

Faculty Summer Senate Meeting Minutes June 24, 2019

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

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.

Announcements

- ABOR at NAU September 19th and 20th
- FS Website nearly ready for launch. Marketing photographer scheduled to come to the September 9 Faculty Senate meeting. <https://in.nau.edu/faculty-senate/>

Action Items

- The agenda for the July 29 meeting was approved.
- The minutes for the June 24 meeting of the Senate were approved.

Faculty Senate President's Report

- Gioia had her first meeting of the year with President Cheng and Provost Stearns. She updated them on:
 - The NTT Council's work on developing a proposal for title changes and a Teaching Faculty line. Michael Caulkins, NTT Council Chair, is leading that effort
 - The reorganization of EMSA and the concern that units who manage curriculum and offer classes maintain control of their classes and report to an academic dean
 - The Senate role in working on student enrollment issues, especially relative to undergraduate education and teaching recognition
- Gioia and the FSEC forwarded a job description for a 50%-time non-benefit eligible position to replace Pam to the provost's office for final approval. The FSEC requested a student worker and the continued use of Cline 200 for meetings and Cline 235 for the Senate office. Student worker request was approved but the space request is contingent on Cline Library space management plans. The Senate advocated strongly for a full replacement of Pam's benefit-eligible 75%-time position but that was denied.
- Debbie Craig, Professor of Athletic Training and Director of the MSAT program, has been appointed as the Faculty Grievance Committee Chair.
- Gioia has been working with Stephanie McCarthy at ITS to update the FS website. <https://in.nau.edu/faculty-senate>

Provost Report

- President Cheng was away at an APLU meeting.
- Dean's searches: **CEIAS**, unable to meet research requirements for top candidate; John Georgas appointed Interim Dean. **CAL**: Three Registry candidates on campus August 1. **FCB**: Interim Dean Eileen Hogan started July 29. **CEFNS**: Jason Wilder appointed Interim Dean. Provost would like to conduct four searches this AY without search firms in order to save money. Will consult with college faculty to agree upon preferences. **Challenges?** FCB and accreditation; networking; search firms can often identify candidates who aren't currently looking to recruit them...but these are often expensive to "dislodge" from current position; staggering candidates so as not to overwhelm campus. **NAU online dean to VP?** Complicated history. Ideally faculty there should have an academic home.
- Budget: Enrollment as of July 29 down 700 students or 3%. For comparison's sake, last year's 2.3% downturn = \$10 million shortfall. Not consistently down throughout campus, however: CAL is up 170, Education is down 102, CEIAS is down 210 CEFNS, down 113, CHHS down 18, SBS up

224, Business down 159. As a result, college budgets are not loaded yet to avoid asking for “give backs.” Unable to release TT hiring plans yet. Enrollment shortfall a nationwide trend.

- Questions: 1. Concern over continued reliance on contingent faculty results in many fully enrolled classes left unstaffed. What happens in those cases? Response: We will look at all options to ensure that students are able to get the classes they need, including examining the workloads of all faculty in a department. We are currently hovering between 49%-51% NTT faculty. 2. There are three classes that are being moved out of Academic Affairs to Student Affairs as part of the reorganization of EMSA. What is happening to those faculty, to whom do they report? Response: This is in process. There won't be as much of a change this academic year. It will be transition period this year. Want impacted faculty to be part of this discussion. Provost agreed to attend First Year Program faculty meeting. New VP of Student Affairs Erin Grisham also responded, adding that the goal is to continue to partner and work together so students are engaged in co-curricular programs. This is not just about first year retention but about continuing to engage at-risk students. 3. Why is enrollment down, and what can we do to improve numbers? Response: demographics are changing; international enrollment is changing. Each unit has a different reason for drop in numbers. If they aren't coming here, they are going somewhere else.
- Email policy with Steve Burrell. Work on this policy because of modern security issues, especially accounts of faculty and staff who have left NAU. Please look at the draft policy <https://nau.edu/university-policy-library/electronic-mail/>. Send comments and questions to Mark.Grisham@nau.edu or Steve.Burrell@nau.edu

Council Committee Reports

- **Treasurer's Report**
FS Treasurer Dot Dunn announced that TS Amer will remain as chair of the Scholarship Committee.
- **Non-Tenure Track Council**
Michael Caulkins, Chair of the NTT Council, reported that he is working with faculty leaders at UofA to learn about challenges of developing a Teaching Faculty track.
- **Elections Committee**
Senate VP Ed Smaglik reported on several vacancies. He and Pam are in communication with relevant units. He is working to fill vacancies.
- **ABOR/AFC**
Past president Bruce Fox reported on the new ABOR General Education Policy approved by ABOR in June. <https://public.azregents.edu/Policy%20Manual/2-210%20General%20Education.pdf>. AFC and regents staff working to identify this year's breakfast theme. Next meeting at NAU September 19 and 20.
- **Space Management Committee**
Tammy Mielke reported that more faculty representatives joined the committee, which is a positive move. Requested coverage for upcoming meeting; Michael Caulkins volunteered.

University Transit Services.

Erin Stam reported that parking is completely self sustaining, no university budget money supports parking services. Have to maintain debt service, roads, lots, garages, etc....For three years in a row there was no increase; this year went up \$20. Implementing License Plate Recognition. <https://in.nau.edu/university-transit-services/>

OGEI Update

Cindy Chilcoat and Wendy Swartz provided an update on the Classification and Compensation Project and the Service Delivery Project. The design phase has closed; next is to begin implementation of a new Compensation Philosophy, a focus on total rewards, a structured job classification system, the use of consistent pay grades, and a structured Service Delivery framework. Implementation phase should be completed by July 2020. A series of educational

opportunities are planned. More details can be found on the attached communications. The recording of that presentation can be found at the FS website <https://in.nau.edu/faculty-senate>

In closing, Gioia noted that the Faculty Senate has an important role to play in NAU's enrollment and retention challenges, especially by helping foreground teaching excellence and recognition as it relates to student success. There being no further business, the meeting was adjourned at 4:53PM.