

**NAU Faculty Senate
Meeting Minutes
Monday, January 24, 2005**

Opening:

Senate President Larry Mohrweis called the meeting of the NAU Faculty Senate to order at 3:10 p.m. in the Student Union/Kaibab room.

Members Present: Thom Alcoze, Sylvester Allred, T.S. Amer, Minnie Andrews (phone), Roger Bacon, Kathy Bohan, Joseph Boles, Jeff Carrico, Marge Conger, Charles Connell, Dan Cothran, Bill Culbertson, Susan Deeds, Mary Dereshiwsy, Joel DiBartolo, Jack Dustman, Marcus Ford, William Gibson, Angie Golden, Liz Grobsmith, John Haeger, Kelley Hays-Gilpin, Denise Helm, Emily Hill, Gloria Horning, Max Jerrell, Gae Johnson, Rich Lei, Barry Lutz, Dave McKell, Rich McNeill, Janet McShane, Eric Meeks, Larry Mohrweis, Wilbert Odem, Michael Ort, Lon Owen, Mary Reid, Jon Reyner, Blase Scarnati, Nando Schellen, David Sherry, Karen Sealander, Laura Umphrey, Tom Waters (phone) and Marsha Yowell.

Members Excused: Virginia Blankenship, Jim Davis and Sally Doshier.

Members Absent: Tom Brunell, Nancy Paxton, Jim Pinto and Sandra Stone

Others Present: David Camacho, Fred Hurst, Hari Kowtha, Susanna Maxwell, Patty Moore, Karen Pugliesi and Sharon Young

Acceptance of Minutes/Agenda: Senate President Larry Mohrweis asked for an approval of the minutes from the December 6, 2004 meeting with one correction to Senator Nando Schellen's statement on page 4. The statement should read: Senator Nando Schellen said that we need to be more aware of the disturbing differences between academic disciplines. **Motion was made and seconded to approve minutes with the one correction. Motion Passed.** Senate President Larry Mohrweis asked for an approval of the agenda. **Motion made and seconded to approve agenda. Motion Passed.**

Opening Comments - Senate President: President Larry Mohrweis announced that ABOR will be meeting this week on Thursday and Friday and he will be attending on Thursday and will also meet with the Arizona Faculties Council. An update of the feasibility study; the proposed redesign, tuition and faculty tenure and post tenure are among the agenda items which can be viewed at http://www.abor.asu.edu/1_the_regents/meetings/agenda/agenda.html

President Mohrweis said that there are some opportunities for service: The Portal Steering Committee in the ITS Department needs a Senate representative to work on the MyNAU portal web site. There is also an opening on the Lumberjack Committee. Senator Marsha Yowell volunteered and will serve as Senate representative on the Lumberjack Committee.

Opening Comments – Senate Vice-President: No comment.

Distance Learning: Fred Hurst, Vice President for Extended Programs and Dean of Distance Learning spoke on several things.

- The focus of Extended Programs and Distance Learning's is to stay within the mission of the institution and to push for enrollment growth in off campus programs.
- He is on the workgroup at the system level for the restructure and they are positioning Distance Learning to be able to help NAU in that respect. There is capacity for more students on and off campus.
- The workgroup is developing several plans that draw from the many proposals that were submitted. Their objective is to end up with three plans for initial discussion starting in late February. ABOR will choose one of those plans perhaps at the April meeting.
- The restructuring around Distance Learning is based on an *Expand on Demand* model where they go in to a community, rent facilities, teach students within those facilities until there is enough students to move forward into something more permanent, for example, NAU Yuma. NAU Prescott is in the process of adding a building on Yavapai College campus.
- Distance Learning is relaying a strong message to ABOR that they have the resources and capacity to serve students through the year 2020.
- Legislation has been introduced to allow community colleges to offer 4 year baccalaureate degrees. Mr. Hurst feels that NAU can serve those needs more effectively. The community colleges already have the very important job of serving the lower division needs.
- Arizona Regents University has been taken over by NAU Distance Learning as of 1/1/05. It was created 4 years ago to help coordinate degree programs between the 3 state universities. ARU is not a degree awarding institution. It was originally a collaborate effort between the 3 institutions which didn't work too well. Mr. Hurst hopes that by NAU taking on ARU, it will be more effective.
- Community colleges identified four areas where resources for 4 year degrees are deficient. Distance Learning has agreed to offer degree completion programs in these areas:
 - Teacher Education
 - Nursing
 - Fire Science
 - Law Enforcement
- The College of Social Behavioral Sciences offers the BAS in Public Agency Service through Distance Learning. It is a degree completion program for law enforcement and fire science.
- Distance Learning is expanding in Phoenix and Tucson areas to demonstrate they are able to serve those areas. By adding new offices on the community college campuses, NAU will have a physical presence and advisement and other services will be readily available to students. The expansion will include 2 in Pima and 6 in Phoenix. Other institutions also play a part but offer the traditional colleges setting whereas NAU Distance Learning can offer night and web courses that are more flexible.

