

**Faculty Senate Meeting
Minutes
February 22, 2021**

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.

January 25, 2021 Faculty Senate Minutes approved and available on the [website](#).

- **Those present (electronically):** Gioia Woods, Jessie K. Finch, Karen Renner, President Rita Cheng, Provost Diane Stearns, Aaron Divine, Alexandra Carpino, Andy Wang, Angie Hodge, Blue Brazelton, Bruce Fox, Cat Edgeley, Chrissina Burke, Claudia Sturgis, David Weber, Donna Simon, Ed Smaglik, Emi Isaki, Erin Grisham, Gayla Stoner, Grace Okoli, Gretchen McAllister, Ira Allen, Jaewook Lee, Jason Wilder, Jennifer Duis, Jermaine Robert Martinez, Jacob Carter, John Georgas, John Joseph Doherty, Jon Lee, Jonathan A. Wince, Joshua Emery, Judith Winfield, Juliana Suby, Kaitlin Olsen, Karen Sealander, Kate Ellis, Kelley Ann Hays-Gilpin, Kimberly Gould, Laura Blank, Laurie Dickson, Lisa Tichavsky, Luke Maring, Mahendra Joshi, Mandy Dang, Marianne Nielsen, Melinda Treml, Meredith Heller, Michael Zimmer, Oaklee Rogers, Rebecca Rinsema, Rick Stamer, Rodrigo De Toledo, Ruth Whisler, Scot Raab, Sibylle Gruber, smh77, Steve Burrell, T.S. Amer, Tammy L. Mielke, Tarang Jain, Therese Myers, Trey McCallie, Wilbert Odem, William Johnson, Timothy Corvidae, and Jaime Yazzie

2. Faculty Senate President's Report—Gioia Woods

- FS President provided a summary of the Arizona Board of Regents (ABOR) announcement of the finalist for the NAU President, Dr. José Luis Cruz. Search process will be addressed during the Council and Committee Reports at the end of today's meeting. Gioia is confident Dr. Cruz can
 - restore trust and transparency at NAU,
 - advocate for NAU among our sister universities, regents, and the state,
 - work to ensure DEI across all campus domains,
 - work closely with the senate with respect to shared governance, (he's read two years of senate minutes!)
 - invest in our community, Latinx communities, and Indigenous communities
- Dr. Cruz is eager to meet with the FSEC and discuss the agenda and goals for his transition. He sends his greetings to the senate today and looks forward to working with us to establish a to-do list.

3. ASNAU Resolution on Mental Health Days – ASNAU senators

- ASNAU senator Jacob Carter presented the Mental Health Days Resolution. In response to NAU canceling Spring Break for this semester, ASNAU advocates for faculty members to implement mental health days for students and faculty into their semester schedule.
- Brief discussion from senators expressing support, concerns on flexibility, and potential of misuse of mental health days.

- FS President extends an invitation to the ASNAU senators to work together to see how FS and ASNAU can partner to address community mental health.
- **A motion was made and seconded to support the ASNAU Resolution on Mental Health Days with a friendly amendment that there is language to provide flexibility in how faculty implement the request. Motion is approved. 33 in support, 3 abstentions, 3 against.**

