

Faculty Senate Executive Committee Meeting Minutes March 8, 2021

Call to Order: 3:01 pm

Acceptance of Agenda: Approved with adjustment to extend FS President Report into discussion since President Cheng unable to attend.

Acceptance of February 8, 2021 Minutes: Approved

- Those present (electronically): Gioia Woods, Alexandra Carpino, Kate Ellis, Bruce Fox, Debbie Craig, Carie Anne Steele, Provost Stearns, Ed Smaglik, Jermaine Robert Martinez, Jessie K. Finch, John Georgas, John Tingerthal, Ira Allen, Karen Renner, Laura Bounds, Laurie Dickson, Marianne Nielsen, Rick Stamer, Sara Klein, Rodrigo Bastos De Toledo, Tammy L. Mielke, Wilbert Odem, and Jaime Yazzie
- Those also present: Astrid Klocke, Betsy Buford, Elyce C. Morris, Elylin Marie Palamaro-Munsell, Di Wu
- Those absent: Grace Okoli and Paul Lenze

Faculty Senate President's Report—Gioia Woods

FS President created a series of questions, observations, and comments for administration and FSEC to discuss on SOE Guidelines, Academic Unit Compensation Plan, NTT research, and the upcoming fall semester.

1. Last week the FSEC sent a letter to VP Klocke objecting to the SOE Guidelines which were unilaterally revised by the Provost's Office without proper engagement in shared governance. We ask that those guidelines be rescinded. The FSEC and others are prepared to collaborate in a process that would fulfill the directive for shared governance in matters such as these. [Letter Addendum A](#)
2. The Academic Unit Compensation Plan, which many are calling the "tiered system," is being implemented across campus. Our questions are a). who approved this and when? It never appeared on a senate agenda. b). Why does the tiered compensations package pay so poorly when we'd like to attract first-rate chairs ready to put their research on hold to lead their units? Planned compensation for the administration of departments needs to be improved. **Compensation Plan slide 10** [Addendum B](#)
3. Research allocations have been unilaterally removed from NTT faculty SOEs-- including some who were hired with a research expectation. We ask that research be restored to NTTs whose scholarship is ongoing, contributes to NAU's research profile, and makes possible the robust mentoring of undergraduate research.
4. President Cheng indicated NAU will return to face-to-face learning in the fall. What are plans for requiring proof of covid-19 vaccinations of all incoming students as we do proof of the MMR vaccines? We recommend a full public discussion of this community and campus measure.

Discussion

FSEC questions and comments italicized.

- *NTT faculty are contacting their senators and not making their SOE concerns public due to fears of retaliation.*
- *NTT faculty--highly productive scholars, producing books, bringing students into undergraduate research--are considering leaving the university because the*

conditions under which they were hired have been changed. How will the loss of their research impact NAU's research ranking? Shortsighted

- Provost Stearns: looks forward to working with senate, deans, chairs, and faculty with the new guidelines which do not stipulate workload percentages, just offer guidelines. VP Klocke: this is not a policy but a guidelines document for chairs. These are revisions to the 2019 based on what has been seen by herself and VP Georgas during their workload reviews of each department. Will provide consistency across the institution. *FSEC agrees workload consistency is good, but the guidelines deserve full vetting in a collaborative environment with chairs and at minimum the FSEC.*
 - Provost Stearns: This is not changing policy. This is simply guidelines for how things are being reported. Provost believes strongly in shared governance; faculty own the curriculum. We have some differences in opinion of how faculty governance is defined. *The constitution is clear on faculty purview: curriculum, and being partners in personnel development, policies. That constitution has been standing since 2002. This document approved by ABOR. Faculty as a body have a relevant voice beyond just curriculum. ¹See constitution language (page 4)*
 - *FSEC has gathered feedback on the content of the new guidelines. Especially troubling is "teaching" vs. "student related activities" language--represents a significant change. SOE is our workload. Not collaborating on this is disempowering and demotivating. It is disingenuous to say that you believe in shared governance.*
 - Provost Stearns: there is differing of opinion of what shared governance means and its scope. There is room for the conversation. On the Compensation Plan, I discussed with the deans and they asked for a task force.
 - *What would be the harm of asking for faculty input in areas where there is a contention about what is faculty governance or not? And then why don't faculty get invited in areas like the SOE or the tier system to provide faculty perspective?*
 - The tier system is administration not curriculum. *All future chairs come from the faculty.*
 - *Ongoing workload problems: Each class is 10% = 8 hours work per week. Not an accurate representation of workload-- count prep, office hours, etc. etc. We have been asking for a workload discussion for two years.*
 - Provost Stearns: not all classes are 10%. VP Klocke: These are questions faculty need to discuss with their chairs.
 - *SOE Guidelines and policy are the same thing. We all want a functional set of workload guidelines and this has not been subjected to the necessary process of shared governance. What's the approach to communicate with chairs that this be understood as a provisional document?* VP Klocke: the process took place five years ago when these guidelines were first developed. This is a revised version of the 2019 version (originally developed in 2016).
 - *When was the tiered system approved and by whom?* It was devised based on task force recommendations and administration created the tiered system for the chairs.
1. Academic Unit Compensation Plan
 - *When OGEI was presented, we were told that staff would be given the choice to apply to and join a pod, but we have just been told that not enough staff applied so staff are being forcefully moved to OGEI. In CAL, we will go to only FIVE admin associates to*

