

**Faculty Senate Meeting  
Summer Senate  
Minutes  
August 31, 2020**

Please email corrections to [Faculty.Senate@nau.edu](mailto: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.

May 4, 2020, June 15 2020, and August 3, 2020 Minutes approved and available on [website](#).

- **Those present (electronically):**, Gioia Woods, Tammy Mielke, Marianne Nielson, Kate Ellis, Ed Smaglik, Jessie K. Finch, Bruce Fox, Alexandra Carpino, Karen Renner, Paul Lenze, Grace Okoli, President Rita Cheng, Provost Diane Sterns, Aaron Divine ,Alyssa Deaver, Amalia Garzon, Amanda m Pollitt, Astrid Klocke, Ben Alexander, Blue Brazelton, Brian Rackham, Carie Steele, Cat Edgeley, Chrissina Burke, Christopher Doughty, Claudia Sturgis, Claudia Rodias, David Albritton, David Weber, Debby McCormick, Debbie Craig, Diedra kay Bycura, Donna Simon, Elizabeth Berney, Ellie Blair, Emi Isaki, Gretchen McAllister, Holly Jackson, Ira Allen, Jaewook Lee, James Allen, Jason Wilder, Jason Bradley, Jason BeDuhn, Jennifer Blaney, Jennifer Duis, Jill Friedmann, Jim Latham, John Georgas, John Doherty, Jon Lee, Joseph Carter La Fontaine, Joshn Emery, JuAn Wang, Judith Winfield, Juliana Suby, Kaitlin Oslon, Kara Attrep, Kara Ahearn, Karen Harag, Karina Collentine, Karletta J Jones, Kelly Hays Gilpin, Kevin Ketchner, Kilene Menvielle, Kimberly Gould, Kortney Zesiger, Kristen Waring, Kristen Alaniz, Laura Umphrey, Laurie Dickson, Lisa Bliss, Lisa Tichavsky, Louise Lockard, Luke Maring, Mahendra Joshi, Mandy Dang, Maribeth Watwood, Mark Manone, Mark Ruppert, Marti Canipe, Melinda Treml, Meredith Heller, Michael Rulon, Michelle Thomas, Monica Brown, Nora Dunbar, Pam Stetina, Pamela Bosch, Patricia Frederick, Patricia Pohl, Paul Donnelly, Peter Friederici, Pete Fulé, Rachel Billowitz, Rebecca Campbell, Rebecca Rinsema, Rebeckah Lynn Pratt-Sturges, Rhonda Allen, Rick Stamer, Rodrigo Toledo, Ruth Whisler, Scot Raab, Sibylle Gruber, Stefany Dianne Shaibi, Susan Harris, Tarang Jain, Theresa Carlson, Therese Myers, Timothy Corvidae, Wendy Rountree, Yvonne Luna, Zachary Scott Meyer, Elise Lindstedt, Cassandra Colby, Andrea Thode, Josh Mackey
- **Also Present (electronically):** Roger Bounds, Anika Olsen, Oaklee Rogers, Gayla Stoner, Gabe Montano, Chad Hamill, Jeff Berglund, Ivy Banks, Bjourn Flugstad

**2. Faculty Senate President’s Report—Gioia Woods**

- FS President presented four major questions received from faculty as well as the latest update from the Cline Library budget. Cline Library, like all units on campus, was asked to make budget cuts. Cline suffers a 55% budget cut over three years. Dean Childrey and staff have done the best they can; cuts were based on extensive faculty surveys and usage data. Contact John Doherty with questions and to give input on priority resources in your disciplines/program.
- Cassandra Colby, 4<sup>th</sup> semester nursing student, is the recipient of the 2020-2021 Faculty Senate scholarship award.

