

## Faculty Senate Executive Committee Meeting Minutes January 4, 2021

Call to Order: 3:03 pm

Acceptance of Agenda: Amend times to accommodate Provost Stearns departure, Approved

Acceptance of November 9, 2020 Minutes: Approved

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

### NAU's Provost's Report—Diane Stearns

Provost Stearns thanked FS President for bringing the senate to create an institution-wide COVID-19 impact statement. This statement will frame how faculty will address COVID-19 on their promotional materials.

- Teaching load update: working with Vice Provost on how units are doing (differ across campus) and prioritize most important hiring needs for spring semester.
- Questions: *When the NAU Flex will be updated-currently the website is only showing fall dates? Working on this. When will we know which students will be 100% online?* Provost Office is proactively contacting students to confirm their intent of attendance. Grades and when are they due with “spring break” at the end of the semester. It is a “tongue in cheek”. The end of the semester is the end of the semester. That last week after finals week is not actually a spring break. *Are there plans afoot to come up with a universal workload policy? Welcome the idea of it. There could be of value as there is such a broad range across units.*

### NAU President's Report—President Rita Cheng

President Cheng provided a report on the CARES ACT funding, vaccination, enrollment, student wage, and vacant positions.

- NAU received \$23 million in Federal CARES Act funding from AZ Governor Ducey. The funding will reimburse for expenditures already made from March to December 2020, recover testing quarantine and mitigation efforts, additional paid leave, costs related to academic delivery. ASU and U of A have similar categories. Additional 2 million dollars received from AZ Department of Health Services (AZDHS) to cover testing costs and supplies and contact tracing.
- Potential additional institutional reimbursement including student relief that will now include part-time and online students.
- Process to recover and reconcile pay cuts: Step 1-Stop Payroll deductions; Step 2-At the end of January, pay back everyone for the first six months of pay cuts; Step 3-reconcile, cannot give service with staff, listed days they have taken to convert them to vacation or sick leave days.
- Enrollment will be down in the spring. We are seeing challenges and numbers fluctuate every day.

- COVID-19 testing will start this week with the same hours as the fall semester, 9am to 2pm. All testing sites have to go through the state therefore no walk-in testing. Daily capacity should be 600 tests. Mitigation testing will resume for faculty, staff, and students. Testing asymptomatic individuals is key to managing the virus along with masks and physical distancing.
- Vaccination Update: AZDHS will be leading from the state level and making decisions on who is in what phase. We are in Phase 1A. Some students are eligible for Phase 1A due to clinical placements. Phase 1B is a huge population and includes education and childcare workers. These are Governor's decisions, not county decisions. NAU faculty could be in the 1B with education but K-12 teachers would be the priority. By Feb, we should be seeing vaccination beginning. Students are likely to be in Phase 2 and 3.
- NAU adjusted student wage of \$11.00 to state minimum wage of \$12.15. We collapsed the lower bracket to bring them to the state rate. A few other issues around competitive salary for custodians, etc. and we're doing more analysis to address the high turnover.
- OGEI compensation and classification are rolling out over the next several months. Most staff will have some kind of change. We will not be able to adjust salaries immediately.
- Two VP positions update: A search committee is working on candidates for the VP for Advancements. We expect a list of finalists later this month. Vice President Dave Schultz is leaving for an opportunity with the University Research Association and staying as an adjunct professor. Administration is discussing what to do with this vacancy. An internal search may be appropriate at this time.
- Questions: *Regarding furlough money, is this going to be a lump-sum payment or will it be spread out?* Lump-sum. *How is COVID-19 reshaping the budget and Revenues for next year?* Next year is going to be a "lost" year like this. This is not short term or low impact. We do have an ask of \$20 million for the new economy initiative for the health care needs of AZ and undergraduate students. This legislative session will be interesting. *Plan for rehiring for the staff that were non renewed in the summer?* Depending on workload and instructional capacity needs, hiring will happen as needed. There is no money to rehire faculty other than replacements of tenured faculty who are leaving. *Is there a process in place for departments to express a need for hiring?* Going through chairs and Deans. *Are there any anticipated cuts of non renewals of additional faculty?* We will staff as appropriate. If enrollments continue to decline, there will be less need and more cuts. We are making every effort to maintain student populations. *Will students still be locked out of NAUFlex, BBlearn, etc. if they don't comply with COVID-19 requirements/rules?* Yes, this will happen. *Policy regarding in-person students attending in person to have an online class?* No answer as of yet. If there are any number of students who are continuing to attend in person, we will provide that option for those students. *NAU Flex Loaner tablets for faculty to use when their computer goes down?* Fifteen laptops are in reserve to provide support. Steve Burrell make sure they are available.

