

**Faculty Senate Meeting
Minutes**

November 6, 2017

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 at 3:02 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: Shadow Armfield, David Auty, Rodrigo Bastos de Toledo, Laura Blank (appeared electronically), Laura Blocher, Laura Bounds, Alexandra Carpino, David Godley (appeared electronically) for Samantha Clifford, Bill Culbertson, Nora Dunbar, Dorothy Dunn, Dan Eadens, Kate Ellis, Luis Fernandez, Thomas Finger, Bruce Fox Amalia Garzon (appeared electronically), Sibylle Gruber, Susan Harris, Meredith Heller, Lenka Hospodka for TS Amer, Tom Hughes, Dan Kain, Laura Karnitschinig, Brannon McCullough, Rich McNeill, Amanda Meeks, Cassie Dakan for Tammy Mielke, Phil Mlsna, Mohamed Mohamed, Larry Mohrweis, Amanda Stan for Judith Montoya, Ishmael Munene, Shirley Navarro (appeared electronically), Marianne Nielsen, Wilbert Odem, Sean Parson, Jim Reed, Danielle Ross (appeared electronically), Buck Sanford, Roy St. Laurent, Blase Scarnati, Anne Scott, Karen Sealander, Brendan Russo for Ed Smaglik, George Speer, Claudia Sturgis, Benning Tieke, David Vining, Nicole Walker, Lori Wilson (appeared electronically), and Gioia Woods.

Those Absent:

Jeannie Copley, Emily Manone, Therese Myers, Teki Sankey, Lisa Tichavsky,

Also Present:

Roger Bounds, Jerry Gile, Daniel Gobel, Sarah Jansen, Susan Lauer (appeared electronically), Heather Martel, Maxim Mascolo, Kimberly Ott, Julie Schtten, and Kelli Smith.

II. Approval of the Minutes

Gioia Woods

Gioia presented the [minutes of the October 9th](#) FS meeting for approval. **A motion was made and seconded to accept the minutes as presented. The motion passed.**

III. President's Report

President Cheng

President Cheng is unavailable.

IV. Faculty Senate President's Report

Gioia Woods

Gioia reported on the following:

- Thank you to all who attended the HLC on Oct 16th and 17th. The team focused on five topics, assessment; enrollment; personalized learning; advising; and campus safety. Faculty were able to meet with the review team twice. She also acknowledged the hard work of Laurie Dickson and her team for putting it all together.
- Open enrollment is underway and will run through November 17th. Everyone must re-enroll this year. It should be noted that the Blue Cross Blue Shield rate is up by about 8% over last year. Other plans have changed and all information can be found on the HR website.
- We have entered a busy senate season. We have various committees and task forces working on a variety of issues. Gioia thanked all those who have volunteered to serve on those committees. The issues they are working on are:
 - NTT to TT conversion – Members: Nora Dunbar, Tom Finger, Marianne Nielsen, Blase Scarnati, Nicole Walker, Lori Wilson, Shadow Armfield and Tim Behrens.
 - P&T/COFS as it relates to clear and transparent guidelines in each academic unit's promotion and tenure process – Members: Shadow Armfield, Emily Manone, Nora Dunbar, Susan Harris, Laura Blocher, Patricia Murphey, and Blase Scarnati.

- Performance raises – Members: Ed Smaglik, Sibylle Gruber, Dan Eadens, and Roy St. Laurent.
- Annual COFS Clean up – Members: Blase Scarnati, Karen Sealander, Anne Scott, and Luis Fernandez.
- Constitutional matters - Ishmael Munene, Blase Scarnati, the members of the Rights and Responsibilities Council (see listing immediately above).
- There has been a significant cut to the E-learning budget (40% of its total budget amounting to \$570,000). There is a shortfall in TRIF (Technology Research Initiative Funding) funding by which E-Learning is funded. TRIF is funded through monies raised from Prop 301 tax money (.6 cents) that goes to K-12 and higher ed in AZ to support technology initiatives. At NAU TRIF funds research, workforce development, AZUN, and E-Learning. There is a lot of faculty concern about the cuts across campus. One cause for concern is that faculty were not consulted when this cut was made. Why weren't cuts made evenly across all areas involved, why was e-learning impacted the most by this cut? Why was it determined that research funds should not be cut at all? Effects of the cuts still remain to be seen. Faculty rely on e-learning deeply for day-to-day teaching and ensuring student success in all classroom endeavors, online and face-to-face.
- An interesting [report](#) detailing how student affairs mentoring programs help to increase student retention was distributed at the President's Cabinet. NAU has the highest number of first generation students among the state universities, and we have the lowest retention rate (close to 76%) of the three universities. Also, there will be a new residential college model rolled out soon. We will invite the Director of Student Housing to address this topic at a future Senate meeting and answer questions such as: How will it affect academic units? And how can faculty be involved in significant ways?
- The NAU Consultant Theresa Farnum will be on campus this week to look deeply at retention and advisement.
- ABOR will meet November 16th and 17th at the University of Arizona. Gioia will attend and report back with any news next month.
- Upcoming changes to commencement procedures are under consideration due to the size of the ceremony. Information on these changes can be found in [the handout enclosed](#). Dan Kain and Laurie Dickson are open to creative ideas to address ways to manage our growth while maintaining a sense of celebration and academic achievement. Please contact them with your ideas.

