

**Faculty Senate Meeting
Summer Senate
Minutes
June 15, 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 3:01 pm. Agenda accepted.

- **Those present (electronically):** Gioia Woods, Tammy Mielke, Marianne Nielson, Kate Ellis, Ed Smaglik, 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, Paul Lenze, Laura Bounds, Karen Renner, Monica Brown, , Meredith Heller, Lisa Tichavsky, Claudia Rodas, Sibylle Gruber, Jon Lee, Joe Wegwert, Scott Lewis, Jieun Lee, Shirley Navarro, Laura Karnitschnig, Lori Wilson, Rodrigo Bastos de Toledo, Grace Okoli, Jeannie Copley, Blue Brazelton, Kara Attrep, Cat Edgeley, Donna Simon, Chrissina Burke, Christopher Edwards, Michelle Miller, Cori Gordon, David Albritton, David Weber, Elizabeth Berney, Ellie Blair, Emi Isaki, Emily Manone, Jaewook Lee, Jennifer Duis, Josh Emery, Judith Winfield, Juliana Suby, Kristen Alaniz, Laura Blank,, Tarang Jain, Ali Conant, William Johnson, Wilbert Odem, Timothy Corvidae, Natalie Odem Zachary Meyer, Kimberly Gould, Paul Beier, Carie Steele, Sean Gregory, Karen Sealander, Stephen Tegler, Pete Fulé, Rebecca Campbell, Kevin Trainor, Becky McGaugh, Jaime Yazzie, and many others.
- **Also Present (electronically):** Roger Bounds, John Masserini, Anika Olsen, Steve Burrell, Oaklee Rogers, Dan Okoli, Valerie Barret, Gayla Stoner, Jo La Fontaine

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

Faculty Senate President began by recognizing the frequent Faculty Senate Executive Committee (FSEC) meetings with the NAU President and Provost help create mutual understanding and awareness amongst both the faculty and administration.

- FS President welcomes the new ASNAU president, Joe La Fontaine, looking forward to learning from one another and working together.
- FSEC has published a statement condemning violence and racism. Faculty play an important role in the lives of our Black, Indigenous, and People of Color (BIPOC) students to provide access to education to all students as well as acknowledging their lived experiences.
- FSEC will host an hour-long conversation, “NAU becoming our best self”, on August 3. Conversation will begin on [Faculty Matters! forum](#).

3. NAU President’s Report—President Rita Cheng

President Cheng extended appreciation to FS president comments around race relations on campus. As the fall gets closer, the staff, the multi-cultural center, faculty and administration are working towards programming to encourage open dialogue.

- President Cheng provided an update on plans for the Fall semester.

- Units are busy with plans for fall. The draft plans will be launched on a webpage. The staff training video for returning to campus work is near completion. Last week, over a thousand faculty and staff attended virtual town halls hear updates on enrollment and the connection to financial status, and various strategies to address financial shortfall. Administration has met with cabinet, deans, PALC and student leadership every week. Draft plans have been reviewed by our health experts and ensure they have the components to ensure our achieve goals. The COVID-19 recovery group has been actively reviewing plans.
- NAU will have a mandatory use of masks and a pledge for students. Masks will be enforced through the student code of conduct and administrative directive.
- Testing, monitoring, masks, and tracing all require investments so NAU is working with other universities to buy items in volume.

4. NAU Provost Report—Diane Stearns

Provost Stearns began by thanking the FSEC for their engagement and provided an update on NAU Academic Affairs presentation to ABOR last week. The three institutions discussed plans; the plans aligned with the other universities. The policy for tenure clock delay is a temporary policy. After hearing feedback from FSEC, the President has approved it.

- Personnel Action Calendar is being modified. Two FSEC members provided suggestions on how to adjust, make it more useful and reasonable moving forward this coming year.

