

**Faculty Senate Executive Committee Meeting
Minutes
February 5th, 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, John Tingerthal, Roger Bounds, Pete Fule, Michael Smith, Sara Rinfret, Donna Simon, Marco Cabrera Geserick, Blue Brazelton, Gioia Woods, Maribeth Watwood, Melissa Lawton, Blake Rayfield, John Georgas, Carmin Chan, Lee Griffin, Justin Mallett

2. Approval of Agenda and Minutes – Kate Ellis

The 2/5 Agenda is voted on and **approved**. The 1/8 FSEC meeting minutes are voted on and **approved**.

3. Faculty Senate President’s Report – Kate Ellis

Faculty Senate President Kate Ellis gives her report.

- The Arizona Board of Regents (ABOR) Meeting is at ASU on January 22nd. President Ellis will be attending this meeting.
- The Arizona Faculties Council (AFC) will be meeting in the upcoming weeks to discuss what to present at the ABOR meeting.
- There has been concerns regarding the teaching expectations and the absence of faculty service listed in the document. This will be discussed later in the meeting.
- We will be discussing a motion for the Faculty Handbook to move to the Full Senate.
- The Faculty Rights and Responsibilities Committee will be looking at the Faculty Ethics Section in the Faculty Handbook.

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.
- One concern regarding this Initiative is the limited clinical opportunities for students to engage in ideas and solutions to this problem. This will be discussed and shared in the future.
- 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 had 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.
- Provost Pugliesi states that regarding the financial situation at University of Arizona, NAU is not in the same situation or position. However, NAU will be included in additional scrutiny and reporting because we are a state university supervised by ABOR.
- 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.
- The provost office has also been working to reduce the complexity of different degree types offered in the university. Currently, there are multiple different bachelor's degree types offered to students. The goal is to reduce the number of different types and consolidate them into Bachelor of Science or Arts, thus reducing the confusion surrounding these different degrees.
- Provost Pugliesi has been working on streamlining the curriculum process to better relieve the burden placed on staff and faculty.
- Kerry Thompson has been taking a close look at academic program review. With the information gathered, the provost office will be taking a close look at the design of self-study reports, with a goal to streamline the process.
- 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.
- Provost Pugliesi has been working behind the scenes to put together a document that provided/lists resources regarding academic freedom & freedom of speech on campus, this draft will be shared with the FSEC in the 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.
- Vice President of Inclusive Excellence, Justin Mallett, states that it is important that we learn together on this topic and find ways to increase sensitivity for other people's experiences and identities.
- Provost Pugliesi states that events like these are beneficial to campus, as it can help encourage new topics of dialogue for faculty and staff can learn.
- The provost office has begun to receive the Workload Documents from each college. These will be reviewed, and feedback will be provided on each document. Upon first look there are many common trends in the content of these workload policies.
- Currently, deans have not seen the workload policies of other colleges, these will be shared with the deans in the future.

- 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 project marker needs, center on asynchronous online learning, and complement and align with statewide offerings.
 - 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.
 - FSEC Member Donna Simon states that her department, Personalized Learning, was very disappointed as they felt that there was little to no marketing or support in previous years, leading to the low enrollment numbers.
 - Vice Provost John Georgas thanks Donna Simon for sharing how their department felt. He states that NAU is currently spending around \$1.5 million in advertising for NAU Online compared to the \$100 million that ASU and U of A are spending, thus leading to far less resources to use for marketing of online programs.
 - 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 new departments or programs.

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

Justin Mallett & Lee Griffin give an update on the upcoming 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 on 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 change is complete optional.
- It is important to keep in mind that some students may not disclose their pronouns in Louie due to concern of other seeing them. There are many strategies and practices where students 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 success and shortfalls of this change to be addressed.
- FSEC Member Michael Smith also brings up the potential of name changes, as that also goes together with a pronoun change. Lee Griffin responds that the Office of Inclusive Excellence is currently looking at areas of the university legal names are present and replacing those with the student's preferred name.

6. CoFS Updates – Roger Bounds

Due to time constraints, the discussion on CoFS updates will be moved to a special FSEC meeting that will be held on Monday, 2/12.

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.
- 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. This will be brought to the full senate meeting in February.

8. Councils and Committee Reports

Council and Committee Reports are not shared due to time constraints.

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

Meeting is adjourned at 5:03pm.