

Full Faculty Senate Meeting Minutes September 25th, 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 Attending: Kate Ellis, Karen Pugliesi, Roger Bounds, John Georgas, Marco Cabrera Geserick, Jill Navran, William Mahan, Michael Leverington, Devon Burr, KT Thompson, Michael Smith, Tarang Jain, Christy Arazan, Stella Li, Paul Bakke, Kara Ann Attrep, Maribeth Watwood, Mahendra Joshi, Blue Brazelton, Laurie Dickson, Shelly Thomas, Lisa Bliss, Karen Sealander, Abby Fisher, Miriam Espinoza, Michael McCarthy, Eric Cerina, Emily Cope, Stellar Kolasinski, McKenzie McLoughlin, T. S. Amer, Blake Rayfield, Victoria Damjanovic, Jill Christensen, John Lynch, Jennifer Russell, Mike Bouck, Karen Jarratt Snider, Sara Rinfret, Aimee Quinn, Mary Harmon, Gioia Woods, Samantha Clifford, Cindy Ivy, Amy Rushall, Melissa Lawton, Ashley Vaughan, Deedee Perez-Granados, Diamond Bracey, Jessie Finch, Devon Randall, Laura Bounds, Laura Umphrey, Jason Bradley, John Tingerthal

2. Approval of Agenda and Minutes – Kate Ellis

The 9/25 Agenda is voted on and **approved**. The 8/28 Faculty 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 has spoken with Provost Pugliesi, and suggested a review of the Faculty Handbook, to go along with the revisions of the Bylaws and CoFS.
- The Faculty Workload policy has not yet been uploaded to the policy library, the provost’s office is working on this.
- Professor Ellis states that there needs to be an examination of service for faculty. Senate Charged Committees vary in the amount of time and work needed.
- The ABOR and Faculty breakfast will be occurring on 9/29.
- The topic of this breakfast will be on Student Momentum in the first year. This works well, as there is a need to support faculty who are teaching in the first year.
- The AFC will be meeting on Thursday, 9/28.
- Professor Ellis proposed having an All-Faculty meeting on 10/2. This would be to discuss Generative AI and first year student momentum.
- NAU may want to develop a statement regarding Generative AI, along with the creation of workshops to help educate faculty, staff, and students.
- Amy Rushall and the Teaching and Learning Center will be creating workshops to help support this goal of educating the campus community on Generative AI.
- The Provost Search is continuing, the advertisement for this position has been finalized and will be released soon.
- President Ellis asks for any suggestions of those who may be a good candidate for Provost position.

- Request for a Senate Representation for the Campus Mental Health Coalition for this coming year.

4. Provost's Office Report – Karen Pugliesi

Provost Pugliesi gives her report.

- Later this week at the ABOR Meetings President Cruz Rivera will have a state of the University Presentation of our new plans for the upcoming year that will address ABOR's goals.
- The Governor, Katie Hobbs, will also be on campus for this meeting and will speaking on Friday Between 10:00am – 10:30am.
- Currently enrollment is up a small amount, 0.4% compared to the previous year. One of the key areas that increased was international student enrollment, especially in graduate school programs.
- There has been a large change in composition of our students this year. There has been a 43% raise in indigenous students' enrollment, with increases in Latin students as well.
- One consistent item that has been observed over recent years is a steady decline in online students. Revamping this online program is still a goal that we are committed to, so that we can increase enrollment online.
- Provost Pugliesi mentions the potential threat of a Federal Government shutdown. There is not much information regarding this topic, but NAU is prepared for this. If there is a long-term shutdown, it may impact those working with Federal Grant Money. Those who are working with grant money that have already been dispersed will not be affected, but those with partners that work in federal facilities may be impacted.
- Currently, NAU has funds to support these Federal Grants for a period, but if this shutdown were to be lengthy, then that can change.
- The provost Office will be providing updates on this potential shutdown over the coming weeks.
- Recently, two grants were awarded for Native American Initiatives, this money will be used for a Southwestern building that will be used as a Science and Technology Center. An article in the NAU review will be posted regarding this.
- We will begin to plan for Fiscal year of 2025, and outline investments that will be made into academic affairs. We have recently made a change to try and prioritize nonacademic personnel in the budget for the coming year.
- Enrollment at NAU is flat, so we do not have additional resources compared to previous years, and we need to keep the commitments we have made. Some examples of these are increasing faculty compensation, important leadership hires and searches.
- Provost Pugliesi and the Deans have engaged in a conversation regarding baseline needs for staffing academic departments around campus. It will be an objective to staff every college with the baseline staff needed.
- We have started the process of having program portfolio meetings with each Dean and their teams. These meetings are dialogues regarding ideas on what they need to do to better shape their program portfolios. Program action plans will need to be created to see what we need to change, add, or adapt for each program.

