

**Faculty Senate Meeting
Minutes**

January 28, 2019

Please email corrections to Faculty.Senate@nau.edu.

I. Call to order/ Acceptance of Agenda:

Gioia Woods

Faculty Senate President Gioia Woods called the meeting to order in the Aspen A-C rooms of duBois at 3:02pm.

FS President Gioia Woods presented the [agenda](#) for approval. **A motion was made and seconded to accept the agenda. The motion passed.**

Members Present: Ira Allen, David Auty, Rodrigo Bastos de Toledo, Laura Blank (attended electronically), Laura Blocher, Laura Bounds, Michael Caulkins, Samantha Clifford (attended electronically), Jeannie Copley (attended electronically), Mandy Dang, Leilah Danielson for Alexandra Carpino, Kate Ellis, Bruce Fox (attended electronically), Amalia Garzon (attended electronically), Sibylle Gruber, Susan Harris, Meredith Heller, Tom Hughes (attended electronically), Laura Karnitschinig, Ed Lee, Brian Levin-Stankevich, Emily Manone, Amanda Meeks, Tammy Mielke, Mohamed Mohamed, Judith Montoya, Ishmael Munene, Therese Myers, Shirley Navarro, Marianne Nielsen, Wilbert Odem, Sean Parson, Scot Raab, Tiffany Redies, Danielle Ross, 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), Marieke Taney, Lisa Tichavsky, David Vining, Nicole Walker, Joe Wegwert, Lori Wilson (attended electronically), Gerald Wood, and Gioia Woods.

Those Absent:

TS Amer, Rita Cheng, Paul Lenze, Brannon McCullough, and Jessica Wood.

Also Present:

Roger Bounds, Don Carter, Laurie Dickson, Meg Gavin, Jerry Gile, Melissa Griffin, John Masserini, Drew Ned, Julie Ryan, Diane Stearns, Dan Stoeffel, Sneha Vissa, and Eric Yordy.

II. Approval of the Minutes

Gioia Woods

Gioia presented the [minutes of the January 28th](#) meeting for approval. **A motion was made and seconded to accept the minutes. The motion passed.**

III. Faculty Senate President's Report

Gioia Woods

Gioia reported on the following:

- The FSEC met with President Cheng in December to discuss concerns over campus sustainability, student well-being, salary compensation (particularly for NTT). They also expressed their desire to have her attend FSEC and Senate meetings in order to keep lines of communication open. President Cheng said she would not attend FSEC and Senate meetings however, she will attend one All Faculty meeting. She further stated that she expects the Provost to represent her at Senate meetings.
- The FSEC set priorities for this semester:
 - Finalize and ratify the updates to the FS Bylaws and the FS Constitution by the Faculty no later than May. Gioia thanked Anne Scott Rights & Responsibilities Council Chair and Vice Provost Roger Bounds for their dedicated work on this task.

- There will be campus forums for the candidates for the Provost position between March 4th and the 8th. Please put these dates in your calendar and attend any of those you are able to attend.
- The FS R&R Council and the NTT Council will pursue a new Teaching Professor rank. The Provost's office has expressed support for this change; NTT chair Caulkins looks forward to working with VP Bounds and Provost Levin-Stankevich on this proposal.
- The FSEC is working on an All Faculty meeting that will take place this semester at its already scheduled April meeting. Suggested the themes are sustainability; student well-being, and the changing landscape around tenure density.
- Gioia will be leave at the end of February for her Fulbright fellowship and return in June. FS Vice President Joe Wegwert will take on her Senate duties in her absence and Bruce Fox will take on her AFC responsibilities.
- Budget issues – NAU's VP of Finance Bjorn Flugstad attended the February FSEC meeting to discuss concerns faculty have expressed with regard to the budget shortfall this year. Bjorn was unable to attend today's meeting so Gioia outlined his remarks. The university did not meet its targets for enrollment growth which caused the drop in the budget. The loss of at least 800 students resulted in 10million in lost tuition and fees which had already been budgeted. There was also a 2.2 percent reduction in retention which added another 1million loss in revenue. In response, the institution has been visiting university units to determine what non-personnel money and unencumbered funds can be slated for a give-back to recuperate 5million in shortfall. Bjorn also shared the amount of money that has been spent on consultants. Much of the consulting fees go to the biomedical campus, IT, and Royal (the company which works on recruitment and retention efforts). About 5 million is spent strictly on outside consultants. In response to his report the FSEC asked why the budget wasn't more conservative to begin with. Bjorn indicated that the executive team bears this in mind going forward. Senate questions included:
 - Do we know how our recruitment shortfalls compare to peer institutions? Looking at competitors, this last year ASU and Grand Canyon grew considerably, U of A grew slightly, we were flat.
 - Given the budget shortfall, why is the president not attending senate meetings to discuss this issue. Since the HLC report concerns communication and shared governance problems it seems odd that she's not here.
 - Concern regarding administrative bloat was raised as well as a suggestion to put a hold on all non-instructional staff searches.
 - A question was asked regarding Governor Ducey's newly released state budget and its impact on education. Gioia will distribute a copy of [an article](#) on that topic.

