

# NAU Faculty Senate Meeting Minutes Monday, April 25, 2005

Email corrections to [Julie.Hammond@nau.edu](mailto:Julie.Hammond@nau.edu)

## **Call to order:**

Senate President Larry Mohrweis called the meeting of the NAU Faculty Senate to order at 3:08 p.m. in the Student Union/Kaibab room.

**Members Present:** Thom Alcoze, Sylvester Allred, T.S. Amer, Roger Bacon, Virginia Blankenship, Kathy Bohan, Jeff Carrico, Marge Conger, Charles Connell, Bill Culbertson, Jim Davis (phone), Susan Deeds, Joel DiBartolo, Sally Doshier, Marcus Ford, William Gibson, Angela Golden, Tara Green, Kelley Hays-Gilpin, John Haeger, Denise Helm, Emily Hill, Gloria Horning, Gae Johnson, Chris Lanterman, Rich Lei, Barry Lutz, Dave McKell, Rich McNeill, Janet McShane, Eric Meeks, Larry Mohrweis, Jim Pinto, Mary Reid, Jon Reyhner, Blase Scarnati, Nando Schellen, Karen Sealander, David Sherry, Sandra Stone, Laura Umphrey and Marsha Yowell.

**Members Excused:** Mary Dereshiwsy

**Members Absent:** Minnie Andrews, Joseph Boles, Dan Cothran, Jack Dustman, Gloria Horning

**Others Present:** Angela Kircher, Franklin Hoover, Susanna Maxwell, Karen Pugliesi, Judy Sellers, Sharon Young.

**Acceptance of Minutes/Agenda:** Senate President Larry Mohrweis asked for an approval of the minutes from the April 4, 2005 meeting. **Motion was made and seconded to approve the minutes. Motion Passed.** Senate President Larry Mohrweis announced that there would be couple changes to the agenda in that Provost Grobsmith was not going to be able to make it to the meeting. Item 8B would be added and Senate Secretary Rich Lei would talk about summer salaries and Vice President Marcus Ford would like to save his opening comments until administrators arrive and would speak after the Campus Master Plan presentation. Senate President Larry Mohrweis asked for an approval of the amended agenda. **Motion made and seconded to approve the amended agenda. Motion Passed.**

**Opening Comments - Senate President:** Senate President Larry Mohrweis had five announcements:

1. Arizona Board of Regents [ABOR] will be meeting this week. The meeting is on Thursday and Friday and he brought a copy of the agenda that he will pass around. The meeting will be held at ASU in Tempe and Larry said he would be attending both days. On June 16<sup>th</sup> & 17<sup>th</sup> ABOR will be meeting here at NAU, and in August they will meeting in U of A, Tucson. ABOR will be returning to NAU on September 29<sup>th</sup> & 30<sup>th</sup> to meet again.
2. The system redesign document had incorporated many of the suggestions. <http://www4.nau.edu/facultysenate/content/documents/ABOR%202-22%20draft%20resp%20final%203-10-05.doc>. The perception is that we as a university are fairly satisfied that our concerns were included in the document. The document is on the ABOR agenda for this Thursday and Friday.
3. Senate elections should be taking place in the colleges and Larry asked senators to please invite the new senators to the May 2<sup>nd</sup> meeting.

4. The Summer Senate meetings have been scheduled for June 6<sup>th</sup> and July 18<sup>th</sup>. Both meetings are on Mondays from 3:00pm – 5:00pm. There is a sign up sheet on the back table.
5. President Haeger will be here today and be out of town for the May 2<sup>nd</sup> meeting. Provost is out of town today but will be attending the May 2<sup>nd</sup> meeting.

**Campus Master Plan:** Director of Campus Planning and Development Rich Bowen and representatives from Baltimore and Phoenix based Ayers/Saint/Gross presented the draft plan to the Faculty Senate. It was emphasized that the plan is not yet funded, is flexible and is not a prediction of the future. The plan is meant to create a vibrant living and learning community over the next 20-plus years. Highlights of the plan include an improved transportation system which is designed to move people faster and get more cars off central campus and new gateways to make NAU more visible as people enter Flagstaff, and better use of existing space. An improved transportation system calls for better traffic flow as well as parking garages that would eliminate some parking lots. Surface parking now takes up 65 acres of NAU's campus - enough ground to cover the entire historic north end. Structured parking - five four-story decks placed on north, central and south campus - could reduce surface area parking by 75 percent. Parking spaces, at 9,138 today, would actually increase by nearly 100 percent through 2010 and eventually decrease to 8,988 when the plan is fully implemented in about 25 years. Central to improved transportation is a dedicated bus system that uses the existing pedway to make north-south travel easier and faster. It would also improve east-west pedestrian flow. The first parking structure is planned for the lot at Riordan and Knoles. Other transit suggestions include roundabouts to keep traffic flowing and programs to encourage the use of alternative transportation, such as car pools and bike programs. Safe sidewalks with proper lighting also are essential to the campus.