- NAU Online has been worked on with urgency, as it was an ABOR priority to improve this.
- There are often many complexities regarding our online programs that are different from sister universities like ASU and UA. Thus, creating new, unique, and relevant online programs is vital to competing against these other universities.
- Currently, there are also many different degree programs in NAU Online that are very similar, we will be making an effort to combine these degree platforms into on cohesive degree program that will meet the needs of a variety of students.
- Decisions regarding changes to the Online Program are planned to be made by the end of the Fall Semester.
- Provost Pugliesi states the current initiatives that are in place that NAU is committed to.
 - 100% Career Ready. Career Professionals will be hired soon to work alongside faculty and students. The expansion of Internship Opportunities is also being examined.
 - A++ Initiative, which is in place to help support and build academic pathways for students who are currently in community colleges.
 - RAISE Initiative, which is focusing on increase student retention and momentum.
- The Academic Leadership Summit will be meeting soon so that Deans, Chairs, and members of the FSEC can collaborate and discuss with President Cruz Rivera and Administration on topics that directly relate to student momentum. They will also be focusing on career paths and how we can be set up a path for students to succeed early in their college career.
- There will be an analysis of the current First Year Learning Initiative (FYLI), after assessing the current implications of this program, there will be a proposal for a re-energized version of this initiative.
- It is vital that we retain students who attend NAU, as competition with universities increases, we must focus and commit on student retention and student needs.
- One focus will be to examine high impact, high enrollment, first year serving courses, and ensuring that the curriculum is sequenced properly and sets students up to succeed.
- Dr. Pugliesi will be meeting with the Teaching Academy and the Council on Learning regarding this, to see if there are any ideas or processes that could support this focus on student retention.
- Provost Pugliesi mentions the Equity & Inclusive Teaching Seminar (EITS) that is run by Cody Canning and the Teaching and Learning Center, there is a hope to create this cohort model into a framework that can be used by all faculty members.
- One item Deans are asked to focus on is the process of teaching evaluations. We want to make sure that faculty are obtaining meaningful feedback about their teaching so they can strengthen their practice and have a stronger impact on students.
- NAU Health will be announced on 9/29 to ABOR. This will address the ABOR Initiative called Arizona Healthy Tomorrow, that is focused on creating new healthcare professionals.
- NAU Health will focus on additional or expanding programming for our Health Programs. We will be rebranding our College of Health and Human Services.

- The School of Nursing will be transitioned to a college.
- These are bold goals will be accompanied by a proposal for a budget increase.
- There are many behavioral health programs located across campus, aligning these together and coordinating will be vital for NAU Health.
- There will be a possibility of creating a College of Medicine that will be used to produce primary care practitioners.
- This project will only be in calibration with new funding, funding will not be taken from other parts of the university for this project.
- Provost Pugliesi also mentions a new urgency for essential staff members around campus. These requests will be worked on incrementally.
- Senate President Kate Ellis raises concerns regarding the new forming of a college, and how that could potentially take away funds from other areas on campus.
- Provost Pugliesi states that currently, the School of Nursing is extremely close to what a college would look like in their current practices. There will be costs to transition this to a college, but it will be funds that are being received from the Governor's office to support our health initiatives. They will not be taking away funds from ongoing budgets in other areas.
- Ex-Officio Gioia Woods asks about the Early Childhood Development Center (ECDC).
- Provost Pugliesi gives an update regarding the ECDC. Currently, they are looking to relocate the center as the current building will no longer be available. We are also looking to expand the facility, so they can expand the ages of students they can serve.
- Senator and FSEC Member Jill Navran asks whether there will be collaboration with colleges regarding an increase support of behavioral health practitioners for NAU's new health program.
- Provost Pugliesi states that this will be in collaborations with many of these programs regarding behavioral health. There will be pushes to offer these programs to statewide students.

5. Counseling Services – Carl Dindo

Counseling Service's Director Carl Dindo unfortunately was unable to attend this Senate Meeting. Faculty Senate President Kate Ellis gives a short update on Counseling Services.

- There is a partnership available for faculty and students to help support those in crisis.
- Previously, there was a waitlist for counseling, currently they are no longer functioning with this waitlist.
- Counseling Services also can do outreach to faculty members and departments, so if you are interested in having a representative present to your class or department, this can be scheduled.
- Counseling Services also wants to ensure that faculty know that they are supported with counseling services.
- Peer to Peer mental health support squad, that is in place so that students can connect with other student mentors.

- The Counseling Services team is also looking to expand to South Campus, making their resources more accessible for those located across campus.
- There will be a new mobile “Mental Health Van” that will be created to drive around and support students around campus.
- Currently they are looking for a way to get links to students and faculty around campus. One idea is a Canvas shell that all students have where they can see the services and resources offered to them.
- More information on these resources can be found on the Counseling Services Website: <https://in.nau.edu/campus-health-services/nau-counseling-services/>

6. HERI Survey, Overview and Next Steps – Roger Bounds

Vice Provost Roger Bounds briefly discusses the next steps following the HERI Survey results.

