

**Faculty Senate Meeting
Minutes
May 3, 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 with adjustment to add Gayla Stoner's NAUFlex update to replace Provost's Report.

April 19, 2021 Faculty Senate Minutes approved and available on the [website](#).

- **Those present (electronically):** Gioia Woods, Ed Smaglik, Karen Renner, Danielle Perry, Amy Rushall, Alexandra Carpino, Aaron Divine, Alyssa Deaver, Andy Wang, Astrid Klocke, Blase Scarnati, Blue Brazelton, Bruce Fox, Cat Edgeley, Chrissina C Burke, Cindy Ivy, Claudia Sturgis, Corrine Gordon, Cooper T Jensen, Dawn Rivas, Debbie Craig, Donna Simon, Ellie Blair, Emi Isaki, Erik Nielsen, Emily Manone, Gayla Stoner, Gina Nabours, Grace Okoli, Gretchen McAllister, Ira Allen, Ian Wischmeier, Jane Marks, Jason Bradley, Jason Wilder, Jennifer Duis, Jermaine Robert Martinez, Jessie K. Finch, Josh Emery, John Georgas, Joy d'angelo, Judith Winfield, Karen Sealander, Karen Harag, Kate Ellis, Kilene Menvielle, Kimberly Gould, Laura Blank, Laurie Dickson, Lisa Bliss, Lisa Skow, Lisa Tichavsky, Luke Maring, Mandy Dang, Marianne Nielsen, Marti Canipe, Mary Gemma O'Donnell, Matt Billings, Maylee Acosta, Meredith Heller, Michael Bolar, Nicole Price, Oaklee Rogers, Patricia Pohl, Paul Lenze, Paul Bakke, Peter Friederici, Rebecca Rinsema, Rick Stamer, Rodrigo De Toledo, Roger Bounds, Ruth Whisler Scot Raab, Sibylle Gruber, Steve Palmer, T.S. Amer, Tammy L. Mielke, Bill Johnson, and Jaime Yazzie

2. Faculty Senate President's Report—Gioia Woods

FS President acknowledge and celebrates the work of the senate and the Faculty Senate Executive committee (FSEC). Gioia has served as FS President for four years and worked consistently with the rest of FSEC members.

- The FSEC kept two central goals in mind 1. Enhance the working conditions of our faculty colleagues, because we understand that faculty-working conditions are student-learning conditions, 2. Provide a vehicle for frequent transparent communication among faculty and administration. Gioia summarized the activities and accomplishments from 2017 -2021. See detailed list on [Faculty Matters! forum](#).
- FS Scholarship Committee, Jermaine Martinez, TS Amer and Donna Simon, presented Maxwell Benning as the recipient of the 2021-2022 Faculty Senate scholarship award.
- Association of Governing Boards' (AGB) [statement](#) highlights their institutions priority to address, promote, and hold institutions accountable for Justice, Equity, and Inclusion.

3. ASNAU Introductions and Discussion

Maylee Acosta is the newly elected ASNAU President. Matt Billings, Cooper Jensen, and Michael Bolar are the Vice President (VP) of Government Affairs, VP of Academic Affairs, Senate Chair, respectively. FS and ASNAU representatives briefly discussed how the senate and

ASNAU can work together in the future on shared governance and strengthening the partnership. FS invites ASNAU to provide any feedback for the upcoming fall semester

4. Administrative Updates—Gayla Stoner, John Georgas, and Astrid Klocke

Gayla Stoner emphasized NAUFlex offerings heavily depend on the COVID-19 strategy for the fall. Faculty focus groups were held early spring to discuss high enrollment within NAU Flex instruction. The report distributed to the Chair of Distance Education, Grace Okoli. 8-9 faculty participated. Questions generated from discussion with stakeholders. The emerging themes were NAUFlex is energy intensive, faculty with less experience with education technologies had more challenges and stress with transition, in-person attendance decline steadily from the beginning of the semester, engagement strategies helped but didn't resolve all challenges, high enrollment courses off particular challenges in this format, and challenges with video and sound equipment. Recommendation to have policy for students to keep video on, outline student expectations for cameras and mics, and faculty input on technology choices. There is a consensus to develop guidelines on virtual classroom disruptions. Guidelines will be presented for feedback during summer senate meeting

