

Faculty Senate Meeting Minutes February 19th, 2024

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, Carmin Chan, Tarang Jain, John Georgas, KT Thompson, Laura Umphrey, Andrew Stevens, Karen Jarratt Snider, Sara Abercrombie, Paul Bakke, Yiyang Li, Karen Sealander, Shelly Thomas, Kara Attrep, TS Amer, Lisa Bliss, Aimee Quinn, Donna Simon, Jessie Finch, Michael Leverington, Ashley Vaughan, Michael Smith, Jill Christensen, Rachell Krell, Luke Maring, Jennifer Russell, Eric Cerino, Laurie Dickson, Julie Piering, Miriam Espinoza, Maribeth Watwood, Diamond Bracey, Bonita Switala, Blue Brazelton, Christy Arazan, Kathleen Carpenter, Karina Collentine, Victoria Damjanovic, Cindy Ivy, Melissa Lawton, Amy Rushall, Katie Tullmann, Jennifer Duis, Michelle Mack, Kaitlyn Davis, Justin Mallett, Lee Griffin, Steve Meyer, John Tingerthal, John Lynch, Samantha Clifford, Roy St Laurent

2. Approval of Agenda and Minutes – Kate Ellis

The 2/19 Agenda is voted on and **approved**. The 1/22 Senate meeting minutes are voted on and **approved**.

3. Faculty Senate President’s Report – Kate Ellis

Faculty Senate President Kate Ellis gives her report.

- Currently there is a bill being reviewed by the legislature that would negatively impact shared faculty governance if passed. It was agreed by the faculty leadership of NAU and ASU that this will be discussed in the AFC presentation to the board.
- Regarding this bill, the FSEC has created and approved a resolution that this bill violates NAU’s policy of shared faculty governance. Senate President Kate Ellis creates a motion to vote on the approval of this resolution. If approved this resolution will be sent to the chair of ABOR, Fred DuVal. **This resolution is voted on and approved.**
- Ex-Officio Gioia Woods offers her thanks for this resolution and the support of the Senate in protecting shared governance.

4. Provost’s Office Report – Karen Pugliesi

Provost Pugliesi gives her report.

- We will be proposing 3 new academic programs to ABOR.
 - Master of Management and Information Systems in the Franke College of Business.
 - Bachelor of Science in Applied Wildland Fire Science.
 - Master of Forestry in Nature Resource Management
- In the ABOR meeting, NAU will also be reinforcing how important the Arizona Healthy Tomorrow Initiative is and will continue to present developments to support this.

- The provost office is currently identifying a consultant that will help NAU through the preliminary stages of developing a proposal for a new medical school. This proposal will be shared with ABOR in August.
- ABOR had requested that each state university, ASU, U of A, and NAU, share efficiency metrics that they have created. These metrics were created to try and identify the operational characteristics of each university and how much it costs for each university to operate.
- Provost Pugliesi states that these metrics are not comparable across the universities due to the large differences in scale and nature of operations.
- A search for the next dean of CEIAS is moving along quickly, currently there is a search firm lined up along with a search committee lead by Jason Wilder.
- NAU's department of Curriculum and Assessment has begun to look at ways to streamline the Academic Program Review process. This will take a close look at the self-report forms and making these processes more efficient.
- Our Academic Division at NAU is continuing to look closely at our current academic portfolio and how students' progress through our programs. This examination will help us lower curricular complexity and support increases in number of students staying and graduating from NAU.
- Provost Pugliesi is excited about the reports from the Deans regarding their discoveries on curricular complexity in their college's programs. These reports provide a new perspective that can be used to improve these programs.
- Provost Pugliesi has been working behind the scenes to put together a document that provides/lists resources regarding academic freedom & freedom of speech on campus, this draft will be shared with the Senate in coming meetings.
- Last week, there was an incident regarding a student getting upset at something posted on the outside of a faculty member's office door. While there is no current policy regarding what faculty can post on the outside of their doors, a dialogue should be opened to discuss this.
- Provost Pugliesi states that events like these are beneficial to campus, as it can help encourage new topics of dialogue for faculty and staff and opportunities to learn.
- Provost Pugliesi offers her apologies for the situation regarding the cancellation of school in the previous week. To provide context, early in the morning on 2/8, class was not cancelled until 10:00am despite poor weather conditions. This was due to the information communicated to NAU administration about the potential of clear weather.
- This closure is based on the campus experiencing the weather, therefore in this scenario classes at the Phoenix Biomedical Campus were still in session.
- The provost office suggests that faculty members do not require students to meet asynchronously on the day of a campus closure as they may be experiencing problems getting to internet or other weather-related issues.
- President Ellis raises the concern regarding the large number of students who live off campus who are not comfortable driving in the snow or whose vehicles can't be moved due to snow/plowing/etc. and are not able to get to safely get to campus.
- The provost office has a group of leadership fellows that have been working together on developing ideas for collective projects that would advance the university.

