

Faculty Senate Meeting Minutes November 17th, 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 (Senators): Kate Ellis, Gioia Woods, Michael Smith, Jerry Thull, Emily Manone, Jane Marks, Igor Steinmacher, Meghan McDowell, Andrea Trujillo Lerner, Corey Oshikoya, Maiah Jaskoski, Juliana Suby, Nick McKay, Catherine Harpst, Kyle Winfree, Shelly Thomas, Rachel Starks, Karl Krotke-Crandall, Aimee Quinn, Gina Nabours, John Tingerthal, Miriam Espinoza, Samantha Clifford, Claudia Rodas, Jennifer Duis, Karen Jarratt Snider, Jessie Finch, Blue Brazelton, Luis Fernandez, Jill Navran, David Castellano, Jenny Holzapfel, Christina Baze, Ashley Vaughan, Melissa Lawton, Abby Fisher, Heather Clark, Seafha Ramos, Natasha Dmitrieva, Bettie Coplan, Hayley Root, Jane Marks, Michael McCarthy, Jeffrey Strain, Jasmine Garani, Dale Cummings, Chris Sthultz, Kevin Tague, Brandie Reiner, Okim Kang.

Those Attending (Guests): Anne Medill, Carie Steele, John Schaffer, Lauren Copeland-Glenn, Janine Schipper, Kerry Thompson, Sibylle Gruber, John Doherty, Jose Luis Cruz Rivera, Melinda Treml, Geetha Iyer, Brittany Blanchard, Jill Christensen, Megan McCoy, Wonder Wachara, Lynn Jones, Laurie Dickson, Avi Callan, Veena Prakriya, Yvonne Luna, Brian Register, Amy Rushall, Melissa Davis, Rachel Billowitz, Mariah Castillo, Colleen Ross, Eric Otenyo, Sophie Schroer, Eyal Bar, Jonathan Gagliardi, Damon Burke, Mowana Lomaomvaya, Monica Brown, Kathryn Murdaugh, Sneha Vissa, Chris Jocks, Hilda Ladner, Sunn Mixon, Gabrielle Avitia, Allana Zuckerman, Amber Abila, Diana Coleman, Chealsea Green, Stephanie Dove, Audra Travelbee.

2. Approval of Agenda and Minutes – Kate Ellis

The 11/17 Agenda is voted on and **approved**. The 10/20 Senate Meeting Minutes are voted on and **approved**.

3. Commissions – President Cruz Rivera & Justin Mallett

President Cruz Rivera & Vice President Justin Mallett answer questions regarding the Commissions.

- Vice President Mallett shares that he met with the Commissions in September and notified them that NAU will have to pivot from the current model. He also has been meeting with Commission co-chairs with a goal to develop a new plan for commissions.
- Vice President Mallett shares that commission meeting minutes have information regarding potential next steps and recommends that faculty read them if they have questions.
- President Cruz Rivera shares the importance of these commissions, but with changing times the structure of these commissions must be changed.

- President Cruz Rivera also restates NAU's commitment to student learning objectives, academic freedom, and the freedom to inquire about important issues that affect society.
- Vice President Mallett shares that the new structure will be developed by working with NAU's current commissions and analyzing the structures of other universities.
- President Cruz Rivera shares that no faculty should feel that they must censor themselves in expressing their experiences and values. Instead, NAU is sunsetting the commissions, as the current structure is not sustainable, with a goal of reorganizing these groups.
- Vice President Mallett shares the importance of maintaining the previous broad representation of departments in the new commission structure.
- The Faculty Senate will meet with the commissions next week to discuss how they can support these groups moving forward.

4. Faculty Senate President Report – Kate Ellis

Faculty Senate President, Kate Ellis, shares her report.

- Senate President Ellis shares that she will be attending the ABOR meeting in Tucson, Arizona this week. The Arizona Faculty Council (AFC) will be sharing a report regarding the economic and social values of arts and humanities in Arizona.
- Senate resolutions are often voted on at the Senate meeting they are introduced at. Senate Parliamentarian, Claudia Rodas, will work on updating the process in which Senate resolutions are introduced and voted on.
- There will be a special senate forum with no administration present on January 26th.
- On January 14th, the Senate will be hosting an open house, which allows faculty to learn more about the senate if interested.
- Senate President Ellis is unable to attend Winter Commencement. Senate Vice President Brazelton and Ex-Officio Gioia Woods will be taking her place for the two ceremonies.

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

The Chairs of the various Senate Committees and Councils share their current council & committee reports.