- Election Update—Ed Smaglik: Finalizing the Fall 2020 election ballot. There are a few open spots still open.
- Chair of NTT Council – Jessie K. Finch: After the delay caused by COVID-19, the NTT Council will continue to work with the Provost on the Teaching Stream proposal. First meeting will start on September 21. If interested in attending NTT Council, email [Jessie K. Finch](#). Upcoming project includes NTT faculty spotlight newsletters to keep the work of NTT faculty at the forefront of awareness across campus.
- On behalf of the FSEC, the FS president thanks the dozens of faculty and staff making the opening of the university as successful as possible. Please continue to reach out to FSEC and the senators.

### 3. NAU President’s Report—President Rita Cheng

- President Cheng appreciates the FSEC and senators for their effort, collaborations, and interactions with students, staff, and faculty. As NAU pivots to in-person classes, the key to the success of the first-generation includes in-person classes.
- Currently, NAU has 6,124 students in our campus residence and 1,885 students in ACC properties. This is 76% residence compared to prior years. We anticipate settling at 75% as students are still in flux. We have 29,594 enrolled students (down 5% overall). Anika Olsen will provide further details of enrollment. NAU retention numbers are strong, standing at 76.7%. Native American student retention is up 5.1%, Alaskan Native American/Indian students are up 2%, African American students are up 1%, however, international students are down 10%.
- Also, this year NAU had the largest number of students win national awards. Scholarly work outcomes: HERD NSF expenditure is \$65 million (up 6 million from the prior year), doubled research expenditures in six years. Fundraising update: Donors and alums helped with our largest fundraising campaign, \$20.7 million from 11,800 donors.
- Recently met with student groups, student leaders, fraternities and sororities, and ASNAU to discuss the importance of their behavior and actions. NAU met with the City of Flagstaff, police, City Council to discuss partnership with city to ensure students’ behaviors off-campus reinforced by both and continue to be tough on violators.
- Over 3K COVID-19 tests in the last three weeks. There was a 21 day surge, serving all individuals with wait times of less than 5 minutes. We are moving to mitigation testing to target all faculty staff and students. Mandatory 2,500 saliva-based tests per week. Fort Tuthill will still be available for traditional testing.
- NAU does not have the ability for data sharing, however, contact tracing with the county will be formalized to address this.
- NAU has 4 students on campus who are in isolation, some in quarantine. Isolation is for individuals who test positive. Quarantine is for individuals who encountered someone who tested positive. Health Check app is active, monitoring participation. Covid Watch AZ app will be launched.
- So far, NAU has a low positive rate. We anticipate behaviors both on- and off-campus will have to be addressed. We will provide updates as we have more information, at least once a week, focused on accurate information.
- **Questions:**

- **What is the number of positive cases on campus today and how are we going to deal with positive cases off-campus?** We have cumulative positive cases from the beginning of the pandemic. Right now, we have 4 active cases.
- ***How will the university deal with cases off campus that are positive?*** We are working with the County since we do not process the tests. The results go to campus health service. We're able to identify if it's an employee or student. 48 out of the ~3,000 tests (1.9%) at the field house came back positive. Students, faculty, and many community members participated in the tests.
- **There is one number that we have asked for quite a few times that we haven't gotten: the number of non-tenure track faculty that were not renewed. Why haven't we been provided this information?** These were local decisions. The numbers have not aggregated up to the president's office, not available at the provosts level even. Original lists were flawed. Information will not be solid until November 1. The Provost Office does not have access to part-time hiring and local numbers.
- **An important figure to know in terms of how that helped our budget savings and how it relates to the number of students who couldn't find classes or on waitlists.** It is important information. Most of the budget adjustments were to the state funds and local course fee. It is a moving target. President acknowledges the hard work that chairs and deans did at this time. Despite the folklore about waitlist and class sizes, the average class size is 22 (last year was 21).
- **Are faculty being denied for remote accommodation requests through Disability Resources?** In terms of accommodations going through disability resources, the Provost Office does not receive information about why a request is approved or denied.
- **We take great pride in our scholarly output. How can we support this without a robust investment in the library?** President had a conversation with the library staff. Other institutions have taxed units to fund the library or used indirect growth to fund the library. It is a priority. The senate has advised us to do everything we can before we hurt people. This is one of the fall out points in trying to solve a complicated problem.
- **What research methods were used to determine students' desire to be on campus and face to face?** It was a combination of one on one conversations with parents and students as we were enrolling students for the fall semester. The research on first-generation students and the enrollment team discussions with students and parents were heavily considered. 4,300 students chose to be all remote.
- **Some faculty are adding people on the 21<sup>st</sup>, faculty who are already stressed and trying to play catch up with students three weeks in. Students emailed a few faculty over the weekend about interim suspension. Faculty had no idea what that meant and couldn't find information on students staying up to date with class. What is the role of the faculty member to ensure these students are successful?** There was an incident that involved a significant number of students that violated about 4 or 5 health and safety issues that met interim eviction from resident Halls and interim suspension. They are banned from campus for five days.

