

# Faculty Senate Meeting Minutes January 27th, 2025

Please email corrections to [Faculty.Senate@nau.edu](mailto:Faculty.Senate@nau.edu).

## 1. Call to order – Kate Ellis

Faculty Senate President Kate Ellis calls the meeting to order at 3:01pm.

**Those Attending:** Kate Ellis, Karen Pugliesi, Roger Bounds, John Tingerthal, Michael Smith, Jasmine Garani, Juliana Suby, KT Thompson, Jill Navran, Samantha Clifford, Corey Oshikoya, Hillary Stowell, Andrew Stevens, Rachel Starks, Shelly Thomas, Chris Sthultz, Jenny Holzappel, Katherine Tullman, Jessie Finch, Michelle Cook, Robert Church, Sara Maier, Tristan Nighswander, Abby Fisher, Melissa Lawton, Aimee Quinn, Bettie Coplan, Kevin Tague, Claudia Rodas, Donna Simon, Jennifer Russell, Lisa Bliss, Blue Brazelton, Miriam Espinoza, Brandie Reiner, Karl Krotke Crandall, Eric Cerino, Emily Manone, Kilene Menvielle, Alice Gibb, Igor Steinmacher, Lynn Jones, Laura Bounds, Ashley Vaughan, Karen Jarratt Snider, Angie Hansen, Carmin Chan, Jason Bradley, Jennifer Duis, Corrine McCawley, Jill Christensen, Scot Raab, Victoria Damjanovic, Jane Marks, Sanjam Ahluwalia, Angelina Castagno, Mark Manone, Luis Fernandez, Dale Cummings, Theresa Bierer, Jeff Berglund, Kristin Greenwalt, Juan Ochoa, Monica Brown, Geetha Iyer, Gioia Woods.

## 2. Approval of Agenda and Minutes – Kate Ellis

The 1/27 Agenda is voted on and **approved**. The 11/19 Senate meeting minutes are voted on and **approved**.

## 3. Senate President's Report

Faculty Senate President Kate Ellis shares her report.

- Senate President Ellis shares that Faculty Senate Vice President Tarang Jain left NAU and therefore left the FSEC & Faculty Senate.
- The Senate Vice President oversees senate elections and communicates directly with college deans about senator vacancies. Parliamentarian Blue Brazelton shared that he could cover the responsibilities of the Vice President for this year's election cycle.
- The Faculty Town Hall regarding Academic Freedom will be on February 24<sup>th</sup>. This event will include a panel discussion with various university faculty & administrators. Michael Smith, Eric Yordy, Michelle Parker, and Roger Bounds, will be on this panel, facilitated by Karen Pugliesi and Kate Ellis.
- The book "You Can't Teach That!" will be discussed at the Faculty Town Hall. FSEC member Juliana Suby is collaborating with the Teaching & Learning Center to host a book discussion for those interested.

## 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 Parliamentarian Blue Brazelton shares that the bylaws committee will bring forward changes to the Senate Bylaws in an upcoming meeting.
- Senate Treasurer Lisa Bliss shares that she has sent out the request for faculty senate dues. She will also continue to work on the application process for the Senate Scholarship.
- Chair of the Council on Learning John Tingerthal shares that he will be sending out the Teaching Portfolio Guidelines prior to the next meeting.
- Chair of the Council on Faculty Rights & Responsibilities Michael Smith shares that he recently sent out a Qualtrics form to each college to collect more information about the use of student opinion surveys. He also shares that he has received feedback about the Faculty Code of Conduct and Ethics. He hopes to discuss this at the next senate meeting. The Council on Faculty Rights & Responsibilities will be meeting with a representative from the NAU Travel Team to discuss the goal of increased understanding between the two parties.
- Chair of the Council on Distance Education Donna Simon shares that the council had a meeting in November when they discussed the results of a 4-question survey that they sent out to all online & statewide faculty. The results and concerns from this survey will be discussed and communicated to administration.
- The Student Attendance Policy Taskforce will dialogue with students to learn more about their opinions of attendance policies.

**5. Department of Education Title V Grant – Luis Fernandez & Angelina Castagno**

Luis Fernandez & Angelina Castagno share a presentation regarding future plans with Comunidad, Cultura y Conexion (C3) Program.

