

University of New Hampshire

University of New Hampshire Scholars' Repository

Faculty Senate Agendas & Minutes

Faculty Senate Documents

8-29-2022

2022-2023 FACULTY SENATE XXVII - August 29, 2022 Minutes Summary

Faculty Senate

Follow this and additional works at: https://scholars.unh.edu/faculty_senate_agendas_minutes

Recommended Citation

Faculty Senate, "2022-2023 FACULTY SENATE XXVII - August 29, 2022 Minutes Summary" (2022). *Faculty Senate Agendas & Minutes*. 9.

https://scholars.unh.edu/faculty_senate_agendas_minutes/9

This Text is brought to you for free and open access by the Faculty Senate Documents at University of New Hampshire Scholars' Repository. It has been accepted for inclusion in Faculty Senate Agendas & Minutes by an authorized administrator of University of New Hampshire Scholars' Repository. For more information, please contact Scholarly.Communication@unh.edu.

UNIVERSITY OF NEW HAMPSHIRE
2022-2023 FACULTY SENATE XXVII

The fundamental function of the approved minutes of the Faculty Senate is to accurately document actions taken by that body. Additionally, the minutes traditionally seek to provide context by capturing some statements of Senators, faculty in attendance, and guests. The minutes do not verify the veracity, authenticity, and/or accuracy of those statements.

Meeting called to order at 3:10 PM on August 29, 2022, via ZOOM

MINUTES SUMMARY

1. Roll: The following senators had notified the administrative coordinator s/he would be absent: Peshkova, Halpern (was represented by proxy Niva Gupta), Wainwright, Lyon (on sabbatical). The following were guests: Provost Wayne Jones, SVPAA Kate Ziemer, Sarah Batterson, GSC; Emily Dennison and Christian Lipovsky, UNH Student Senate; Caroline Kanaskie, UNH Graduate Student Senate
2. Welcome: Chair Matthew MacManes welcomed the 2022-2023 Faculty Senate and reviewed zoom protocols for the coming year. He went on to welcome Senate guests.
3. Remarks by and questions to the Provost:

Provost Jones welcomed Faculty Senate and acknowledged the start of the 2022-2023 academic year. The university has 2,997 full time, first time freshman. This is a 5% increase over last year and is consistent with the budget. At the graduate level, enrollment is up 17%. However, Provost Jones shared this number is likely to change as the increase is related to international students, some of whom are still awaiting visas. After speaking with the Dean of the graduate school, it is expected the actual increase will be closer to 3 or 4%. Provost Jones thanked Student Senate President Emily Dennison for her encouraging Saturday presentation to first year students. He went on to note the enthusiasm first year students are showing in their attendance at a multitude of events, many that are not required. Provost Jones attributes this enthusiasm in part to a change in COVID protocols.

COVID: The university is monitoring the COVID numbers closely. Students have been great in submitting at home tests prior to arrival on campus or completing PCR tests during the first 2 weeks of class. Health and Wellness is monitoring COVID numbers daily. Positive tests are being contact traced just as they were last year. Of those who submitted tests, about 50 students tested positive. All but one went home to isolate. Per the messaging distributed to students, masks are not required, but students are asked to carry a mask and wear it when asked to do so. Faculty can place mask requirements on the course syllabus and/or make a mask request in the classroom.

Monkey Pox: there are positive Monkey Pox cases in the state. At this time, the university wasn't aware of MP cases on campus. Health and Wellness is prepared to test for and manage cases of MP.

UNHM/GSC Merger:

- Provost Jones thanked Sarah Batterson this joining this meeting of Faculty Senate.
- Over the summer the senior leadership team worked to merge the differing groups of faculty and staff who worked on a multitude of merger issues last spring.
- NECHE has approved the Substantive Change document.
- The AACBS which is an accrediting body has approved the plan to separate the Paul College business degrees from the business degrees of Granite State College.
- The Governor has signed off on allowing GSC to issue degrees (independent of UNH) through June 30, 2023.
- Lastly, with regards to the merger, thanks to the work of Faculty Senate and other working groups, there is now a near complete alignment of the policies and programs of the two institutions – including the calendar.