- **That is the kind of information we need, will there be a follow up from the Dean of Students.** President will follow up on this.
- **What about Zoom?** No, they cannot log on. Provost asked John Georgas to reach out to Ivy Banks to bridge communication.
- **We do not know how long these students won't be able to attend class.** Student behavior would increase our infection rate. We will not tolerate that.
- **Where do students go when they are evicted?** We told them to go home, go to a hotel, or whatever they can. It's not our problem.
- **Isn't that our problem? Eviction is troublesome if they don't know where to go.** Not willing to jeopardize the health and safety of the campus. It was a blatant violation.
- **Is there hard data regarding students' desire to return to campus or anecdotal evidence?** It is direct evidence based on students registering to and returning to campus.

#### 4. Personal Flex Time – Josh Mackey, HR Interim Executive Vice President and Chief of Staff

- Josh Mackey began by explaining the difference between our current pay reduction with flex time vs furlough program. A traditional furlough program the employee gets assigned a number of hours that they have to take to get to the reduction level. In our current program, it is salary reduction with flex time, averaged for the entire contract period. The salary reduction is already applied and being pulled out per pay period. We have provided the flex leave that anybody can use when they need to or as needed. Taking it, or not taking it, is up to the faculty and does not affect the money taken out of the pay. You do have to enter flex time in the timesheet. Chairs approve flex time before taking it.
- **There is a contradiction on the website and what is communicated to chairs. Will faculty be able to take flex time on days that they teach?** Faculty are not allowed to take flex time during times they are teaching if that changes the class from the way it was planned. Faculty are not required to take flex time. You can take this in chunks of time.

#### 5. NAU Provost Report—Diane Stearns

The provost will be offering open office hours, during the reimaging process. Faculty are stewards of the curriculum and as such need to participate in this process/discussion. Re-imagining feedback deadline is extended to September 11.

#### 6. Enrollment update – Anika Olsen

- Anika reported on the undergraduate and graduate enrollment as well as reminding the audience a decline in enrollment does not equate to a decline in the budget. Undergraduate outline is down 1,258 (-5%). Graduate student outlook is up 116 (+3%). Average withdraws are trending up, 26 higher than it was last year.
- IPEDS Ethnicity Enrollment Snapshot: Overall, American Indian/Alaska Native increased from 878 (2019) to 892 (2020). However, a decline in Asian, Black/African-American, Hispanic/Latino, International, Native Hawaiian/Pacific student groups. Graduate student groups showed more increases in these student groups compared to the

undergraduate. By college, enrollment is SBS (+1%), CHHS(+1%), COE (+2%), Online (-7%), CAL (-11%), CEFNS (-8%), FCB (-10%), and CEIAS (-8%).

- Non-Resident Undergraduate and International showed largest Net Tuition Change from FY20 Actuals and FY20 Budget. In combination with state appropriation funds and Tuition and Fees, there is a 14.8% decrease in the FY 21 Budget compared to FY 20 Budget. Approximately \$78 million down in terms of revenue budget align with budget reduction.

