

**Faculty Senate Meeting
Minutes**

October 9, 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](#) with the following addition: Joanne Keene will present President Cheng's report as agenda item #3 and the FS President's report as item 9. **A motion was made and seconded to accept the agenda as amended. The motion passed.**

Members Present: Shadow Armfield, David Auty, Rodrigo Bastos de Toledo, Laura Blank (appeared electronically), Laura Blocher, Laura Bounds, Alexandra Carpino, Joanne Keene appeared for Rita Cheng*, David Godley (appeared electronically) for Samantha Clifford, Bill Culbertson, Nora Dunbar, Dorothy Dunn, 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, Emily Manone, Brannon McCullough, Rich McNeill, Amanda Meeks, Phil Mlsna, Larry Mohrweis (appeared electronically), Judith Montoya, Ishmael Munene, Shirley Navarro (appeared electronically), Marianne Nielsen, Wilbert Odem, Sean Parson, Jim Reed, Danielle Ross, Buck Sanford, Roy St. Laurent, Blase Scarnati, Anne Scott, Karen Sealander, Brendan Russo for Ed Smaglik, George Speer, Claudia Sturgis, Lisa Tichavsky, Benning Tieke, David Vining, Nicole Walker, Lori Wilson (appeared electronically), and Gioia Woods.

Those Absent:

Jeannie Copley, Dan Eadens, Kate Ellis, Tammy Mielke, Mohamed Mohamed, Teki Sankey, and Philippa Winkler

Also Present:

Jason BeDuhn, Jeff Berglund, Pauline Entin, Luis Fernandez, Sarah Jensen, Susan Lauer (appeared electronically), Heather Martel, Grace Okoli, David Schultz, Cathy Small, and Jason White.

II. Approval of the Minutes

Gioia Woods

Gioia presented the minutes of [September 11th](#) FS meeting for approval. **A motion was made and seconded to accept the minutes as presented. The motion passed with one abstention.**

III. President's Report

President Cheng

President Cheng is travelling. Joanne Keene presented the following information:

- We had a great ABOR meeting last month. The president gave a presentation to ABOR on NAU's Operation and Financial report. The report can be found online as well as the discussion between the Regents and President Cheng. The Regents noted they were very impressed with our faculty and our campus community.
- The President's Strategic Planning and Budget Council continues to meet and are moving forward with NAU's strategic plan. They expect to be announcing the public process soon and anticipates having an announcement on "next steps" in a few weeks. Bruce Fox serves on this committee.
- More parents attended this year's Family Weekend than ever before. Brunch was attended by more than 1,000 people.
- A Celebration of Academic Achievement for top tier students was held last week. The keynote speaker was Lattie Coor, former ASU President and NAU Alum. Dan Eadens attended as the FS representative.
- Update on Searches:
 - We are moving forward with the search for a Chief Human Resources Officer. A search firm has been hired and a search committee has been assembled. Bruce Fox will serve on this committee.

- The Dean of Online Learning and Innovative Educational Initiatives is going forward and will use the same search firm Witt Kiefer. Steve Burrell was chosen to chair this search and Laura Bounds was chosen to serve as the faculty representative on this committee.
- We are in the beginning stages of a search for a Dean for the Honors College. A different search firm will be used in this search. They hope to have more information soon.
- The search for a Chief Diversity Officer has raised many questions. They do expect an announcement in the next couple of weeks on how we are moving forward on that position. The President has stated previously she is looking for a special advisor to advise on diversity. They are working on models/examples for the role of a Special Assistant to the President. It will likely be a faculty member who will fill this position.
- Announcements:
 - Julie Baldwin and Diane Stearns have been awarded a \$21.4 million grant which will address health disparities in the Southwest.
 - Washington Center honored NAU with the civic engagement award for health care partnership one of only five.
 - Forbes has ranked NAU as one of the top 100 best public colleges in the United States and one of the nation's best values.
 - World University Rankings has NAU listed in top 10% of citations.
 - Campus Forum will take place next Wednesday from 3-5. Same format as the last forum: of 1) presentation 2) questions 3) reception.
 - Office of Inclusion led by Ivy Banks has started a new initiative: "NAU Cares" to show that NAU faculty, staff, and students care for each other. Joanne further noted that there are stickers that are being distributed; stickers were distributed to senators.

IV. Provost's Report

Provost Kain

Provost Kain reported on the following:

