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2022-2023 FACULTY SENATE XXVII - October 31, 2022 Minutes Summary

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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 October 31, 2022, via ZOOM

MINUTES SUMMARY

Roll: The following Senators were absent: Peshkova, Lyon (on sabbatical), Magnusson, Krasner, McKinsey (fall proxy for Ramadanovic), and Grandy. The following were guests: Provost Wayne Jones, SVPAA Kate Ziemer, CMO Danielle O'Neil, Interim Vice Provost of Enrollment Management Kim DeRego, Barbara White, Jen Lehmann and Tammy Conroy, Catherine Peebles, Christian Lipovsky, Katie Godshall

I. Comments by the Chair

Chair Matthew MacManes opened the meeting by referencing the previous Faculty Senate meeting and the discussion pertaining to the CCLEAR Constitutional Amendment. Matt shared he received several emails from both CCLEAR and TT faculty who found the comments made at the previous meeting to be offensive. Matt continued to say he has been pushing this amendment for more than a year and feels the current tiered system where some faculty are prohibited from serving in some roles to be classist. This sends a clear message to some faculty that their opinions are not worth as much as tenure track faculty. At a minimum, it is not right for Faculty Senate to legislate how a department choose to be represented. If faculty believe in the principles of equity and inclusion, this tiered system must change. Another line of argument was presented that the composition of senate will change with the passage of this amendment resulting in the voice of senate being diminished with administration no longer recognizing the legitimacy of senate. Matt went on to share there is no evidence to suggest these assertions are true. In fact, Provost Jones has repeatedly asserted that regardless of the senate composition he will value senate input. The fear of change is what is prohibiting support for this amendment. Matt reminded the group that any action taken does not have to be final. Changes can be made again in the future.

II. Comments by and question to Provost Wayne Jones

Provost Jones responded to Matt comments by saying shared governance is the collaboration of a partnership between the Faculty Senate and the administration. This would not change as a result of the composition of senate. The administration is not paying attention to the senate composition. The interactions between the administration and the faculty are critical. Wayne continued by recognizing the breadth of our community. UNH has amazing tenure-track faculty committed to a balance of research and teaching. Research faculty are advancing the research mission. Lecturers do an amazing job supporting our teaching enterprise and giving the

university breadth; and in addition, there are excellent clinical and extension faculty. Wayne shared it would be irresponsible of administration to be disengaged with any of those constituencies. Wayne continued he would just double down on the importance of working as a community of faculty that are all committed to student success and the mission of the land, sea and space grant institution.

BOT Meeting: UNH is well positioned. Keene and Plymouth are struggling with enrollment. Renovations to Hetzel Hall have been approved. Hetzel Hall has been offline and will now be brought back online. Renovations will include suite style housing which will be more attractive to sophomores.

COVID: COVID numbers remain low. Over 1,000 faculty, students and staff have participated in the flu and booster shot clinics.

COVID Recovery Funds: Small grant funds of 20K are available to faculty to reset or catch up on their scholarship or activity. These grants are being run out Marian McCord's office.

New Budget Model: The budget committee is continuing to make progress on the new budget model. There are two components: 1. A 12 month budget process and 2. A resource allocation model. Next week will begin the roll out of the new budget parameters. Provost Jones will be presenting to Faculty Senate at the next senate meeting.

Question: A CEPS senator asked about the demise of the First Day program. The loss of this program adversely impacted her large gateway course. Is there any way to bring this program back?

Answer: Provost Jones shared he would love to see UNH bring the FD programs back in some form. Faculty Senate was not able to get behind the First Day Complete program. Getting some version of the First Day programs will require negotiations with Barnes & Noble. B&N has an all or none approach to their programs. Right now, if the university adopts only portions of the program there is a significant financial impact to other portions of the university. The bookstore would be absolutely delighted to do something similar. B&N is not going to come back in this academic year, but hopefully we can bring back a conversation regarding the FD programs next spring.

Question: A CEPS senator asked about mental health services on campus. Wait times for support range between 5 to 15 days. Is there more the university can do to provide mental health services to students?