Faculty Hiring: Administration approved 34 faculty searches and 2 PDIS spots. Going forward, any failed search or negative tenure decision automatically gets approved. Secondly, there was a need to ensure faculty meet the demand for courses with robust enrollment. Thirdly, college deans and their respective executive committees looked for opportunities for growth in programs and academic excellence. Lastly, the Postdoctoral and Innovative Scholars program (PDIS) has resulted in 100% of PDISI students now in tenured track positions, 60% here at UNH.

Administration has been working hard on the faculty recruiting manual. This includes tightening policies related graduate and faculty recruiting. This new manual is soon to be released via a welcome email. There will be a number of new initiatives. Provost Jones encourages members of Faculty Senate to review the manual and bring questions back to him at future Senate meetings.

The first meeting of academic chairs and program leaders is Friday, September 9th. This new faculty recruiting manual will be shared at the meeting.

Contract Negotiations: The Lecturer's union contract is now complete. The AAUP contract for TT and T faculty is in the final edits and should be in the hands of the union tomorrow and on to their membership soon after that. The NEA contract is not yet done, though Provost Jones is optimistic that will be done in the next few weeks.

Questions for Provost Jones:

A COLSA Senator shared that although 95% of Monkey Pox transmission is due to touch contact with an infected individual, it is possible to contract the virus via respiratory airborne droplets. The Senator wanted members of FS to be aware. In addition, the Senator was seeking information on the 46 UNH fraternity members who were issued arrest warrants. There remains an ongoing law enforcement investigation into a spring hazing incident. How is the university handling their side of this investigation? What is the status of the students who have been arrested and charged? Lastly, what is the relation between the university and the national fraternity leadership? Will this fraternity continue to be recognized on campus?

ANSWER: Yes, the university is aware of the incident and all the students recognized as the fraternity's leaders at the time of the incident are going through a rigorous conduct process. Some of those students will not be back on campus and some will.

A CEPS Senator thanked Provost Jones for all of his work on contract negotiations.

A COLA Senator who was a member of the AAC last year was looking for follow-up on the 120 vs 128 credit hours necessary to the graduate from GSC vs UNH. This difference represented a discrepancy between the two. There was concern that UNH would lower its graduation requirement from 128 to 120. Members of the AAC did not support this change.

ANSWER: UNH is not changing any of its existing graduation requirements in any of its degree programs. NECHE has approved the 120 requirement of GSC. Therefore, UNH graduation requirements will remain at 128 credits and GSC online programs will remain at 120 credits.

A CEPS Senator asked if the university is still monitoring waste for COVID infection rates?

ANSWER: The university is still monitoring waste at 26 locations across campus and in the town of Durham. Given that so many people have had COVID, this is not as much of an indicator as it once was as individuals can shed particles long after they no longer have the virus. Where it is helpful is monitoring a cluster outbreaks or spikes in certain residential halls.

A CEPS Senator asked if there were plans to preform waste water testing for polio or monkey pox?

Answer: Provost Jones has had a conversation with a faculty member interested in expanding waste water testing to include MP. The administration intends to support this. Polio had not been raised. Provost Jones will bring the question regarding polio back to the team.

A CEPS Senator revisited the information regarding the 34 hiring approvals. His department was told they would not know until late September, early October whether the department had been approved for hiring. This makes it difficult to attract the best candidates.

ANSWER: The hires Provost Jones was referencing were part of the primary approval process done in July. The deans then asked if they could go deeper into their want/need faculty lists. They were told that no additional hires would be considered until after R30 which is the end of September. Thus, what you heard is accurate. There must be a position in your department that came to light after the cutoff time.

Provost Jones shared these 34 positions were scattered evenly across the colleges. In addition, the university welcomed 60 new faculty at faculty orientation last week.

