

Faculty Senate Meeting Minutes September 22nd, 2025

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 3:03pm.

Those Attending: Kate Ellis, Karen Pugliesi, Annika Olsen, Roger Bounds, John Georgas, Luis Fernandez, Nick McKay, Maiah Jaskoski, Corey Oshikoya, Andrea Trujillo Lerner, Jerry Thull, Jennifer Duis, Christopher Sthultz, Michael Smith, Kyle Winfree, Christina Baze, Gioia Woods, Marinela Golemi, Shelly Thomas, Melissa Lawton, Heather Thomas, Gina Nabours, Aimee Quinn, Marco Cabrera Geserick, Kevin Tague, Jessie Finch, Blue Brazelton, Rachel Starks, Igor Steinmacher, Hayley Root, Natasha Dmitrieva, Norma Clark, John Tingerthal, Angie Hodge-Zickerman, David Folch, Bettie Coplan, Theresa Carlson, Meghan McDowell, Okim kang, Angelina Castano, Melinda Treml, Samantha Clifford, Ashley Vaughan, Laura Bounds, Jasmine Garani, Jeffrey McGarry, Corrine McCawley, Claudia Rodas, Michelle Carpenter, Brandie Reiner, Jennifer Holzapfel, Karen Jarratt-Snider, Miriam Espinoza, Sara Maier, Okim Kang, Dale Cummings, Natalie Cawood, Abby Fisher, John Hattab, Angie Hansen, Jill Navran, Marie-Christine Goodworth, Karl Krotke Crandall,

2. Approval of Agenda and Minutes – Kate Ellis

The 9/22 Agenda is voted on and **approved**. The 8/25 Senate Minutes will be voted on in October.

3. Faculty Senate President Report – Kate Ellis

Faculty Senate President, Kate Ellis, shares her report.

- NAU will be hosting an ABOR & Faculty Breakfast on September 26th. The topic of this breakfast will be discussions of NAU's 100% Career Ready Initiative.
- The FSEC has suggested that NAU provide training for faculty to work on de-escalation skills in the classroom.
- Assistant Vice Provost, Amy Rushall, shares that NAU has purchased the ACUE Commons course, and that all faculty can participate in the training. More information surrounding this training will be shared soon.

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, Blue Brazelton, shares that elections are complete, and the results will be shared with the full senate soon.

5. Website – Anika Olsen, John Georgas, Karen Pugliesi

Members of the NAU Administration provide context and answer questions about the recent website changes.

- Vice President for Strategic Enrollment & Marketing, Annika Olsen, join Provost Pugliesi & Vice Provost John Georgas, to answer questions about the recent website changes.
- Provost Pugliesi shares that outside consultants examined NAU's website and indicated that NAU needed to improve our current web presence to increase enrollment numbers.
- Provost Pugliesi recognizes that problems have been caused by the website transition and shares that deans and academic leaders have been working to facilitate problem-solving dialogue.
- VP Annika Olsen shares that the Web Team in charge of changes was given four months to strategize ways to create a new front-facing experience for prospective students while keeping in mind the current 60,000+ NAU webpages.
- She shares information that the outside consultants scored NAU's "Degree Search Webpage" very high, and that the Web Team used it as a model for thinking of changes.
- She apologizes for the assumptions that the Web Team made and how they have negatively impacted faculty and staff. She invites individuals impacted by these changes to reach out to her directly. She also shares that there are plans to solve the current problems that faculty face.
- VP Olsen shares that students, staff, and faculty have been consulted to collect feedback on how to move forward but opens the conversation up to the senate to share their experiences.
- Vice Provost John Georgas shares that the NAU Web Team will continue to work on connecting the information from the websites (i.e., nau.edu, in.nau.edu, and legacy.nau.edu) together and finding a way to strengthen the message of NAU's distinct characteristics as a university. He also mentions the NAU Chatbot is not working as intended.
- He shares that there have been shifts to the website plan based on feedback from faculty and staff. One of the major changes was allowing in.nau.edu webpages to be viewed by the public, when the initial plan was to require an NAU login to access these pages.
- Senate President Ellis shares the high level of frustration that faculty across campus have, as they feel they had been ignored and forgotten in discussions about the website changes. She shares a personal anecdote that finding FAAR took 30 minutes. This sentiment is shared across many faculty across campus, as many webpage links no longer work, coupled with many errors in NAU's website search function.
- VP Olsen shares that many webpages were transitioned to legacy.nau.edu. This transition has led to many pages and links breaking or greatly increasing the difficulty to access these sites.
- Faculty Member Angelina Castagno shares that her EDL graduate students are required to apply for both graduation and internships. To be eligible to apply for these, they must go through a process that requires many different forms located on the NAU webpages. All the websites that contain these forms bring up error messages