4. NAU President's Report—President Rita Cheng

- President Cheng provided an update on the legislature and budget, building improvements, commencement, vaccinations, and COVID-19 testing. President Cheng met with individual members of the AZ house and senate on our New Economy Initiative and asked for \$22 million to help support the expansion of health degrees, particularly nursing. We are also asking the state to restore \$6.65 million that was cut from our fiscal 2021 budget.
- The Self Learning Resource Center (SLRC) now has a large 100-person classroom with updated AV packages, computer lab, office space, gathering space, conference room, etc. The Science Annex is under extensive renovation.
- The High Altitude Student Training center is under new construction with an expected completion around March 2022.
- Interim VP of Research, Dr. Dean Smith, was announced to Deans, Directors, and Chairs. Smith replaces Dave Schultz.
- Monitoring graduate ceremony options. A determination for virtual or in-person has not yet been made.
- Vaccinations: The national supply chain issues are affecting Coconino County, resulting in the cancellation of last week's first dose appointments. We are working to ensure that 2nd doses are prioritized. Please continue to check the waitlist for opportunities. Nearly 40% of faculty and staff have received the first dose; 10% with the second dose.
- COVID-19 Testing continues on campus (over 55,000 tests since August). Overall, positivity rate is down to 3.5%; student rate is even lower.
- **Questions:** *Could you clarify that the money that was taken away is restored as permanent/ongoing money, not one time? Yes. Are there any updates or projections for fall enrollment? We are working positively, seeing interest from students applying early to know what the commitment might be. Housing deposits are down. Community College enrollments are down.*

5. NAU Provost's Report—Provost Diane Stearns

- Provost Stearns thanked the Faculty Senate for working on the COVID-19 impact statement and provided an update on the general education revision, and a new academic program process.
- We gave an update on the general education revision for ABOR. The process was well received and recognized as shared governance and faculty governance. The Regents are eager to see a list of possible courses.
- There is a new academic program notification process. Provost is optimistic it will be a useful way for all three universities to communicate.
- Provost asks if individuals would be willing to provide insights on a list of best practice metrics to evaluate academic program health. FS President stated yes as faculty are

deeply committed to and knowledgeable about the health of our programs. Next FSEC March 8 is the place to begin.

- **Questions:** *What is the definition of program health?* There are quantitative and qualitative metrics. Provost will share the list. *Senator heard from NTT folks who have heard from Chairs and Deans that research is off the table. It is off the SOE for next year. Is this a policy coming down or between faculty and chairs?* In general, it requires more time to have a full conversation. It needs to be consistent with COFS and department needs. *Regarding supplemental pay, is there a university policy around eligibility for supplemental/overload course or administrative work/program coordination?* There is a [Supplemental Pay for Faculty policy](#) approved in 2015. We are trying to find other opportunities to use monies appropriately according to policy. *How is supplemental pay reviewed?* Supplemental pay is negotiated before the work is done. A lot of times it goes between the Provost's office and the dean with back and forth conversation. *Are there any plans to update the policy as there are gaps?* It varies from situation to situation whether it should be or is approved.

6. Health Promotions –Erin Grisham & Melissa Griffin

- Erin Grisham and Melissa Griffin presented on the NAU Resilience Project, one of many of the Student Affairs Virtual Programs.
- NAU is the first university to fully implement to project, developed at Florida State University. Anyone with an NAU email (nau.edu) can access, including graduate, undergraduates, staff, distance, and statewide campuses.
- Student wellness is down. The NAU COVID19 Survey Fall 2020 (n=1,515) found 63% rated wellness worse/much worse, 68% concerned about mental health, 67% concerned about physical health, 66% overwhelmed by all they had to do.
- The Resilience Project launched on Sept. 18, 2020. 806 have finished minimum requirements, 1434 have accessed it. Top 5 Choices within module showed student insights in strengths, values, relationship values, skills, real talks, and videos. Outcomes of those who participated: 98% are satisfied with content, 95% felt they could bounce back, 96% feel they could take effective actions to deal with struggles/challenges.
- Students said the videos were most useful, enjoyed exploring their strengths and values. The project connects students to skills and relevant resources. Faculty can incorporate the project into curriculum.
- Student Ambassadors are available to do mini-presentation to encourage peers to access module.
- **Question:** *Could Student Affairs provide the break down of student engagement with site? This would be helpful for faculty campuswide to help us to understand our students throughout the year.* Yes, Melissa Griffin will share aggregated results with FS President. Updates to be posted regularly on Faculty Matters forum.