Remarks Senior Vice Provost of Academic Affairs Kate Ziemer

NECHE- the New England Commission of Higher Education: The university will be preparing a self-study this semester. Auditors will be reviewing the self-study with administration in October of 2023. NECHE's approach is similar to a peer-review of the university. There will be 8 different committees, each with faculty representation, including a faculty committee co-chair. Co-chairs have been given a course release to account for the added serve time. The goal of the committees is to quantify and celebrate strengths while also looking at opportunities for growth as they relate to the university's strategic plan. The committees will begin in mid September. The charge of the committees is to develop a bulleted list of talking points around each of the NECHE standards. In collaboration with both the deans and associate deans, these talking points will then be distributed to all departments. Involving the academic colleges will allow faculty to provide thoughts and

feedback which will be brought back to the committees. From there the committees will reconvene to draft a document. This draft will then be released for public comment and discussion. This will lead to another round of communications with the goal of releasing the results around winter break. From there the documents go to Provost Jones and President Dean in February and onto NECHE in April 2023. SVPAA Ziemer welcomes thoughts and input from both the AC and Senate regarding ideas for dissemination.

AAC and APC: SVPAA will be working closely with both committees on changes to the registrar's office. This includes technology changes to better handle a multitude of issues including eliminating some PDF documents, excel sheets, course change procedures, curriculum change procedures, etc. New electronic workflows will streamline much of the work and allow for automatic updates to course catalogues.

Curricular Changes: this will involve UCAPC and the Undergraduate Curriculum Committee. The UCC is UCAPC plus the associate deans, the registrar and the Academic Technologies Group. The groups will look at process flows around curricular change to ensure implementation is effective and enables us to focus our time on actual curricular development.

Student Experience of Learning: this will be revisited at the September 26 Faculty Senate meeting. The SELs were piloted with summer. The new SELs approved by FS last year allow for flexibility in survey questions. There will be a redaction process which has been presented to the Agenda Committee.

Questions for SVPAA Ziemer

A COLSA Senator asked about the PDF forms referenced earlier. In his department, these forms were used for scheduling conflicts both for students and the department as they relate to time and room. Will this information be preserved in the new system? ANSWER: Yes. There may be changes to the process but not the purpose. 2nd question: Per a conversation with an undergraduate program coordinator, the university is considering implementing a pre-requisite for courses in the registration system. This would bar a student from registering for a class without the needed pre-requisites? When would this change go into effect? ANSWER: That is part of an initiative to enable both registration and Degree Works to be much more reflective of our catalogues and programs. This will include things like prerequisites, as well as being able to put minors in Degree Works. This is just two examples. With regards to the pre-requisites, the goal is to have these in the system by fall 2023.

A UNH-M Senator asked about the supplemental pay process particularly as it relates to faculty overloads. In the past, faculty would receive appointment letters from the Associate Dean if a faculty member had an overload in the fall semester. These letters have not yet been received. As a result, there is confusion about whether those contracts still need to be generated and who is responsible. ANSWER: the faculty member or that department's designee initiates the overload form. There's no longer a requirement to have that letter. Some colleges do still upload a letter as part of team dynamics. The Senator shared there is not currently a process in place in Manchester. SVPAA shared she would reach out to Dan.

A Senator from COLA shared there is confusion as to what constitutes an overload. From what this Senator understands, tenure and tenure track faculty are currently not compensated

for overload. Is this correct? ANSWER: Provost Jones shared every faculty member that does an overload above their regularly assigned load as approved by their dean and their department chair is being paid. There have been some bumps that things were delayed, particularly last fall. AAUP is currently discussing independent studies. If an independent study is approved by the dean or department chair, this is being paid as an overload.

Provost Jones left the meeting.

Approval of the minutes from May 9 were postponed.