and are unable to be accessed by students. This requires additional administrative time to be spent on this process.

- Vice Provost John Gerogas and the Web Team began reaching out to departments around campus to collect information and support the development of departmental and unit splash pages.
- Ex-Officio Gioia Woods shares concerns about the accessibility of webpages for individuals who are not active NAU staff or students, as their department hosts many events for donors and individuals outside the university, and the webpages were the main source of contact.
- FSEC Member-at-Large, Karen Jarratt Snider, expresses the importance of communication with departments, as marketing is not an expert about the content for each department, and that faculty should be consulted and involved in the development of these pages.
- Senator Michael Smith suggests that every unit web page has a list of their faculty members to aid prospective students in contacting the appropriate party. He also suggests that faculty with research pages should be able to link them directly.
- Vice Provost John Georgas shares that the Web Team and Vice Provost for Research, Jason Wilder, will be working on implementing faculty research pages in the website redesign.
- Librarian Theresa Carlson mentions concerns from the NAU Library that many students have been unable to access databases and articles that are vital for their academic success.
- VP Annika Olsen provides more context on the current website structure. Nau.edu webpages are the front door to the university and are directly geared towards recruiting prospective students. In.nau.edu are webpages used internally by departments and NAU students. Legacy.nau.edu is previous nau.edu pages, which have been transitioned to be more hidden.
- She also shares that administration will be sending out a feedback form for the website chatbots, as many individuals have found errors and dead ends.
- Senator Ashley Vaughan shares that her department has experienced accreditation issues due to the website changes. She also mentions her department has discussed website changes in the past, but NAU administration never reached out to them about when or what to expect with the changes. The request for feedback about these changes occurred with extremely short notice, leaving faculty and departments scrambling to respond properly.
- The senate comments that many campus health pages are difficult to reach or broken, which is concerning for student and staff health.
- Jessie Finch suggests that NAU creates consistent website architecture so it is easier for webpages to be aligned when webpage updates are needed in the future.
- Nau.edu webpages will be updated through a central Web Team. In.nau.edu and legacy.nau.edu will be able to be updated via WordPress.
- VP Olsen reiterates the massive amount of repetitive information that NAU has in their 60,000+ webpages, although this transition has not been smooth, it is important that we keep in mind our current website shortcomings.

6. Provost Report – Karen Pugliesi

Provost Karen Pugliesi gives the provost report.

- Provost Pugliesi reiterates NAU's commitment to freedom of speech, freedom of expression, and academic freedom. NAU will do their best to support faculty based on these values. Workshops and Provost Q&As will occur this semester for any faculty or staff with questions.
- Provost Pugliesi shares that NAU is currently down on enrollment compared to last year, this dip was predicted by NAU administration. Graduate level enrollment has had the largest drop in enrollment when comparing AY24-25 to AY25-26. NAU Online has had positive trends in terms of enrollment.
- Provost Pugliesi also mentions program limitations in terms of the number of seats that NAU can admit in graduate level programs.
- Provost Pugliesi restates NAU's commitment to the 100% Career Ready Initiative, and shares that we will continue to analyze and restructure our degree programs to best serve and support students after graduation. She shares that a focus will be assessment of student learning in non-accredited programs.
- NAU is still waiting to hear from the Higher Learning Commission regarding their site visit for the proposed program Bachelor of Professional studies.
- The annual Regent's Cup competition is coming up, and Provost Pugliesi asks faculty to encourage students to apply.

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

The meeting is adjourned at 5:10pm.