NAU Faculty Senate Meeting Minutes Monday, February 21, 2005

Opening:

Senate President Larry Mohrweis called the meeting of the NAU Faculty Senate to order at 3:03 p.m. in the Student Union/Kaibab room.

Members Present: Sylvester Allred, T.S. Amer, Minnie Andrews (phone), Roger Bacon, Virginia Blankenship, Kathy Bohan, Joseph Boles, Jeff Carrico, Marge Conger, Charles Connell, Dan Cothran, Bill Culbertson, Susan Deeds, Mary Dereshiwsky, Sally Doshier, Jack Dustman, Marcus Ford, William Gibson, Angie Golden, Tara Green, Liz Grobsmith, Kelley Hays-Gilpin, Denise Helm, Emily Hill, Gloria Horning, Max Jerrell, Gae Johnson, Rich Lei, Barry Lutz, Dave McKell, Rich McNeill, Janet McShane, Larry Mohrweis, Cecilia Ojeda, Michael Ort, Lon Owen, Jim Pinto, Mary Reid, Jon Reyner, Blase Scarnati, Nando Schellen, David Sherry, Karen Sealander, Sandra Stone, Laura Umphrey, Tom Waters (phone) and Marsha Yowell.

Members Excused: Mary Dereshiwsky

Members Absent: Thom Alcoze, Tom Brunell, Jim Davis, Joel DiBartolo, Eric Meeks, Wilbert Odem, and Nancy Paxton.

Others Present: David Camacho, Bill Grabe, Susanna Maxwell, Patty Moore (phone), and Karen Pugliesi.

Acceptance of Minutes/Agenda: Senate President Larry Mohrweis asked for an approval of the minutes from the January 24, 2005 meeting. Motion was made and seconded to approve minutes. Motion Passed. Senate President Larry Mohrweis asked for an approval of the agenda with amendments to the agenda order, the addition of the redesign topic and mentioned that NAU President Haeger was out of town and would not be attending today. The agenda was order was changed as follows: Item 3) Opening Comments – Senate President, Item 4) Ricky Roberts - MyNAU presentation, Item 5) Karen Pugliesi - NCA Process, Item 6) Chuck Connell/BillGrabe - Redesign, Item 7) Faculty Salary Plan/Vice President Comments, Item 8) Comments from Provost Grobsmith, Item 9) Announcement & Future Agenda Items. Motion made and seconded to approve the amended agenda. Motion Passed.

<u>Opening Comments - Senate President</u>: Senate President Larry Mohrweis said he has attended 4 ABOR meetings and has spoken at the call to audience at each one. He and Vice President Marcus Ford attended the January meeting and were pleased to see Flagstaff Mayor Joe Donaldson in attendance. President Mohrweis wanted to publicly thank the Mayor for attending the meeting and showing his support. President Mohrweis welcomed new senators Tara Green, Max Jerrell, Jim Pinto Blase Scarnati and Cecilia Ojeda.

My NAU Presentation: Ricky Roberts, Director of Client Computing spoke and presented a handout

http://www4.nau.edu/facultysenate/content/documents/MyNAU.doc about the MyNAU Portal page. The portal is an organized, integrated, working home page for NAU online resources that requires one to log in only once with their password to access email, WebCT, PeopleSoft, Advantage, Announcements, and various other channels. The page can also be customized to suite individual needs. Training for the MyNAU portal

will be held on March 2 at 8:30am in the ITS building 54, room 106. To register for the class go to http://www2.nau.edu/istt/course_list/index.php

North Central Accreditation Process: Karen Pugliesi, Vice Provost of Undergraduate Studies announced that the Higher Learning Commission of the North Central Association has asked NAU to prepare an Institutional Change Request related to webbased degree and certificate programs. The Higher Learning Commission will send two reviewers to NAU for a site visit on May 2 & 3. The Higher Learning Commission is engaged in a systematic effort to ensure that all institutional statements of affiliation status are aligned with the development of electronically delivered programs across the country. The May focus visit is separate from the comprehensive review for renewal of institutional accreditation that will occur in fall 2007. Preparation for the focus visit this spring will be much less comprehensive in scope and will be completed in very short period of time. The report will be a relatively brief document that responds to a set of six broad questions pertaining to online academic programs and their administrative NAU's review for accreditation renewal by the Higher Learning Commission of the North Central Association is scheduled for fall 2007, but the university has started to prepare by forming a self-study steering committee. The selfstudy is an examination of institutional performance according to criteria of accreditation. It's a university wide process through which NAU will assess its strengths and identify opportunities for improvement. The self-study will be useful in the accreditation process and will provide the campus with guidance about the investment of energy and resources in the future. Karen Pugliesi and NAU President John Haeger, Provost Liz Grobsmith and Associate Vice President for Planning and Budget Pat Haeuser have designed a three-tiered organizational strategy for the self-study. Overall direction for the study will be provided by a small group called the Self-Study Team. Karen circulated the following handouts:

- Projected Time-line for NCA Comprehensive Review Preparation
 http://www4.nau.edu/facultysenate/content/documents/Timeline%20for%20NCA%20Comprehensive%20Review.doc
- Higher Learning Commission: The Criteria for Accreditation http://www4.nau.edu/facultysenate/content/documents/HLC-The%20Criteria%20for%20Accreditation.doc
- Organizational Strategy for NCA Self Study Effort
 http://www4.nau.edu/facultysenate/content/documents/Organizational%20Strategy%20for%20NC
 A%20Self-study%20Effort%202-20-05.doc

In addition, an Assessment Culture Matrix has also been posted on the Faculty Senate web site that reflects the impact programs have on students. http://www4.nau.edu/facultysenate/content/documents/AssessMatrix03.pdf

Provost Grobsmith commented that NAU President Haeger and Vice President for Extended Programs and Dean of Distance Learning, Fred Hurst are accreditation reviewers and can help us gain insight as to what to expect from the upcoming process.