- The project that will be pursued is the creation of faculty focus groups that will work to explore the understandings of best teaching practices within many different disciplines. With this information, new faculty development opportunities will be created to support these disciplines.
- Luke Maring requests that any faculty who have been experiencing discipline related challenges in the classroom should join these focus groups so that effective professional development opportunities can be created.
- Senator Aimee Quinn asks if they will convene focus groups in Yuma. Sara Abercrombie says the goal is to involve all different campuses in these focus groups.

5. Pronouns in Class Rosters – Justin Mallett & M. Lee Griffin

Justin Mallett & Lee Griffin give an update on the addition of pronouns in class rosters.

- Class rosters have now been approved to show students pronouns.
- Vice President Mallett shares some tips regarding the upcoming implementation of these changes.
 - Just because the students' pronouns are in the class roster, does not mean they have to be shared with the class. They are there for guidance for faculty members.
 - Please do not assume a student's pronouns if they are not located on the class roster.
 - When a mistake is made, it is best to recognize it and apologize, then take steps to learn from that mistake.
 - We just want to make sure that we are respectful to our students and provide them an environment where they feel comfortable.
- Students can opt to not put their pronouns in the class roster if they are not comfortable, this addition is optional.
- It is important to keep in mind that some students may not disclose their pronouns in Louie due to concern of others seeing them. There are strategies and practices for students to have the option to disclose their pronouns to faculty in class.
- It is important that faculty also check the roster throughout the semester, as a students' pronouns may change in the middle of the semester.
- There will be a review period in the future allowing the successes and shortfalls of this change to be addressed.
- Lee Griffin states that faculty can update their pronouns in the directory. This can be done through PeopleSoft.
- Senate President Kate Ellis asks the presenters to share information on the process of how students can change their name in the roster and other locations.
- Lee Griffin states that students go through the office of the registrar and submit a name change form. This will change their preferred name in many different locations in NAU's system. Lee Griffin suggests that faculty members keep in mind that sometimes students are unable to change their name in these systems due to potential backlash from family or friends, thus it is still important to ask in classes.
- Lee Griffin again states the importance of recognizing when mistakes are made regarding misgendering someone and working to do better in the future. This process is much more impactful than ignoring it entirely.

6. CoFS Updates – Roger Bounds

Vice Provost Roger Bounds gives an updates and changes regarding the updates to CoFS.

- The goal at this time is for Vice Provost Roger Bounds to explain the information and changes that were sent to senators before this meeting. Once explained, senators will have time to process and understand the changes with a plan to further discuss in the March Full Senate Meeting.
- A vote on CoFS is managed by the Senate and would not have to go to the full faculty body for a vote of approval.
- There were three goals that were focused on when updating CoFS:
 - Update it to better match NAU's current policies.
 - Update the language of CoFS that was previously vague or difficult to understand. This previous language has led to different practices and inequities across campus based on how leadership/faculty understood it.
 - Update the current resources in CoFS as many departments or policies mentioned are outdated and no longer functioning.
- One of the largest sections that have been updated is Section 1.2 regarding faculty titles. This had to be updated to add the new Teaching Track that was implemented by NAU last year.
- In this section there is a change allowing for someone in a lecturer position who finishes a terminal degree, will now be transferred to the appropriate track and equivalent rank.
- In Appendix A there is a change to require annual review committees to comprise of demographic that represents the roles and tracks of the unit. Senate President Kate Ellis clarifies that those sitting on these committees must have already gone through their first promotion.
- These changes to CoFS will also be reviewed by NAU's legal counsel.