- NAU received a Department of Education Title V Grant that is awarded to further develop Hispanic Serving Institutions and Programs.
- The grant has four objectives to increase student success and support for Latine or Hispanic students.
  - Increase access and quality of educational support services.
  - Improve faculty and staff capacity.
  - Enhance coordination and alignment of support services.
  - Improve institutional data sharing processes.
- Luis Fernandez shares that 50% of Latine students leave NAU within their first three years at the university.
- Every year, 100 students will be accepted into the C3 program and will be provided increased access to resources and support, as well as a stipend.
- Twenty faculty & staff will be selected yearly to participate in a community of practice, focused on building connections and increasing the capacity of faculty and staff around the university. Each college & selected staff department will nominate one participant for this community of practice.
- The C3 program will also develop an Advisory Council that will convene quarterly to examine and discuss current policies and practices that may serve as barriers to student success.
- Four full time staff positions will be hired for this program:
  - One program manager,

- One administrative assistant, and
- Two program coordinators.
- These four staff members will be located in different areas across campus.
- The C3 program will be working with Student Affairs and Enrollment Management to identify and recruit students for the upcoming year.
- Participants will be trained on how to effectively share the information they learned.
- Luis Fernandez shares that there are multiple phases to this process. Currently, they are in the set-up phase in which they are hiring individuals and recruiting students for the upcoming cohort. The next phase will be refining and examining the effectiveness of the current processes and making changes to better serve the students, staff and faculty.
- Vice Provost Carmin Chan suggests that Luis & Angelina look into potential inclusion of online students in the future, as that population makes up a large percentage of NAU's Hispanic students.

#### **6. Ombuds Program Report – KT Thompson**

Laura Umphrey & KT Thompson shares a report on the Ombuds Program.

- Last year the Ombuds Program had 209 different appointments. Of these appointments, 86 were faculty, 84 were staff, 35 graduate students, and 4 other various individuals. The greatest concerns of these meetings were evaluative relationships, followed by peer relationships.
- Currently the Ombuds Program is located in the Health and Learning Center where they have two adjacent office spaces that are used to meet with clients.
- Last year 4 formal mediations and 5 consensus building workshops were held.
- The Ombuds Program gave over 15 presentations to various groups on campus.
- Currently a document is being developed that shares potential workshops that the Ombuds Office can offer.
- The Ombuds Program will continue to develop and update their website. The changes to the website will be shared with the Faculty Senate once finished.

#### **7. Provost Report – Karen Pugliesi**

Provost Pugliesi gives her report.

- The Faculty Freedom of Expression & Academic Freedom Document that Provost Pugliesi shared last semester will be uploaded to the Faculty Affairs website. This document is a resource that can be used for faculty to learn more about Academic Freedom at NAU.
- Nominations for various faculty awards will be collected in the next month and are due on March 3<sup>rd</sup>.
- Provost Pugliesi thanks the Teaching Academy and Teaching and Learning Center for their successful Teaching Day event.
- Vice Provost John Georgas is spearheading a set of hires across the university that focus on generative AI. Groups of finalists for these positions have been identified and will be interviewed in the upcoming weeks.

- The provost office has spent the last few weeks reviewing the large number of promotion and tenure cases. They also continue to work on reviewing the sabbatical and professional project reassignment program applications. Provost Pugliesi shares that she is humbled and proud of the many outstanding faculty across campus. She also shared how surprised she was to see how much NAU supported the research of career track faculty. 53 different sabbaticals and professional project reassignment programs will be approved for the upcoming year.
- Two different dean searches are underway, one for the College of Health & Human Services, and the other for the College of Education.
- Last Wednesday, President Cruz Rivera sent out a message about his commitment to raising salaries about faculty and staff at NAU. These raises will be 2.5% and will happen in July of 2025.
- This President's message also emphasized the importance of continuing NAU's forward momentum surrounding the university's financial situation. NAU will continue to adjust expansion plans to better align with the resource constrained environment. The academic division will continue to work on growing student enrollment and supporting the progression of students toward graduation.
- NAU will continue to look at how we design curriculum and focus on removing barriers that make it difficult for students to progress in their degree path. Programs such as First Year Together will also continue to serve first-year students, raising student retention. 100% Career Ready will also continue to provide students career relevant outcomes and support.
- FSEC Member Michael Smith shares that there was some frustration about a form sent to faculty and departments that focused on reducing curricular complexity. Dr. Smith shares that this form could insinuate that faculty and departments needed to remove prerequisites from their program. Provost Pugliesi shares that she will be communicating with leadership around the university to clarify that the purpose of that form was to collect information and to not tell departments what to do.
- NAU has received a Grant from the Strada Foundation, and it will be used to support improve the 100% Career Ready Initiative.
- NAU will continue to monitor Executive Orders from the Federal Government and how they impact the university. If faculty have any questions surrounding this topic, it is suggested they reach out to their college and department leadership, the provost office, the Faculty Senate email, or the Ombuds Office.
- NAU will continue its commitment to educational goals and supporting students.
- The provost office is preparing for the upcoming ABOR meetings in February. At the University Governance and Operations Committee meeting, four new programs will be proposed.
  - Master of Science in Computational and Applied Data Science.
  - VPS in Engineering Technology, with a focus on semiconductors and microelectronics related to manufacturing.
  - Bachelor of Hospitality and Business Administration at the Mesa Workforce Development Center.
  - Bachelor of Information Systems, designed for online delivery.
- NAU will also receive the request for revisions of ABOR's undergraduate admissions policy.

8. New Business/ Old Business/ Adjourn – Kate Ellis  
Meeting is adjourned at 4:40pm.