

**Summer Senate Meeting
Minutes
June 5th, 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 3:02pm.

Those Present: Kate Ellis, Karen Pugliesi, Roger Bounds, Andrew Stevens, Jennifer Duis, Michael Leverington, Cindy Ivy, John Tingerthal, Sara Rinfret, Kyle Winfree, Eric Cerino, Erin S, Jessie Finch, Gioia Woods, Aimee Quinn, Maribeth Watwood, Lynn Jones, Blue Brazelton, Mike Smith, Blake Rayfield, Shelly Thomas

2. Approval of Agenda and Minutes – Kate Ellis

The 6/5 Agenda is approved by those attending, the minutes will be submitted for approval at the July 10 Summer Senate.

3. Faculty Senate President’s Report – Kate Ellis

Faculty Senate President Kate Ellis gives a short reminder to those attending and will leave the rest of the time for Provost Pugliesi to give her reports and updates.

- Faculty Senate President Kate Ellis gives a reminder that senators are required to serve in a committee or council. In August, we will be reaching out to senators to ensure participation on committees and councils, and in leadership positions.
- Provost Pugliesi adds a short update regarding the approval from the Higher Learning Commission for NAU’s 100% Career Ready program.
- At the Arizona Board of Regents (ABOR) Committee Meetings we received approval for two new graduate programs. These two programs are an MS in Information Technology and a MS in Business Analytics.
- At this meeting the institutional metrics shared with ABOR were approved. These metrics are centered on key dimensions and our vision to create opportunity and promote upward mobility.
- ASU has stated their new plans for health programs to ABOR. NAU will be presenting their plans for health care at the September Meeting.
- An exception was granted to NAU regarding admissions. In doing this, it will allow more opportunities for high school graduates to pursue a degree at NAU, and increase transparency in the admissions process.

4. Professional Project Reassignment Program Implementation – Karen Pugliesi

Provost Karen Pugliesi gives an update regarding the Professional Project Reassignment Program Implementation.

- With the implementation of the new set of career tracks for faculty, there have been discussions regarding the eligibility of these faculty members going on sabbatical. In response to this, they have created a new program where faculty can apply and have an opportunity to have an assignment of their time during a semester or academic year on a professional project.

- A document will be drafted that provides a foundation for implementing this for the coming year, so that career track faculty will be able to signal their intention to apply for sabbatical leave or opportunity that aligns with these guidelines.
- This document will clarify and describe the considerations in order for a faculty member to have a professional project reassignment.
- The spirit of this program is to allow career track faculty to have an opportunity to do professional development.
- The discussion of this program has been brought up early so chairs have time to see what they can afford in regards to sending faculty on a project.
- Ex-Officio Gioia Woods shares her support from the College of Arts and Letters (CAL) chairs and directors meeting. One point that is brought up is how will these reassignments be decided, and can colleges set what percentages they are able to offer and afford?
- Provost Pugliesi responds that this is an important question, as colleges have not always been able to support every faculty member's sabbatical leave. She shares that two years ago there was great constraint at the college level due to colleges being unable to use salary savings to backfill for people on sabbatical leave, since then these restrictions have been relaxed.
- There will be a need for some prioritization that will need to go into deciding which applicants will have the opportunity to work on these projects.
- Senator John Tingerthal brings up a question, will this assignment pay at 60% of salary like sabbatical leaves, or 100%?
- Provost Pugliesi responds saying that this is not a leave program, but an assignment program, so the salary would stay at 100%.
- Faculty Senate President makes a suggestion that the document should go into more detail, and articulate limitations so that faculty who have been assigned a project know when the next time they would be eligible to apply for it. Also, a suggestion to clarify more about the professional development aspect of this program.

5. Workload Policy Implementation – Karen Pugliesi

Provost Pugliesi gives an update on the Workload Policy Implementations.

- This past spring, the faculty voted to endorse the workload policy framework for the university.
- A template will be made in regards to the implementation strategy that will be used by the university. This will be finalized and sent out to colleges in August, when faculty are returning on contract.
- This template will provide baseline data to units, so they will see the implications of elements in the policy. We also will ensure that the framework will prevent workload policies created in college and units from depriving students of instruction and learning opportunities.
- One item that will come to deans is the ability to measure the impact of various unit templates and decisions at a unit level.
- Faculty Senate President suggests that this discussion be tabled to the July 10th meeting so that there will be more time to discuss this and provide feedback.

6. Teaching Portfolio Guide Pilot – Karen Pugliesi

Provost Pugliesi gives an update on the Teaching Portfolio Guide.

- Previously there was a meeting regarding the Teaching Portfolio Guide, a decision was made to proceed with the effort to pilot the guide in the next year. Patricia Murphey will lead a team working to identify units that would be interested in being leaders in piloting the implementations of the guide.
- This document gives faculty extremely helpful ideas about types of information or evidence that they might provide for their peers for the annual reviews or promotion and tenure reviews. This would lower the attention and weight of the end-of-course surveys.
- In this meeting, there was an effort to identify individuals who supported this document and shares the benefits of it to other faculty members.
- Faculty Senate President Kate Ellis gives a suggestion about the importance of getting a diverse group of representatives to pilot the teaching portfolio guide. This is important because of the vast differences in departments and units which would change how the guide would be utilized. Also, it is important that it is shared that this is a guideline and not a policy.

7. Ombuds Search Update – Karen Pugliesi

Provost Pugliesi gives an update on the Search for the next Ombuds.

- Currently they are in the finalist interviews phase. After this, the finalists will be meeting with those outside the search committee.
- Vice Provost Roger Bounds shares that there were a larger pool of applicants compared to previous Ombuds searches. There were seven total applicants for this position.
- They are looking to have this person in place by the start of the Fall Semester.
- After this hire is made, there will be a second hire for a reduced effort position to form a team to help support graduate students and potentially staff in the future.

8. CoFs Revision Update, Proposed updates to Faculty Search Process – Roger Bounds

Vice Provost Roger Bounds gives an update on the CoFs revisions and the Faculty Search Process.

- Currently they are working to add new language related to the teaching track into CoFs. The teaching track has to be identified and the impact of this program will lead to other changes to the document.
- There is a focus on ensuring that this is an overarching document. As Professor Ellis mentioned earlier, there are vast differences between programs, leading to the document having to have an “it applies to everyone,” mindset.
- The task force has also been looking at the faculty grievance process to make the process clearer and simpler.

- Appendix C has been looked at, with regards to the faculty search process. A draft search process has been shared with the deans and the faculty senate.
- Provost Pugliesi has been working with HR and collecting feedback from other sources to help create this draft faculty search process. This new draft was created to help streamline the faculty search process. The Provost office has vested the majority of the responsibility in the search process with deans.
- Provost Pugliesi states that there is an intent that this search process sits alongside a rich document that would include guidelines and best practices for faculty searches. A more a more rigorous training for faculty search committees is being developed to help try and remove unconscious bias in search committees.
- Ex-Officio Gioia Woods raises concerns regarding a vacuum created if there are not enough people who have completed this rigorous training for the search committees. Implementing this in August could lead to a small number of these trained individuals being over- assigned to search committees.
- Provost Pugliesi responds that our current practices are not strong and faces the same problems. With this training, it would help avoid biases and increase diversity in the search committees.

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

Motion to adjourn the meeting at 4:02 pm.

Motion to Adjourn Approved.