5. Moderated Discussion with President and Provost

- **What oversight was provided to ensure that the diversity of the faculty was not impacted by non-renewals?** Deans were required to monitor to ensure decisions were not discriminatory but based on reasoning and teaching need.
- **Colleges have lost huge numbers of Non Tenure Track (NTT) faculty; the furloughs should have been larger to help keep support staff and NTT faculty on campus. We can do much better than this to advance NAU and to keep NAU strong. Why not revisit all furlough and pay cut plans? NTT faculty deliver some of our most important classes.** Thank you for the suggestion. The understanding of conversation across campus varied on furloughs and pay cuts. **Forestry—all agree that the furlough should be greater.** Other issue: there is a range of acceptance of what we are seeing, as a public institution that depends on taxpayer dollars. Another issue: we cannot keep faculty on campus if there are less students. There is less capacity need.
- **At the last cabinet meeting, it was said that the faculty to student ratio will stay the same. How many numbers of faculty were let go?** That is still being finalized. We don't have final numbers on enrollment. Four colleges had severe drops; four had flat or minor upticks in enrollment.
- **Will there be any relief in covering these safety and health guideline costs?** With the state and federal sources, there should be relief from those costs, but there is no budget. Program fees may need to cover those in the future. Let's keep the communication flowing and should not be the deciding factor in the performance of a unit.
- **We as a university don't have a set threshold when we are going to move entirely online. What is the criteria to move online or activate different levels of pandemic preparedness in response?** We have consulted with health experts on campus. There is no plan in place for that yet. One of the reasons to incorporate NAU Flex into all classes

is to have the ability to pivot online if needed. Plans to set aside a significant number of rooms to isolate those who might be ill.

- **What was the manner in which student success was factored into cuts with guidance from the provost office?** Decisions had to come from Deans and Chairs. Deans and Chairs were told to look at need, evaluations if necessary, and who could teach what. Administration trusted deans and chair on decisions. **We are tumbling towards a cliff with the way these cuts were made. There are concerns that the challenges arising are self-imposed on how we have limited ourselves to make a high quality educational experience.**
- **Two questions: College was notified that we are losing our Dean who has been a huge advocate for the college. What is the plan for who will take over that leadership position? If program fees are being affected and what can we tell our students about program fees?** Roger Bounds has agreed to step in as interim dean for the year. **What should they tell students when the fee is supposed to come back to the student?** Program fees have to be reviewed. Units decided to meet the request for budget adjustments.
- **As one NTT person who made it through the cuts, the language of the NOA is concerning for NTT faculty. There are clauses, “by accepting this it could be terminated before Fall or Spring semester as need goes down” When will new non renewals be made? Faculty are putting in time on classes they may not teach due to rescinding of the contract due to enrollment. The clause on adjustments to salary at any time during the contact, could there be a limit in place? The last clause on faculty agreeing to complete the contract either in person or on line?** If something unusual happens, we have to be able to make adjustments in regards to enrollment and tuition funding. The 2nd clause references the different amounts of Flex time (furlough). Language was added to allow for flexibility. That language is in there in case we need additional budget cuts.
- **Following up on the previous question, when it states that “NAU retains the sole and unreviewable discretion to determine how to staff all course,” can you elaborate on who entails NAU and is there identification of threshold for insufficient enrollment?** That would be chairs, Deans, Provost consistent with COFS. There is not a numeric threshold for enrollment. It depends on what we need to do financially.
- **Elaborate on the Fall backup plan to go online and what are the metrics going to be. In regards to contracts, why is there not range or upper limit to the cut to allow people to know the worst-case scenario so faculty can plan?** We don't have metrics for online shit because we don't know. NAU has to answer to county, state, and federal. If we don't open in-person in the Fall, the financial impact is alarming.
- **Is it possible to reduce the size of the athletic programs because students are coming here for education/residential experience? Reducing the athletic program could save jobs.** That is a complex and difficult question to answer. We are already at division one minimums, the head coaches include the same language that we all have on furloughs. We have modest salaries and in the middle or bottom of big sky conference for what we pay coaches. Athletics does have a role. It is an opportunity for us to evaluate that as we move forward.
- **Can you explain the difference between last week which was a temporary salary cut coupled with paid flextime and furloughs?** I allows for a smooth adjustment of salary

and loosens the burden on payroll and HR. **Are these days we are working or not?**
These are days faculty have time off and you are not working.

