

**Faculty Senate Meeting
Minutes
October 26, 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 3:00 pm.

Agenda accepted.

October 5, 2020 Minutes approved and available on the [website](#).

- **Those present (electronically):** Karen Renner, Gioia Woods, Melissa Griffin, Heather Nash, Sean Parson, Aaron Divine, Alexandra Carpino, Alyssa Deaver, Andy Wang, Astrid Klocke, Becky Pratt-Sturges, Blue Brazelton, Bruce Fox, Carie Steele, Cat Edgeley, Chrissina Burke, Diane Stearns, Donna Simon, Ed Smaglik, Elizabeth McPhee Berney, Ellie Blair, Emi Isaki, Gavin Yulei Zhang, Grace Okoli, Gretchen McAllister, Hal Tagma, Ira Allen, Jaewook Lee, Jamie Axelrod, Jennifer Duis, Jessie K. Finch, Jodi Carlson, John Doherty, Jon Reyhner, Jonathan Lee, Juliana, Julie Piering, Kaitlin Olson, Karen Sealander, Karen Renner, Kim Musselman, Laura Blank, Laura Karnitschnig, Laurie Dickson, Lisa Tichavsky, Lori Poloni-Staudinger, Mahendra Joshi, Mandy Dang, Marianne Nielsen, Marti Canipe, Matt Maurer, Melissa Sevigny, Monica Brown, Nancy Wilburn, Nora Dunbar, Oaklee Rogers, Paul Lenze, Paul Bakke, Rhonda Allen, Rodrigo de Toledo, Sean Parson, Sibylle Gruber, Susan Harris, Tammy Mielke, Tarang Jain, Theresa Carlson, Therese Myers, Timothy Corvidae, Victoria De La Cruz, Whitney Stefani, Wilbert Odem, Zachary Meyer, President Rita Cheng, Provost Diane Stearns, Melinda Treml, Matt Mauer, Melody Waring, Mare Schumacher, Kim Musselman, Stephani Williams, Adam Shimoni,
- **Those absent:** Kate Ellis

2. Faculty Senate President’s Report—Gioia Woods

- FS President thanked all who attended the October 5 meeting.
- ASNAU resolution on the temporary suspension of attendance on Election Day (Nov. 3) passed last Thursday.
- FSEC questions and concerns for the upper administration:
 - “The faculty constitution provides for institutional governance as a shared process with faculty predominance....in personnel process.” Thus, the FSEC requests the number of the total number of faculty non-renewals. This is the 24th time FSEC has requested.
 - Title IX changes based on compliance to the new federal government rules August 14. NAU did so by replacing SWALE with a new Interim Anti-Discrimination Policy, which was never vetted nor shared with the Senate. Shared governance should not be ignored. The policy culture at NAU needs to become more inclusive.
 - What is the plan to return to full staffing of classes in the spring and beyond? Constantly raising caps not a good plan
 - What are VPs going into units? COFS 1.4.5.1A Statement of Expectations (SOEs) are based on a negotiation between chair and faculty member, and the FSC. FSEC

heard reports about VPs in units scrutinizing SOEs. The FSEC also would like clarity on the research scrutiny in some units as well: 20% or higher allocations need external funding? This drastically affects research, scholarship, and creative activity, especially in CAL and SBS. *John Gorgas responds that he and Astrid Klocke are taking part in workload reviews, not to frame SOEs but to learn about unit's practices and to bridge perceptual divides. They are not renegotiating SOEs but looking for alignment between student-related activities and the duties of the faculty member. Astrid Klocke shared workload links with the FSEC. In terms of the questions about research, he has begun asking questions about faculty with high research percentages compared to baseline ones established by the deans. The key for him is to consider careful self-reflection on those arrangements. The Provost's office is also working on a transparent workload document. Astrid is starting to make progress on a baseline, with the idea that there is lots of variability in units. The key is to consider what units consider a full load.* FSEC would like to be involved in these discussions going forward.