- Spring Calendar—John Georgas: Fall calendar will not change with August 23 start date. We are planning for returning to in-person instruction. We appreciate the feedback from FS regarding the Registrar's office and scheduling operations.
- Contract/Salary Updates—Astrid Klocke: Deans and Chairs were told the week of May 17th NOAs will be completed. Salary raises announced by NAU President, Rita Cheng, please direct questions to President and Provost. The process of how the raises were calculated is available online at <https://in.nau.edu/provost/resources-policies>. Dr. Cruz has seen the report that highlighted faculty are relatively underpaid compared to colleagues around the state and country.
- Presidential Transition—Laurie Dickson: Laurie thanked all the faculty who participated in the presidential transition. Dr. Cruz received a lot of feedback, information, and potential solutions. President-Designate is committed to having an ongoing inclusive engagement with all stakeholders, transparent processes and communication approaches.
- *Questions: Will sabbaticals return to the Personal Action Calendar?* Astrid Klocke will look into this.

5. Sustainable Campus Ecosystem Initiative and Living Labs—Erik Nielsen, Peter Friederici, Denielle Perry

Erik Nielsen, Peter Friederici, and Denielle Perry provided an update on the framework created to formalize linkages between campus operations, faculty and student research, and active problem-based sustainability learning. President Cheng endorsed the initiative but not necessarily, the resource ask for launch and implantation.

- We have two examples of sustainability throughout the campus community are Students for Sustainable Living and Urban Gardening (SSLUG) Garden on south campus and the Physical Sciences Atrium Conversion. We encourage the faculty to discuss how to integrate SSLUG Garden into your spaces and share your ideas. We would like to work with FS to bring this to Dr. Cruz and the administration next year to strategize a new model for joint decision-making.

6. School of Nursing Update—Gemma O’Donnell, Task Force Chair

Gemma O’Donnell presented on the Part Time Clinical Faculty Task Force. NAU School of Nursing (SON) experienced a 33% decrease in pay in Spring 2021. As a direct result, nine part time (PT) clinical faculty instructors have quit (2020-2021). Two additional PT clinical nursing faculty anticipated to leave in the fall. Tucson Program Coordinator unpaid for work and resigned May 2020. In comparison with other nursing schools in AZ, our PT clinical faculty are underpaid and leaving for other local or regional schools of nursing. NAU SON faculty vacancies threaten the accreditation of the school, the AZ State Board of Nursing approve, and the reputation of NAU SON due to inadequate faculty requirements and less than high quality clinical faculty.

- **Questions and Comments:** *Thank you for bringing this issue to the FS. Departments across campus are experiencing this as well: unable to keep highly qualified faculty, NAU’s standard PT rate is not working for nursing, engineering, business. We need to have this conversation as a whole campus. Dr. Cruz is acutely aware of the situation.*

7. Elections Update—Ed Smaglik, FS Vice-President

- Previously, the senate voted to amend Bylaws 4.1.1 to include NAU Online. It was brought to the attention of the FSEC to change NAU Online. **A motion was made to amend the amendment to Bylaw 4.1.1 as follows: to add "NAU Yuma" and to modify "NAU Online" to "NAU Online/ Statewide" and seconded. Motion approved with 35 in favor, 0 against, and no abstentions.**
- Colleges completed their elections. Senate will now host elections for faculty senate executive committee, senate sponsored councils, committees, and senate liaisons. Ballot was sent around to identify those who can fill open spots. Please contact Ed Smaglik or Faculty.Senate@nau.edu to nominate or self-nominate for a position. Electronic ballot will be sent out once nominations are received.

8. New Business and Adjourn

There being no further business, the meeting was adjourned at 4:58 pm.