

Faculty Senate Executive Committee Meeting
Minutes
May 4, 2020

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

1. Call to order/Acceptance of Agenda and Minutes—Gioia Woods

Faculty Senate President Gioia Woods called the meeting to order over Zoom at 3:02 pm.

Agenda accepted.

Feb 24, 2020 Minutes approved and available on website. Apr 20, 2020 Minutes approved and available on website.

- **Those present (electronically):** Gioia Woods, Tammy Mielke, Marianne Nielson, Kate Ellis, Gerald Wood, Benning Tieke, Ed Smaglik, Sibylle Gruber, Dorothy Dunn, Jessie K. Finch, Bruce Fox, President Rita Cheng, Provost Diane Sterns, Alexandra Carpino, Pradeep Dass, Susan Harris, Therese Meyers, Michael Smith, Claudia Sturgis, Rick Stamer, Blase Scarnati, Paul Lenze, Laura Bounds, Karen Renner, Thomas Ross, Nora Dunbar, Meredith Heller, Lisa Tichavsky, David Auty, Marieke Taney, Joe Wegwert, George Speer, Steve Burrell, Jon Lee, Scott Lewis, Jieun Lee, Shirley Navarro, Laura Karnitschnig, Kathleen Finlayson, Lori Wilson, Rodrigo Bastos de Toledo, Grace Okoli, Jeannie Copley, Amalia Garzon, Ana Varela, Blue Brazelton, Cat Edgeley, Cori Gordon, David Albritton, David Weber, Diana Coleman, Ed Hood, Elizabeth Berney, Ellie Blair, Emi Isaki, Emily Manone, George Speer, Gretchen McAllister, Jaewook Lee, Jennifer Duis, Josh Emery, Joy D'Angelo, Judith Winfield, Juliana Suby, Kristen Alazniz, Laura Blank, Nathanael Johnson, Nicole Walker, Patricia Murphey, Patricia Federick, Paul Bakke, , Rhonda Allen, Ruth Whisler, Sara Kien, T. Mark Montoya, Tarang Jain, William Johnson, Wilbert Odem, Zachary Meyer, Kimberly Gould, TS Amer Jaime Yazzie, and a few others.
- **Also Present (electronically):** Roger Bounds, John Masserini, Steve Burrell, Laurie Dickson, Dan Okoli, Stephen Vedral, Flower Darby, Gayla Stoner, Mark Ruppert, Don Carter, and Andrew Lacona

2. Faculty Senate President's Opening Remarks—Gioia Woods

Faculty Senate President opened the meeting by saying these times call for best and most creative selves, please continue to send in suggestions, ideas, and observations.

- Faculty Senate Executive Committee (FSEC) have met weekly with NAU President and Provost since spring break. We have been advocating for all on campus and communicating what we are learning promptly on [Faculty Matters! forum](#). A major concern for many is the threat of faculty non-renewals and the 20-25% cuts. FS President asks the provost and president to be as specific as possible regarding budget cuts. FSEC and many would like to recommend that every measure be taken before non-renewal of faculty and staff.

3. NAU President's Report—President Rita Cheng

President Cheng began by acknowledging what the NAU community accomplished together over the last six to seven weeks including transferring classes and services to a virtual format. We have a balanced budget for fiscal 2020.

- 6,000 students will graduate in a few days. Virtual Commencement Ceremony takes place Friday, May 8, 2020 at 11:00 AM and will go live over the weekend.
- Currently, there is a decline in both undergraduate and graduate. Units and their respective VPs planning for a 20% reduction operational budgets for Fiscal Year 2021.
- The state of AZ funds NAU about \$100 million a year. Our net tuition and fee revenue is about \$300 million a year. We are expecting from \$80-\$120 million of potential lost revenue. The state of AZ anticipates a tax revenue decline of \$1 billion, expecting impacts to this year and next year.
- On April 17 and April 30, NAU President sent notice of intent to have in-person classes in the fall, preparing for health and safety of all faculty staff and students, encouraging students to return to Flagstaff. The medical experts feel we can through testing and various kinds of screenings keep the campus safe; consulting with various knowledgeable constituencies.
- **Questions:**
 - *How do you plan to engage the faculty and faculty senate as we move to campus with our health and welfare is at stake?* We have been engaged with FSEC and will continue to have regular meetings. COVID-19 working group has several faculty members.
 - *Based on everything you've told us so far, have you given instructions to Dean's to give non-renewals to NTT faculty? If so, how many and when will they find out?* No instructions. It is a Deans and Chairs decision based on enrollments and budget reductions.
 - *How broad are cuts across campus including Administration (i.e. VPAO position)?* Everyone is going through the same budget calculations. The VPAO is responsible for class scheduling and is one of the key elements we have to balance moving forward.
 - *We need to be aware that increasing the capacity for online courses is counterproductive in the end. If classes are getting bigger, what kind of accommodation will there be for the non-tenure track service?* Through this next year, our teaching and research will take priority over service.
 - *Will the 20-25% budget affect the plans for multi-disciplinary STEM building since facilities and building are a different budget? How much in-depth analysis into each individual building to ensure social/physical distancing? How do we handle this in individual classrooms/classes?* We will be deferring and working with firm on plans. We expect staying within CDC guidelines and exploring purchasing masks for all on campus, increasing sanitation and cleaning rooms.
 - *Does NAU have a plan to approach the technological capacity for classrooms, live streaming, etc.?* The plan is in early draft stage.

