

# Faculty Senate Meeting Minutes August 28th, 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, Tarang Jain, Karen Pugliesi, Jose Luis Cruz Rivera, John Georgas, Roger Bounds, Justin Mallett, Emily Manone, Michael Smith, Juliana Suby, Sara Rinfret, Marco Cabrera Geserick, Karen Sealander, Lisa Bliss, Donna Simon, Kara Ann Attrep, Melissa Lawton, Christy Arazan, Aimee Quinn, Chelsea Hutton, Blue Brazelton, Abby Fisher, Jessie Finch, Victoria Damjanovic, Shelly Thomas, Mary Harmon, Lynn Jones, Diamond Bracey, Jill Navran, Ashley Vaughan, John Lynch, Miriam Espinoza, Karina Collentine, Stephen Meyer, Michael McCarthy, Maribeth Watwood, Cindy Ivy, Colleen Ross, Michael Leverington, Mike Bouck, Deborah Mariage, Karen Jarratt Snide, Yvonne Luna, Laura Bounds, Mohamed Mohamed, Devon Randall, Jennifer Russell, Mathilde Willis, T S Amer, John Tingerthal, Eric Cerino, Devon Burr.

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

The 8/28 Agenda is voted on and **approved**. The 7/10 Summer Senate meeting minutes are voted on and **approved**.

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

Faculty Senate President Kate Ellis gives her report.

- Professor Ellis gives a warm welcome to all senators returning and new senators.
- On 9/8 there will be two sessions of a New Senator Orientation, the information and links will be sent out this week.
- A focus on this year will be edits and revisions to COFS.
- The bylaws committee will be working on creating changes and edits to our current bylaws to reflect our practices.
- A task force will be created to look at faculty raises; they will provide recommendations to the senate and provost’s office.
- Regarding generative AI, Senate President Ellis suggests a collaboration between the council on learning, teaching academy and teaching and learning center, to create workshops and forums to best educate faculty members, staff, and students on generative AI.

## 4. University President – Jose Luis Cruz Rivera

University President Jose Luis Cruz Rivera speaks to the Faculty Senate.

- President Cruz Rivera welcomes back all faculty members and senators along with all new faculty members.
- We have recently been reviewing the academic portfolio that we offer here at NAU. We need to recognize what new programs need to be created and what current programs need to be updated.

- An upcoming program that must be focused on is NAU Online. NAU Online has not been yielding the enrollment numbers needed.
- The goal of NAU as an institution is to provide students with high level degrees in programs they are interested in.
- President Cruz Rivera tells the Faculty Senate that the state of the University is strong. We must still work diligently and carefully to avoid crisis, so that we still may pursue our missions with the ambition that we have stated in our goals and plans.
- President Cruz Rivera mentions the search of a new University Provost.
- He offers his thanks to Provost Pugliesi and states that she is “The best provost he has ever worked with.”
- In the search for the provost, they are looking to have a candidate selected for appointment in July of 2024.
- A search firm has been identified and will be used to facilitate the search and recruitment in order to find the best candidates for the next provost.
- The composition for the search committee is being developed, Faculty Senate President Kate Ellis and Vice Provost Laurie Dickson will Co-chair this committee.
- An all-campus email will be sent out to all faculty and staff regarding this search.
- A question is asked regarding academic momentum for students, that President Cruz Rivera has mentioned in recent meetings.
- President Cruz Rivera responds by saying that faculty must meet students where they are and support them, especially in the first year, as their performance is the biggest indicator of retention. In supporting them and keeping them on track, it greatly increases retention.
- He also states that currently there are 10,000 students living on campus, so we must keep in mind that their living situations, health on campus, etc. impact their feeling of support.

##### **5. Provost’s Office Report – Karen Pugliesi**

Provost Pugliesi gives her report.

- We are now welcoming our new Ombuds team this Fall, Laura Humphrey and KT Thompson are the new director and assistant director of the ombuds program.
- We have finally received the results of the survey of the survey for faculty that occurred in Fall of 2022. We will begin to roll out these results and are interested in creating a work group to analyze this data.
- This survey (HERI) will occur every 2 years so that we have metrics on the campus climate.
- Recently the deans had a retreat where they discussed topics for the future. One of the topics mentioned was plans and strategies for developing college wide workload policies.
- A focus for this coming year will be to analyze FAAR and how to better collect a Faculty Member’s annual review (SOE).
- Provost Pugliesi offers her praise to colleges who have been working hard in following the 100% career ready initiative.

