

**Faculty Senate Executive Committee Meeting
Minutes
October 7th, 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, Gioia Woods, Michael Smith, Marco Cabrera Geserick, Hillary Stowell, Andrew Stevens, John Tingerthal, Jill Navran, Miriam Espinoza, Donna Simon, Juliana Suby, Lisa Bliss, Blue Brazelton, Tarang Jain, JMichael Cruz, Laurie Dickson, Karli VanderMeersch.

2. Approval of Agenda and Minutes – Kate Ellis

The 10/7 Agenda is voted on and **approved**. The 9/9 FSEC meeting minutes are voted on and **approved**.

3. Senate President's Report

Faculty Senate President Kate Ellis shares her report.

- Faculty Senate President Kate Ellis gives her thanks to all FSEC members who attended or helped support the Faculty Town Hall on Monday, August 30th.
- The provost office will be sending out a book titled You Can't Teach That! The Battle over University Classrooms. This book will be the focus of book discussion meetings next semester.
- Senate Quick notes from the previous meeting were sent out today. These notes were more detailed than previous iterations, as more information regarding the comprehensive review discussion and vote were provided.
- President Ellis reshapes the results of the vote surrounding the approval of the new comprehensive review rating system. 18 votes approved the suggested changes, 15 votes opposed the approval, and there were 8 abstentions. President Ellis also clarifies that this vote will not be moving to the full faculty. Moving forward, the FSEC will continue to monitor this change to the rating system and discuss if any potential changes are needed.
- Moving forward, there will be a task force convened to look at student opinion surveys. Information from previous work on this topic will be shared with this committee once it is set.
- There will be upcoming discussion regarding a universal undergraduate attendance policy. A committee will be created to discuss this topic, and more research will be done on the current practices of U of A and ASU. President Ellis shares that there does not have to be a policy or rule surrounding an undergraduate attendance policy, but it may be beneficial to make suggestions to faculty to increase uniformity across campus.
- Due to changes to the Annual Review Process, CoFS will need to be updated this year. President Ellis shares that the Council on Faculty Rights & Responsibilities will

be the ones to review these changes first. More information will be shared regarding these updates in future meetings.

4. Council and Committee Reports – All FSEC Committee & Council Chairs

The Chairs of the various senate committees and councils share their current council & committee reports.

- Senate Vice President Tarang Jain & the Elections Committee share that currently all senate councils and committees are full.
- Senate Parliamentarian Blue Brazelton, shares that the bylaws committee has recently supported the revisions of the University Graduate Committee Bylaws.
- Senate Treasurer Lisa Bliss shares that in previous years faculty senate dues were never collected, and the next steps are to find the process previously used to create a list of faculty members interested in supporting the senate via dues. Senate Vice President Tarang Jain shares that he had dues deducted in March of last year.
- Chair of the Council on Learning John Tingerthal reports that the council will continue to work on revising the teaching portfolio guidelines.
- Chair of the Council on Faculty Rights & Responsibilities Michael Smith shares that the council will be meeting next Wednesday. At this meeting, they will discuss the CoFS changes, Ethics Document, and the academic freedom book that was shared earlier in the meeting. He also shares that he wants to create a dialogue with other areas of the university such as the travel team, or the faculty grants and contracts team, about ways to improve these services.
- Chair of the Council on Career Track Faculty Issues Jill Navran shares that the council will be sending certificates to last year's Career Track Faculty Spotlight recipients and will work with Andrew to update the website. The Committee will also host an open forum at the end of the semester.
- Chair of the Council on Distance Education, Donna Simon, have been meeting with Carmin Chan & Yvonne Luna to discuss the needs of the statewide and online faculty. She also shares that there is a vacancy in this committee. She also requests access to a remote and statewide faculty listserv.

5. Elevating Excellence Goals for 2030 – Laurie Dickson

NAU Vice President for University Strategy, Laurie Dickson, shares a presentation about NAU's strategic goals for the upcoming years.

- VP Laurie Dickson shares that the goal of this presentation is to give an update on the Elevating Excellence Plan.
- The Elevating Excellence Plan was created to provide information to the Arizona Board of Regents regarding NAU's strategic plans and the consolidation of previously developed initiatives.
- VP Laurie Dickson shares three points surrounding the strategic roadmap.
 - The strategic roadmap is a three-year plan, which is very short for an institutional roadmap.