IV. Remarks and questions to the chair:

- Chair Matt shared his screen and recognized the standing committee chairs
- Matt continued to share his screen and showed members of Faculty Senate how to navigate the Teams site.
- UAIC – Undergraduate Academic Integrity Committee. There has been substantial work on the Academic Misconduct Policy. The SAC worked with Dean Blackman on this last year. There is a new committee, the UAIC which is seeking a faculty member from each academic college to sit on this committee. This committee will serve as a review committee for student appeals regarding penalties issued by a faculty member. Historically appeals have been reviewed by Dean Blackman. The formation of this committee is an attempt to improve the process of academic misconduct appeals. The committee will consist of faculty, students and Dean Blackman.

Question: A CEPS Senator shared that he typically has 2 or 3 issues of academic misconduct per semester. According to the rules, the chain of addressing the issue is he talks to the student. If the student appeals my decision, the appeal goes to the department chair and then if necessary the college dean. Would the UAIC be handling cases going to the next level? This Senator had not experienced a case needing to go that far. Does the UAIC represent a change that would have academic misconduct cases going directly to Dean Blackman? ANSWER: no, the chain as you described is not changing. SVPAA Ziemer added, the point of the UAIC is not to make a judgement on whether an infraction occurred, but instead focused on the punishment issued. This is because there has been inconsistency in the consequences / rulings from the colleges on the same infractions. The point is not to unify how colleges handle academic misconduct, but instead ensure appealed cases are reviewed with consistency.

Due to another question regarding guidelines for issue consequences, SVPAA Ziemer reiterated the point of the committee is to handle cases in which the student does not accept the consequences and requests and appeal. Perhaps the student claims bias. The committee is intended to look at specific cases, but not set precedent. The committee is modeled after a process used in the graduate school.

Catherine Moran who chaired the SAC last year shared the appeals process is limited to 3 categories:

- There was a procedural error in the original ruling
- New evidence has come forth
- There is perceived bias on the part of the faculty member

The scope of appeals is narrow.

Matt returned to comments and questions of the chair

- SEL Redactions: A review of this process is being sent to the Academic Affairs Committee. The redaction process is to allow faculty to redact comments on the SEL that are unrelated to academics and may be offensive in nature.
- Knack Tutoring: this program has expanded and is now available to all students in all courses. It's a free service up to the first 32 hours. Knack tutors are trained and paid and identified by faculty. Donna Perez is leading the project. She is requesting faculty help in finding tutors.

A Paul College Senator asked what about students recruited and trained by faculty to serve as TAs who are then paid less than Knack tutors? These TAs are held to a higher academic standard. ANSWER: SVPAA Ziemer shared the goal of Knack is not to replace TAs but to supplement access to academic support. She encouraged the questioner to send these concerns to both herself and Donna Perez. This expansion of the Knack program was borne out of Student Senate and was piloted in the gateway classes last year. The results were so successful that the program is being expanded across the campus.

A COLSA Senator asked for additional clarification on how the financing of the program works. ANSWER: there is a blanket contract with Knack that covers a certain amount of tutoring. The university is paying for this contract and an additional fee to cover Knack operating costs. Training and pay for the tutors are paid out of the contract. In return, UNH receives a weekly dashboard report to see where the services are and are not being utilized. This report includes both course and student engagement.

A COLA Senator asked if graduate students can be tutors and the answer was yes. Secondly, are there financial aid implications for Knack tutors. Will the money earned impact financial aid awards? ANSWER: SVPAA Ziemer was not sure, but agrees this is a question that deserves further exploration. She will explore.

A Senator who had previously asked about TAs wanted to know if Knack would respect that her department prefers their students use the department trained TAs. ANSWER: Departments should be comfortable referring students to whatever tutoring the department prefers. As of now it isn't expected that Knack tutors will advertently by-pass department TAs, but should this become a problem, there will be opportunities to address.

Matt shared with the group that the Knack tutoring is being shared with the SAC for further evaluation.

V. Senate Procedures and Resources

Chair Matt shared Senate procedure and resources were attached to the agenda as appendices. Senators were encouraged to read through them on her/his own. Matt briefly went through a few of the more salient points related to Senate procedures. Everything from how to vote, to inform Amanda of a proxy, to the review of the Faculty Senate minutes. These procedures can be found on Appendix 6.1.