Answer: Mental health is a national challenge. Mental health is one of the most significant challenges and barriers for students coming into higher ed. Provost Jones continued sharing that he had recently read a report stating 43% of students are going to present with some form of mental health issue. The university has done a lot of things already. First and foremost, increase the number of counselors. However, increasing mental health providers is exceptionally hard because it is a field in demand making it hard to find people to apply and stay. This is true everywhere. The university has activated 24/7 mental telehealth services. It is true, if you're looking for a regular face to face appointment it's going to be 10-12 days before you can get into

the queue. However, the crisis response team is always available 24/7. In fact, the university always has a counselor on duty that can present face-to-face if necessary. Students however are not as enamored with the telehealth approach. They want the face-to-face approach. In many cases they want a specific individual, compounding delays. It's important that the university start to look at this more holistically and identify this and engage with health and wellness. In addition, how can we do some different things with residential life? These questions are part of the Student Success Summit that Kate Zimmer and Ken Holmes have been leading. To be clear the crisis team is always available for a student that needs it. Lastly, Provost Jones shared that COVID added strain on kids and the accommodations made to students during that time may have robbed students of academic resilience.

A COLA senator shared that educators will likely be managing these types of challenges for another 3-4 years. The effects of COVID schooling will not abate quickly. Provost Jones agreed.

Question: A COLSA senator asked about the intersection between student and parent and how to navigate parents that reach out to professors wanting to engage in conversations about their child's education needs. The example used was a student needing to take a leave of absence and her parent wanting to work with her professors on the education plan. What is the policy?

Answer: Federal guidelines dictate that conversations like these need to be with the student. Students may invite their parents to be part of the discussion, but it's a student, professor, dean, etc. who make up the conversation.

Provost Jones left the meeting

III. Danielle O'Neil, Chief Marketing Officer and Kim DeRego Interim Vice Provost of Enrollment Management

Danielle shared she has been in her position for 6 months and came to UNH from the private sector having been with Lindt Chocolate for 17 years. Danielle has spent the last 6 months orienting herself to UNH and higher education in general. Danielle shared that she and Kim work in close collaboration. Today they want to discuss 3 topic areas: 1. what is marketing; 2. enrollment goals and 3.) a review of the enrollment marketing plan.

1. What is marketing: Marketing is often considered synonymous with advertising, and while that can be true, advertising is a small fraction of marketing. There is an art and science associated with determining targeted audiences and then crafting both verbal and visual communications. Danielle's team is responsible for all the marketing and communication efforts for the university at large. The Communications and Public Affairs team includes 30 people charged with student enrollment, communication efforts, and partnering with the respective key stakeholders throughout the university who do marketing and communications as their job. The CPA team aims to set the stage for supporting those individuals and teams and working together in order to make sure that those messages are really well-crafted and delivered in an impactful way. Enrollment marketing is helping targeted audiences, in this case, the prospective student, perhaps their parents, guidance counselors, et cetera. The goal is to help them form an opinion about UNH.

Danielle went on to share marketing stereotypes equate marketing with driving revenue through product sales. Although there is some element of that, marketing is really about changing perceptions. Danielle summed up her position as such:

- Determining a broad target audience for the university.
- Crafting messages both verbal and visual in order to shape people's points of view around the university.
- Creating specific calls to action. This can include being engaged in a philanthropic way; messaging to new prospective students to please come join us; or it might even be as broad as shaping an opinion with the state legislature around the university with a call to fund us more deeply in the future.

Marketing is thinking about those key audiences and those messages for the university at large. This includes undergraduate, graduate, research, extension, student affairs, and athletics, etc.

2. Undergraduate Enrollment: Kim DeRego led this portion of the presentation. She is both the Interim Vice Provost of Enrollment Management while also leading the admissions teams on both the UNH-D and UNH-M. She has been leading the admissions efforts on both campuses for three years and prior to that lead the admissions efforts on the Manchester campus. Here at UNH, Enrollment Management is defined more broadly than at other institutions of higher education. UNH defines enrollment management as looking at the student from the moment that they are a potential UNH student to all the way through until they have enrolled and started classes. To that end, the enrollment management unit has a research and data component engaged in constant market research and analysis with the purpose of determining who are we in this space. Who are our students? Who should the university be recruiting? How does the university capture inquiries and remain engaged through the submission of applications. The enrollment management plan continues as the team works to convince student to choose UNH.

