

**Summer Senate Meeting  
Minutes  
July 10th, 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.

**Those Attending:** Kate Ellis, John Georgas, Tarang Jain, Laurie Dickson, Roger Bounds, Lisa Bliss, Eric Cerino, Sara Rinfret, Jennifer Russell, Michael Leverington, Karina Collentine, Sheila Anders, Aimee Quinn, Lynn Jones, Shelly Thomas, Deedee Perez-Granados.

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

The 7/10 Agenda is voted on and **approved**. The 5/1 Full Senate Minutes and 6/5 Summer Senate Minutes are voted on an **approved**.

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

Faculty Senate President Kate Ellis gives her report.

- Currently the Faculty Senate Executive Committee (FSEC) and Senate leadership roles are understaffed; President Ellis will be reaching out to senators interested in pursuing these leadership positions.
- Recruiting for these positions will be a topic of the first faculty senate meeting on August 28<sup>th</sup>.
- Faculty Senate dates for next year are located on the [Faculty Senate Website](#).

**4. Provost Office Report – John Georgas, Roger Bounds, Sara Rinfret**

John Georgas, Roger Bounds, and Sara Rinfret give a report for the provost office.

- Recently the Arizona Board of Regents (ABOR) accepted a formal change to our admissions policy which provides a more transparent and clear process.
- There is a new Faculty Ombuds director and associate director. Laura Umphrey is the new Faculty Ombuds director, with KT Thompson as the associate director. There is excitement as the Ombuds program expands its services to support graduate students and potentially staff.
- There has been significant strategic thinking and work to create an action plan for NAU Online with the goal of growing enrollment and impacts of NAU Online.
- In the next couple weeks, there will be a search for a new Associate Vice Provost who will provide dedicated leadership to NAU Online. Searches will also open for the NAU Online Instructional Design Team as they provide many important services to our faculty.
- Currently, the enrollment statistics show a flat enrollment rate at the Flagstaff Mountain Campus when comparing Academic Year (AY) 2022-2023 to 2023-2024.
- There has been some excellent work with the Academic Standards Committee in this past year. The changes are focused on three key policies.

- Institutional Excuse Policy including new categories addressing medical, bereavement, religious and cultural absences.
- Single Course Withdrawal Deadline will be moved back to the Friday before Finals week.
- Academic Continuation Policy has been changed and is moving away from probation and suspension and toward new language that better supports student growth and continuation.
- The Generative AI Taskforce has given their first round of suggestions to the provost Office. These suggestions will be reviewed and become the basis for creating an action plan to support faculty and students awareness of Generative AI and the resources that it provides.
- There is a collaborative memo between Human Resources (HR), the provost office, and the senate to clarify the faculty search process while COFS is being updated.
- The Professional Project Reassignment Program is a program that promotes an activity that simulates a sabbatical like experience for career track faculty. This allows an SOE negotiation that can lead to 40% of a faculty member's workload to be dedicated to a project or professional development experience. The 40% assignment will allow flexibility for a semester or full year project or professional development experience.
  - The assignments are balanced with Sabbaticals. For example, if a department awards a professional project reassignment, it would impact the number of Sabbaticals awarded
  - The process to apply for these reassignments will be open in April 2024.
  - The assessments for these applications will be determined by the units that the faculty member is in.

## **5. Workload Policy Implementation – Sara Rinfret**

Associate Vice Provost Sara Rinfret shares information regarding the Workload Policy Template.

- Dr. Rinfret shares a pdf titled the [“Faculty Workload Template.”](#)
- The next steps for the Workload Policy (Approved last Spring) are shared.
  1. Have the Workload Policy Template approved and adopted by the faculty and colleges.
  2. Colleges will work internally in fall developing a workload policy to submit in January 2024.
  3. The provost office will review the proposed local policies and provides final feedback and approval.
- This template contains information regarding the workload policy and what colleges must do to create one.
- On January 26, each college's dean will submit a college level workload policy for review.
- Faculty Senate President Kate Ellis, brings up a concern regarding the document stating that the creation of the document “should” be collaborative, instead of stating that collaboration is “required.” (This correction is made in the Template)

- Senator Karina Collentine questions how the template will be used and implemented for the workload policy.
- Associate Vice Provost Sara Rinfret explains that each college will collaborate with unit leaders, college leaders, and faculty members to create and submit a college level policy. After this is reviewed and approved by the provost office, then departments will work internally to create department specific workload policies.
- The reason for this template document is that when these policies are submitted, they are formatted the same way and have similar expectations of what needs to be included in the policy.

## **6. CoFS Revision Update – Roger Bounds**

Vice Provost Roger Bounds shared information regarding CoFS Revisions in the Provost Office Report. Questions regarding these changes.

- Faculty Senate President Kate Ellis asks for more information regarding a goal of training faculty members to become an inclusion advocate which would have implications in the hiring processes. Are there any updates on the creation of this training?
- Vice Provost Roger Bounds shares that currently, Justin Mallett and Josh Mackey are working on developing a training. There is a prediction that this training will be rolled out in stages and available in August.
- This training will replace the requirement that a search committee contains someone from a diverse background.
- NAU will no longer be requiring a Diversity Statement in Applications for positions at NAU.
- It was often found that these Diversity Statements were not helpful, as a candidate can submit one, but not follow that commitment after being hired.
- When reviewing and making changes to CoFS, the Task Force’s goal is to identify problems that are happening at a university level. Next, finding the language in CoFS that may be a root to the problem, and making edits.

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

- Faculty Senate President Kate Ellis mentions the creation of a Task Force that will be focused on recent questions brought up regarding pay raises related to promotion. Previously, in raises based on promotion, there was either a percentage or flat amount offered. The higher of these two would be selected and given to the Faculty Member.

**Motion to adjourn the meeting at 3:59 pm.**

**Motion to Adjourn Approved.**