Jim Connell the Senate Parliamentarian noted that proxies need to be from the same department and cannot be someone who is already a Senator. Secondly, each Senator gets one vote. A question was asked about whether a proxy can vote in another's stead even if there was a

discussion and subsequent vote in that meeting that the absent Senator missed? The answer was yes, proxies can fully participate in whatever meeting they attend on behalf of another.

VI. GERC 2.0

There have been a few attempts by Senate over the past few years to revise the Discovery Program here at UNH. These attempts have been difficult and have not resulted in any significant changes. Changing the discovery program does need updating and there have been many discussions regarding what to do. Rehashing the same process with the hope of a different outcome is unlikely. The Agenda Committee is in discussions with Kate Ziemer around new ideas and hopes to present those to Senate in the coming weeks.

A COLA Senator asked if incoming Student Senate leadership asked Faculty Senate about the status of changes to Discovery? ANSWER: Matt and Vidya met with Student Senate leadership two or three times over the summer. The need for changes to Discovery were raised every time. Student Senate has made it clear this needs to be a priority. The desire to get changes made is also a priority of the Provost and the SVPAA.

A member of the Agenda Committee shared that the Ad Hoc Committee on Diversity Requirement for General Education continues its work. How this committee's current work and final report will mesh a bigger effort to update the Discovery Program is unknown and could create unintended complications. It will be the Agenda Committee's job to manage.

VII. Motion re Constitutional Amendment to remove restrictions on appointments of CCLEAR Faculty.

Chair Matt turned the meeting over to AC member Jim Connell to introduce the motion. Jim shared this motion was introduced late last year and later withdrawn as there was another more pressing motion of a similar nature introduced that related to the make-up of the Agenda Committee. The motion is being re-introduced now. Currently the Faculty Senate Constitution states that all departments must elect at least one tenured or tenure track faculty member to Senate. The result being that departments with 15 or fewer faculty members are limited to only tenure or tenure track faculty.

Matt went over the procedural rules informing Senate that they cannot vote on a motion the same day it is introduced. Matt encouraged Senators to take the motion back to their respective departments for discussion. Another member of the Agenda Committee highlighted the need to talk with CCLEAR faculty in particular as this will have a significant impact on them.

A COLA professor raised the point that there was a discrepancy in Jim's introduction of the motion and what was actually written and presented to Senate. Discussion ensued and it was determined that Jim was unaware of changes from last year's motion. These changes were made at the July 9 Agenda Committee meeting for which Jim was unable to attend.

Once the intent of the motion was clarified, Senators were again encouraged to take this Constitutional Amendment back to their respective departments for review.

A COLA Senator thanked the Agenda Committee for putting this motion forth both last year and this year. She appreciated the thoughtful consideration the AC had put into ensuring Faculty Senate is both inclusive and equitable.

A COLSA Senator asked if a Constitutional Amendment followed the same procedures as other motions and if yes, could the motion be amended prior to voting. The answer was yes.

A COLA Senator shared he was a member of FS when the rules pertaining to tenure and tenure-track faculty were first adopted. This was done in an attempt to give faculty a stronger voice. Having T and TT faculty might better protect the work of Senate as it relates to the university administration. There are some faculty who feel strongly that tenure is an important aspect of academia, and it is unlikely those feelings have changed.

A member of the AC shared his experience with the dismantling of the Thompson School where the message from the dean was for CCLEAR faculty to remain silent and to let the tenured faculty do the talking.

Another member of the AC suggested that adopting this language doesn't preclude a department from adhering to the need for one tenured or tenured track faculty member. The amendment would still allow departments to continue the practice via the election process. This is an issue that could be decided at the department level. A COLSA Senator echoed this point.

Matt again encouraged Senators to take this motion back to their respective departments for discussion. The vote is still a month away.

VIII. Committee Updates

There were none

IX. New Business

There was none.

The meeting was adjourned.