

**Faculty Senate Meeting
Minutes
March 26, 2018**

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 Kaibab Room of the University Union.

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

Members Present: David Auty, Rodrigo Bastos de Toledo, Laura Blank (appeared electronically), Laura Bounds, Alexandra Carpino, Rita Cheng, Samantha Clifford, Jeannie Copley (appeared electronically), Bill Culbertson, Nora Dunbar, Dorothy Dunn, Luis Fernandez, Thomas Finger (appeared electronically), Bruce Fox Amalia Garzon (appeared electronically), Sibylle Gruber, Susan Harris, Meredith Heller, Lenka Hospodka for Rich McNeill, Tom Hughes(attended electronically), Dan Kain, Laura Karnitschinig, Lauren L'Ecuyer, Emily Manone (appeared electronically), Brannon McCullough, Amanda Meeks, Tammy Mielke, Phil MIsna (attended electronically), Judith Montoya, Ishmael Munene, Alvin Altamirano for Therese Myers, Shirley Navarro, Marianne Nielsen, Sean Parson (appeared electronically), James Reed, Danielle Ross (appeared electronically), Buck Sanford, Teki Sankey, Blase Scarnati, Anne Scott, Karen Sealander, Ed Smaglik, George Speer, Roy St. Laurent, Claudia Sturgis (appeared electronically), Lisa Tichavsky (appeared electronically), Benning Tieke, David Vining, Joe Wegwert, Lori Wilson, and Gioia Woods.

Those Absent:

Arnie Adler, TS Amer, Laura Blocher, Dan Eadens, Kate Ellis, Mohamed Mohamed, Larry Mohrweis, Wilbert Odem and Nicole Walker.

Also Present:

Roger Bounds, Don Carter, Laurie Dickson, Jerry Gile, Melissa Griffin, Joanne Keene, Susan Lauer, Heather Martel, Jill Sawyer Ryan, and Diane Stearns.

II. Approval of the Minutes

Gioia Woods

Gioia presented the minutes of the [February 19th FS](#) meeting for approval. **A motion was made and seconded to accept the minutes as presented. The motion passed.**

III. Faculty Senate President's Report

Gioia Woods

Gioia reported on the following:

- The Academic and Student Affairs Committee of ABOR met at their March meeting at which time members of the Arizona Faculties Council (AFC) presented a proposed revision to ABOR Policy 6-202 Academic Freedom. These revisions were a result of work done by Gioia, members of the AFC including Lynn Nadel (UofA) and Joan MacGregor (ASU), and ABOR staff in an effort to clarify what academic freedom is. The proposal was well received and will now go to ABOR for a first reading in April.
- Gioia continues to work with the Information Security Committee and has invited Michael Zimmer to come to both the FS and FSEC to discuss upcoming changes on information security which will affect all of us.
- Dylan Rust, Director of International Student Retention and Inclusion, has asked for Senate representation for the Global Campus Initiative. The goal of that group is to improve the academic experience of International students. The group meets 3 times a semester.
- The HLC report is in and Laurie Dickson will speak on this later in today's agenda. Gioia thanked Laurie and her team for the enormous time and effort that went in working with the reviewers on this process. She noted we should all be proud that the commission representatives took note of many terrific things we do at NAU especially their praise for our consistent high-quality teaching. They also praised other areas as well but also noted that the administration should pay attention to matters going forward such as tenure density, student advisement and communication. They found that we meet every metric set out for us but we do need improvement in the area of shared governance. Specifically, they find all the policies and procedures for shared

governance exist, but the culture of shared governance needs improvement. Gioia looks forward to hearing from Laurie on how the Faculty Senate can help out.

- Gioia and Senator Amanda Meeks are meeting with the Bias Education Team (BEST). Ivy Banks at IMQ leads that group and they work to refine bias education and reporting on campus.
- Gioia also has been working with the Mental Health Task Force and some of them will be reporting on their work in this area later in today's meeting.
- Finally, Gioia has been working with the Food Insecurity Task Force on finalizing a survey to go out to the NAU community to assess food insecurity on campus.
- Gioia announced the appointment of ASNAU President Lauren L'Ecuyer as the new ABOR Student Regent. She then invited Lauren to say a few words.
- A pill take-back of unfinished prescriptions will be available April 28th in the lobby of the HLC building from 10:00am – 2:00pm.

