

**Faculty Summer Senate Meeting  
Minutes  
June 24, 2019**

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

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

**Gioia Woods**

Senate President Gioia Woods called the meeting to order in room 200 of Cline Library 3:01.

Gioia presented the agenda for approval. **A motion was made and seconded to accept the agenda. The motion passed.**

Gioia presented the minutes of the May 6<sup>th</sup> senate meetings for approval. **A motion was made to accept the minutes. The motion passed.**

**Members Present:** Ira Allen, Michael Caulkins, Jeannie Copley (attended electronically), John Doherty for Amanda Meeks, Dorothy Dunn (attended electronically), Kathleen Finlayson, Bruce Fox, Meredith Heller, Laura Karnitschinig, Tammy Mielke, Shirley Navarro, Marianne Nielsen, Blase Scarnati, Michael Smith, Provost Stearns, Claudia Sturgis, and Gioia Woods.

**Those Absent:**

Rita Cheng, Susan Harris, Tom Hughes, Paul Lenze, Emily Manone, and Karen Sealander.

**Also Present:**

Roger Bounds, Steve Burrell, Laurie Dickson, and Drew Ned.

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

**Gioia Woods**

Gioia reported on the following:

- Gioia began by thanking the Faculty Senate Executive Committee members (FSEC) and senators for their work in keeping the various Senate initiatives moving forward, Joe Wegwert for his leadership as interim president, Bruce Fox for his work as AFC chair in her absence, and Pam for her work in the Senate office with the many various tasks required.
- She noted that we have a new Provost, Diane Stearns, and she looks forward to the opportunity to work with her in a way that enhances faculty participation and shared governance. Gioia reminded the group that the Faculty Senate exists to represent faculty as well as to promote academic freedom and the conditions that foster the optimal conditions for learning, teaching and scholarship.
- NAU is down 4 deans at this time. They are CAL, FCB, CEFNS, and Online. CEIAS continues to have Provost Stearns is acting interim dean until such time either they hire one of the candidates from the search or if that doesn't work out they will need to decide how to proceed. Gioia has asked the provost to speak to these vacancies in her report.
- NAU hosted the ABOR and AFC meetings earlier this month. She has asked Bruce to give a brief report on those meetings.
- ABOR will hold their September 19<sup>th</sup> and 20<sup>th</sup> meeting at NAU at which time we hope to host another breakfast with the regents. Bruce noted that they have not selected a theme for the breakfasts, but he will report on this later in today's meeting. Gioia reminded everyone that the Regents always include a 3 minute "call to the audience" during open meeting time when anyone can approach the microphone and let the regents know of what is on their mind.
- Gioia called attention to the hard work of Anne Scott, Luis Fernandez, Vice Provost Roger Bounds, and many other faculty members on the amendments to the FS constitution and bylaws, and revisions to COFS. At this time they are all at a standstill. Laura Blocher, as the

new chair of the Rights and Responsibilities Council, and Gioia will continue this work with Roger moving forward.

### III. Provost's Report

**Provost Diane Stearns**

Provost Stearns reported on the following:

- Diane began her report by agreeing with Gioia that we have an opportunity to do some good. And she also agreed that all should take the time to look at the electronic mail policy and share your thoughts with Mark.
- She then gave an update on the various dean searches:
  - The Online Dean position has been changed to the position of Vice Provost and Dean of Online. An offer was made to Gayla Stoner of Central Washington. She noted that this is not an “academic” dean but rather an administrative dean somewhat like the Dean of the Honors College. The appointment was conducted by members of the executive team.
  - An offer of employment has also been made for the position of Chief Marketing Officer. An announcement on this will follow soon.
  - Four candidates were brought to campus for the position of Dean of CEIAS this past May. Provost Stearns is currently working on negotiations for the top candidate. The top candidate brings significant research needs including space and Provost Stearns remains sensitive to not co-opting other unit’s spaces. If this negotiation does not work out she will meet with the chairs and directors to see what direction they wish to go – an interim or a hire from The Registry, an executive search company.
  - W.A. Franke College Dean Search is also underway. Two candidates from an executive search company came to campus for interviews. The candidate chosen by the faculty dropped out of the search and faculty indicated they wish to continue the search with The Registry. Potentially, three candidates will visit campus around the second week in July. More information will be made available as it unfolds. They are looking for someone with dean experience in more than one institution. Still not sure if this will be an interim position for one or two years. Currently there are no associate deans for FCB. A call will go out to campus; candidates need not be from FCB.
  - The College of Arts and Letters Dean has accepted a job elsewhere. Provost Stearns has yet to determine whether an interim will be appointed, a search conducted, or how to proceed, given the timing of the dean’s departure.
  - The search for a dean in CEFNS will take place next year. Jason Wilder is Interim/ Acting Dean at this time.

Provost Stearns indicated that she will reach out to senate/faculty to collaborate on these decisions in order to best serve students and keep donor confidence.