7. Liberal Studies Committee (LSC) Update—Jeff Berglund and Melinda Tremel

- Jeff Berglund and Melinda Tremel provided a summary on the remaining process and feedback opportunities. The leadership of the three committees has been in close partnership and moving this process forward in sync. University-wide forums are being held this week on Feb 24 and Feb 26 from 9 – 11 AM. After feedback is received, LSC, DCC and UUC will synthesize feedback, co-convene a joint session, and vote separately.

LSC will deliver the final approved version to Faculty Senate before March 22, at which time FS will read and discuss. FS vote expected on April 19. The [revised proposal](#) is available to download.

- ABOR would like to launch the program as soon as possible. We expect it may through next academic year to have something in place by fall of 2022. ABOR gave guidelines in June 2019 and stated they would like it implemented as soon as possible. If and when the approval comes forward there will be a lot of work to be done. The content areas will not change. We will need to do a course census with current courses and seats for the current program.

8. Two Factor Authentication—Michael Zimmer and Trey McCallie

- Michael Zimmer and Trey McCallie presented on the Two Factor Authentication. Planning and implementation began in April 2018. These changes are due to email phishing scams and auditors asking each year about access management and security controls, especially since UA and ASU have already implemented. The timing may not be great with all the significant changes at NAU, but this is to protect the user, the university, and student data.
- About 1000 faculty using the Two Factor Authentication now. Two Factor Authentication will go into effect on March 30. This will be required of faculty, staff, and student employees. 45% of the population is already enrolled. You can enroll by visiting: <https://id.nau.edu/two-step>. Download the Duo mobile app and register the device.

9. General Presidential Search Overview—Kate Ellis

- Faculty Senate representative, Kate Ellis, on the NAU Presidential Search Advisory Committee provided a summary of the process.
 1. Search Advisory Committee met several times in fall '20 to determine the leadership characteristics and search criteria.
 2. Following ABOR approval of the leadership characteristics, the search went “live” and recruitment of prospects began.
 3. The search firm recruited and vetted applicants for the committee. The committee met in Dec. and early Jan. to review applicants and narrowed the pool to ten individuals for 1-hour Zoom interviews.
 4. The committee conducted ten Zoom interviews on Jan. 11 and 12.
 5. The committee discussed and agreed on a list of the top four prospects, and the search firm began deeper vetting of the top four prospects.
 6. Throughout two weekends in Jan., all four top prospects were brought to AZ to meet with various members of the search advisory committee. Kate was asked to meet in person with each prospect (1 ½ hour with each).
 7. The advisory committee met to discuss the outcome of these in-person meetings and decided on three top prospects, and further vetting was requested of the search firm.
 8. Kate was asked to conduct reference calls on two of the prospects.
 9. The advisory committee met again and were told that one of our top prospects had dropped out of the process, leaving two remaining top choice prospects.

10. On Feb. 12, the co-chairs submitted the names of two prospects to ABOR with the committee's unanimous recommendation that they are invited to interview for the position of President of NAU.
 11. At regent request, Kate and Faculty Senate President assembled a diverse group of faculty (all ranks and colleges and campuses included) to meet with two finalists.
 12. On Tuesday, Feb. 16, the board announced the names of two candidates for the position of President of NAU.
 13. On Wednesday, Feb. 17, interviews began. Kate moderated two sessions with a group of 26 faculty and staff.
 14. All members of the campus community were asked to provide feedback to the board; they received and read over 80 letters of feedback.
 15. On Thursday evening, Feb. 18, the board met to make a decision regarding the two candidates and late that evening announced the finalist, Dr. José Luis Cruz.
- Kate emphasized at every step of the process, all members of the advisory committee were engaged at a high level, listened to. Faculty feedback used to refine the parameters of the search, the prospects, and finally the candidates.
 - Kate's primary goal as a faculty member on this search, and as the representative of the faculty senate, was to be 100% confident in the prospects that the committee recommended to the Board of Regents for their consideration.
 - Kate confirmed the goal was reached. She had full confidence in both candidates, and 100% in support of the Board's decision, and very excited to welcome Dr. José Luis Cruz as NAU's 17th President.

10. New Business and Adjourn

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