- cover the work for the entire college. This is bad for morale, and could cause another brain drain in staff, and maybe even chairs.*
- *CHHS had five staff people leave. The positions are not being filled. There is concern with the tier system, shared governance, and enormous disparity between chair compensation packages across campus. It is important to cultivate good chairs for the departments. Having staff dedicated to each unit's concern—including being the embodied presence and face for students-- is part of this.*
 - *In January 2020, a half dozen VP received five figure raises. This feeds the mentality that there are two classes of people on campus when we see this kind of money going to a hand full of people on campus. President Cheng said these people need to be paid fair market value in order to keep them, they are too important. It begs the question of what about everyone else? Are they not important too?*
 - *Forestry has had the same reorganization in CEFNS with OGEI as administrative assistants taking on another department, the conscription of staff into teams, and new work was thus dropped onto chairs.*
 - *We no longer have administrative associate in Criminology and Criminal Justice Department. Now we have no way of submitting expenses*

Fall semester

- *Regarding the fourth question, has incoming President Cruz been consulted about plans for Fall 21? The current administration announced we'd return fully face-to-face in fall, but it will be left to the new administration to implement this.*

Provost Stearns Report—Provost Diane Stearns

Provost Stearns provided an update on the preparation for leadership transition and extended appreciation to the FSEC for creating the COVID-19 Impact Statement

- Academic Affairs is gathering information about programs, the criteria of how one would express the health or success of an academic program, and general best practices. Defining the value a program brings to a campus is multifactor and multifaceted. There are recommended metrics over a variety of parameters. *There will be an agenda item at the full senate meeting on March 22 with a full discussion in advance of which the EAB slides will be distributed.*

Title IX Updates—Elyce C. Mooris, Title IX Coordinator

Elyce C. Mooris presented on an overview of Title IX, 2020 Revised Regulation, and Implications for NAU.

- Title IX is a broad gender equity statute designed to protect individuals from discrimination based on sex in higher education. It covers athletics, sexual violence, pregnant and parenting students and those who identify in the LGBTQ community. NAU operated by law and policy, federal statute, enforced by Department of Education. Title IX sexual harassment covers conduct on the basis of sex that falls in one or more of the following categories: Quid pro quo (this for that), hostile environment, or sexual violence umbrella.
- Under revised regulations, NAU permitted to only pursue Title IX violations on campus in the country (including property owned or controlled by an officially recognized student group). Changes under new regulations applies to employees, response toward the parties, reporting language (no longer allowed to use the term mandatory reporter).

However, what stays the same is reporting responsibility. NAU expects and encourages all faculty and staff to report and bring this forward. *These presentation slides available on the FS website.*

Guidelines on virtual classroom disruptions—Associate Dean NAU Online Laura Bounds

Laura Bounds emphasized the need to understand the faculty and institution needs. There are not too many different classroom disruptions in the online environment this year but the impact of one can be disastrous.

- Next steps: bringing together ad hoc committee of five-seven members (potentially two faculty representatives) to provide well-rounded different perspectives. Betsy Buford has agreed to help facilitate ad hoc committee. *Heather Clark from Teaching Academy and Tammy Mielke and Bruce Fox from FSEC have agreed to participate*

Liberal Studies Update—Jeff Berglund

Jeff Berglund and Melinda Treml provided an update on the revised proposal.

- Last week in February, we had open forums with rich and complex discussions. The curriculum committees have been meeting to reconcile and synthesize ideas into a final proposal. Joint session of the three committees will work on approving final proposal to put forward to the senate.