The enrollment management team includes Kasey Glode from CPA. Kasey is the primary CPA enrollment partner and does much of the recruitment work. The admissions team and the enrollment marketing team are both actively working with Student Financial Services, which consists of financial aid and student accounts.

Kim went on to share, there is so much to the enrollment management process from convincing a student UNH is a great place, to accepting that student's application; admitting the student; AND actually awarding financial aid. From there this includes helping a family understand financial aid. Getting students to pay their bill. The enrollment management process here at UNH includes the full life cycle of the student.

3. Enrollment Marketing Plan: The cross section between Kim and Danielle's teams includes understanding the areas where the enrollment team can be impactful in working with the students throughout the process and where the marketing team can be impactful by spreading the word about UNH far and wide. It's very important to enrollment management that

parents, school counselors, aunts and uncles, etc know how wonderful UNH is, but obviously the admission team is not going to be focusing on that kind of messaging. In partnering, we make the full picture a reality for our students.

In addition, the two departments work with Provost Jones and President Dean to use marketing and enrollment to meet the strategic goals and priorities of the university. The idea being to shape an incoming class through targeted student recruitment and enrollment.

Question: A CEPS senator shared he appreciates the challenge Danielle and her team face. UNH has much to offer and understanding how to convey that is difficult. To this end, how does UNH recruit high level students? Student recruitment from Phillips Exeter Academy was used as the example.

Answer: Kim and her team have an excellent relationship with PEA. The admissions office visits them several times a year.

The senator went on to ask if there was a way to have professors visit PEA or have more prospective students visit campus to see the kinds of labs available to students?

Kim shared this is a perfect example of where Danielle and Kim's team partner. There is currently a high-achieving student campaign which includes collateral materials. Danielle and her group have multiple touch points with PEA and other similar schools. The problem is for too many years, students have seen UNH as a back up school. The CPA team is working with the enrollment team to dispel this mindset. Secondly, UNH does not give the kinds of financial aid packages including full scholarships that other schools provide. That being said, there are newer efforts on campus to get prospective students deeper into the university. CEPS offers lab tours that students can add onto their campus tours. This has proven to be very successful.

IV. Approval of the October 17, 2022 Minutes

The minutes were approved by unanimous consent.

V. Student Experience of Learning and Redaction Process

Chair of last year's Ad Hoc Committee on the Student Evaluation of Teaching Barbara White joined senate to report on the new Student Experience of Learning survey tool. Barb introduced Jen Lehmann and Tammy Conrad both part of the team working on the SEL. The group has worked in partnership with SVPAA Kate Ziemer to complete the SEL process and rollout.

Barb shared using the term experience vs evaluation was intentional. The goal is to focus on the classroom experience. The hope is the feedback will be more robust.

In her presentation, Barb shared:

- The survey is designed to support instructor development by asking open-ended questions. The purpose is to hear from students' perspectives what elements of the course contributed most to their learning, and suggestions for course improvement.
- The slides Barb and her team shared included links to guidelines for faculty, including CEITL.
- There is the opportunity for 5 custom questions to be developed by faculty and uploaded by the end of November.
- Currently there are questions available related to Inquiry and Discovery.
- Colleges and specific programs will be invited to add their own questions.
- There are guidelines for how the questions will support P and T.
- Informational videos have been developed for both students and faculty. Links were in the slides.

The survey tool includes a redaction process. This provides faculty the opportunity to redact feedback that is inappropriate. This redaction process includes review by the Office of Equity, Diversity and Inclusion. More information was shared on the redaction process.

Question: Are there faculty guidelines for the redaction process? What constitutes information that could qualify for a redaction?