- The initial descriptions of the strategic priorities were very broad and provided no metrics. It was a statement of “this is who we want to be as a university.”
- We are strong in our efforts to uphold these strategic priorities.
- During President Jose Luis Cruz Rivera’s convocation, he shared that we need to sharpen our focus and set vision level goals into our strategic roadmap. These goals will be in a five-year cycle and will have success indicators to monitor our progress.
- The first drafted goal is: Accelerate Equitable Educational Attainment and Career Preparedness.
- The second drafted goal is: Propel Economic Mobility & Social Impact.
- The success indicators for the first goal are: Broaden access for underrepresented, low-income, and first-generation students, boost persistence rates, and award high value credentials.
- VP Laurie Dickson clarifies that persistence rates means the students either graduate or continue to stay enrolled at NAU.
- FSEC Member Juliana Suby states her support for these goals, but also suggests that the goals mention NAU supporting student success via programs.
- FSEC Member Michael Smith shares that goals and statements of academic excellence should be shared in the success indicators.
- FSEC member Marco Cabera Geserick mentions the importance of NAU’s Hispanic Serving Institute (HSI) designation and asks how these goals relate to serving the Hispanic population at NAU. VP Laure Dickson shares that NAU has a strong commitment to serving Hispanic students and indigenous students. This commitment is shared in the strategic priorities. Hispanic students also fall under the success indicator of, broaden access to underrepresented, low-income, and first-generation students.
- FSEC member John Tingerthal suggests working in authentic experiences to show that NAU prepares students for post-college success, rather than just obtaining a credential.
- Faculty Senate Kate Ellis shares that it is important to share information about students after graduation to emphasize the value of a college degree to the State of Arizona.
- The success indicators for the second goal are: Graduates employed in AZ three years post-graduation, Healthcare and Behavioral Healthcare degrees awarded, and research that addresses critical issues facing Arizona, especially related to health and the environment.
- FSEC member Michael Smith shares that these success indicators should represent the Greater Southwest region, compared to looking at just the State of Arizona.
- Faculty Senate President Kate Ellis shares that it could be beneficial to collect data on how many out-of-state students attend NAU and stay in Arizona post-graduation. She also suggests that finding the statistics of post-graduated students is broad. If we can find information that shares whether the graduated student works in a field in which they studied, it would be more valuable.
- Provost Pugliesi shares a potential partnership between NAU and LinkedIn, which can be used to better collect data regarding post-graduated students.

- VP Laurie Dickson shares that the State of Arizona has been heavily investing in the healthcare programs at NAU. This is why there is a focus on metrics surrounding healthcare degrees in the success indicators. FSEC member John Tingerthal also suggests that education be included in this focus.
- FSEC member Juliana Suby suggests that an alternative to the word “degrees” be used as there are many other credentials and certificates that are awarded by NAU.
- VP Laurie Dickson also shares that these goals will assist us in internal discussions and aligning our future processes and investments.
- This presentation will also be shared with the Graduate Student Government, the University Budget Advisory Board, the Staff Advisory Council, and ASNAU.

6. Faculty Code of Conduct & Ethics – Michael Smith

Chair of the Council on Faculty Rights & Responsibilities, Michael Smith, leads a discussion regarding the Faculty Code of Conduct & Ethics.

- Faculty Senate President Kate Ellis shares that the discussion today is to provide Michael Smith with any feedback regarding the document. This feedback will be reviewed and potentially added to the document prior to the Faculty Senate meeting on 10/21. President Ellis states that the goal is to vote on this document in November.
- Senate President Ellis shares that NAU’s General Counsel, Michelle Parker, was very impressed with the document after reviewing it. Any changes made to this document will have to be reviewed by her.
- FSEC member Marco Cabrera Geserick mentions a potential change to the preface of the document where it discusses financial relationships with students. He raises the concern that many faculty members have students that work for them, and this statement can cause confusion. Vice Provost Roger Bounds shares that the spirit of this statement is to prevent situations where students and faculty invest in the same item, or situations where a faculty member would loan the student money. The goal of this statement is to not restrict any paid student position at NAU.
- FSEC member Michael Smith suggests that a potential fix to this confusion is to remove “financial relationships” from the document.
- FSEC member Lisa Bliss suggests that the document prohibits sexual or romantic relationships between faculty and students in all situations, not just supervisory scenarios.
- The FSEC discusses that there are issues in prohibiting all relationships as the university itself encourages the spouses of faculty members to return to school and attend NAU through tuition discounts.
- FSEC member Marco Cabrera Geserick also raises concern regarding the broadness of the statement “Actively contribute to the professional development of colleagues.” The FSEC agrees with this concern and discusses potential changes. The conclusion of the FSEC is that the word “actively” is removed.
- Faculty Senate President Kate Ellis shares that there is no set timeline on this document, and if needed, it can be discussed in November and voted on in January or February.
- FSEC member Miriam Espinoza raises the concern regarding the statement of “I won’t treat a colleague differently.” Vice Provost Roger Bounds suggests that this

statement be changed to, ‘I will treat faculty equitably and fairly.’ The FSEC agrees with this statement and shares that many individuals have different personalities and beliefs, with the goal of this statement being to treat others professionally.