- HERI is the Higher Education Research Institute that is based in the University of California Los Angeles (UCLA). They offer a core survey for universities. We have done this survey twice as a university. We have committed to completing this survey every two years.
- The results of our survey are compared with all other universities who participated in this survey.
- A task force of 5-6 people needs to be created to focus on how we best review and disseminate the findings of the HERI Survey.
- Dr. Bounds asks for the Senate to suggest potential volunteers to be on this task force.
- A short summary of this survey is that NAU is not much different from other universities in our results from the survey. This validates our current strengths, but also current challenges that NAU and other universities are facing.
- 50-60% of the current faculty population took this survey.

7. ASNAU – Stellar Kolasinski

Associated Student of Northern Arizona (ASNAU) representative Stellar Kolasinski gives an introduction and update on ASNAU’s upcoming goals.

- This past year, ASNAU has completely restructured their Bylaws. In turn, this year will be a year of experimenting with the new Bylaws and seeing their application to the ASNAU system.
- Stellar is the Vice President of Student Advocacy and oversees the student Senate.
- Three new Vice President roles have been added to ASNAU to help support the President in different areas.
- The ASNAU Senate has been split into sections focused on different objectives, one group is focused on academics, with another group focused on student wellness.
- Due to the first ASNAU meetings coming up, there are no current resolutions that have been brought forward to the Senate.
- Faculty Senate President Kate Ellis states her support for ASNAU and their resolutions in the past.

8. SAC – McKenzie McLoughlin

Staff Advisory Council (SAC) President McKenzie McLoughlin gives an update on SAC and their upcoming goals.

- In previous years, there was a Council focused on the needs of Classified Staff and a Council focused on the needs of Service Professionals. Recently, these two councils have merged to support all staff.
- Currently the priorities of the SAC are split into 4 subcommittees.
 - Community building and creating a sense of morale and culture of care for staff at NAU.
 - Service and volunteerism, to make sure that we are using our community engagement time. Some projects that are supporting this priority include the clothing drive, supporting Louie's Cupboard, creation of a new Career Closet, supporting the Sustainability Office.
 - Surveying staff to ensure that the SAC understands what staff are experiencing around the university.
 - Annual Mixer Committee, which is used to support and have staff meet each other, along with fundraising for scholarships and other projects for the SAC.
- SAC has also had conversations regarding the new changes on the Flagstaff Unified School District's drop off hours. There will be a new document developed that will provide best practices to supervisors so they can better support staff members.
- Currently the SAC are also working to enhance their fundraising and better manage their current funds.
- There is currently a book scholarship offered to staff members who are taking classes.
- Currently, there is a survey that is out to staff members to see their comfortability and thoughts about Generative AI.
- The SAC invites all Senators to attend their meetings that occur on the third Thursday of every month in BAC206 or via zoom. These meetings are from 8:30am – 9:30am.
- A survey last year showed that staff felt they are least attached to NAU's Academic Excellence Plan, these meetings will work to connect staff to the plan, so they see their importance.

9. Elections – Tarang Jain

Vice President Tarang Jain gives an update on the Faculty Senate Elections.

- Currently there are 5 open Council Chair spots in the Faculty Senate Executive Committee.
 - Chair of Faculty Rights and Responsibilities, Michael Smith has been nominated.
 - Chair of Career Track Faculty Issues, Jill Navran has been nominated.
 - Chair of Distance Education, Donna Simon has been nominated.
 - Chair of Part Time Faculty Issues.
 - Chair of Planning.

- Faculty Senate President Kate Ellis offers an update on the Part Time Faculty Issues Council, due to low participation on the council, there may be a change in the bylaws to remove this council.
- If this council is removed their concerns and needs would then fall under the Council of Faculty Rights and Responsibilities.
- There is a request for a Faculty Senate Representative on the Scholarly and Creative Awards Committee.
- Senate President Kate Ellis also mentions a new change to the Bylaws that would have college elections completed by March 1, and internal elections would happen after that in the spring so these committees will be filled before the coming year.
- Ashley Vaughn self-nominates for the Council on Distance Learning.
- Eric Cerino self-nominates for the Council on Planning.
- Aimee Quinn self-nominates to be on the Council on Learning.
- Shelly Thomas self-nominates to be on Council of Distance Education.
- A QR code and Qualtrics is sent out to senators attending, where they can vote on these positions.
- Currently, there are also vacancies on the councils listed above. For any senator interested, please email Faculty.Senate@nau.edu

10. Council & Committee Reports

Currently committees and councils are still being formed, so there is little to report out until these committees are full and begin meeting.

- Chair of the Council on Learning, John Tingerthal gives an update.
- Currently the Council on Learning is working on getting the teaching portfolio guide into practice.
- Dr. Tingerthal also states that they are collaborating with John Georgas to gather information and input on the task force report that has come out recently. With this information they can draft up an outward facing page for faculty that would provide more guidance on Generative AI.
- Dr. Tingerthal requests that anyone who is interested in Generative AI can reach out to him and be a part of the All-Faculty Forum on navigating Generative AI.

11. New Business/ Old Business/ Adjourn – Kate Ellis **Meeting is adjourned at 4:42pm.**