

**Faculty Senate Meeting**  
**Sept. 9<sup>th</sup>, 2019**  
**du Bois Aspen Rooms B & C**

- 1. Call to Order/Acceptance of Agenda (Gioia Woods)**
- 2. Approval of Minutes from Summer Senate (Gioia Woods)**
- 3. Faculty Senate President's Report (Gioia Woods)**
  - a. Welcome back and sincere thanks for your service to senate. Crucial way to serve the mission of shared governance.
  - b. The charge of Faculty Senate: to participate in institutional governance as a shared endeavor. We work closely with one another, faculty peers, and with administration. We have a role in transparent and consistent communication. Urge senators to report what is happening in senate; to communicate with and represent ALL colleagues in your unit, from part-time to regents faculty.
  - c. We have a busy year ahead: Promoting academic freedom/enhancing academic freedom. Teach and serve and do research. Promote and enhance student success – in this climate there are constraints on student enrollment, a nation- wide problem. Ensure our classrooms and pedagogies work to ensure student success, and retain them. Maintain highest academic freedom. Promote the best working conditions for faculty. When we have the best, we can promote student success, and do research, and serve, to the best of our ability
  - d. Website: Check out our newly revamped website. Move everything from BbLearn to our website. Posting agendas, schedules, history of the senate, constitution and important links.
  - e. ABOR: 18<sup>th</sup>-20<sup>th</sup> at NAU. &the annual breakfast planned with the theme “faculty’s role in student success.” Regents share our understanding of the crucial role faculty play in student retention, persistence, and graduation.
  - f. Staff position: We are in the process of hiring a PT replacement (19hrs/week, \$15/hour, no benefits). We’ll keep you updated. Want to make that happen quickly.
- 4. Cline Library Update (John Doherty)**
  - a. The library has been overspending over the last few years by about \$500,000 total. Subscriptions costs have gone up. We have to stop overspending. Get our budget back into a balance. Next Monday we’ll send a survey asking all faculty, in your dept these are resources you might use in your teaching and research. Prioritize them. A list of journals that help you in your teaching, research.
  - b. Question from the floor – A: we are running the numbers, and if it gets a lot of use by faculty and students, then it won’t get cut. Research use too. If its used, even if expensive, we probably won’t cut it.
  - c. Question ? – A: We work with vendors to get the best deal possible. We work with faculty to understand what are the best resources/journals/databases to spend our money on. We work with faculty and librarians, and look at the costs to see how it will all fit into the budget.
  - d. Question – A: Survey is going to ALL faculty. 2 weeks it will be open. Please urge colleagues to take part of this survey. Vital to our research and teaching.
  - e. Two year cycle – cut \$250,000 this year, \$250,000 next year. Then start fresh b/c we’ll have a balanced budget.
- 5. NAU President's Report (President Cheng)**
  - a. Looking forward to being on campus for the next two weeks. Fall is a big traveling time for University Presidents.

- b. Good news – retention figures are 77.6% as of today. Big leap from 73% from last year. Fall to fall. We'll probably see that figure (77.6) on Day 21. Lot of people/teams working on this. Retention is great.
- c. Big improvement on research expenditures from federal, state, local grants - \$58 million, jumped from \$52.9 from last year.
- d. Gear Up Grant. We received four successful awards in a row. \$31.5 million grant – matched from outside partners. As well as in-kind match. Prepares students for college.
- e. Launched Teacher's Academy
- f. Enrollment: down 300 from last year this time. Up 200 grad students, down about 500 undergrads.
- g. ABOR –
  - i. decided to get \$165 million total budget request - \$22 million to expand health care – behavioral health – launch of clinical psych degree. Infrastructure needs for all of our health care programs.
  - ii. Advocate on our state wide distributed programs. Community colleges to NAU. Specifically Maricopa county.
  - iii. Bachelors and Masters program cybersecurity program launch – awareness of need for that – approved by ABOR.
  - iv. Regents asked for an addition \$10 million for quality residential undergraduate experience. We've been stressed over the last decade. We are distinct in our residential undergraduate and access to high quality faculty. Governor sees that as well.
  - v. Budget will be formally approved and sent to the legislature soon.
  - vi. Pres Cheng will visit each legislator representatives.
  - vii. This is the start of my 6<sup>th</sup> year here. Haven't seen a positive budget yet. The \$17 million budget hit in 2016 we still haven't recovered from.
  - viii. Faculty breakfast with ABOR – faculty and student success. Collectively we will be able to see student success through retention, graduation, successes of individual students.
- h. Upcoming Events
  - i. Wed – Terry Tempest Williams will be coming to speak at Prochnow – environmental activist and author.
  - ii. Charlie Duke – Flag festival of science. Walked on
  - iii. Angela Kinsey – Oct. 3<sup>rd</sup> – star of the Office TV show. Speaks about women in the industry.
- i. QUESTIONS
  - i. Q from the floor: Reorganization of EMSA? What are the effects on academic units? A:
    - 1. I have no details yet. We elevated Student Affairs b/c of the important work they do
    - 2. Focus on our most at-risk students
  - ii. Q from the floor regarding OGEI: Layoffs? No renewals? Were there layoffs in IT? ANSWER – we have personnel decisions made all the time. OGEI is focused on finance, HR, and research administration, not IT.
    - 1. Reorg of IT – Steve has been able to save Millions of \$\$, and meet the needs of people.
    - 2. STEVE BURRELL
      - a. We've never laid anyone off. We have done some terminations due to performance. And some non-renewals. We had 8 nighttime operators whose jobs were no longer needed. Those are all done with tech now. We transitioned some into new jobs, and some did not get jobs.

