perspectives, including changes in learning systems at an institutional level. For example, the switch to Canvas can lead to some students being confused and unable to navigate without help, breaking down the barriers of asking for help is extremely powerful.
- One focus is creating a mindset of belonging and inclusion. One strategy to show this belonging mindset is by creating connections with students and supporting them throughout the class.

- Cody Canning suggests that we all recognize COVID Mindedness, and how many students entering the university are not traditional students due to COVID-19. In this they missed multiple years of High School. By recognizing this and serving these students, it is a sign of thoughtfulness and intentionality.

## **6. Faculty Senate Scholarship – Kate Ellis**

The Recipient of the Faculty Senate Scholarship speaks to the Senate.

- Chair of the Scholarship Committee T S Amer gives his thanks to Miriam Espinoza and Donna Simon for reviewing the applications, and Senate Admin Andrew Stevens for Assembling the materials of all the applications.
- There were 23 applicants for the Faculty Senate Scholarship this year.
- Mathias Glass is the recipient of the Scholarship. He is a Pre-med and German major with a cumulative GPA of 3.99. He has a passion for community service and volunteers at community kitchens in Flagstaff and Tucson to help provide food, clothing, and medical supplies for those in need. He also works as a medical assistant with the mobile health unit in Tucson, Arizona. In this position he provides health care to those in need. His professional goal is to become a physician who helps those in marginalized communities.
- Mathias gives his thanks for this scholarship as it will greatly help him next year when he studies abroad. He also thanks all faculty members who support and help so many students here at the university. He states that it would not have been possible to accomplish these things without his teachers and mentors who have guided and supported him.

## **7. Elections – Blue Brazelton**

Parliamentarian Blue Brazelton speaks regarding the elections for the Faculty Senate.

- Currently there are many positions open for leadership in the faculty senate, senate charged committees, and senate charge councils.
- Each Council and Committee has a 3-person rotation. Those elected this past year have one or two years left in their position. This has been put in place to avoid full committee and council turnover.
- Senators are required to serve in a council or committee.
- Faculty Senate President Kate Ellis will work with Andrew Stevens to find out which senators are serving on what councils or committees.
- The FSEC is reelected every year, and senators are encouraged to self-nominate if they are interested in serving on the FSEC.
- All Senate Officer Positions are open.
- The FSEC meets once a month from 3:00pm-5:00pm. The Senate and FSEC fall every other week, FSEC meeting is the first Monday of the month, and the Senate meeting is the third Monday of every month.
- In previous years there have been a fair number of special FSEC meetings called between regularly scheduled FSEC and FS meetings.

- Kate Ellis states that if there are some vacancies going into next fall, it is completely fine. There will be more recruiting for these open positions in August.
- When senators have a class conflict, they are asked to try and join the meeting as soon as possible when they finish teaching their class on Monday.
- There is a Poll for the 3 positions that currently have nominees.
- **Kate Ellis is reelected as Faculty Senate President.**
- **Tarang Jain is elected as Vice President.**
- **Blue Brazelton is reelected as Parliamentarian.**

## **8. Council and Committee Reports**

Leaders from Faculty Senate Committees and Councils give reports.

- Roger Bounds gives an update on the COFS task force. Currently they are working on language to add the teaching track into COFS. They are also currently looking at the Faculty Grievance Process in COFS.
- Ex-Officio Gioia Woods urges senators to go to the New-Faculty Orientation link and give information to new faculty that will assist them.
- The workload policy is out and being voted on. Faculty Senate President Kate Ellis urges faculty to vote and urge their colleagues to express their opinions on the policy via voting.
- Currently there are 253 responses to this survey, these responses must be verified before counted, but this is a general number.
- These numbers will be verified by non-administrative staff and faculty. They will be counted by Senate Admin Andrew Stevens.
- Faculty Senate President Kate Ellis, thanks all senators for their great work this year, and wishes them a wonderful summer.

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

**Motion to adjourn the meeting at 4:43 pm.**

**Motion to Adjourn Approved.**