

**Faculty Senate Meeting  
Minutes  
April 22, 2019**

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

**I. Call to order/ Acceptance of Agenda:**

**Joe Wegwert**

Acting Faculty Senate President Joe Wegwert called the meeting to order in the Aspen A-C rooms of duBois at 3:02.

Acting FS President Joe Wegwert presented the agenda for approval. **A motion was made and seconded to accept the agenda. The motion passed.**

**Members Present:** Ira Allen, TS Amer (attended electronically), David Auty, Rodrigo Bastos de Toledo, Laura Blank (attended electronically), Laura Blocher, Laura Bounds, Michael Caulkins, Rita Cheng, Samantha Clifford, Jeannie Copley (attended electronically), Mandy Dang, Leilah Danielson for Alexandra Carpino, Dorothy Dunn (attended electronically), Kate Ellis, Bruce Fox, Sibylle Gruber, Susan Harris, Meredith Heller, Tom Hughes (attended electronically), Laura Karnitschinig (attended electronically), Ed Lee, Paul Lenze, Brian Levin-Stankevich, Emily Manone, Ronnie Marks, Amanda Meeks, Tammy Mielke, Mohamed Mohamed, Judith Montoya, Ishmael Munene, Therese Myers, Shirley Navarro, Marianne Nielsen, Sean Parson, Scot Raab, Tiffany Redies, Danielle Ross (attended electronically), Buck Sanford, Teki Sankey, Blase Scarnati, Anne Scott, Karen Sealander, Ed Smaglik, Michael Smith, George Speer, Roy St. Laurent, Rick Stamer (attended electronically), Claudia Sturgis (attended electronically), Kathleen Finlayson for Marieke Taney, Lisa Tichavsky, David Vining (attended electronically), Nicole Walker, Joe Wegwert, Lori Wilson (attended electronically), Gerald Wood, and Jessica Wood.

**Those Absent:**

Amalia Garzon and Willie Odem.

**Also Present:**

Roger Bounds, Tim Clark, Laurie Dickson, Peter Friederici, Kade Gilliss, Dylan Graham, Ricardo Guthrie, Scott Halle, Karen Jarratt-Snyder, Joanne Keene, Jane Kuhn, Jane Marks, John Masserini, Anthony Mirabito, Kristen Morale, Matthew Muchna, Drew Ned, Grace Okoli, Julie Ryan, Diane Stearns, Shepherd Tsosie, Sheha Vissa, and another 50 faculty attended via Zoom.

**II. Faculty Senate President's Report**

**Joe Wegwert**

Joe reported on the following:

- A meeting of All Faculty had been scheduled to take place following today's FS meeting. That meeting has been postponed due to inadequate notice to the faculty. All Faculty meetings, although they are mentioned in the 2002 Constitution only 2 such meetings have occurred since 2004. The Senate will ensure to meet all required deadlines in the future.
- Joe noted that the FSEC on April 8<sup>th</sup>, decided that proposed constitution is not ready to move forward in light of the suggested changes brought forward by Roger Bounds at the March 25<sup>th</sup> FS meeting. Anne will report on this later in the meeting.
- During the FS March meeting a discussion took place in executive session after which it was decided that the Senate needed feedback from faculty as to the concerns raised in the executive session. Therefore the senators were asked to gather that information and report it to the by Friday April 5<sup>th</sup> so it the information could be discussed at the April 8<sup>th</sup> FSEC meeting. Joe gave a brief report April 8<sup>th</sup> as to the data collected at the FSEC. Much of what he reiterated

briefly. As a result Joe suggested an ad-hoc committee be formed to work over the summer and make a deliberative report to the FSEC and FS in the fall on their findings. An ad-hoc committee of senators and non-senators will be formed to address concerns expressed in a recent polling of the campus community.

- The Senate has been nominated for a 2019 sustainability award. Michael Caulkins has been nominated to represent the senate at this event.
- Academic Standards will meet Friday April 26<sup>th</sup> at 1:30 in room 126 of BAC.

### III. President's Report

Rita Cheng

President Cheng reported on the following:

- She gave an update last week at her campus forum. She did not go into detail but noted there is a link that has been posted with a synopsis of the forum.
- May 1<sup>st</sup> will be NAU's first Giving Day. There will be more on this in the days leading up to it. She encouraged all to participate.
- Budget discussions are underway. We are seeking 21million dollars for the teacher academy which Governor Ducey has said is his number 1 priority. NAU has 44% of the students in teaching related degrees, a good chunk of that money should come here to support those students. Students who participate will graduate debt free, they have to commit to staying in AZ and to serving in an underserved community, each year they get a year of tuition, they have to work in AZ
- The legislature is pushing for one time funding toward regular funding for the three Universities.
- We are working on enrollment and retention issues. Retention has popped up a bit. There has been a great deal of effort with our online and branch campuses in this area. We are finding this area to be very competitive.
- She noted they are moving forward with salary increases for both faculty and staff. Staff will see a 3% increase and faculty will be looking at up to 3%. Faculty who received a faculty evaluation for their work last year will receive the raise.
- The Provosts office is handling this issue and are looking at staff, graduate assistantships, as well as faculty.
- She announced the following leadership changes
  - W.A. Franke College of Business Dean Goebel will return to faculty and an interim dean will be appointed
  - CEFNS Dean Jagodzinski will be stepping down. Jason Wilder will become Interim Dean.
  - The Dean of CEIAS search is underway.
  - Gabe Montano has been selected as the Diversity Fellow
- Saturday the university will honor John Wettaw. He was a long serving member of the faculty as well as a state legislator.
- May 2<sup>nd</sup> the award ceremony for outstanding faculty will take place.

