

Faculty Senate Executive Committee Meeting Minutes November 9, 2020

Call to Order: 3:00 pm

Acceptance of Agenda: NAU President Cheng's report moved before Provost Stearns' reports.

Approved

Acceptance of October 12, 2020 Minutes: Approved

- **Those present (electronically):** Gioia Woods, Ed Smaglik, President Rita Cheng, Alexandra Carpino, Bruce Fox, Provost Diane Stearns, Ira Allen, Jessie K. Finch, Karen Renner, Kate Ellis, Marianne Nielsen, Rick Stamer, Tammy Mielke, Wilbert Odem, and Jaime Yazzie
- **Those also present:** Astrid Klocke, Gayla Stoner, John Georgas, and Laurie Dickson,
- **Those absent:** Grace Okoli

NAU President's Report—President Rita Cheng

President Cheng provided a report on the success of refinancing of debt, the status of NAU as a Hispanic-Serving Institution (HSI), and commencement.

- OGEI is going strong. Second implementation will happen in February.
- Sunday, Nov. 22, commencement.
- Questions: *As a HSI—what comes next? Are there focus on other goals/plans to increase diverse faculty? HSI focuses on students. Insight into the state legislative supporting us in the next fiscal year, and redistricting?* No insight at this time. All very anxious on how the pandemic will impact all of us. *Regarding, OGEIC: What assessment results have we gotten from the first round, lessons learned?* Doing the work with less people and with fewer errors, those are the metrics set by consultants.

NAU's Provost's Report—Diane Stearns

Provost Stearns provided expanded on the last question, dean searches, and policies.

- Two policy revisions updates:
 - General Education: Revisions from Regents focused on civic engagement, American democracy and institutions. Regents are willing to slow it down to allow more faculty engagement to define learning outcomes.
 - New academic program policy: clarifying how institutions should work together with the board on new programs, changes to modality and location. Regents were interested in anything that would be offered out of state.
- Foreign influence update: Provost provided correction to minutes on [Opinion piece](#) in Inside Higher Ed, issues around foreign influence are. The Working group is technically out of the Vice President for Research because it has regulatory compliance and includes CIE. David will provide information in the spring, depending on FS agenda.
- Collaborative Institutional Training Initiative training for Deans to stay informed.
- Questions: *Still looking for numbers on non renewals?* Provost still not received numbers to report on to you. *Update on grant funded supplemental pay?* Reviewed by Astrid and OSP (Office of Sponsored Projects) to make sure it is allowed on the faculty end and the grant allows the use of that pay on the sponsor end. *When can we expect numbers for non renewals?* The numbers do not come from the Provost Office. *How do we know the exact numbers on students, but we don't know the numbers on faculty? How can we make decisions on resources, hires, etc.?* Laura Jones official capacity to certify for us. The

official number is reported nationally. One of the issues relates to the part time hiring and it is not overseen by our office. It requires the business analysts to address this.

- Comment: The administration wants our trust, this is a perfect point that we have been requesting information regarding, it feels like we are being stonewalled by the admin.

Faculty Senate President's Report—Gioia Woods

FS President provided an update on ABOR metrics and comparators. Metrics at ASU, then U of A, lastly NAU will have a conversation with the incoming president. The comparators/peer institutions informs the metric discussion (differential set of peers depending on the area). Latest enterprise wide metrics are Education, Achieve, Discover, and Impact.

- Faculty want to be involved in the discussion regarding metrics for online programming.
- Comparisons in some cases are looking at apples to oranges, they are often not good comparisons, need to compare activities very carefully and with a lot of faculty input.
- Male enrollment continues to decline as stated in Fall Enrollment Report.
- Clarification regarding American institutions and constitutional knowledge. Definition is quite roomy.

Committee and Counsel Updates

- Part-Time Faculty Counsel—There is a very low pay schedule, The pay for one three credit hour course could range from \$2,700 to \$3,360 per class. Other institutions offer \$6,000-\$8,000 per course. The limit of classes that a Part Time instructor is 2 per semester.
 - *Comment from Astrid Klocke: Human Resources does the calculations for benefit eligible. Everyone is aware of the low level of PT faculty salaries both in and at peer institutions. The schedule needs to be addressed, it will take a commitment and investment to make this happen. We know this needs to be adjusted. John Georgas has been exploring a number of different models for addressing PT faculty salaries.*
- Non Tenure Track Counsel—Counsel is working on several issues: continued asking about non renewals, looking at potential non renewals for next semester as some faculty had fall-only contracts. Programs, who have lots of numbers and demand, are being asked to raise caps or hire part time people. Language on NOA's was not friendly to NTT faculty.
 - *Update from Astrid Klocke: For the hand full of faculty who have one semester contract, chairs have been asked to submit an extension of contracts. Anyone who has a full year contract will continue with that in the spring (NOAs). As of today, there has not been any news about that. President is not expecting any changes to the budget and doesn't see non renewals for the spring. No midyear terminations are expected. This can be publicly shared; they should talk with chairs about their contract situation.*
 - NTT counsel offers to be a part of any revisions to 2021-2022 contracts to collaborate on language.
 - NTT spotlight: NTT Counsel is creating a newsletter that highlights the work of NTT faculty. Good way to signal to an incoming president how we value the work of the NTT faculty.
- NAU Presidential Search—committee has met three times, focusing on the elevator pitch for NAU and leadership characteristics (available on ABOR website). We have met the

search consultant for an update on the process. Upcoming Town Hall on November 12 for input.

Workload Process and Procedure—VP John Georgas

John Georgas provided an update on prioritizing units that have active resource requests in front of the Provost (addition of faculty to cover teaching needs or renew faculty who had fall only appointments for spring). John and Astrid attend these meeting with Deans and Chairs—sometimes this includes associate deans and chairs. John shared an example of baseline work and individual target workload for breakdowns of student, scholarship, service, and other. This was further categorized through instructional assignments in semester units.

- Comment: A committee to look at this broadly, what it is not yet is a process that reflects substantive shared governance. Counsel on Planning would love to be involved with this process. How to determined when, how, who to recommend a review to a unit? Who gets asked, who approves this process?

New Business and Adjourn

CoFS Update is moved to email update.

Moved to adjourn 5:11pm.