

**Minutes Faculty Senate
November 4, 2019**

Please email corrections to Faculty.Senate@nau.edu

Call to Order/Acceptance of Agenda

Gioia Woods/Consent Item

Faculty Senate (FS) President Gioia Woods called the meeting of the Faculty Senate to order at 3:03 pm in the International Pavilion Conference Room. Gioia presented the agenda for approval. A motion was made to accept the agenda. The motion passed.

Minutes

Gioia Woods/Action Item

The minutes of the October and September meetings were approved

Faculty Senate President's Report

Gioia Woods

Gioia reported on the following:

- Provost Stearns and President Cheng are travelling. Both will attend the Dec. 2 meeting.
- Faculty Senate staff administrative position not filled. The committee (Gioia, Ed Smaglik, Audrey Alicea) interviewed two people. Both declined the job offer, and the third viable candidate withdrew. Gioia asked that the position be reconsidered (19 hours with no benefits). Again the suggestion arose of sharing the position with the Provost's office. Please suggest this position to folks who might be just starting out or not needing a job with benefits.
- Gioia recommended Unconscious Bias Training through the IMQ. Incredibly useful for all the kinds of work we do with colleagues and students.
- Kognito training reminder: FS agreed to complete the training by Dec 2.
- Meeting with President Cheng. The president feels there is miscommunication about NTT turnover. It is not that a lot are leaving; it's that lines may not be renewed due to low enrollment. She is planning a new round of faculty and staff compensation. We are moving into a period of conservative hiring, enrollment shortfalls, budget care. She was pleased with the tone of the faculty/regents breakfast, that faculty are aware of their role in student retention and persistence and success. She asked about other strategies. Louisiana required that graduating HS students complete the FAFSA; this increased college-going rate there significantly.
- Senator Questions: How does the loss of NTT faculty to non-renewals square with those faculty who are getting better jobs and not getting counter offers from NAU? How can we get more transparency regarding non-renewals vs. faculty resigning to take better jobs? Is CIF funding running out? From Biology: What is happening with class fees, the money that went to the Provost's office, is there a plan to get it back to where it is meant to go? Why are we still hiring "super researchers," especially since we are in a conservative hiring period, needs aren't being fulfilled, and we have already exceeded the ABOR research metric?

VP for Academic Affairs Report

John Masserini

- Course fees: Money that students pay for course fee are to be used for courses. Some money can be put aside for accrual. ABOR is asking for better accounting on how course fees are used. Some units cannot make a case for accrual. This was communicated to Deans, Associate Deans, and Chairs.
- In terms of CIF funding: CIF is just one bucket of money that was developed to address growing enrollment. Enrollment is now flat. CIF needs to be pulled back and there will be less money going into next year. Deans need to look at enrollment, graduation, retention, and student credit hours. Cannot go over 4.3 Million in CIF Funding.
- Coursedog, initial launch. Training will be coming for course builders. We have historical data on enrollment, retention, success, graduation.
- Academic integrity: Had first three hearings. We like the new policy and process. Everything is clear. Refreshing website and documents on a weekly or bi-weekly basis. Gaps in advising, because there is a new structure in place.
- Enrollment: Advising is proactively reaching out to students every single day to enroll. They have strategic and targeted events in the dorms, the library, the union.
- Questions: Can we get numbers for who is enrolling, when, and how? Can we have some actual breakdowns of those enrollment numbers? Can we take a step back and look at effectiveness? How about student focus groups? How about re-vesting advising in faculty, so that students must speak and plan with their faculty how they move forward?

Campus Health Services Update

Julie Ryan, Megan Gavin, Erin Grisham

- Mental Health Trends and Resources: see PowerPoint on FS website. Many mental-health related complaints and treatments up dramatically: anxiety up 131% since 2010, similar increase in depression, thoughts of suicide increase up 140%.
- With new student health fee hired five of six new counselor positions, including Latinx specialist. The new hires are still not enough.
- Waitlist for ongoing services but students in crisis will be seen same day. Have immediate group therapy openings (free)
- Have 2 full time psychiatric NP, have money set aside to hire a full-time psychiatrist MD, but have not had luck hiring that position. Primary care providers can help with medication in straight-forward cases.
- Provide same day brief interventions and problem solving. Coaching students on managing their health.
- New programs in Health Literacy. Understanding healthcare information and services, access to care, making healthcare decisions.
- How can faculty help? If possible, call before walking a student over to counseling so they can pull the chart and plan ahead. The front desk knows that if a faculty or staff member walks a student over that student is in crisis. Students arriving independently need to indicate they are in crisis.

- What is the legal responsibility of a faculty member who is trying to support a student? Respect the student, ask the student if they would like you to walk them over, if they say yes, then go with them, if no, respect that.
- Faculty and staff mental health is also important; we do have care that is available for all. EAW is available for faculty and staff.
- In the Dean of Students office there is a social worker who can help assist students with well being
- There are training opportunities and peer support. Kognito, campus connect, peer support program, etc...

Climate Metric

Bo Stevens, GSG/CEFNS PhD candidate

- Asking for Faculty Senate endorsement of a resolution supporting an ABOR-level Carbon Reduction Metric. (Gioia: A resolution is not binding, it is a show of support and public endorsement of Senate values).
- Proposal to reduce carbon emissions at the three universities and eventually ask ABOR to make those reduction efforts a metric to require and reward these efforts. The goal is to reduce emissions by 4% annually until we are carbon neutral, goal date of 2045. Based on IPCC goals.
- Motion to accept endorsement. Discussion followed. Motion carries.
- That resolution available on the FS website

Council and Committee updates

Michael Caulkins

Proposal for teaching stream, will be meeting with Roger and Diane on November 13th. Will update as those discussions move forward.

Workload committee: Currently the committee is CAL heavy, need more folks, going through data from the workload survey. Want folks to know the analysis is robust.

EMSA reorganization update

Erin Grisham and Anika Olsen

Part of the reorg are two new positions: VP of Enrollment Management, Anika Olsen, and VP of Student Affairs, Erin Grisham. The split was long coming. It was a complex and large organization. Goal to make serving students more efficient and help them focus. The reorganization is still a work in progress. Keeping students at the center of the process. Discussion followed regarding academic faculty and courses, relabeling of services, and etc.