- She next reported on changes within EMSA. As a result of changes in our enrollment numbers, as well as trends nationwide, trends on the number of student now enrolling in higher education, the reorganization is aimed at enhancing our efforts around student success. The following changes to EMSA will be announced shortly:
  - Jane Kuhn has become the Vice President for Enrollment Management and is responsible for:
    1. Recruitment and Admissions
    2. Admissions Processing

3. The Office of Scholarships and Financial Aid
  4. Enrollment Management Communication
  5. New Student Orientation
  6. Student Services Center
  7. Student Contact Center
- Erin Grisham has become the Vice President for Student Affairs and is responsible for:
    1. Dean of Students
    2. Campus Health Services
    3. Residence Life
    4. Career Center and Student Employment
    5. Campus Recreation
    6. Student Activities
    7. Academic Success Center
    8. Military Veterans Services
    9. Office of Inclusion
    10. Office of Indigenous Student Services
    11. Transfer and Online Connections
    12. College Access Programs
    13. First Year Programs (functions not associated with curriculum or faculty)
  - Dan Okoli, Vice President and for Capital Planning and Campus Operation, will additionally be responsible for:
    1. Campus Services and Administrations: NAU bookstore, Central Ticketing, Summer Camps and Conferences, and Campus Dining.
    2. Housing
    3. High Country Conference Center
- The Provost then discussed the Senate's request for a full time position to replace our current administrative assistant. She began by suggesting that although it's unlikely we could replace the FS staff as an independent position, she would work to ensure the necessary senate support tasks would get done. She stated that there are understaffed academic units; providing the Senate with a full-time position when there are colleges who don't have enough staff is a hard sell for her. However, we must make sure the work gets done. And she is looking at an appropriate service model. Therefore, she is looking at trying to fill the position with provost office staff; someone in her office who can assist with the work the Senate needs to get done. She noted that the university is moving away from half- time positions. Discussion followed. Senators suggested that Senate business needs to be conducted independently for the success of shared governance; the Faculty Grievance Committee requires confidential management; the optics of denying the request for replacement staff are unfavorable; and leaving the position unfilled--given the amount of organizational support required by Senate to properly function-- is simply unacceptable. When asked who would decide what needs to get done, she noted "you guys can within reason. We'll talk about what it is and how much time is it going to take. We are committed to helping you get the work done that you need."

#### IV. Committee Council Reports

#### Committee/Council Chairs

##### Strategic Budget and Planning – Marianne Nielsen

Marianne Nielsen, incoming FS representative to this committee, attended last Friday's meeting. She reported that given the enrollment shortfalls we need to be more conservative and proactive with our budgets to help prevent any roll backs. More information on the budget process is expected this week. A questionnaire will be going out to department heads for them to think about how they are going to include diversity in their department plans.

#### **Strategic Space Management Committee – Tammy Mielke**

Tammy Mielke, the FS representative to this committee, mentioned that she is frustrated with the lack of planning around safety of classrooms in light of the many school shootings. She will work on this and would welcome any comments from others.

#### **Rights and Responsibilities Council –**

Roger Bounds expressed his desire to begin work on the issues of the constitution and bylaws with Laura Blocher and Gioia earlier rather than later this summer.

#### **V. The Higher Learning Commission**

**Laurie Dickson**

Vice Provost Laurie Dickson, presented a report on the university's response to the HLC's request for information on their report last year. Laurie noted that the report was submitted on May 31<sup>st</sup>. She gave a quick outline of the timeline and processes that went into the creation of the document including the efforts made to include faculty, staff and students. They expect a response from HLC in early August.

#### **VI. Student Wage Issues**

**Michael Smith**

Senator Michael Smith noted that an issue arose about an HR policy that has set a cap on student pay rates. If you were to go above a certain amount it had to be approved at a higher level. Many faculty have complained to him regarding how this affects who they can hire for work on their grants. Roger Bounds suggested that this may be an equity issue. It was decided to look into asking Josh Mackey to address this at a future meeting.

#### **VII. Goal Setting Agenda Items in 2019-2020**

**Gioia Woods**

Issues raised for the senate to consider:

- The Senate should do its own strategic goal setting;
- We should be strategically astute in giving voice to issues that are important to faculty;
- We must be nimble and responsive to issues brought to us;
- We should look at the HLC report and to see what the Senate can do to fill the goals stated;
- We need to look at our responsibilities as senators on how to fulfill our roles as representatives or our colleges not just our department. Take needed steps to reach out to all faculty in your college. Asking for space in department meetings for senate reports is a good strategy, for example;
- We should center on how and what we can do to promote sustainability and address climate crises;
- We should look to forming a collective opinion on the appropriateness of high level research targets;
- We should remain of the Senate's role in shared governance in respect to budgetary matters;
- Seek to look at using resolutions when appropriate; and
- Look at the metrics being used with an eye to what works best for our campus in demonstrating our achievements. Current metrics do not fit NAU quite right.

Gioia stated we'll continue this discussion in July.

VIII. Announcements/Old/New Business/Adjournment

Gioia Woods

- The Summer Senate will meet July 29, 2019
- ABOR will host their September 19<sup>th</sup> and 20<sup>th</sup> meeting at NAU.
- Mark Grisham has dispersed the proposed electronic mail policy for all to review. This policy is a new policy and affects all at NAU including faculty, staff, students, and retirees. Please follow the link and send your comments/suggestions to: <https://nau.edu/university-policy-library/electronic-mail/>. We will invite Mark Grisham to attend a future senate meeting to update us on policies in progress.
- Cindy Chilcoat will be at the July 29<sup>th</sup> Summer Senate meeting to answer and update us on the OGEI initiative.

There being no further business, the meeting was adjourned at 5:07pm.