4. NAU Provost Report—Diane Stearns

Provost Stearns began by thanking the FS for their engagement.

- President charged all of the Vice Presidents to find 20% cuts. Projected enrollments across the academic colleges are uneven. The deadline for enrollment and refundable deposit is extended from May 1 to June 1.

- Incoming class for CAL is down 35%, CEFNS 27%, FCB 22%, CEIAS, 9%, SBS 6%, COE and CHHS are flat. Overall, in academic affairs, some colleges will need to cut more or less of the 20%. Deans and chairs are looking for every dollar before people.
 - We are asking the Deans and Chairs to look at changing schedules across time and place.
- Update on Student Surveys: FS put forward the question to allow students to be heard: How well did NAU support you?
 - The response was: 16% said extremely well, 29% said well, 32% said moderately well, 17% said not very well and 5% said not at all. Well done!
- **Questions:** *Have you provided a list of specific tools for each department to meet budget goals, everything from furloughs, temporary leaves of absence, etc...? Have you given a list of what you will accept that a department can undertake?* Colleges are different in terms of their resources. Some variables to equation that need to be institution wide i.e. pay cuts, furlough, etc, otherwise it is not fair and equitable if not across campus. *Are we communicating with students to see what their plans are?* Yes, additionally we knew demographic change was coming before COVID-19 crisis brought us off a steep cliff. *How have we been preparing for the demographic shift?* We are looking at mix of students and considering programs offered. Faculty have volunteered to call students for retention and encourage them to enroll. *What planning is occurring for late fall in terms of potential resurgence?* Many institutions are debating calendar. If COVID-19 never goes away, considering when AZ reopens, a second wave, we are looking at everything we can. *Timeline mentioned changing schedules across time and place. What is the timeline?* As soon as we can.

5. Strategies for Fall Opening—Moderated Discussion

- *Is there a standard template that faculty/departments could use in communicating to students so that we can ensure that those communications are well-informed, ethical, and excellently worded?* Sample language was sent out to advisors, deans, and department chairs for departments to contact students regarding enrolling for the fall. This will be shared by VP Masserini and with senators.
- *Why is a University wide furlough not being talked about?* Understanding from today's conversation, we are not going to do them this year (Fiscal) because we have a balanced budget. It is still on the table for fiscal year 2021. *If we are interested in saving NTT faculty, it should be on the table for future.* We are taking two hits: 1. Expense from COVID will hit us for several years, and 2. falling enrollments. Furloughs are a one-year fix; there are longer-term issues to be dealt with.
- *If we move to furloughs, would those be embedded in contracts?* Contracts need to be out ASAP within the next couple of weeks to know. There will be a statement that says furloughs are possible.
- *If furloughs could be a more equitable way to address the situation we are in?* The FSEC advocating a progressive approach and will continue to do that. Salary cut off should be set so people aren't brought below the poverty line.
- *Will there be guidance from Provost Office to Deans and departmental chair regarding furloughs and SOE? For those who are research active, people who are bringing in large research dollars and they can probably support themselves with that money, how can people use that money? Backfill?* You have been heard and will not answer either

question. OSP will provide guidance and rules. Furloughs are supposed to be a day off, not work. It should come with guidance of how to administer that doesn't negatively impact that.

- *Faculty received mixed messaging regarding non-renewals. When this will be done and how late someone might find out they are not renewed?* Decisions are being made at the college and department level. We need hard decisions happening at the unit level and as soon as possible. Notices of appointment must happen 30 days before the start of their contract. We do not want to wait that long.