### IV. Provost's Report

Brian Levin-Stankevich

Interim Provost Brian Levin-Stankevich reported on the following:

- His office is currently requesting Deans and Colleges submit their priorities for TT positions for AY 2020-21.

- He is also handling various issues surrounding the many leadership transitions President Cheng mentioned as well as a number of chair transitions.
- ABOR met recently and approved the Indian County Criminal Justice Bachelor's degree and the Masters in Building Science.
- In order to help with our budget shortfalls in the colleges and the university he encouraged all to do what they can to help increase summer enrollment.
- His office has been working with EMSA to set retention targets.
- He, Roger and Laurie met with the Diversity committee to discuss on ways we can move forward.

## V. Committee Council Reports

## Committee/Council Chairs

### **Elections - Joe Wegwert**

Joe noted that the nominations process for seats on the faculty grievance committee will be open through Friday. Elections to follow.

Senate elections will be held during the May 6<sup>th</sup> FS meeting. Please think about what roles you would consider, and email that information to Pam at the senate office. ities.

### **Rights and Responsibilities Council - Anne Scott**

Anne Scott, Chair of the R&R, Council noted that much discussion has occurred regarding the issue of the titles Faculty Senate President and President of the Faculty. She noted that she's been told that NAU's legal counsel and ABOR's legal counsel will not go forward with that language any more, but we have not been informed why. Since we have not been informed why she would appreciate a rationale from ABOR's general counsel on this.

### **AFC Report - Bruce Fox**

Bruce Fox, representing Gioia Woods as Chair of the Arizona Faculties Council (AFC), reported that he shared the AFC report during the recent ABOR meeting. They thanked the regents for their work and interest in creating the general education policy. The AFC is working on a workshop this summer to help faculty to effectively teach civil discourse. He also thanked the regents for involving faculty in their processes through their breakfast meetings with faculty.

## VI. Faculty Feedback regarding University Leadership

Joe Wegwert

Joe noted that the information gathered by senators regarding the sentiment on campus regarding faculty's confidence in the administration is an ongoing conversation which will involve as many faculty as possible as well as administrators. The information gathered to date, has included individual and group emails, phone calls, surveys etc. The information has been kept confidential. We did find that when faculty participated by voice they were in support and critical of the question of confidence. The email response were the reverse.

Observations: incomplete.

Recognition of leadership style and poorly educated initiatives.

There are many who feel confidence and many who don't.

Sciences have a greater confidence, non-science areas have less. Folks from science pointed out have and have not. Many noted that the goals for research are worth the inequity in departments.

A faculty member objected that reporting confidence results by department contradicted pledge of anonymity. The chair acknowledged this critique and put forward the suggestion that future reports would be by College and not department.

Take aways – faculty are ambivalent about a vote of no confidence strategically. Faculty are not ambivalent about the opportunity to voice their opinion. There is a concern or fear of retaliation. We saw this from NTT and TT. Need to consider that, how do we work to remediate that, and be productive, and address concerns. Core issue, stories, anecdote, rumor, how do we validate individual truths. Perception of retaliation has a power, and chills the environment.

**VII. Sustainability Steering Committee**

**Kristen Morale/Peter Friedrericci/Matthew Muchna**

Kristen Morale ASNAU rep to the committee, Peter Friederici, Faculty rep, and Matthew Muchna director, gave updates of various sustainability issues on campus which are included [in a handout](#) they supplied. Areas that they operate are: Green Fund – increase was approved on the student fee; the Environmental Caucus; and Energy Mentors.

They are interested in forming an ad hoc committee to reach out to faculty who want to do work with them on a voluntary basis. A motion was made and seconded to establish an ad-hoc committee – for this purpose. The motion passed.

**VIII. Sustainability Steering Committee**

**Julie Ryan/Jane Kuhn/Megan Gavin**

Julie Ryan, Executive Director for campus health services, Megan Gavin, Director of Counseling and Jane Kuhn EMSA Vice President addressed updating the Senate on Mental Health issues on campus presented in their [PowerPoint](#). They addressed national mental health trends; stressors; the volume of interventions, calls for appointments; and how NAU compares with national averages. They also discussed solutions. They then entertained questions.

**IX. Announcements/Old/New Business/Adjournment**

**Joe Wegwert**

There being no further business, the meeting was adjourned at 5:10.