- The North Central Association will be doing a focus visit on NAU's online programs. This visit will take place this semester.
- Western Governors University (WGU) was granted NCA accreditation last year. There are about 1000 students enrolled. It is an independent institution that awards degrees and credit based on competency.

Faculty Salary Plan: President Larry Mohrweis asked for a motion to approve the FRR ADHOC committee's Faculty Salary Plan on the floor for discussion. **A motion was made and seconded. Motion passed.** Senator Thom Alcoze stated that model one in his judgment, does not meet the needs of our faculty for maintenance, retention of faculty, equality and education. He felt we need to consider a more positive option. President Mohrweis explained that the reason for including model one was that it shows what little we can do with a small amount of money. Senator Eric Meeks commented on the large disparities between Assistant Professor salaries on page 5. Senator Nando Schellen said basically it is very good plan but he is not very happy about the differences between the performance ratings of satisfactory, meritorious and highly meritorious. He said that after five years at NAU he received a highly meritorious rating but had to do a lot of extra things to get it. Senator Bill Culbertson commented on the great effort of the Faculty Rights and Responsibilities committee for pulling this salary plan together and urged his fellow senators to accept the plan. **The Faculty Salary plan was unanimously accepted by the Senate.**

The Faculty Salary Plan link:

<http://www4.nau.edu/facultysenate/content/documents/ProposedSalaryPlanFS1.pdf>

Comments from the President:

- NAU President John Haeger said the enrollment picture continues to look strong. Lipman Hearn is moving rapidly on NAU's identity rollout. Compared to ASU and U of A, NAU has lost its distinction and the new marketing plan will help reflect better what NAU is. The new marketing plan is expected to be out in late February.
- President Haeger has announced the appointment of Christine Farley, a NAU alumni, as director of Governmental and Legislative Affairs. She has lots of experience and will be a focused face to the legislature. Christine is a member of the President's cabinet.
- Budget negotiations have begun and will more than likely continue over the next several months. The final budget is not expected to be finalized until late May or early June after faculty contracts have already been issued. President Haeger will testify before the board on February 1st and 2nd. A 6.8% (\$7 million) increase over last years budget was proposed by Governor Napolitano. This amount includes \$3 million for faculty salaries, \$1.4 million for capital projects and the amount of student financial aid doubled. Arizona State Retirement will be also be increased to \$2.8 million to cover employer and employees. Tuition will be increased next year and proposed fees for the health center and IT will be considered. ABOR will decide the final tuition increase.

Comments from the Provost:

- NAU Provost Liz Grobsmith announced that there is a proposal from ASU for multiple year appointments for academic professionals that are continuing status eligible. This will not affect us currently, but could in the future as it's a category of employee that is recognized by ABOR.
- The Masters of Science in Geographic Information Science is expected to be approved at the next ABOR meeting. The College of Health Profession's reorganization is expected to go before ABOR in March. The College will be replaced with two schools, The School of Health Professions and School of Nursing.
- Faculty Travel Awards are in the second round. They are waiting to receive requests for the second turnaround which are due January 28. They started with \$25,000.00 and spent \$8332.00 on the fall turnaround. There will be another turnaround in April, and then the cycle will repeat for the next year.
- Provost Grobsmith is working with Senate President Larry Mohrweis and Vice Provost Karen Pugliesi on the upcoming North Central Association accreditation.
- The three universities along with board staff are reviewing ABOR policies that are out of date and need revisions.

Announcements & Future Agenda Items:

- Vice Provost Karen Pugliesi will speak at the February meeting on the NCA accreditation.
- The COFS rewrite committee will present a summary at the February meeting and a presentation of the recommended changes at the March meeting.
- ASNAU President Hari Kowtha will show a slide show on his trip to Washington D.C. at the February meeting.
- Parliamentarian Roger Bacon announced he will be sending out a report form to Senate representatives serving on Institutional Advisory Committees.
- Senate Elections will begin after spring break.

Adjournment: Meeting was adjourned at 4:31 p.m. The next meeting will be from 3:00 p.m. to 5:00 p.m. on Monday, February 21, 2005 in the Student Union/Kaibab room.