IV. President's Report

President Cheng

President Cheng reported on the following:

- President Cheng noted that Laurie Dickson is on today's agenda to discuss the HLC report. She praised Laurie's hard work and the work of many others during the accreditation process. She is in the process of putting together the heads of various constituency groups to discuss communication and find ways where we can improve. She is confident that we will be able to report back to HLC on improvements for participation and communication in all our responsibilities with examples to demonstrate that. She noted that we were on the Open Pathways throughout the process. We did not have the attention paid to this issue because we didn't see that come through in the deliberations prior to the campus visit. They are going to review the work of the team that wrote that section. She then encouraged everyone to read the full report. She noted that while there were structures in place, there were concerns by the team that student success initiatives weren't understood by faculty and staff, and that concerns over growth and the initiatives from ABOR had not been explained to people on campus in a way that they were embraced. They will be working on that issue in the coming year. The first step she will take is to talk with the constituency heads and discuss their communication strategies on how we can improve.
- She next thanked Diane Stearns for her work as Chair of the task force reviewing the possible restructure of the College of Engineering, Natural Sciences and Forestry. She also thanked the members of the task force which included Willie Odem as the Faculty Senate representative.
- Personnel update:
 - Diane Fineberg has been hired as Human Resources Chief. She thanked Cynthia Chilcoat for her role as interim director.
 - Meredith Curley has been hired as the new Dean of Online and Innovative Educational Initiatives.
 - Pam Tillman has been hired as Interim Development and Alumni Engagement Vice President.
 - Emily Allen has been hired as Assistant Vice President of Community Relations.
 - ABOR President Eileen Klein announced her resignation.
- There will be implementation on July 1st of a top performer increase of 3% for 15% of our top faculty and staff performers.
- We are in the midst of a very fluid legislative session and they have not yet passed a budget. However, today the governor signed legislation to renew Prop 301 TRIF funds permanently. NAU will receive approximately 15 million dollars.
- Other legislation includes a bill before the legislature regarding non-lethal weapons. Both she and NAU Police Chief Smith spent time speaking about the inadvisability of such a bill. She also spoke about the efforts to dismantle ABOR.
- ABOR will be meeting this week in Phoenix to discuss tuition setting plans which she will attend.
 - All 3 universities have submitted their tuition plans for next year.
 - Over the next two weeks we will be meeting several times to make a final determination of tuition.
 - March 27th all 3 universities will hold tuition hearings with their students.
 - March 29th there will be a tuition setting workshop at ASU

- April 5th a final tuition setting workshop will take place at UofA during the ABOR meeting the final tuition plans will be announced.
- On March 8th she presented a report to Mayor Evans and other community leaders regarding the relations between NAU and the community. She felt that there was a general lack of understanding of how much collaboration already exists among NAU, the city, the county, CCC, and FUSD.
- Tuesday March 27th at 3:30 in the High Country Conference Center the 3-minute research presentations competition final for grad students will take place.
- HealthyU Wellness Walk will take place Wednesday March 28th.
- There will be an ASNAU and Alumni networking event on April 12th.

V. Provost's Report

Provost Kain

Provost Kain reported on the following:

- Provost Kain reminded faculty that they are a very important part in the recruitment of students. He urged senators to keep that in mind.
- Enrollment for Fall: we are down by about 400 students in the area of retention, but up in the number of new students. Therefore, he encouraged faculty to remind students of the importance of enrolling for next year.
- He also reminded faculty of the importance of summer school. It is a great opportunity for students to catch up or get ahead. In addition there are now financial aid opportunities that haven't been available in the past.
- ABOR's Academic and Student Affairs Committee met last week and they did discuss the academic freedom statement as well as the topic of innovation in general education. He noted he was very proud to represent what our faculty has done in this area including the FYLI, the first year seminar, and work in the areas of Math and English. There were a couple things the regents were interested in: the Capstone refresh and our academic program review of our liberal studies program. The regents pointed out a couple areas for us to think about as we continue our own work, including: Are we thinking about and talking about what it means to be an educated citizen? Do our graduates walk away from their experience at NAU with the capacity to engage in dialogue, discussion and disagreement in a civil manner? Further are they able to take a different perspective in a dialogue and rationalize behind the position and also to listen to and understand the other side?
- NAU also presented at this meeting two new programs: a Bachelor of Science and Data Science and a Masters of Education in International Education. Both were approved by the committee and will be forwarded to the consent agenda at the April ABOR meeting.
- He announced that Amanda Gryzkewicz, a Graduate Student in the College of Education, has won the ED PITCH award of \$50,000. This competition allows students to pitch a business idea to local investors. Her idea was called I Can Math which will put more math in the early grades as it appears math skills are lacking compared to other areas.
- He noted that the president has approved an increase to the promotion increments by an additional \$3,000 at every rank. There is also a proviso to this "or ten percent of your current salary whichever is more".
- The president has also approved a top performer raise which will be implemented in July.
- The faculty survey of student engagement goes live today March 26th.
- The Gold Axe Distinguished Senior Award Ceremony will take place April 17th.