Upcoming project—Laurie Dickson and John Georgas

NAU's Bb Learn license expires August 2023. We would like to open the door to potential improvements to the technology. *Tammy Mielke agreed to serve on this project which will likely result in an advisory work group.*

Council & Committee Updates

- NTT Council—Tammy L. Mielke: Council is working on the NTT Spotlight.
- Rights and Responsibilities—Paul Lenze: The updates to COFS are finished and committee hopes to bring them faculty senate vote of approval next month. Astrid and provost office will receive them later today.
- Elections Committee—Ed Smaglik: Letters should come out this week for vacancies and senate sponsored committees, and grievance committee (goes directly to faculty).

COVID-19 Impact Statement—Alexandra Carpino & Paul Lenze

Alexandra Carpino and Paul Lenze prepared the draft of the COVID-19 Impact Statement and presented on the outcomes during the last meeting. The draft was reviewed by EAO and Provost Office.

- A motion was made and seconded to support the COVID-19 Impact Statement to move forward to the full faculty senate for vote. Motion was not approved following discussion. FSEC asked for clarification on highlighted language based on EAO and moved the FSEC vote to email.¹ Provost later clarified the additional language was

¹ From the [Faculty Constitution](#) Preamble: *institutional governance is a shared process with faculty predominance in policy decisions relating to curricula, to student admissions and academic standards, and to the faculty personnel process.*

suggested by legal; FSEC unanimously agreed to move the statement forward to the full senate for a vote.

New Business and Adjourn

Moved to adjourn 5:12pm.

Addendum A: Letter to VP Klocke from FSEC, March 3, 2021

March 3, 2021

Dear Interim Vice Provost Klocke:

We write to object to the revised SOE Guidelines (dated 2/2021, attached) developed and distributed without the necessary collaboration and consultation with relevant campus constituencies, especially the Faculty Senate. We urge that those guidelines be recalled until shared governance duties have been fulfilled.

University-wide consistency governing the development of SOEs is a shared goal. The NAU Conditions of Faculty Service clearly state that SOE guidelines be created that are both germane to academic goals and that recognize the unique nature of the academic units. The Faculty Constitution squarely situates the creation of documents governing personnel—including faculty workload and related activities—within the purview of shared governance. The meaning of that purview is clarified in a Shared Governance Document signed in 2016 by President Cheng and then FS President Fox: “[s]hared governance involves the collaborative participation by both Faculty and Administration in the development of policy decisions”; and further, subject to the authority of ABOR, “the faculty have been charged with shared responsibility for the fundamental areas of academic and educational activities, as well as matters related to Faculty personnel.” Moreover, the Constitution indicates that to “define and establish standards and procedures of accountability concerning professional Faculty ethics and responsibilities, and promote adherence to those standards and procedures” is central to faculty’s duties as stakeholders.

Provost Stearns has communicated the desire to hear from, and collaborate with, faculty on matters of mutual concern. We have been heartened by that commitment. Imagine the surprise and consternation of some faculty across campus when they were greeted with a new document governing the development of their SOEs—recognized as an agreement between faculty and their chairs and deans—without even a cursory consultation, much less the constitutionally required vetting. As Senate officers, we are obliged to communicate faculty concerns to upper administration; the writing and distribution of these guidelines is of great concern to our constituents. The creation of these guidelines without faculty collaboration further degrades faculty morale, shuts down dialogue, and undercuts the role of faculty governance.

On the eve of new leadership, when the incoming 17th president of NAU has communicated his strong commitment to shared governance and deep awareness that raising morale is a crucial part of his remit, the release of an SOE Guidelines revision unilaterally written by the Provost’s Office without engaging shared governance processes was shortsighted. We urge an immediate recall. The FSEC will gladly assist in drafting new guidelines through a process that would fully engage in faculty governance.

Sincerely,

Faculty Senate President Gioia Woods and the Faculty Senate Executive Committee

CC: Provost Diane Stearns, Vice Provost John Georgas, Faculty Senate

Addendum B: Information on administrative compensation decision from slide 10 of the October 2020 Academic Unit Administration Presentation. Full ppt available at the FS website.

- TIER 1
 - TOTAL FTE 1.5
 - TOTAL STIPEND \$10,000
 - 4 extra months
- TIER 2
 - TOTAL FTE 1.0 FTE
 - TOTAL STIPEND \$7,000
 - 3 extra months
- TIER 3
 - TOTAL FTE 0.75
 - TOTAL STIPEND \$5,000
 - 2 extra months
 - Change: (not including extra months)
 - 11 UNITS WILL SEE NO CHANGE OVERALL
 - 15 UNITS WILL SEE LESS ADMINISTRATIVE SUPPORT OVERALL
 - 21 UNITS WILL SEE MORE ADMINISTRATIVE SUPPORT OVERALL