Removing cars from central campus allows for infill using existing land for new buildings and to improve character and quality of open space. There will possible demolition of eight one- and two-story buildings, including the Geology Annex, Hanley Hall, North Union, ROTC, Fronske, Cowden, Tinsley and Roseberry Apartments. The eight buildings would be replaced by 18 structures for academics, student services, housing and parking. Also part of the master plan is the Flagstaff-NAU partnership on a conference center. Now that that city of Flagstaff has dropped its plans for a hotel-conference center, NAU is looking toward a partnership to develop a 33,000-square-foot center on north campus. The feasibility of building a three-star, 150-bed hotel along with the conference center off Butler Avenue is being explored. NAU also is researching the possibility of building on-campus housing for faculty and staff as well as a retirement village. The purpose is to provide reasonably priced housing for faculty and staff, which would help in recruitment and retention.

The master plan will be presented to the Board of Regents during its meeting June 16-17 at NAU. The plan is available at <http://www4.nau.edu/cas/Plan-Dev/index.html>

**Update of Senate Office Nominations:** Senate Parliamentarian Roger Bacon said there is a full slate of nominees except for the Nomination/Election committee. There are six open seats. Senators Nando Schellen and Gae Johnson volunteered. The slate is President – Marcus Ford, Vice President – Marsha Yowell, Past President Larry Mohrweis, Secretary – Rich Lei, Treasurer – Martin Sommerness, At-Large Members- Chuck Connell and Janet McShane. Voting will take place at the May 2<sup>nd</sup> meeting.

**COFS Rewrite:** Vice Provost Susanna Maxwell presented an update of the Condition of Faculty Service [COFS] rewrite. She was joined by Franklin Hoover and Angela Kircher, Legal Council for NAU who provided significant input on the rewriting of faculty resolution procedure. Currently, the COFS committee is working on updating the document to reflect changes that have already taken place so it will result in a clean copy in which to work from in the next phase. Susanne thanked the committee members for their hard work on the document. A limited number of color copies showing the edits in red were distributed.

[http://www4.nau.edu/facultysenate/content/documents/COFSAppen\\_A%20Edits2.doc](http://www4.nau.edu/facultysenate/content/documents/COFSAppen_A%20Edits2.doc)

<http://www4.nau.edu/facultysenate/content/documents/COFS%20rewrite%20edits2.doc>

Another handout, <http://www4.nau.edu/facultysenate/content/documents/COFS%20REWRITE-updated%20suggestions4-25-052.doc> outlined inconsistencies in some of the terminology within the document that will be changed.

Senator Marsha Yowell voiced concern over the language in the document and felt that the senators did not have adequate time to read over the changes. Senate President Larry Mohrweis said as he understood it the process consisted of two phases: 1) Clean up the document and bring it up to date 2) Make changes. The committee is currently in phase one. Discussion continued and a suggestion was made by Senator Dave McKell to obtain outside legal council to represent the faculty and look over the document. Susanna again reminded the Senate the current update is to reflect the changes that have already taken place.

President Haeger commented that the documents we are working with are the Conditions of Faculty Service [COFS] as set by the Arizona Board of Regents. The idea is to have a document on campus that fits the structure of the Arizona Board of Regents. The document is not negotiable. The primer provided at the April Senate meeting outlines the structure of the document

[http://www4.nau.edu/facultysenate/content/documents/04\\_04FACULTY%20HANDBOOK%20PRIMER.pdf](http://www4.nau.edu/facultysenate/content/documents/04_04FACULTY%20HANDBOOK%20PRIMER.pdf)

Senator Dave McKell said that even if the document is not negotiable, maybe someone with some legal background could help explain it to the faculty. A question was asked what faculty served on the committee. Faculty members on the committee are John McClure- COE, Wendy Campione – CBA, Ray Michalowski – SBS, Irene Matthews, Cynthia Kosso- CAL, Judy Sellers – CPS and David Best – CENS. Representing the Faculty Senate are Senators Janet McShane and Gloria Horning.

