

Faculty Senate Meeting Minutes January 8th, 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

2. Approval of Agenda and Minutes – Kate Ellis

The 1/8 Agenda is voted on and **approved**. The 11/6 FSEC meeting minutes are voted on and **approved**.

3. Faculty Senate President's Report – Kate Ellis

Faculty Senate President Kate Ellis gives her report.

- Faculty Senate President Kate Ellis states the priorities for the Senate for the rest of the year.
 - Working on clarifying Teaching Expectations so they can implement them more easily (Council on Learning)
 - Getting Professional Development into faculty member's SOEs. (Task Force chaired by Sara Rinfret)
 - Streamlining the annual review process. (Task Force chaired by Sara Rinfret)
 - Start rolling out revisions to CoFS (Process lead by Roger Bounds)
 - First Year Learning Initiative refresh. This item is not directly under the senate, but adjacent.
 - Revision of the Faculty Handbook, and what policies and information are needed in this document. (Faculty Rights and Responsibilities)
- The Provost Candidates interviews will be occurring in the coming two weeks. The FSEC will be meeting with each candidate.
- Everyone across campus will be asked to complete an individual survey on each candidate, then at the end of the process they will rank them. The FSEC will be asked to give more specific feedback regarding the candidates.
- President Ellis requests that the members of the FSEC meet with the Provost Candidates in-person, if possible.
- The information regarding each candidate will be released the day before each candidate interviews with the university.
- The FSEC meeting with the Provost Candidates will be question & answer. President Ellis requests that all FSEC members read each candidates CV before the meeting.

4. Provost's Office Report – Karen Pugliesi

Provost Pugliesi gives her report.

- Thursday, January 11th is the Teaching Day Event hosted by the Teaching & Learning Center, Teaching Academy. Currently, there are 199 people registered to attend in-person and 100 registered for the zoom webinar.
- There will be a special Arizona Board of Regents (ABOR) meeting on January 25th. This meeting will focus on two items, new appointments, and new approaches.
- NAU will be appointing a new Football coach, along with presenting proposals for three new programs.
 - Bachelor of science in applied wildland fire science.
 - Master of forestry in natural resource management.
 - Master of management and information sciences.
- The provost office has left it up to Deans to discuss with academic leaders, to determine whether they can support single semester sabbaticals.
- In December, there was a productive discussion regarding the creation of an action plan to develop a document that can provide information to support faculty with their use of social media. This document can also provide referrals to individuals from the university who can support faculty if they experience a hostile situation over social media.
- There is currently some confusion regarding academic freedom and freedom of expression on campus. Due to this, the provost office is looking to hold a town hall where faculty and administration can have an educational dialogue to better understand both concepts in relation to NAU. Provost Pugliesi is looking to bring in an expert speaker regarding this topic.
- The Ombuds office and the Teaching & Learning Center has been asked to program workshops and information to help faculty learn about effective de-escalation strategies.
- On January 16th, Provost Pugliesi will be reporting about NAU Health to a subcommittee of the Arizona Senate.
- The academic program portfolio refresh has begun regarding NAU online programs. This examination will also be focused on statewide programs. These action plans will be finalized in April, along with a created protocol that requires us to reexamine our program portfolios every couple of years.
- The provost office and deans are continuing their work on examining curricular complexity.
- A team lead by Vice Provost Maribeth Watwood has focused on how we deploy our graduate teaching assistants and college's priorities for instructional staffing in various areas of the university.
- The new Vice Provost for NAU Online, has been selected and hired. Dr. Carmin Chan will be joining us from University of Arizona. She will be starting on January 22nd.
- Vice Provost John Georgas gives an update regarding NAU online.
- There will be a focus on standing up our online student coaching team. This team will be able to provide an additional level of support to our online students to assist them in progressing toward their degree completion.
- John Cencioso is the new director for the NAU Online Instructional Design Team.

- There has been an exceptional amount of progress that has been made toward the NAU Online portfolio curation. These decisions and progress directly align with Arizona's labor market needs.
- There are 40 programs that will be discontinued. This decision was not made regarding the quality or design of the programs, but many different reasons in our institutional context that the university could not make work.
- Vice Provost Roger Bounds has created a summary document regarding changes to CoFS. This document will show all suggested and purposeful changes to CoFS.
- These changes will reflect on the universities' current practices, as sections of CoFS are outdated. These changes also have to embrace unit level autonomy and allow flexibility for different departments. There will also be changes to better promote equity across campus.
- Vice Provost Roger Bounds gives a brief overview of these changes:
 - Clarify early promotion.
 - Clarify the timeline for faculty eligibility regarding promotion.
 - Changes to language regarding the requirement of a terminal degree for teaching track faculty.
 - Clarify the timeline for faculty applying for sabbatical leave.
 - Clarify the language for forming college peer review committees.
- Ex-Officio Gioia Woods asks if the changes to the language regarding sabbatical leaves, also applies to the PPRT program which supports outside work assignments for career track faculty.
- Vice Provost Roger Bounds states that the PPRT program is not considered a leave, like sabbatical, but instead a special reassignment in the SOE. Thus, the PPRT program does not need this language change.
- Provost Pugliesi requests that we develop a timeline for these CoFS changes.
- Senate President Kate Ellis suggests that the FSEC discusses this in February, after this discussion it could be shared with the Full Senate in February. The Full Senate can then vote to endorse this in March, with proper revisions. After these changes are endorsed, a faculty town hall can be set up to help share those changes with all faculty.