## **7. Liberal Studies update –Jeff Berglund**

- Dr. Berglund reported on several initiatives underway through the task force. This year the task force is seeking feedback on proposal review through the liberal studies committee and curriculum committees. The proposal looks at a revision to general education program. Task force will provide a draft for feedback, then a refined, revised proposal to bring forward for a vote.

## **8. Diversity Efforts On Campus –Gabe Montano, Chad Hamill, and Ivy Banks**

- **Realities of COVID, Disruption of High School Experience, and Civil Rights 2020 Movement—Ivy Banks, Dean of Students**
  - Ivy Banks highlighted students are experiencing at least six months of interruption in the ability to interact with faculty and staff and impacted by how COVID-19 affect BIPOC students as well as the 2020 civil rights movement. Increased bias incidents, zoom bombers—in the past week where the n-word and racial incidents in classrooms/student org spaces—impact BIPOC student mental health/health care as well as how BIPOC navigate NAU space. Less than 60% of Native American and Indigenous students have access to stable internet access. BIPOC students still have gaps in the digital divide.
  - To address these issues, we have implemented short and long term projects, amplifying the voice online and in the classroom. We received \$75,000 awarded from grants to stop gap measures, provide immediate funds to DACA students, safety meetings with police, expansion of First Year Success initiative Outreach, transitioning diversity training online, and revamping trainings to align with current pandemic and current Civil Rights Movement, increase Diversity Dialogue Series, increase access and technology for Native American/ Indigenous Students, expanded review of institutional practices, and partnership with external partners to increase opportunities for fresh food for students.
  - Faculty, from the classroom perspective, should think about how we can improve the student experience and understand how our students are navigating this new reality with those three issues they're facing now.
- **NAU's Diversity Strategic Plan—Gabe Montano:**
  - The Diversity Strategic Plan has been launched and can be accessed at <https://in.nau.edu/center-for-university-access-and-inclusion/diversity-strategic-plan/>. This plan is not where we are, it is where we aim to be. The DSP is a document intended to help units and colleges to align with the master strategic plan and help others for ways to implement plans in terms of diversity with inclusions. There are folks to assist units with this process. Each unit will vary in how they try to achieve/align with the different aspects.

- The appendix is a living breathing part of this document. The DSP is a starting point, not a finish line: how to change the culture of NAU and create shared responsibility. The Diversity Fellows Program initiative will begin soon. Responsibilities include serving as an advisory committee to the president on diversity, diversity strategic plan implementation, and lead evaluation of DSP assessment and refinement
- **Office of Native American Initiatives—Chad Hamill, Vice President of ONAI**
  - The Office of Native American Initiatives established to advance NAU’s institutional mission to be the leading institution servicing Native American students as well as Native Nations and communities. Indian country is disproportionately impacted by the pandemic. Working with Kyle Winfrey and John Testers lab, we produced face shields and distributed about 400 to frontline workers and first responders on the Navajo and Hopi nations. We established a sanitizer lab in collaboration with UC Berkeley and Janie Ingram. This was critically important to address the number of households without running water. Students already considered disadvantaged are facing unprecedented challenges and many deeply traumatized over the past five months by the loss of friends and family. This also applies to Native American/Indigenous staff and faculty. A loss of household income affected the cost of attendance and the lack of consistent internet access and lockdowns have affected their academic trajectory. To address these, we delayed the date of which students incur late fees from August to October. Ivy Banks mentioned the issue of the ongoing digital divide in Native communities.
  - We were able to make some progress by setting 14 parking lot Wi-Fi hotspots with Steve Burrell. From there Navajo Tribal Utility Authority picked up and established more, resulting in 30 hotspots. After surveying Native American students, a majority have indicated they do not have a desktop computer at home. We will need to rely on faculty to see those students through and we are confident in the faculty to meet the student need. Faculty need to feel supported in doing what needs to be done for those students.

**9. New Business and Adjourn**

There being no further business, the meeting was adjourned at 5:15 pm.