Senate President Larry Mohrweis commented that the goal today was not to vote on it but to bring us up to speed on some of the changes. At the next meeting the Senate has three options: 1) Vote on it and accept changes as is 2) Vote on it and accept it with deletions of specific changes 3) Do not vote on it. Then it would be postponed until the first Senate meeting in September.

**Comments – Senate Vice-President:** Senate Vice-President Marcus Ford said while other agenda items are important the one topic that the Senate has spent a lot of time on is faculty and staff salaries and would hate all that effort to be lost amidst the other issues. In essence we need to keep the momentum going to achieve a salary increase.

Marcus said he has seen the campus master plan and fully supports it and urges everyone else to support it or at least look carefully at it. The plan focuses on making campus more environmentally friendly with the idea to condense parking. He feels that

there should be some way parking fees could be reduced for those employees who earn less.

**Comments from the President:-** NAU President John Haeger said the Provost Grobsmith is stuck down in Phoenix and unable to attend.

- ❖ The administration was approached by members of the executive committee regarding summer salaries. He said the Provost has written a letter that deals with that issue. Right now, the institution does not know what the budget will be next year. In his mind, it would be unfair to take a group of faculty who are only teaching in the summer and make salary increases there without dealing with the larger issue of faculty and staff salaries across campus.
- ❖ Contracts will come out around the first of May. Contracts will not include language related to salary increases for next year. Tuition and state appropriation are NAU's two essential sources of income and right now we don't know anything about either.
- ❖ This is the first year all three universities implemented an application fee and the effect of that is not yet known in terms of current enrollment. Applications are down which was expected and students are self selecting earlier rather than paying each university the \$25 dollar application fee.
- ❖ As we sit, the state does not have a budget. The faculty salary package we sent to the governor was \$4 million; the governor sent it to the legislature recommending \$3 million and the senate and house recommended nothing. Then they went into negotiations between the two and the governor still had faculty salaries on her budget at \$1.5 million then budget negotiations broke down between the governor and legislature. The house is back trying to put a package together again to send a new budget up to the governor. We have worked the legislature so that there will be an amendment or a motion put on the floor of the house which will want to put NAU faculty salaries into the package. President Haeger doesn't know if it will pass. Essentially, he cannot make decisions about faculty salaries until we know the broader shape of the university's budget. The good news is there doesn't seem to be any cuts coming. We could be as a month away. Something may have happened this afternoon but he has not talked to Christy Farley.
- ❖ Regarding the Campus Master plan, the reason they are moving so fast with building project, in the latest legislature this term, the legislature has not been happy with universities able to build not only with state dollars, but we are also building with auxiliary dollars. So we are building residence halls that as far as the state legislature is concerned they don't have a chance to say whether we can do it or approve the project. Because in a sense it's our own money that we generate from the profits of the university. ABOR is committed to building on each of the three campuses right now.
- ❖ Parking garages will be funded by auxiliary money and increases in parking fees. Residence halls can funded from income from residence halls. The engineering renovation is being done off of proposition 301 money. The CBA building is being funded from state appropriated monies. In other words, the source of the money varies for every project and there are restrictions on how the money is used. Alternative energy is playing a major role in the new construction.

**Announcements & Future Agenda Items:** President Larry Mohrweis said because of time constraints, agenda items 8- Senate By-Laws and agenda item 7 – Update on NCA Accreditation Process will be on the May 2<sup>nd</sup> agenda.

Past President Chuck Connell commented to President Haeger that he understood he couldn't make a commitment of faculty salaries at this time but asked if the salary plan was a good plan and is it a vision that the Senate should try to achieve? President Haeger responded that it depends on the amount of money available and the relationship to merit.

Treasurer Barry Lutz suggested that everyone carefully read over By-Law proposal #2 that will be discussed at the May 2<sup>nd</sup> meeting. It will entail changing the Senate constitution.

[http://www4.nau.edu/facultysenate/content/documents/04\\_14\\_05\\_Senate%20Committee%20Bylaws%20Proposal.doc](http://www4.nau.edu/facultysenate/content/documents/04_14_05_Senate%20Committee%20Bylaws%20Proposal.doc)

**Adjournment:** Meeting was adjourned at 5:08 p.m. The next meeting will be from 3:00 p.m. to 5:00 p.m. on Monday, May 2, 2005 in the Student Union/Kaibab room.