5. Annual Review Task Force – Sara Rinfret

Associate Vice Provost Sara Rinfret gives an update on two Task Forces.

- The first task force that has been created is looking to get professional development into faculty SOE's.
- A short survey will be sent out to chairs and directors to collect more information and recognize themes regarding professional development.
- They are looking to develop a document regarding this for the FSEC to discuss in March.
- The second task force that has been created is focused on streamlining Annual Review.
- The group will be meeting and collecting information from academic leadership to form a document that suggests revisions and ways to streamline the annual review process.

- Senate President Kate Ellis recognizes the importance of these annual reviews, but also the concern regarding the current process and how time consuming it is. Hopefully these processes can be streamlined or expedited.
- President Ellis also states that in her department, the triggering of comprehensive reviews is challenging if a faculty member has chosen expedited, and due to the timeline of submissions required for annual review.
- This current timeline was previously recommended by chairs but is open for review and change.
- Provost Pugliesi states that our current practice of showing recognition, letter writing, is a large burden on those writing and reviewing these letters. With this, we need to find a way to give recognition to faculty, in an easier and more streamlined fashion.
- Provost Pugliesi also stresses the importance of providing constructive feedback to faculty members through the annual review process.

6. General Studies Update – Emily Manone

General Studies Director Emily Manone gives an update regarding the General Studies Program.

- There are three new components that separate the General Studies program from the old Liberal Studies program.
 - Social Sciences imbedded into scientific literacy.
 - American institutions course.
 - Indigenous people's course.
- There is currently one shortfall in goals for these new components. Social Sciences needs 700 more seats for the General Studies program to meet their second-year goal.
- The Tri-University Assessment is an assessment charged by ABOR where all three state universities are to collaborate and assess their Gen. Ed Programs for written communication, quantitative reasoning, critical thinking, and civic knowledge of American institutions.
- In 2023 quantitative reasoning was assessed at the three universities. These results were presented to ABOR and now will be presented internally.
- The results of this assessment:
 - Contextualize and Evaluate: 67% meet expectations, 11% exceeds expectations.
 - Application and Analysis: 86% meet expectations, 8% exceeds expectations.
 - Interpretation: 84% meet expectations, 8% exceeds expectations.
 - Communication: 68% meet expectations, 9% exceeds expectations.
- There will be faculty discussion dates in March where this information will be presented to faculty and a deeper conversation will occur.
- There will be a staged approach to the implementation of the ethics requirements in all degree programs.
- Currently, many degree programs already contain these ethics requirements and thus do not need to make any changes.

- The General Studies Program will be examining and reviewing their current information literacy practices. These will be further tested and improved to better serve faculty and students.
- The General Studies Program will be offering a professional development opportunity for faculty called the Ancestral Knowledge: Braiding Curriculum Seminar. This Seminar will occur after finals from May 13th – 17th.
- This Seminar will provide a stipend for faculty and will be building on the work that the General Studies Program has done with Indigenous Peoples.
- There will be 20 openings for faculty members. This number is lower due to the seminar being both curricular and experiential. Time will be spent with campus elders, picnic at the San Francisco Peaks, and how to best relate those activities into the pedagogical experiences.

7. Faculty Handbook – Michael Smith

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

- The handbook was previously created to be a guide map for faculty to get support on many different aspects of college life at NAU. Due to it not being updated recently, the items in the handbook are extremely outdated and have little information that would be valuable for a new faculty member at NAU.
- Vice Provost Roger Bounds brings up an important question, what should the Faculty Handbook do, and what information does it need to achieve this? He states that a potential guide would be a document that could be printed and handed to faculty and New Faculty Orientation, that would provide them information that is needed to succeed at NAU.
- Ex-Officio Gioia Woods states the importance of identifying the purpose for this document, as it often confuses faculty members.
- Senate President Kate Ellis recommends that the FSEC calls a special meeting to specifically discuss the Faculty Handbook and what should be added/removed. Meeting scheduled for Monday January 29, 3:30-5:00 PM.

8. Councils and Committee Reports

Council and Committee Reports are shared.

- Chair of the Council on Learning John Tingerthal states that currently the Council on Learning is processing the Teaching Expectations document with intent to work on a new draft. This draft will be taken to the Academy, then will hopefully be presented to the Faculty Senate in February.

9. New Business/ Old Business/ Adjourn – Kate Ellis Meeting is adjourned at 5:00pm.