- iii. Q from the floor: How can faculty work to support Chinese student programs? Many of us are not equipped to help. A: Daniel Palm – CIE director – shares your concern and focus on the experiences of our Chinese students – 600 of them – come from partner universities in China. We are very deliberate in our partnerships. It is very easy for us to envision a bad experience, then going back China and saying ‘don’t go there NAU sucks’. He has a staff person, Bruce Wong running our Beijing office – more and more he needs to be onsite with China. He will hire another person.
- iv. Comment from the floor: Faculty increasingly filling in staffing needs. We have to just pick up the slack until someone gets that job. I am having to train myself on PeopleSoft just to understand things. There is a disconnect when staff move on. It just doesn’t seem like we’re ahead of the ball especially when we need to increase retention and increase enrollment. OGEI should help with this.
- v. Q from the floor the \$10 million – any guidelines? A: retention, graduation, positive outcomes. It is a line to the residential programs. Distinctive campus for quality undergrad experiences. One of our stellar points. Senate is keen to help return to these goals and values.

#### **6. Provost’s Report (Provost Stearns)**

- a. ABOR
  - i. Good meeting with ABOR. First time/full time retention. How do we assess what they are doing that is effective. I want to understand, using stats, how we measure retention.
  - ii. Cyberprograms approved.
- b. Textbook adoptions are low. Late to get faculty to do adoptions. We need to ask faculty why this is. What happened? Survey coming out...but the textbooks came so late that the bookstore couldn’t get used books. And student costs went up.
- c. Dean searches
  - i. FCB, CAL, CEFNS, CEIAS running searches. I reached out to colleges, faculty, asked them what they are looking for, who they are looking for. 3 colleges will do it without a search firm; FCB will use a search firm (WittKieffer) to help us with the search. Goal to negotiate and hire before May.
- d. We need to become more efficient in how we run our institution. How do we implement our new programs, for example? Study market demand, student desire, to determine, what we invest in, and in what order. Streamlined ways of proposing new programs; losing phase one and phase two to PALC. Streamlined ways of proposing new programs. Make a case for your idea and let’s talk about how to use our limited resources.
- e. QUESTION
  - i. Any info about HLC and shared governance? A: HLC commended the campus on shared governance – however, they received a letter that was critical. So we have to address it, and have it be a part of a monitoring process for the next 3 years.
  - ii. Do we have numbers on the non-renewals of NTT faculty and emergency hires? A: 21 contracts not renewed.

#### **7. Committee/Council Updates (Council and Committee Chairs)**

- a. Laura Blocher, Chair Faculty Rights & Responsibilities: first meeting soon to continue work on COFS and Constitution.
- b. Dot Dunn, Treasurer: Faculty Dues! \$20. Feb/March. Helps to fund the scholarship. To increase it a smidge would be good. We use dues for our \$1000 for the scholarship. Yu can choose payroll deduction.

#### **8. Online Learning Faculty Advisory Committee – Laura Bounds & Teresa Beier**

- i. Developed best practices document. About 15 pages. We've taken the feedback and made the document as best we can. What can we do to make the online learning experience with students and faculty. How can we meet federal regulations? New faculty will get help and insight from the best practices document.

**9. Liberal Studies Update (Jeff Berglund)**

- a. The LS program went through its 7-year review
- b. ABOR released its new General Education principles. NAU formed a task-force to align our program. We meet every two weeks. Iterative process...checking in with diversity curriculum committee, curriculum and assessment committee, faculty senate. We'll be presenting ideas, thinking about models. Much of our program is already in alignment. ABOR believes that general education matters. Goal is to articulate our value to our many constituents, especially students, and faculty.

**10. ITS & Software purchasing (Steve Burrell)**

- a. Bureaucratic process. Necessary to address the kinds of things we have to assess when looking at software. For example, is new software accessible? It is federal law. We work with help desk and service providers so we have the best ways to support faculty and students.

**11. Parking Update (Erin Stam)**

- a. We went to license plate recognition. Been out there for years. We didn't do it earlier b/c of the fact that AZ has no front license plates. Supplemental plate for the front of your car. Most of them are equipped. Free to get the supplemental plate.
- b. Complaint 1: Price
- c. Complaint 2: employee parking permit – it's just your license plate. We do warnings the first time. We always think about staff, students, faculty.
- d. We are doing everything we can to make parking or transportation good for all of you.

**12. OGEI Update (Wendy Swartz and Cindy Chilcoat)**

Class and compensation – we are on schedule. Compensation philosophy – communication going out next week. Service delivery: research administration is being changed. Timeline is getting pushed back. This one is not quite ready.

- a. Questions
  - i. Are half-time employees at risk. Is there any changes to half time employees. Answer: We don't have ½ employees who are benefit eligible anymore. Temps – it depends on what they do. This is about the work. If they are doing work, it is quite possible that the work that they do within their role will change.
  - ii. New job posted, Manager for financial - \$62-\$70K

**13. Adjournment (Gioia Woods) adjourned at 5:13pm**