- FSEC member John Tingerthal suggests changing the verbiage of bullet point three in the document, as the current language “expected to” suggests that there may be wiggle room.
- Ex-Officio Gioia Woods suggests that a Statement of Purpose be added to this document, in order to help guide faculty in the uses of this document.
- Vice Provost Roger Bounds shares that this document can potentially be used by the Ombuds program or the Faculty Grievance Committee.

7. ASNAU Resolution re Support for Student Voting – Karli VanderMeersch

ASNAU President Karli VanderMeersch shares information regarding a proposed ASNAU Resolution regarding support for student voting.

- ASNAU Karli VanderMeersch is asking for the support and approval of the FSEC regarding a resolution that supports student voting.
- Four years ago, ASNAU passed a resolution asking faculty members to provide a day for students to enact their civic duty of voting.
- This year, ASNAU is looking to pass a resolution that recommends that faculty provide students with an accommodation that allows them to miss class to vote, with the understanding that faculty work with the student to make up the work missed.
- NAU has the highest percentage of students who are registered to vote compared to the other in-state universities but scored significantly lower in percentage of voter turnout on election day. In the resolution, data is provided from students showing that a major reason why they are unable to vote is due to conflicting class times.
- This support for student voting is a tri-university stance, and representatives from U of A and ASU also support this resolution.
- ASNAU is non-partisan and will not be providing any input on who students should vote for, only advocate for their ability to go and place a vote on election day.
- Faculty Senate President Kate Ellis suggests a few grammatical changes to support clarity to the resolution.
- ASNAU President Karli VanderMeersch shares that she has been collaborating with the Student Regents regarding this request.
- Faculty Senate President Kate Ellis asks if there are any reoccurring themes of students being uninterested in both candidates, thus leading to a lack of motivation to vote. ASNAU President VanderMeersch shares that ASNAU has supported a “Know your Ballot” Initiative, that is a nonpartisan way of educating students on the candidates’ stances.
- Faculty Senate President Kate Ellis clarifies that resolutions are suggestions. If this were to be passed, it would be a recommendation from ASNAU to faculty, with an endorsement from the Faculty Senate.
- Individual faculty can choose whether to make this accommodation or not, as this resolution is only a recommendation to faculty.

- The FSEC discusses dissemination of this information through various faculty leaders throughout the university to show that new faculty are supported in their decision-making regarding the accommodation.
- NAU administration also supports each faculty member's decision-making on this topic, as long as they are impartial about who students vote for.

The FSEC approves the motion to bring the ASNAU resolution surrounding student voting to the Senate.

8. Senate Business & Procedures – Andrew Stevens

Due to lack of time, the FSEC will discuss this agenda item via email.

9. Crowdfunding The Dream, US Scholars – JMichael Cruz

JMichael Cruz shares information regarding a crowdfunding effort for a group of students at NAU.

- JMichael Cruz shares a [PowerPoint presentation](#) on this topic.
- NAU works with a national scholarship organization called TheDream.US (TDUS). TDUS works with NAU to help support undocumented students and their ability to succeed and attend NAU.
- NAU is contracted to recruit ten students per year to receive this scholarship.
- The students recruited are undocumented, and although TDUS covers the tuition and fees at the university, many of the students need support in paying for living costs and food. A majority of these students do not qualify for financial aid and need support from outside sources.
- A fund has been created with the NAU Foundation in which faculty can donate money to support these students.

10. Provost Report – Karen Pugliesi

Provost Pugliesi gives her report.

- Provost Pugliesi thanks the FSEC for participating in the Faculty Town Hall on September 30th. She asks FSEC members to email her regarding any feedback on the event.
- The deans have been asked to continue their examination of each college's program portfolio. The purpose of this examination is to determine whether the colleges can benefit from consolidation or disestablishment of certain programs.
- Provost Pugliesi shares that she has recently become aware of some academic policies that are not student centered. These policies and practices will be examined and potentially removed to best support students.
- Recently NAU has been informed that the Higher Learning Commission is authorizing 90 credit bachelor's degrees. ABOR is interested in seeing how we can pilot this in limited circumstances in areas of applied work. This degree would be a Bachelor of Applied Science and would involve a full general education component,

- alongside a focused and applied workforce orientated component. This program would only be offered to online or statewide students in the first pilot.
- The most recent results of the NESI & FESI survey have been received and analyzed. The provost office is looking for one to two representatives from the senate to participate in a working group to analyze the data and create a report to share out to all faculty. These results can also be used to analyze and make changes to policies to best support student success.
 - Provost Pugliesi addresses a situation where many first and second year students have had to move out of Mountain View, an on campus living facility, due to a bat infestation. A schedule has been developed for these students and faculty should be aware in case an institutional excuse is required. These students will not be negatively impacted financially and will be refunded for any dining or parking that they may have paid due to the move.

11. New Business/ Old Business/ Adjourn – Kate Ellis
Meeting is adjourned at 5:04pm.