- Provost Kain announced the passing of three of our colleagues CJ (Constance) Smith, David Scott, and Sherri Nevada McCarthy, all of whom served on the Senate and/or its various councils and committees.
- President Cheng has three priorities she is working on, all of which are in the initial stages of development. All will also be dictated by what funds are available in NAU's budget. They are:
 - An increase of tenure track faculty – She would like to see an increase in tenure track hires over the next few years and will use two strategies: 1. Look for funds made available by departures i.e. retirements and resignations; 2. Converting positions from non-tenure to tenure track. Provost wanted to make it clear that this second option is not a move to increase the number of positions but rather a changeover of "position not a person" (i.e. position would be tied to a national search for which NAU lecturers could apply). Questions and concerns were raised regarding how TT lines would replace NTT lines without effecting those currently in those positions who are not able to apply for the newly converted position. Gioia requested a **senate task force be formed** which would meet with the provost on this issue. He agreed to that. Task force volunteers are: Shadow Armfield, Nora Dunbar, Thomas Finger, Marianne Nielsen, Blase Scarnati, Nicole Walker, and Lori Wilson.
 - Salaries – they are looking at salary increases for "top performers" rather than system-wide increases. Provost Kain asked for a senate advisory task force. Gioia will send out an email to Senators tomorrow asking for volunteers. (**Update:** After the meeting the committee was created. Those faculty selected from senate include: Dan Eadens, Sibylle Gruber, and Ed Smaglik)
 - Examine GA stipends in order to ensure we remain competitive. This may mean in some areas GA stipends may not be enough to compete with other institutions and the stipend needs to be increased while in other areas there is a need to increase the number of stipends distributed. He is working with the Graduate College to address this issue.

- ABOR meeting –
 - Regents appreciated the breakfast held on Friday prior to the open session. He noted that in his conversation with faculty and regents the faculty communicated that the breakfast “humanized” the regents said the regents said the same regarding the humanization of the faculty.
 - ABOR approved NAU’s request to split Sociology and Social Work into two distinct departments.
 - A discussion was held in regard to the General Education (Liberal Studies) requirements the Regents expressed overall satisfaction with NAU’s plan but need more time on this topic so will revisit the issue in November in Tucson and will focus on assessment.
 - There is still the possibility of bringing forth new program proposals, but there is a deadline of October 20th in which to present them.
- HLC visit is next week, October 16th and 17th. The agenda has not been set for the Flagstaff campus but it has been set for the Yuma visit.

He then entertained questions.

V. Introduction of the Vice President of Research

David Schultz

Gioia introduced David Schultz, Vice President of Research. Schultz noted he is excited to be at NAU and gave some background information which included his studies in atomic physics with background in research at North Texas and Oak Ridge National Laboratory. He characterizes NAU as an “emerging research university” with constituent growing pains. He describes his operational style as one of leadership through outreach and input from others. He encourages mentorship and a culture of collaboration across campus. Some of his expectations in the area of research are:

- Professional review balanced with customer service
- Research Safety and Compliance and IRB streamlining
- Plans to increase research funding starts with Deans and Department Chairs but must move forward sustainably.

VI. Budget and Planning Briefing

Marianne Nielsen

Marianne Nielsen, Chair of the FS Planning and Budget Council gave a brief overview of ABOR’s recent Planning and Budget meeting held during its recent meeting. She noted that ASU took up most of the agenda. However NAU reported a change in emphasis over last 9 years from education being a “public good” to a “private good.” ABOR will ask the legislature to expand financial support to 50% of per-student costs for in-state students (financial support from legislature has dropped from ~75% to ~34%). President Cheng stated that NAU supports this and noted that state appropriations for NAU for the last two years have been flat and NAU cannot attract faculty nor expand high-cost programs. In other words, NAU needs an increase in its base appropriation. There is talk that healthcare costs are likely to increase this year. The Capital plans NAU put forth are the renovation of the top two floors of “Old Chemistry” building; and the construction of a multi-discipline STEM building where Petersen Hall currently stands. They approved the capital plans of all three universities.

VII. Liberal Studies Report

Jeff Berglund/Jason BeDuhn

Jeff Berglund, Director of Liberal Studies, and Jason BeDuhn, Chair of Liberal Studies, gave a briefing on the work of the Liberal Studies Committee. Jeff mentioned the broader discussions state-wide about quality assurance measures that will directly impact how we want to articulate our success in our liberal studies program. They are developing a campaign to broaden the discussion of the value of liberal studies and rearticulate the message we offer on the mission and values of liberal studies. Approximately 75 Capstone courses have been approved through the Capstone refresh process, with approximately 60 courses currently moving through the process. They are also implementing a rubric for Effective Writing Skills with a pilot program for Effective Oral Skills in development. They are also currently undertaking 7-year program review. Lastly, they noted that Liberal Studies is a faculty curricular program essential to accreditation of the

university. There is a “freezing” of course catalog for AY 2018-2019, but proposals are being accepted for AY 2019-202 for Liberal Studies courses the deadline is February 16, 2018.

VIII. Centralized Scheduling

Pauline Entin

Vice Provost Pauline Entin was invited to attend today’s meeting to discuss concerns raised by faculty around the centralized scheduling of classrooms. Gioia gathered questions raised by faculty and presented those questions to Pauline in advance of today’s meeting. Pauline began by addressing those questions which were: Faculty Governance lacking in the process; the manner and rate of implementation; transparency of petition process; where is the line drawn between curriculum and management of courses, content, and scheduling.