V. Provost's Report

Provost Kain

Provost Kain reported on the following:

- Dan expressed his appreciation to all on campus who stepped up to help make the HLC site visit go smoothly.
- ABOR committee meetings were held this week. The Academic and Student Affairs Committee (ASAC) met and the main topic of discussion was quality in light of general education. Issues they are concerned about are:
 - How do we know that the goals we've laid out for our students through the general education requirements are being met? The discussion that followed broke down so that each university could address how to handle this issue. NAU discussed the importance of the capstone to measure the student's entire experience at NAU.
 - Another topic arose when one regent expressed a substantive concern about whether students are getting enough experience with rhetoric. It raised the question of how do we ensure that students can engage in civil discourse?
 - The use of the value rubrics which NAU has been piloting on our campus. We've been looking at how we can modify them to make them fit and how we can use embedded assessments.
 - Regents want to know more about data, who is teaching classes and process issues.

- They discussed program approvals. At one time they were concerned about competencies, but now are concerned about concepts. We are still working with the Regents on what they want in this area.

The Committee also approved three proposals which will now go before the board for final approval.

- The Provost sent a request to all Deans for their staffing needs for the coming year. He is looking at the area of CIF (Central Instructional Funding).
- The Provost's office will continue its ongoing practice of filling open lines due to retirements etc. with tenure-track faculty positions. They are looking at where the highest need is for these. Deans will make a case for what the colleges need based on research, scholarship, and creative activity.
- He is also looking at converting lines from non-tenure track to tenure track lines. He sees this as looking at positions not people when making these changes. He noted as mentioned earlier in the meeting he has met with the senate task force on this subject. They discussed a variety of concerns in this area.
- Raises this year will be based on "top performer" status for both faculty and staff positions. The task force on this subject met with Roger Bounds and submitted their recommendations to the provost which were sent to the president. The distribution of the raises would be along the same lines as the former exemplary performer program from a few years ago. The president is considering whether a mid-year adjustment or a fiscal year adjustment would be better.

He then entertained questions.

VI. Introduction of the Dean of the W.A. Franke College of Business

Daniel Goebel

Gioia introduced Dean Goebel and provided some background information before inviting him to share his vision for NAU and let us know how the Faculty Senate can help. Dean Goebel noted he has fielded many questions regarding what his vision is for the college. He has addressed these questions in group meetings within the college and one-on-one meetings with faculty and staff, listening and learning about them and the college. He has especially enjoyed getting to know who the faculty are outside their work environment. In his sessions he has asked them what two things they think can move the college forward. It is an unstructured process but it helps him to understand who he is working with. As a result of the information he has garnered he plans to reconstitute the college's strategic and planning committee next semester. He is also going to form a Student Leadership Advisory Council to the Dean. He noted the Dean's office can be isolated, and he wants to know what concerns students have. He also plans to organize two more committees. He will form a Black Student Business Association and re-start the Native American business association. He is looking to increase availability and access of the FCB curriculum. As an example, the MBA program is lock step and doesn't allow for part time students. He has a task force looking at how to change the program to make it available to people who need to keep working full time while working on their degree. Lastly, he wants to start the process of unifying the college. Particularly in light of the fact that HRM is on north campus, and business is on south campus, he is looking at bring them together so there is a unified college.

He then entertained questions.