7. Faculty Handbook – Michael Smith

Chair of the Faculty Rights & Responsibilities Council, Michael Smith, discusses the Faculty Handbook.

- After the special FSEC meeting on January 29th, the FSEC decided that most of the Faculty Handbook should be removed from the Provost Website due to the confusion the outdated information could cause.
- There is one portion of the Faculty Handbook, the Faculty Ethics section, that is not found elsewhere. This portion of the handbook will be reviewed and updated by the Faculty Rights and Responsibilities Committee.
- While the Code of Ethics is being revised, NAU will be using the ABOR Faculty Code of Ethics as well as using the current Code of Ethics as a stand-alone document available on the Provost's Website.
- With the new Code of Ethics, President Ellis suggests that this be an appendix in CoFS.

- Provost Pugliesi suggests that there be a document or website that has policies and practices for faculty, especially regarding sick leave and other practices that may not be known by new faculty.

The motion to request that the provost office removes the Faculty Handbook from the website is approved.

8. Updates to NAU Online – Carmin Chan & John Georgas

- Vice Provost John Georgas & Carmin Chan give an update on NAU Online.
 - Dr. Carmin Chan introduces herself. She recently joined NAU after 15 years at U of A. At U of A, she helped launch and grow Arizona Online to almost 10,000 students.
 - [NAU Online PowerPoint Presentation.](#)
 - The goals for NAU Online are to refine the academic program portfolio, enhance the online academic experience, develop tailored student services and support, and implement operational improvements.
 - The vision of NAU Online is to offer programs that deliver equitable postsecondary value to online learners in the state of Arizona. This is done by aligning with projected market needs, center on asynchronous online learning, and complement and align with statewide offerings.
 - The current NAU Online Instructional Design team has hired a new Director, John Cencioso, and will be reorganized to support content specifically for NAU Online.
 - NAU Online will be creating a new Online Student Support ecosystem where there will be a student success coaching team that will support online students.
 - With these goals, the Provost office has looked at the current programs offered and will be consolidating and disestablishing some online programs.
 - 42 programs will be disestablished, 5 programs will be consolidated, 3 programs will be adapted, and 3 programs will be monitored. This includes all Personalized Learning programs not associated with an educational partnership.
 - These program disestablishments were put in place due to many different metrics, such as enrollment, along with a general shift in the strategy of NAU Online.
 - These programs can be found in the linked PowerPoint Presentation above.
 - Dr. Georgas states that these changes are not based off the content and curriculum of these programs, but of the ability for NAU to invest and support them in this realignment.
 - Faculty members in these programs did not lose their jobs and will be reassigned to other departments or programs.
 - Provost Pugliesi states that academic leaders will be looking at the disestablished programs and find ways to deploy the faculty in areas where they can have a great impact on the university.
 - One marketing strategy Vice Provost John Georgas mentions is consolidating and highlighting certain programs when marketing. This can lead to concentrated enrollment in online programs.

- Senator Juliana Suby asks if these Online Initiatives also cater to any Flagstaff Mountain courses/faculty that have asynchronous online courses. Dr. Chan responds saying that the instructional design team will be able to assist and support the coursework but in terms of strategic priorities, they will be focusing on the online campuses and programs.

9. Councils and Committee Reports

Council and Committee Reports are shared.

- Senator Karen Jarratt Snider gives an update regarding the Indigenous Peoples Curriculum Seminar for the General Studies Program.
 - In Spring of 2023, the General Studies Program launched a 6-week professional development seminar. This seminar helped train faculty in producing new courses for the inclusive perspectives of the general studies program, as well as revising existing courses to fit these perspectives.
 - 48 different faculty members participated across the four different sessions.
 - These seminars had a very positive response from the faculty who attended.
 - Ex-Officio Gioia Woods, who was a participant of these seminars, offers her praise of these opportunities and gives her thanks to all who supported this.
- John Tingerthal gives an update on the Best Teaching Practices. Currently there is a group that has been working on the document. This will be shared in the upcoming Faculty Senate meeting.
- Senate President Kate Ellis requests that senators be prepared for the upcoming internal senate elections. If any senators are interested in serving on the FSEC, they should reach out to Kate or Vice President Tarang Jain for more information.

10. New Business/ Old Business/ Adjourn – Kate Ellis Meeting is adjourned at 4:59pm.