- Chair of the Council on Learning, John Tingerthal, shares that the Council has been meeting with various administrators around campus regarding the integration of the Teaching Portfolio Guidelines. Teaching Academy members will be sharing information with their departments, and Chair Tingerthal can present to other departments.
- Chair of the Council on Career Track Faculty Issues, Jill Navran, provides a report developed from feedback collected at a Career Track open forum event in Spring 2025. The survey had an amazing response rate, with over 25% of career track faculty providing feedback. The FSEC will continue to talk about the feedback and develop potential solutions to the concerns of Career Track Faculty.

6. Assessment Processes – Kerry Thompson & Yvonne Luna

Kerry Thompson & Yvonne Luna present the current assessment process & Degree Program Expectations.

- Kerry Thompson shares that the current Degree Program Expectations structure has become increasingly time-intensive and needs to be reworked.
- The goals of these prospective changes are:
 - Increase clarity by creating concise program profiles that align with catalog and curriculum language.
 - Increase efficiency by streamlining reporting that emphasizes evidence over narrative.
 - Increase understanding of improvement by creating brief, focused reflections that inform curriculum and pedagogy.
 - Uphold inclusive excellence by providing data-informed insights that help all programs support student learning across diverse populations.
- Kerry Thompson shares that NAU spends a great deal of time on curricular design and editing, and spends much less time when developing and improving assessments for programs. She recommends changes to streamline the process by simplifying the current requirements.
- She recommends the following changes:
 - Reduce the length of Program Purpose Statements.
 - Reduce the number of Student Learning Outcomes.
 - Simplify the current Curriculum Map for each program.
 - Change the structure of Assessment Reporting to focus on use of results.
 - Continue to strengthen the understanding of student learning trends.
 - Integrate peer benchmarking.
- Kerry Thompson shares a general timeline that she hopes programs can improve aspects of their assessment process by.
 - Mid Spring 2026: Program Profiles
 - Late Spring 2026: Evidence of Learning Plans
 - May 2026: Annual Improvement Briefs
- Marketing pulls from the Degree Program Expectations; in updating this information, they will be able to improve advertisement efforts about specific programs on campus.
- Instructional Designers, online and in the Teaching and Learning Center, can help support faculty members who are updating Canvas with this new information.
- The current goal is for departments to develop assessment plans, as 50-60% of departments on campus do not have plans.

7. Provost Report – Karen Pugliesi

Provost Karen Pugliesi gives the provost report.

- Provost Pugliesi shares that Dr. Julie Piering has been appointed as the new dean of the College of Arts & Letters.
- NAU's Fundraising campaign, Elevate, was launched to donors and stakeholders on 11/8.

- Last Friday, Provost Pugliesi held a “Coffee with the Provost” event. She shared that she greatly appreciated the opportunity to speak with faculty and staff. She received both compliments and complaints and will be looking to address the complaints she received.
- Based on guidance from NAU’s General Counsel, NAU will be looking to implement a more open approach to sponsoring applicants for jobs with H-1B visas.
- NAU has terminated their partnership with the Chinese University CQUPT. There are two faculty currently located at this university who have been notified. After the semester, they will return to Flagstaff to teach in Sanghi College of Engineering.
- NAU has begun to look at a “fallback” program where students who are unable to complete a bachelor’s degree at NAU can transfer course credits to Community Colleges in hopes of getting an associate’s degree.
- Inclusive Access is a program offered by Follet where students can pay a set fee at the beginning of each semester that gives them access to all required course textbooks and materials. Students can opt out of this fee if books are less expensive than the one-time fee. This program would begin in Fall of 2026, with the one-time fee of \$265 per semester. This fee can be supported through financial aid.
- Ex-Officio Gioia Woods strongly recommends that administration clearly communicate that students can opt out of this program.
- Provost Pugliesi shares that NAU’s overall revenue is up 4% compared to last year. This increase was due to tuition raises for students.
- The provost office will be piloting a special discount to students for two highly produced and scalable general studies courses.
- Provost Pugliesi shares that NAU’s overall enrollment is down 4% compared to last year.
- The provost office will continue to work on strategic finance to ensure that NAU is utilizing resources effectively.
- Provost Pugliesi addresses an email that was sent out to Graduate Coordinators that mentioned the potential of removing rolling admissions from graduate level programs, and clarifies that this will not be happening. She also shares that there is a rumor that graduate-level program admissions are down, which is not true.
- Provost Pugliesi restates NAU’s commitment to academic freedom for faculty. At the last Academic Leadership Summit, university leaders worked to increase understanding of potential situations where academic freedom is threatened and how NAU should respond.

**8. New Business/ Old Business/ Adjourn – Kate Ellis
The meeting is adjourned at 5:02pm.**