- To improve communication, the FSEC requests the reinstatement of the ex-officio senate at the UCM. Better triangulate communication and avoid mixed messaging.

3. NAU Provost's Report—Provost Diane Stearns

- The Provost provided an update on the Spring semester which begins January 11 with NAUFlex remote delivery as the primary method of instruction. Due to financial aid, the start date could not be pushed back.
- Winter enrollment of undergraduate enrollment is over 500 students.
- Review committee is meeting to go over regents' professor nominations.
- Midterm grades show fewer ABC's compared to Fall 2019 (down 5%); also a 1% increase in DFW's. 4% of the classes have no reports. Academic Affairs and Student Affairs are working closely with students.
- ABOR meeting Nov. 5 is for the Education Team; items to be discussed include general education policies, the metrics for ASU/UA (not NAU) and a review of academic locations.
- **Questions:**
 - **As we get closer to the IPEDS reporting date, FSEC is hoping the administrators share the numbers of non-renewals by college and rate. Will there would be more non-renewals in Spring 2021, especially for the faculty who received Fall only contracts? Individuals interested in sharing information can email nontenure.nau@gmail.com.** The numbers are not confirmed at this date.

4. NAU President's Report—President Rita Cheng

- President Cheng provided a campus update for the fall semester and focused on NAU's COVID-19 efforts for Fall 2020. Please view slides on Faculty Senate BBLearn Forum.
- This semester NAU administered over 17,000 COVID-19 tests. Positivity rates are quite low. NAU will continue with all of its efforts for the rest of the semester including contact tracing. Flu clinics are offered into November.

- Spring 2021 includes 2 weeks of remote instruction and phasing in-person starting on Jan. 25. The full-remote option will be available for students.
- Overview of upcoming virtual events: Gold Axe/Distinguished Seniors (Oct 29), Virtual Homecoming (Nov 5 – 7), NAU Economic Outlook (Nov 12), Commencement (Nov 22), Native American Heritage Month (month of November)
- NAU is supporting voting at the Skydome and with a ballot drop-box near the Student Union/NAU Bookstore.
- **Questions:**
 - **Any plans to improve classroom equipment for in-person and remote students?** The IT budget is stretched but Steve Burrell and Gayla Stoner are having conversations about what’s working. Keep the conversation going.
 - **Will faculty be able to apply for accommodation if they are living with someone who is immunocompromised?** NAU is not seeing transmission via the classroom; mostly staff are testing positive, not faculty. Same policies for faculty accommodations will be in place for the spring; faculty need to contact Jamie Axelrod at DR. If the request doesn’t fit the accommodation guidelines – for example, if a person lives with someone with an accommodation or another issue, they need to work with their chair and dean (see also below)

5. Live Well NAU & Wellness Programming –Heather Nash and Melissa Griffin

Melissa Griffin and Heather Nash presented on [LiveWell NAU](#) – a new one-stop-shop for faculty, students, and staff, focusing on 8 dimensions of wellness. The site also includes guidebooks; especially useful are the resources for working parents.

- Email [Heather Nash](#) if you want to be added to the email list and collaborate on any materials for parents.
- Cline Library is also working on a long-term laptop loan program.
- **Questions:**
 - **Many students are taking more credit hours and working more; this is one of the key issues for stress. Is this something that this office has noticed, too?** Yes – they see students working more because the biggest stress is financial coupled with getting through their programs faster – a double combination of stress.
 - **Is there something Faculty Senate could do to help advocate the counseling services capacity?** EAW is working on re-tooling how we use counseling services. Waitlists for counseling have reduced with all students who request appointments getting in for at least 3 sessions. The Office feels well prepared for the US election next week.