VI. Council and Committee Reports

Committee/Council Chairs

- **Scholarship Committee** Dot Dunn, FS Treasurer, announced the FS Scholarship Announcement and Application can be found on the FS BbLearn shell and the Senate website. All are encouraged to let their students know of this opportunity.
- **Rights and Responsibilities Council**
- Anne Scott, Chair of the R&R's "COFS Cleanup" task force has finished its review of COFS and proposed changes to COFS P&T language. These proposals have been sent to Blase Scarnati, R&R Council Chair and Vice Provost Roger Bounds for their review. Roger noted that he has forwarded the proposed changes to NAU legal counsel and is waiting for a reply. He did note that the changes at this time appear to be contextual not substantive.

VII. Mental Health Task Force

Jill Sawyer/Melissa Griffin

Julie Ryan, Melissa Griffin, and Megan Gavin presented a [PowerPoint](#) entitled Current Trends and Practices at Campus Health Services. Campus Health offers medical care; counseling; and health promotion and is located in the HLC building. Detailed information can be found in the PowerPoint. NAU Counseling Services can be reached at 928.523.2261. They also distributed a [white paper](#) in draft format entitled *Overview of College Mental Health and Recommendations*.

VIII. Approval of FS Sponsored University Committees

Ismael Munene

FS Parliamentarian Ishmael Munene presented the revised bylaws of the [University Library Committee](#); the [Diversity Curriculum Committee](#), and the [Faculty Grants Committee](#) for approval of the Senate. **A motion was made and seconded to accept the bylaws. After discussion the motion was voted on and passed.**

IX. Update on HLC Report

Laurie Dickson

Vice Provost Laurie Dickson discussed briefly the findings in the ten-year accreditation review by the HLC. The process began 3 years ago and she visited the senate often during that time. The HLC held site visits at the Yuma campus on October 13th and on the mountain campus October 16th and 17th. The visits went well over all and the report included a great deal of praise. HLC made judgments on 21 different core components in 5 different categories. She noted that 20 of the 21 core components were met and only one was "met with concern." The five areas are: mission; integrity and ethical and responsible conduct; teaching; learning; and resources, planning and institutional effectiveness. The area met with concern was in the final category, communication and efficacy in shared governance. The HLC explained that we seem to have the processes and structure in place but some people on campus don't feel like they are being carried out in the best way. They encouraged the university to communicate more about the processes we have in place and try to make improvements on the understanding of shared governance and how we can better communicate all across campus. Before opening up for questions, she posed the following questions. Given the fact we need to do an interim report by the end of May 2019 which will highlight our improved communications, how do we document the improved communication and how do we improve the efficacy of communication? She is seeking feedback on how to improve communication and how to document those improvements. She then called for questions or input.

The discussion that followed included an increase in transparency, a recognition that the issue is primarily about shared governance, and a suggestion faculty and administration come together to better understand what we each mean by "shared governance." A suggestion was made to hold a joint forum in which faculty and admin can talk together about this definition.

X. CEFNS Report

Dianne Stearns

Dianne Stearns Chair of the CEFNS Reorganization task force presented their final report to the president and also thanked Senator Willie Odem for his work on the task force. She gave a brief summary of what has taken place in gathering information and also some of the concerns and feedback that have arisen during the process. The [report](#) is enclosed as well as the [concerns](#) and feedback. **A motion was made and seconded affirming the process and moving it forward.**

XI. Notice of Appointment Update

Roger Bounds

Roger began by closing the loop on an earlier discussion. He noted that the work of the task force led by Anne Scott regarding proposed changes to the COF document is very important. However, he is waiting for legal counsel to speak to some of the changes which he thought appeared simple like changing from will to must but in legal terms it is not. The spirit of the changes is a good thing. But at this time he is awaiting word from legal counsel before totally closing the loop on the discussion.

He announced the following process regarding the Notice of Appointment contracts. Complete information was distributed in a [handout](#). April 26th the final NOA master information will be distributed; May 2nd Final NOA master information will be returned; May 2nd -9th NOA master information will be reviewed; on May 10th **NOAs will** be sent to **all faculty**. Faculty will be asked to accept their NOA. Information and a link will be included in the email. Do not ignore your email on May 10th.

XII. **Student Involvement in Campus Activities**

Brian Hamilton

No Report

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

Gioia Woods

There being no further business, the meeting was adjourned at 5:09.

DRAFT