

**Faculty Senate Meeting  
Minutes  
October 7, 2019**

Please email corrections to [Faculty.Senate@nau.edu](mailto: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 Aspen Rooms of du Bois.

**Approval of the Minutes—Gioia Woods**

Gioia presented the minutes of September 9th FS meeting for approval. Provost Stearns raised a concern over language regarding the number of faculty non-renewals. **A motion was made and seconded to revise the minutes and present them at the Oct 7 FS meeting.**

**II. Faculty Senate President's Report—Gioia Woods**

- Very successful Faculty-Regents breakfast Sept 20. Theme: Role of teaching faculty and their role in enrollment, retention, and graduation rates. Charged by regents to discuss successes, strategies, and impediments.
- ABOR General Education policy adopted by regents last spring. Each university will align their own gen ed programs to meet ABOR goals and outcomes. Liberal Studies Director Jeff Berglund presented Sept 9 on NAU efforts to align; some changes forthcoming (how we communicate the value to stakeholders, for example) but our LS program is strong, logical and well-assessed. Task working on this and senate reports will be made regularly.
- President's cabinet meeting October 9: 21-day enrollment count: NAU down overall 337 students. Mountain campus down 148 students, online up 11; Yuma up 16 students. There has been a slow but dramatic shift in state allotments, never really recovered from that. Three universities are working with ABOR to try to boost state support for higher ed.
- Census year—the count dramatically impacts our community, which is traditionally undercounted. Students are counted where they are on April 1; that means NAU students are generally counted on campus as part of Coconino County.
- Compensation policy for winter and summer school teaching—questions from senators.

**III. Provost's Report—Diane Stearns**

Provost Stearns reported on the following:

- President Cheng is traveling this week
- Retention is up from last year
- The number of students looking for a four-year degree is going to shrink. We need to span a range of modalities; strive to develop new programs at the unit level and to streamline the process. Units are invited to submit proposals that demonstrate student need. Enrollment marketing can help
- Dean searches are ongoing, launched and applications are coming in
- Discussion: how were search committees comprised? Representation from many domains, following approved process for administrative hires. Although Senate has faith in the committees, Senate itself was never consulted; shared governance seems compromised. Efforts made to comprise diverse committees? Committees diverse across rank and gender, but unevenly so. Policy reads efforts must be made in terms of ethnicity and gender. Discussion not about the members of the committee, but how it was done.
- Senate should look at budget strategic plan
- Discussion: The policy regarding summer and winter compensation changes went to the deans, but it didn't come to faculty for consultation.
- Question from FCB regarding compensation of overloads. Answer: Not a policy change, but a decision to now follow the existing policy

- Question about faculty on overload assignment not being paid; provost indicated that policy wasn't followed, in that all paperwork for supplemental pay needs to be in the Provost's office prior to the work starting.

#### IV. **Council & Committee Reports**

- Michael Caulkins: Workload, survey of all faculty, analyzing the data set and preparing report. Seeing 700+ responses, need help analyzing data. NTT council: title change proposal almost ready to go to FSEC.
- Laura Blocher: Faculty Rights & Responsibilities. Working to complete the constitution and the COFS document. Please talk to members of the council with suggestions. Senate maintains COFS and updates as necessary
- Blase Scarnati (Parliamentarian) and Senator Kathleen Finlayson: presented revised IAC Bylaws; approved.
- Laura Bounds: Online Teaching and Learning Advisory Committee, positive feedback on documents, useful for face-to-face teaching also
- Marianne Nielson: SBS senators met; goal to discuss and improve communication with constituents.
- Rodrigo de Toledo: Faculty Grants Committee, need another member from CAL
- Ed Smaglik: elections; 2 new senators elected from CEIAS

#### V. **Academic Freedom Update—Stephen Nuño and Gioia Woods**

National discussions of presidential impeachment will likely filter into classroom discussion. How to address these? Consult ABOR policy 6-202 on Academic Freedom. Academic freedom, distinct from free speech, is guided by our disciplines. This is an unprecedented time in a digital age when information is passed quickly and can be taken out of context. This can be messy. Looking for suggestions from faculty, what are issues likely to arise, how can chairs support faculty, how to handle questions that may come up in this process. Email [Stephen.Nuno@nau.edu](mailto:Stephen.Nuno@nau.edu) with questions and to engage further in this discussion.

Discussion: senate to host a possible Academic Freedom forum? It might be nice to have a statement from the administration in regard to "in a time of turmoil..." that would be a proactive act from the administration. Faculty have rights and responsibilities to maintaining academic freedom

#### VI. **Census Update—Sara Dechter, City of Flagstaff**

- Census tells us NAU has had the lowest percentage of responses of any university in the state.
- Census count matters! For every person counted that's \$1900 in federal dollars. Students will be counted on campus April 1
- City provides lots of information for education. Please reach out if you'd like class presentations.
- See Senate website for details

#### VII. **Kognito for Faculty—Melissa Griffin**

- Improve student mental health by training campus community to have productive communication
- Interactive online avatar training; identify warning signs and learn approaches to engage students and connect them to resources
- 500 Kognito faculty licenses purchased with new student health fee
- **A motion was made and seconded; Senators voted to take Kognito training as group.** We'll check in at December 4<sup>th</sup> meeting on completion rates.
- Access Kognito at the following website: [nau.edu/kognito](http://nau.edu/kognito); use the **enrollment key naufaculty** to enroll in the course

#### VIII. **OGEI Update—Wendy Swartz and Cindy Chilcoat**

- Service delivery: hired service team manager. Twelve other positions forthcoming in supervisory, coordinator,

and specialist levels.

- CEIAS, CHHS, FCB in pilot
- Discussion: travel reimbursement plans still in development; likely use a service tool. How about part-time staff? Grandfathered in. Feels to some like a call center; lack of personal relationships. OGEI went against a call-center model. Larger strategic goals: these staff people are part of the Flagstaff community. If processes like these are not organized in a way that people don't feel a human connection, that's not going to good for us in the community.
- Current staff will not lose jobs, may need retraining to adapt to new tasks. OGEI committed to working with Deans to place (and retrain) staff
- Staff questions? Please tell staff they can call Cindy and Wendy for employment advice

IX. **Announcements/Old/New Business/Adjournment—Gioia Woods**

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

DRAFT