6. Council and Committee Reports

- **NTT Council—Jessie Finch:** Teaching Stream Proposal is on pause until the fall. NTT council is switching to advocate for NTT faculty needs. We have an enclosed 14 point list for [NTT Retention Ideas](#) including preferential re-hiring for those non-renewed (see page 6). Council's goal is to avoid as many non-renewals as possible.
- **Budget—Marianne Nielsen:** Money from stimulus is supporting us this year. It's a challenge for many to get strategic plans. Committee is pausing and addressing more pressing priorities.
- **Treasurer—Dorothy Dunn:** Faculty dues are a \$20 deduction from paycheck which supports Gioia at ABOR meetings as well as the FS undergraduate scholarship. Scholarship Committee has selected the scholarship recipient, Cassandra Colby. We can introduce her to the senate in the fall. Currently working on FS budget.
- **VPAO search committee—Tammy Mielke:** Email sent out regarding open forums. We have two excellent candidates. Senators please attend those forums and provide faculty input for the decision.
- **Elections—Ed Smaglik:** Elections in the Colleges are completed except for SBS and EC colleges. Ballot was sent around to identify those who can fill open spots on faculty senate sponsored councils, committees, and faculty senate liaisons. Twelve open spots on that ballot. Ballot for faculty grievance committee was sent May 4th and due May 8th. We will send out dates for Summer Senate Meeting. If we do not fill some of these slots, they will have to be done in-person in the fall. Balloting for these last seats on May 13/14th. Please consider running for an FSEC spot.

7. Strategic Space Utilization Report—Dan Okoli and team

The Strategic Space Utilization Study identified 6 project goals: programmatic needs, promote efficiency, reinforce equity and space use guidelines, foster community, consider the campus, and minimize costs. They engaged with faculty, staff, and students about space usage and condition on campus to understand current needs by surveying, focus groups, and touring buildings.

- They found there is misalignment with the classroom size and the classes that are being taught. Office space is a high-need area and some colleges show deficits in office space. We will have a need of anywhere between 15,000-60,000 assignable square feet of lab space with future growth.
- **Questions and Comments:**
 - *It is important that we are able to support faculty as they look at a space to determine if the space will work pedagogically for the class they are teaching. How classes are scheduled is different from space management, though they do*

work together? Pedagogy and space are interlinked, and this needs to be studied. Wondering about if reconsider plans for hiring a consultant for next year given budget constraints for next year? Everything is being looked as in great detail; this project is being evaluated for its needs and balance.

- *Based on current realities, layoffs and social distancing, is the group looking at this to address recommendations? Need input from faculty and please send feedback to Valerie Barret.*
- *Suggestion to have a group of faculty who teach in that building and those faculties should have a say of how those rooms are set up.*
- There is a fund for classroom improvements to help provide what is needed, fix what is broken, update/renovate classrooms. Please contact Classroom Management Team at Classrooms@nau.edu.

8. New Business and Adjourn

FS president expresses deep gratitude for everyone's hard work. There being no further business, the meeting was adjourned at 5:07 pm.

Attachment: NTT Retention Ideas
Complied by the Senate NTT Council

1. Consider the possibility of a progressive furlough, so that those who are currently working full-time would still have jobs to return to when/if enrollment recovers, even if they must forego partial or full pay for some period of time. Furloughs that are progressive and so do the least harm to the most vulnerable in our community while capturing savings in salaries. Many NTT Faculty salaries could be covered even if those making over \$150k were furloughed at 25%. It will look very problematic for NAU to non-renew 300 people while the highest paid folks, largely administration, doesn't take any pay cuts.
2. Faculty should not be asked to teach anything more than 4-4. This will result in more job loss overall – that is, if a department has 5 total NTTs and 4 of these folks agree to teach 5-5, they have just deleted the need for the last one's job. Stay strong on nothing above 4-4.
3. Request to re-hire any non-renewed faculty without searches in the future or have some sort of preferential hiring for any open positions as well as making other university position openings available first/only to people who are not renewed.
4. Faculty who have reached full retirement age could be encouraged to retire and even incentivized. This would (a) preserve jobs for those faculty who do NOT have the option of retirement, and (b) make for an easier multi-term enrollment process as we deal with this uncertainty. This would likely also save costs overall given longer-term faculty's often higher-than-average salaries.
5. Reassigning faculty with cross-curricular experience to areas of need – for example, if Sociology's classes are not fully enrolled, deploy those who overlap with specialties to help in Criminology if they have extra classes.
6. Re-appropriate administrative bonuses, elimination of merit increases
7. Granting early (emergency) sabbaticals for next year. Each faculty who takes one would save the university 40% of their salary.
8. Secured, tenured faculty who are able could take temporary leaves of absence to open class slots for NTT until enrollment rebounds.
9. Hiring freezes on all but the most indispensable positions.
10. Freeze on retirement accounts, bonds, etc. such as a one-year suspension on all University matching contributions to retirement
11. Borrowing money by leveraging real estate, such as the recent acquisitions of land along Fourth Street, for the upcoming year;

12. The curtailment or moratorium on all but the most essential travel as well as on receptions and catered food services
13. The suspension of all building projects.
14. Factor in FAAR evaluations over seniority. In doing so, include faculty service into the decision-making process. Do not limit consideration to teaching and research. Teaching can be redistributed. Research-focused faculty already have more protection than NTT. There will still be a need for most - if not all - of a department's existing committees to continue and this will help the university recover faster.