### **Faculty Senate President's Report—Gioia Woods**

FS President provided an update on the College of Arts and Letters (CAL) announcement, senate elections, and COVID-19 impact statement.

- CAL is hosting a Resilience, Resistance, Renovation and Rebirth Conference and has a call for proposals regarding COVID-19, what we have endured, and how we have innovated. Deadline is January 31. Conference will be held on April 22, 23, 29, and 30.
- Upcoming Faculty Senate Election for FSEC, council and committee chairs, and liaisons. Keep an eye out for information.
- 2021 Teaching Day is January 7, 2021.
- *Faculty Matters!* Forum will have new announcements and given renewed attention.
- Upcoming curricular review and internal review of department offerings: Regents have come up with a new list of comparator institutions (available on ABOR website).
- The FSEC drafting a statement that faculty can use for P&T files, send to evaluators to address this time, set guidelines on how they write about COVID-19 challenges and successes so they don't open themselves to discrimination.
  - Goal is to have guidelines endorsed by the faculty senate and provost.

### **NAU Flex & ITS Updates—Steve Burrell**

Steve Burrell provided an update on NAU Flex feedback to improve microphones, integration of laptops, usability of displays at podium, laptop/tablet loaner program for faculty and coordinating faculty focus groups.

- More classrooms will get Flex+Classroom (11 highlighted spaces under construction available – 1/25/2021)
- COVID Watch campaign will be implemented across campus for faculty, students, and staff to adapt the app.
- Addressing access issues including Campus WiFi enhancements, 5G and CBRS Capabilities, NSF rural access improvements (students in rural communities), and research network DMZ.
- Blackboard LMS update: Current contract goes through August of 2023. We will be launching an advisory committee to review LMS and other tools—if we were to switch, it would require a major rewrite of many classes. Faculty will be on the review committee with two representatives from each college.

### **Committee and Counsel Updates**

- NAU Presidential Search: Review of candidates is proceeding. The Regents are fully engaged and listening attentively to the committee.
  - *Do we know if faculty will be included in reviewing the finalists? Will there be multiple finalists?* They want to have three or four candidates; other details TBD.
- Non-Tenure Track: Call for NTT Spotlight nominations are due January 15, 2021. 27 nominations so far. Becky Pratt Sturgis volunteered to help create an online site where profiles can be viewed. We hope to have this going by February.
- COFS Revisions: We met last month to discuss the language changes and created a chart that captures the stream descriptions. Please review and provide comments to Bruce Fox and Paul Lenze.
  - One of the issues that needed to be addressed: clearly differentiate titles for non-tenure track faculty (inconsistent use of practice, clinical, lectures, and instructors). Another issue is unit criteria for promotion and tenure and annual evaluation. It is one of the most important aspects that faculty can do to have a workplace that is rational and makes sense is to have a clear set of the “rules of

the game”. Some do, but it is quite variable. There are also changes in the grievance procedures. We reached out to Equity and Access on the grievance and search process.

- Brief discussion of unit culture differences, NTT scholarship/research expectations, and workload.

**New Business and Adjourn**

Moved to adjourn 5:36pm.