- We will continue to expand the capacity and geographic locations for our allied and behavioral health programs. The President will make a presentation to the Arizona Board of Regents (ABOR) regarding this topic.
- Vice Provost John Georgas will be following up on the plan to further develop and improve NAU Online.
- A search for the Vice Provost of NAU Online will begin so that there is someone dedicated to ensuring the success of NAU Online.
- Academic Momentum was a topic in the President's Convocation, we will focus on this throughout the year, as increasing student retention is extremely important.
- Provost Pugliesi suggests that we need to take a closer look at program requirements and prerequisites required for many courses around the university.
- Focusing on the first year of teaching and learning is vital, as when first year students pass all their classes, it greatly increases their retention rate.
- We will be moving forward in encouraging the adoption of the teaching portfolio guide that was created by the Teaching Academy last year. This document provides faculty with examples of best practices in the classroom and a variety of methods to document that work for annual review and promotion.
- Dr. Pugliesi also states that there will be a focus on properly staffing departments that have a focus on offering classes to first-year students.
- Ex-Officio Gioia Woods asks a question regarding if enrollments are related to career track faculties job security.
- Provost Pugliesi responds by saying in an extreme sense, everyone's position is based on enrollment because that is how NAU receives funds. We are not close to being in a crises where this would affect us. We are taking great care in supporting our career track faculty and new hires, this support also includes being mindful of their job security.
- Faculty Senate President Kate Ellis brings up the topic of job security regarding the configuration and advancement of NAU online.
- Provost Pugliesi states that it is highly unlikely that these changes will disrupt the current faculty members teaching online and their job security.
- Senator Lisa Bliss states how the removal of the Foreign Language requirement has increased student retention and given students who previously struggled with this requirement the opportunity to graduate.

## **6. VP of Inclusion – Justin Mallett**

Vice President (VP) of Inclusive Excellence introduces himself to the FSEC and shares the direction that the Inclusive Excellence Program will go.

- Dr. Mallett states that he found two current gaps at NAU regarding Inclusive Excellence.
- The first is NAU Alignment and how it relates to inclusive excellence efforts. Currently, there are projects around campus to improve inclusivity, but they are scattered and not aligned together. The inclusive excellence framework will be used to help bring these programs together and improve the infrastructure of Inclusive Excellence work.

- The second is the training at NAU, training is long and does not create a plan to help motivate staff and faculty to improve inclusive excellence. To solve this problem, Dr. Mallett is working alongside human resources to create a tiered approach to the training. These will create foundations, and then become more advanced as the person progresses. The hope is that these training courses will be ready in January.
- There has been a team that is reviewing and reprioritizing what used to be called the DSP (Diversity Strategic Plan). This will be transitioned into being called the Inclusive Excellence Plan.
- Dr. Mallett notes that the DSP has a lack of metrics, to see the progress of the plan. They will be putting together a team to create environmental scans and develop metrics and collect data regarding progress of the Inclusive Excellence Plan. They will need 1 representative of the faculty senate on this team.
- Dr. Mallett has a goal of changing the language of DEI or DEIJ to Inclusive Excellence at NAU.
- He also changed the name of the Center for University Access to the Center for Inclusive Excellence and Access.
- The Campus Inclusion Team has been put together to hear from employees, students and faculty members regarding inclusion issues on campus and to ensure individuals are heard and provide resources to support inclusive excellence.
- Dr. Mallett states the importance that inclusive excellence is based on more than race and gender. Disabilities, veteran status, socio-economic status, sexual identities are all part of diversity and inclusion.
- Dr. Mallett wants to create a directory of Faculty and Administrators who research and are interested in presenting on topics related to inclusive excellence. Thus, people have information to reach out to others and gain more knowledge on these topics.
- The Inclusive Excellence Office will also be working with Statewide faculty and campuses to support them.
- Many Senators offer thanks to Vice President Mallett and support his plan.
- Senator Michael Smith raises an issue that has been brought up regarding clubs, a student had a club that supported Inclusive Excellence was frozen by the Dean of Students. We should monitor rules and policies in places that may make it more difficult for grassroots organizations to succeed.
- The Inclusive Excellence Office will also be working with HR regarding the current search processes and the requirement of a search committee member from a diverse perspective.

## **7. General Studies Update – Emily Manone**

General Studies Director Emily Manone gives her updates on the General Studies Program.

- Director Emily Manone shares a flier that gives more information on the [General Studies Program](#).
- Last year there was a postponement in implementing the ethics requirements for the general studies program, pending some decisions and knowledge building. This year, the General Studies Program will begin to discuss these implementation plans again.