IV. Provost's Report

Interim Provost Brian Levin-Stankevich

Interim Provost Brian Levin-Stankevich reported on the following:

- Proposed revisions to the FS Constitution and COFS are pretty much ready to go.
- The Huron project (OGEI) will begin February 4th. Staff will be asked to complete an activity assessment and/or a job information questionnaire. The activity assessment captures the various activities each job is responsible for and the amount of time for each activity. The JIQ is captures the skills and knowledge needed in each job description. The documents are

mandatory for staff and service professionals. Supervisors will be notified if they are not completed in the time allotted.

- ABOR attempted to create a policy around general education requirements across all institutions. They are working on finishing up their work and move the proposed policy into the hands of the Provosts for their review. There are still a couple of items around ethics and American institutions, that need work. Gioia advocated for the faculty to be included in this process as they are the keepers of the curriculum.
- NAU presented three proposed programs in engineering, PhD. One board member did not want it on the consent agenda. President Cheng is down consulting with the regents on the proposals.
- There will be a Dean's retreat this week in where they will try to get consistency about how CIF is used. It has been used to grapple with rapid growth. They are currently looking at regularizing with this budget. CIF Last year was 4million 600 and change. This year's recommendation will be 4mill 500 and change.

V. Committee Council Reports

Committee/Council Chairs

OGEI

George Speer, the FS represented on the Organizational Growth & Effectiveness Initiative noted that the initiative an NAU initiative under advisement of HURON. NAU will make all decisions. The results of the initiative should be available March 11th as to where we stand with all job classifications. The initiative is available in a link to the university at large. Everyone can find out what has been released.

Rights and Responsibilities Council

Anne Scott, Chair of the R&R, Council noted that there are three issues under review; sabbatical processes and procedures; COFS language regarding work-load issues, and title changes in the NTT classifications.

Non-Tenure Track Council

Michael Caulkins, Chair of the NTT Council noted that two campus wide working sessions have been held to date and a third is set for later this semester. Priorities they are now working on are title changes, salaries, and sabbatical strategies.

Advisory Committee on Best Practices in Online Education

Laura Bounds, the FS representative on this committee, stated that they are looking at barriers that students are having in the on line environment, and consistency across sections; best practices for on line teaching and learning; and better on line student orientation.

VI. ABOR's Free Speech Commission Report

Eric Yordy

Last spring the legislature asked the board to create a yearly report to address free speech on campus. ABOR created a commission that consisted of 5 members from each university. Eric Yordy is one of the NAU representatives to this commission. He presented the [annual report compiled](#) last fall. Next year they hope to put together a more comprehensive report. The report is meant to be a report reflecting what has happened in the past year and what policies currently exist.

VII. Alternatives to Bubble Sheet Testing

Dan Stoeffel

Dan Stoeffel gave a brief outline of his presentation to the FSEC on alternatives to bubble sheet testing which was video recorded and can be found on the FS BbLearn shell. He then answered questions.

VIII. **HLC Interim Report Process**

Laurie Dickson

This agenda item will be moved to February.

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

Gioia Woods

There being no further business, the meeting was adjourned.

APPROVED