VP Entin then called for more questions and a discussion in which the following were raised:

- Will Post Enrollment Requisite Checking reports be run manually? – Has not been developed yet, but is “high on wish list” but faces technical automation challenges
- Were petition decisions made based on curricular decisions and what was decision-making process? ¾ of units did not solicit petitions; review process was undertaken by Dan Kain, Pauline Entin, Laurie Dickson, and Roger Bounds, and was focused on student degree progression and feasibility of request
- How are pedagogical concerns and academic freedoms accounted for in process? Criteria for CollegeNet are: 1) size match between class number of students with classroom and location on campus, but pedagogical strategies are hampered by physical classrooms on campus.
- How is scheduling not pedagogical given the interconnected nature of learning and space?
- How will flexibility be built into schedule to allow for accommodations for life changes to faculty? These accommodations are generally handled at local level, but quantity of requests that were not student-focused could not be addressed at the time.
- Student success needs to be central to all decisions surrounding these initiatives.
- Request that senate become a proactive agent for increased faculty involvement in such faculty initiatives.

IX. Faculty Senate President’s Report

Gioia Woods

Gioia reported on the following:

- Gioia began by also acknowledging the passing of Sherri McCarthy. Professor of Educational Psychology, a long time NAU faculty member served on various Senate and university committees. David Scott, Associate Professor of Informatics, began his career at NAU in 1990 and served on the Senate since 2013. CJ Smith, Professor of Psychology since 1980, retired in 2016 was an active member of the Senate and its committees.
- Arizona Faculties Council (AFC) met during last week’s ABOR meeting. The AFC has been meeting regularly since last July on various issues including a focus on this year’s breakfasts with the Regents. At last week’s meeting they discussed many issues effecting their respective universities one of these issues was faculty harassment. Discussion on this topic at the AFC meeting led to a decision to work with ABOR staff to articulate guidelines for all universities to use when dealing with faculty harassment. Also addressed at this meeting was what to report out to the Regents in the AFC Chair’s report later that afternoon. This item was included in that report.
- ABOR
 - The ABOR breakfast was a lovely event that did serve to demystify for both the regents and faculty the roles each of them play in shared student success. She thanked all those that attended. Regents expressed some of the concerns they are working on which include DACA and student success. She ended by sharing comments Regent Shoopman shared regarding shared governance. He made an analogy to the Air Force which has lots of bureaucracy to deal with similar to the universities however what the Air Force gets right is that the minute the pilots are in the air they have the freedom to win the fight. Similarly at the university in the classroom the

professors know how to get the job done and they can only do so if they are assured the freedom to do it right. He believes this is part of the regents' job is to see that this is happening.

- Steve Burrell, Chair of the search for a Dean of Online Learning invited Gioia to meet with the consulting firm. She did meet with them and stressed the need for a collaborative leader with strong academic credentials who could work across units.
- She met with Associate Vice President for Research Diane Stearns regarding proposed changes to the Faculty Grants Program. Gioia has asked Senator Alexandra Carpino (senate liaison to the FGP) to work with Diane to develop bylaws for the FGP and report back to the senate and FSEC on their progress either in November or December.
- Senator Philippa Winkler has resigned from Senate and position as Chair of Council of Part-Time Faculty effective October 20th. Gioia thanked her for her steadfast advocacy on behalf of part-time faculty. An election will be held to fill her seat.
- Gioia proposed the following charges to Faculty Senate Councils and Committees:
 - The 2016 Constitution has not been approved by the administration due to concerns the president has regarding language that she feels may not pass muster with ABOR. As a result, NAU's legal counsel noted that the Senate is still operating under its 2002 Constitution. Therefore, she is charging the Rights and Responsibilities Council and representatives of By-laws Committee to draft a constitutional proposal which retains the framework of the 2002 with appropriate updates (due to the 15 year difference since it was last changed) and graft onto it the new committee structure of 2016. She also asked that a draft of this proposal be brought forward to the FSEC at its October 23rd meeting with a full report to the full faculty in November.
 - She called for the creation of an Ad-Hoc committee charged with examining COFS and units' criteria for promotion, especially for non-tenure track faculty. Senators who volunteered for this committee are: Nora Dunbar (Chair of Council on NTT Faculty Issues), Emily Manone (Chair of Council on Learning), Senator Susan Harris and Senator Laura Blocher. They will work with members of the Rights and Responsibilities Council and Vice Provost Roger Bounds. She has asked for a report on their progress as well as any ideas be brought forward at the December FS meeting. Therefore a **Motion was made to form an Ad-Hoc committee as laid out above with the charges noted above. The motion was seconded. The motion passed.**

X. Announcements/Old/New Business/Adjournment

Gioia Woods

Bruce Fox spoke to the passing of CJ Smith. He wanted to note the pivotal role she played in defeating the the threat to dissolve the tenure system statewide. She was there at a time when we needed a strong advocate. She will be missed.

Alexandra Carpino spoke to the challenges of implementing 25% of class time outside of "standard hours." This has had a negative impact especially on Non-tenure track faculty.

Tom Finger asked for more time at a future Senate meeting to further discuss issues the constitutional issue. Gioia noted that there will be a proposal going forward to the FSEC at its October 23rd meeting and to the Senate at its November 6th meeting. She will be sure to make time on that agenda for such a discussion.

There being no further business, the meeting was adjourned at 5:04.