6. **NAU Enrollment Update—Anika Olsen**

Enrollment Numbers include new admissions and current students (re-enrollment). The enrollment numbers have shifted slightly from last week town halls. International students had record application numbers but mostly joining as online part-time students.

- Graduate Students: 462 overall (+248), Online +116, PL +13, Flagstaff +192, Statewide +30, PBC +110
- Undergraduate Students: -1,815 overall, Online -23, PL -60, Flagstaff -1,655, Statewide -82
- As of June 15, we have 58 days until the start of the semester; to be flat NAU needs 6,161 additional enrolments (1,107 graduates/5,062 undergraduates)
- **Questions and comments:**
 - *What do students know about what the fall will look like?*
Students are craving an on campus experience. They know it will look different this fall. Students are excited about ending by thanksgiving. Logistical challenges that can be solved. We have put together forecast from Flagstaff, every other Wednesday, highlighting a different topic each time. Wednesday will be residential life. Our initial watch was over 9K views. On July 1st, NAU Flex will be broken down.
 - *ASNAU President: Off-campus leases are not flexible with changes to academic year. Thought students were told about Saturday classes, but NAU email from President Cheng only mentioned early start date, not Saturday classes.*

7. **Classroom and Space Management Update—Dan Okoli, John Masserini, and Val Barret**

Last week, Classroom COVID Capacity Review was completed and numbers were released. This involved looking at every classroom, furniture, how much square footage, layout for physical distancing, etc. We will have reduced capacity in classrooms as well as hand sanitizer, self-cleaning process, disposable wipes, IT, NAU Flex for classroom. Teaching labs are pre-assigned rooms, looking at independently. Statewide is in the same place. For statewide, NAU has control over some classrooms, but not all.

- The COVID capacity spreadsheet may need a little adjustment as we go.
- Furniture will not be removed from rooms; it will be cordoned/marked off.
- Question: *Can you talk about how classes that meet once a week can be able to rotate students on different days for distancing?* These decisions should occur at the unit level.

8. **NAU Flex™ Q&A—Steve Burrell and Gayla Stoner**

A brief overview was presented and defined as NAUFlex enables students to actively participate in their coursework during the required day and time of the courses, even if they are not physically in the classroom. Faculty drive the assessments and NAUFlex is more synchronous than HyFlex.

- NAUFlex Team Leads: Dan Stoffel, Kegan Remington, Larry MacPhee, Samantha Clifford
- **Questions:**

- *For students who don't have access to internet, there will be go packs available for students. **What is the makeup of the faculty engagement and support group and what will their activities be going forward?** There are two faculty and three administrators. We advised we need appropriate faculty support in the advising group. **Will statewide faculty and students have access to computer kits?** Yes, we feel like we can extend the library program to North Campus and PBC as "check out points" We can make arrangements with individuals as may be necessary. **Will recording be at faculty discretion?** We are strongly encouraging and think of other ways to convey course content. Faculty can record portions. **Students having option to attend?** Students would be scheduled by faculty when they come to class. It is not an option to be completely online unless there are extenuating circumstances. We will be developing a FAQ page for specific situations. **Faculty have so many questions. Can we (faculty and administration) make it more efficient to receive answers to our questions?** We are working as fast as we can to get information. Faculty should reach out to deans and associate deans to find answers to questions.*
- Laurel Bounds, Flower Darby, Amy Russell, and Samantha Clifford are faculty on the advising team

9. **New Business and Adjourn**

There being no further business, the meeting was adjourned at 5:09 pm.