<u>University Redesign</u>: Past President Chuck Connell has concerns about the document that David Longanecker, the redesign project consultant put together for the redesign workgroup. Although it may seem that NAU comes out alright, the Faculty Stakeholders Group isn't pleased with the way the data and the language in the document have been

presented to the workgroup and wanted to make faculty aware of it. February 18 is when this document was made public outside of the workgroup. So there isn't much time to respond to it and Bill Grabe and Chuck Connell are requesting that the faculty look at the document carefully and respond with any comments to Charles.Connell@nau.edu by March 3.

- Faculty Stakeholder Group Recommendations
 http://www4.nau.edu/facultysenate/content/documents/Faculty%20Stakeholder%20Group%20Recommendations.htm
- David Longanecker's University Redesign Proposal http://www4.nau.edu/facultysenate/content/documents/draftredesigproposal.pdf
- Faculty Stakeholder Group's Condemnation of the Process and February 18th Draft Proposal to Redesign Arizona's Universities http://www4.nau.edu/facultysenate/content/documents/FSG%20Condemnation%20Feb%2022%2 0-05.doc

Provost Grobsmith commented that the legislature is moving quickly on many initiatives that will affect NAU. The bill allowing community colleges to offer 4 year degrees is gaining support. NAU is increasing tuition by 8% and ASU and U of A are increasing their tuition even more. NAU received \$52 million in grants and contracts which is considerably lower than the nearly \$400 million that U of A has received. NAU can serve the 2 + 2 programs throughout the state. NAU is a doctoral intensive institution and should be able to grow as needed.

<u>Faculty Salary Plan – Model V</u>: President Larry Mohrweis said at the last Faculty Senate Executive Meeting that the committee passed a motion that strongly endorses Model V and put in on the floor for discussion.

Senate Vice President Marcus Ford commented, "The presidents of ASU and U of A are among the highest paid public university presidents in the country. They are in the top third. Student tuition in Arizona (not affordability but tuition) is among the lowest in the nation. Recently ABOR has decided that students and their parents need to pay more. They have decided to move tuition upwards, aiming at the top of the bottom third. NAU faculty salaries are at the bottom of the bottom third of our peer institutions and are likely to remain there even if we get a modest raise next year. The salary plan endorsed by the Faculty Senate Executive Committee over time move faculty salaries upward. It is my belief that we must adopt a plan that will move us to the top of the bottom third of our peer group, just as we are moving students up to that point. Anything less is unacceptable. This administration has said repeatedly that raising faculty and staff salaries is its number one priority. Dennis Jones, a consultant who has come to campus on several occasions has said you always fund your highest priority. When our contracts come out in a few months, we will see what this administration's top priority is. If we see a noticeable increase in our salaries, then we will know that faculty and staff salaries were indeed its top priority. If we do not, if we see only a modest increase or none at all, it will be clear despite the language; salaries were not the top priority. I have said in the past, and will say again, that ultimately, we are at fault for our salary situation. It is easy to blame past presidents, ABOR, governors, and so on, but finally we are paid the lowest salary that we are willing to work for. When we decide to do something about it, our salaries will rise. When we decide not to give final grades until our salaries are increased, or not to turn in grades, or not show up for work we will

get a fair salary. Rational arguments often do not carry the day. Whining is even less effective. It is our responsibility to ensure that we are paid a fair price for a days work and until we step up to the responsibility no one else will come to our rescue. If top of the bottom third is fair for students, then top of the bottom third is fair for faculty and staff".

Provost Grobsmith thanked Vice President Ford for his comments and said that she has been talking with students to get support for the proposed increases in tuition and fees. She asked for the Faculty Senate's strong support in helping students understand in a positive way that modest increases help support salaries and raises for faculty and staff. NAU President Haeger has asked for \$4 million from the state and the Governor has recommended \$3 million. We are in better shape financially and although small, our enrollment is going up. She said she understands Marcus's comments and she wants to say that this is a multiple year initiative that we have before us and we need faculty support to make it happen.

A motion was made and seconded that Model V of the Salary Plan is approved by the Senate as a resolution and that the Senate approves Model V as a recommendation that the plan be followed as much as possible by the Administration. Motion passed.

- Salary Plan Model V: http://www4.nau.edu/facultysenate/content/documents/FS_Model5.pdf
- Faculty Salary Plan http://www4.nau.edu/facultysenate/content/documents/ProposedSalaryPlanFS1.pdf

Comments from the Provost:

- Faculty Travel Awards just finished their second round and awarded over \$10,000. There will be another turnaround in April and again in August.
- There has been a small change in proposal for the reorganization of the College
 of Health Professions. The Consortium of Professional Schools will include the
 Department of Forestry, Department of Nursing, Department of Hotel &
 Restaurant Management and Department of Health Professions. Under the
 Department of Health Professions, there will be a Department of Rehabilitation
 Sciences that will include a Physical Therapy program, Athletic Training Program
 and a Communication Sciences and Disorders Program.
- The Provost is getting ready to travel to China. The President has signed a memorandum of understanding with China to work with 13 different institutions to bring Chinese students to NAU. It is a 1-2-1 program where the students will spend their freshman year in China, sophomore and junior years at NAU and return to finish their senior year in China. This program will award dual degrees.

Announcements & Future Agenda Items:

None

Adjournment: Meeting was adjourned at 5:03 p.m. The next meeting will be from 3:00 p.m. to 5:00 p.m. on Monday, March 14, 2005 in the Student Union/Kaibab room.