VII. Introduction of the NAU Chief of Police

Kelli Smith

Chief Smith noted that she has been employed at NAU for 8 weeks. During that time her force, consisting of 21 officers, has arrested two juveniles on campus with guns; worked with local law enforcement to track and arrest a fugitive from California; and worked with members of the faculty and senate on the issue of faculty harassment in developing guidelines and procedures to address this issue. She realizes that many of these tasks are not known to the university community. Therefore in an effort to help the university community understand what they do and see the police department as a resource she is trying to reach all groups on campus to let them know exactly what they do and shed light on the department and its staff. To that end she and her staff have held "Coffee with a Cop" meetings with constituencies on campus and reached out through social media to try to be more approachable. Lastly, she noted that the department is undergoing an accreditation review this year

and believe they will pass as they have the last six times they have been reviewed. They are also doing a manpower and a resource assessment as part of this review. She then entertained questions. Chief Smith was thanked by many senators for the specific work they do.

VIII. Associate Vice President for Research

Diane Stearns

Diane is responsible for working with the Faculty Grants Program, a faculty senate sponsored committee, in completing the task of awarding grants to tenured faculty. The FGP has evolved due to the changes to the various funding sources and subsequently has split its duties. As a result those changes will be reflected in the bylaws she has been working on with Alexandra Carpino, the FS Liaison to the FGP. The bylaws have been submitted to the FS Bylaws Committee and are under review. Diane went on to briefly explain the various types of funding and the eligibility for each type of grant. The office of Research has four mechanisms for the funding of research, scholarship, and creative activity. They are:

- RBS- (Research, Bridge, and Seed) These grants are focused on tenure track only.
- REEP- (Research Equipment Funding) These grants are funded with TRIF monies and are limited to supporting research specified in TRIF funding. They would like to see collaborative requests in this area.
- SCA- (Scholarly and Creative Activity) These grants are awarded to non CEFNS colleges TT faculty. The funding source will not sponsor any grant that has external funding.
- SGS- (Support for Graduate Students) These grants are also not awarded to non CEFNS graduate students. The amount of this source is \$1500 and aimed to support dissertations and workshops.

IX. Council and Committee Reports

NAU Strategic Plan Update

Bruce Fox

Bruce Fox noted that revisions to the strategic plan are ongoing. A draft was proposed last spring for feedback. A second draft of the strategic plan added a restructuring of the plan and has been aligned with ABOR's goals. Things to do to achieve goals - ensure that everyone on campus can see themselves in the plan. The goal is to have the next draft out to campus for comment by December. In this new draft budget priorities will be addressed so that budget priorities align with strategic priorities.

NTT to TT Task Force

Nora Dunbar

- Nora Dunbar noted that they met with Provost Kain last week and obtained more information. They anticipate about 15-20 conversions will take place this year and another 40 over the next few years. They are looking for faculty who could contribute to the university's research mission. They continue to look at Positions, not People in the creation of the new positions. Descriptions of the jobs will be important. Descriptions can't favor an internal candidate. Units will continue to have influence on the job description. Searches need to be inclusive and add to diversity of campus. They will use the usual staffing procedures. Specific impact on students and on faculty who are teaching the courses and who will be impacted by the freeing up of time for a TT line, course size are other considerations moving forward.

Performer Pay Raises

Dan Eadens

Dan Eadens spoke on the work of this committee. They met and looked at the processes used in past performance raises and all available information on how best to proceed in light of where we are in the year. They have made recommendations which have gone to President Cheng.

Update on Constitutional Amendments

Blase Scarnati

Blase Scarnati, Chair of the Rights and Responsibilities Council (RRC) gave an update on the amendment process to the constitution. Blase noted that we are currently operating under the 2002 Constitution since the 2016 constitutional changes were not approved due to an unresolved dispute over language. He noted that a subcommittee was formed to address how to move forward which included himself, members of the FRRC, Ishmael Munene, Chair of the Bylaws Committee, and volunteers from the Senate. That group sought to align organizational aspects introduced by the 2016 constitution and to update the 2002 constitution with amendments. They presented the proposed amendments to the FSEC, who made suggestions then voted unanimously to approve the

amendments. The proposed amendments have been forwarded to the president and her legal counsel and ABOR's legal counsel for comment. Once they have received that feedback they hope to bring the proposal to the full faculty senate at its December meeting.

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

Gioia Woods

There being no further business, the meeting was adjourned at 4:58.

DRAFT