6. Disability Resources & Accommodations Update—Jamie Axelrod

- Jamie Axelrod reported on the accommodations for individuals with a health condition or who is at high risk. These are based on CDC guidelines, with the key to finding ways to reduce the individuals’ exposure to COVID-19 (e.g., the accommodations can take a variety of forms).
- Accommodations will roll over for the spring semester. Individuals can still request accommodation, especially if new needs/circumstances have arisen
- The process for someone who lives with a person with underlying health conditions: The

requests go to the individual's supervisor. HR has put together guidelines for supervisors. If the individual is not satisfied, they can go to the next level of command (for faculty: chair, then dean). The VPs have been assigned final approval. This type of accommodation is called "workplace modification". **Observation: nothing prevents NAU from doing more to ensure these workplace accommodations for faculty**

7. Omsbud Introduction—Monica Brown

- Dr. Brown presented her principles and vision focused on being a resource to all faculty/staff and to affect a positive work environment. In the spring she'll start offering workshops on a variety of topics. Email Monica.Brown@nau.edu your ideas.

8. Liberal Studies Update—Jeff Berglund and Melinda Trembl

- On Friday, Oct. 30, at 9 AM, there will be a Forum on the Diversity Requirements and Revision of the Liberal Studies Program; all feedback received to date will be incorporated. Join Zoom Meeting:
- The goal is to vote on the proposal in January/February so implementation can begin.

9. Town Hall: Coconino County COVID-19 Update—Coconino County Epidemiologist Matthew Mauer and Kim Musselman

- Matthew Mauer presented information about the Coconino County Public Health Services District response to COVID-19 and the Weekly Report (10/23/2020). Please refer to the [Coconino Dashboard Data](#) website for additional information and to view the Weekly Report.
- The report includes a total of 4,716 confirmed COVID-19 cases, mortality, "moderate" level of community transmission, COVID-like-illness cases, specimen collection, and data for investigation.
- **Questions:**
 - **How does the County understand NAU-associated cases?** It can be difficult. There may be a certain demographic, address, school, or work situation associated with NAU.
 - **What challenges does the County foresee as we begin flu season in monitoring cases?** We have a very good flu surveillance system along with our COVID-19 surveillance system. The hope is our preventive measures around COVID-19 will also spill over into preventing influenza and other respiratory viruses. Monitoring the numbers and where the county is in relationship to previous flu seasons will help guide the narrative.
 - **How have students been responding to contact tracing has the culture improved or worse over the semester? You also mentioned contact tracing investigators are able to reach 80% of the people in contact tracing.** From what I've heard, it's a mix. Some students are happy to help. In other cases, if they came in contact with the illness if they did something or been in an environment they shouldn't, there is hesitancy.
 - **As far as the NAU population, is that just added into the Coconino county population year-round?** It is based on what address is reported to us at the time of the test. If someone lives a majority somewhere, we do have our ask investigators to capture the students.

- **To clarify, for the population how do you normalize the number?** For population, we use the 2018 estimates of census data.
- **Are there plans to enhance the NAU and county partnership relative to contact tracing?** We always had a great relationship with Campus Health. We have been enhancing our partnership all along including hiring NAU investigators and team leads. We meet with all levels of the university.
- **Can we overtly encourage any students to use their local address so we can get an accurate sense of the community spread?** As the faculty as ambassadors and models for the students, we continue to ask you to do that. We are pushing out information to specifically state association with NAU.
- **Are the 53,000 discrete tests different or inclusive of repeat testing?** Yes, it includes repeat testing.
- **How accurate is, the salvia test compared to the nasal swab?** The saliva test as well as the nasal swab are both PCR tests and highly accurate in being able to identify the virus.
- **Is the county tracking or have they been asked to track by the state, the number of COVID positive cases that are considered recovered that are suffering long term health effects?** We are looking into, responding to infectious disease, tracking active infection, and trying to stop the spread of a new virus. However as more end-of-the-year data becomes available, we'll be able to do more comparison.
- **To what do you attribute to the increase in recent cases and to what do you attribute to the decrease in deaths?** The first part of the question is difficult to answer. It's hard to pinpoint one. Flu season is starting and we see increases in other respiratory illnesses circulate.

10. New Business and Adjourn

There being no further business, the meeting was adjourned at 5:34 pm.