- Currently 74 majors and programs have their ethics requirement built into their learning outcomes and curriculum maps. 54 majors and programs still need to add and develop these ethics requirements. The General Studies Program will be working with these 54 majors and programs in integrating the ethics requirements.
- Last year, they also postponed the implementation of the information literacy component. The General Studies Program will begin to communicate with departments who will be in Program review starting Fall 2024 about the information literacy requirements. Currently tutorials for information literacy are being developed for a student facing and faculty facing guide.
- Vice Provost Maribeth Watwood suggests that Generative AI related to ethics and information literacy be included. There are opportunities to offer courses and educate students on Generative AI in these categories.
- Director Emily Manone discusses the Tri University General Education Assessment that is a board charged initiative to collect more data on the 3 universities (U of A, ASU and NAU).
- Last year the report was shared, and a focus group created a toolkit to help support faculty in improving teaching and learning.
- Last year the quantitative reasonings assessment occurred. The data of this assessment will be discussed by a faculty focus group, and a report on this data will be shared to ABOR (Arizona Board of Regents) in November.
- Currently, the critical thinking assessment is underway. This fall there will be communication among department and college leaders to collect authentic student work to review and assess.
- A planning team will be created for the final civic knowledge assessment that will be given next year.
- Faculty Senate President Kate Ellis raises concern about the report shared last year. In this report, it seemed that the universities were comparing data that were not like each other, regarding when the students took the assessment in the semester. Because of this, the data may have shown that some universities scored lower than others.
- Director Emily Manone states that for the quantitative reasoning assessment, a similar problem may occur due to the use of different rubrics to score. This will lead to clarity needed on the scoring and sharing of the results with ABOR.
- For the critical thinking assessment, there will be one assessment tool and an agreed upon rubric from all universities.
- There will also be a change in the report shared with ABOR. Percentages and ratings that better support growth will be used to help everyone understand the content of the report.
- October 6<sup>th</sup> will be the deadline for course proposals to be submitted into the General Studies Program.
- Faculty Senate President Kate Ellis suggests that VP Justin Mallett helps support the DCC (Diversity Curriculum Committee) and facilitate potential revisions so they can support the General Studies Program when it is time to approve courses.
- Currently, the General Studies Program is offering two separate workshops this coming semester. The Inclusive Curriculum Workshops are a series of 3 workshops offered to support faculty in learning more about inclusive perspectives. \$250 is offered to those who complete the 3-workshop series.

- The Indigenous Peoples Curriculum Seminars are longer term cohorts where a smaller group of faculties will meet weekly.
- For those looking to join one other these programs and workshops series, email [Emily.Manone@nau.edu](mailto:Emily.Manone@nau.edu) to enquire.

#### **8. Generative AI In Education Task Force Report – John Tingerthal & Blue Brazelton**

Members of the Generative AI in Education Task force, John Tingerthal and Blue Brazelton, give a report of what the task force has found.

- [The report](#) has been released to all faculty.
- Dr. Tingerthal states that it is vital as faculty that we learn about this topic and embrace it. Generative AI can be used as a tool to help everyone, but also can be misused which could lead to academic dishonesty.
- The next step for NAU regarding Generative AI is to offer resources to faculty members where they can learn what these tools can and can't do.
- The more aware faculty members are of these tools, the more comfortable they feel in using the tools.
- A question that has been asked is how this will affect research, and how it will affect staff as well.
- Dr. Tingerthal states that it is important that we keep up with this technology and revise our processes as necessary, as this will not go away and only continue to grow.
- These tools can be vital in improving access to those with disabilities or language barriers.
- A survey has been sent out to students about their opinions and use of Generative AI, often students in different colleges have different opinions regarding the use of these tools.
- Parliamentarian Blue Brazelton suggests that senators and faculty play around with Generative AI to learn and become more comfortable.
- Senator Karen Jarratt Snider expresses concern regarding Generative AI and how it is very colonial in its perspectives. This can be detrimental to the principal of indigenous self-determination.
- Provost Pugliesi states that we will need to support faculty regarding the implications of these tools, she also mentions that there should be a full faculty meeting where a discussion could be held, and faculty members can learn more.
- One suggestion from Dr. Pugliesi is that students are asked to review AI Generated work and recognize the structure and biases that may be present.
- Vice Provost John Georgas warns faculty regarding detection technologies as they are flawed and underdeveloped.

#### **9. FSEC Leadership Elections – Tarang Jain**

Elections will be held for the Faculty Senate Executive Committee.

- The ballot for the open positions is as follows.
  - Treasurer – Blake Rayfield
  - Secretary – Marco Cabrera Geserick

- Member at Large – Michael Smith, Pete Fule, Melissa Lawton and Karen Sealander
- Chair of Council on Learning – John Tingerthal
- Results are as follows.
  - Blake Rayfield is elected as Treasurer.
  - Marco Cabrera Geserick is elected as Secretary.
  - Melissa Lawton is elected as one of two Senators at Large.
  - Pete Fule and Karen Sealander tied for the second Senator at Large position.
  - John Tingerthal is elected as Chair on Council of Learning
- These FSEC positions are for a one-year term. The meetings will occur once a month on Monday.
- Senator Jill Navran has been self-nominated for the Chair of Council on Career Track Faculty, and Senator Michael Smith has been nominated for the Chair of the Council on Faculty Rights and Responsibilities. These positions will be voted on in September.

**10. New Business/Old Business/ Adjourn—Kate Ellis**

**Motion to adjourn the meeting at 5:02 pm.**

**Motion to Adjourn Approved.**