Answer: Yes. Those can be found in the information pertaining to the redaction process.

Question: Are faculty expected to submit redactions on inappropriate comments?

Answer: Redactions are at the discretion of the individual faculty member.

Question: a COLA senator asked if there is a process for reviewing the questions that individual, faculty or departments develop? Is there an auditing process?

Answer: There is no auditing process. The trust is implicit that faculty will ask appropriate questions. This is subject to future changes if necessary. Colleges and departments should develop questions as a group.

Question: A Paul College senator pointed out that in larger lecture courses, younger freshman students might select a disparaging number on a Likert Scale with no opportunity to explain that selection. Older students might be more judicious.

Answer: This isn't a change from the previous evaluation tools. The hope is students will put in the time to add narrative to their survey. This new tool will be under a 3 year evaluation. The group will review if this is problematic.

Question: A CEPS senator shared students often comment on a foreign-born professor's accent. Would these kinds of comments be eligible for redaction?

Answer: If a student feels the accent has impacted their learning, this could constitute relevant feedback. However, if the comment is derogatory for the sake of being disrespectful, this would be reason for the redaction process.

A COLA professor shared that as a faculty member with an accent, the hiring process includes a rather rigorous evaluation by jury of peers. If faculty colleagues determine a faculty member competent to teach, perhaps student comments to this end need to be taken with a grain of salt.

VI. Discussion and Vote on AAC motion re: Calendar Changes

Committee Chair Rosemary Caron was unable to attend the meeting. Committee member Tim Montminy presented in her absence. Tim shared the motion and reminded the group that the intent of the motion is to align the UNH and GSC calendars, particularly around both institutions having 8 week terms. Aligning the calendars necessitates that UNH shift its spring break on two calendars over the next five years. The calendar change in the 2026-2027 academic year will have St. Patrick's Day falling in the middle of a course week. This has created concern among faculty and Student Senate.

Given concerns raised at the last Faculty Senate meeting, changes were made to the original motion so that it now reads "starting academic year 2023, 2024, move UNH spring break for all UNH students on the Durham and Manchester campuses to ensure that it occurs between the eight-week term three and the eight-week term four. Following spring break 2027, a review of the impact of this calendar change will be conducted by the Faculty Senate prior to implementing AY 2028-2029 calendar." Changes to the motion also noted the motion does not impact the law school calendar.

Because the calendar alignment also impacts financial aid, Tim asked SVPAA Ziemer to provide insight into this issue.

SVPAA Ziemer shared the implication on financial aid has to do with starting terms outside of the start of term. In this particular case, the AY 2023-2024 UNH spring break as currently scheduled, occurs after week seven. In moving to 8 week terms this would mean classes either begin the week before spring break or continue through spring break. Students taking both half and full terms would not get spring break. The financial aid implication is if you start a half term before your full term. It is true that E-terms currently do this, but that is a problem too. Once the merger takes place, this will compound the problem of having terms start before the full term start date.

Question: A CEPS senator asked if changes in the motion means that after the 2027 spring break Senate will then implement a calendar for academic year 2028?

Answer: The change means senate is going to review the impact of the Spring Break change prior to implementing an already created 2028-2029 calendar.

Question: A COLSA senator shared this motion generated more discussion in his department than any other. There were three or four people that strongly voiced opposition. One of the questions was, how many students are at Granite State College? Is that small population of students going to change the way 15,000 people at UNH Durham have used spring break? There was big concern about people who have courses where people do something over spring break, such as study abroad. This is built into the course. This caused concern with regards to switching it back and forth.

Tim responded he understood the concern. The AAC has heard from a variety of different people that are not particularly happy with this change. Currently moving spring break is only occurring over this five-year period, next year and in the last year or the five-year calendar.

Question: A CEPS senator shared this motion caused a lot of uproar in the mathematics department simply by its connection to the GSC and UNH-M merger. The department is extremely concerned about programmatic overlap. This is a situation where shared governance tells us that we actually have the ability to make the decision. The department is extremely concerned about the way that the merger is being pushed through and unifying and overlapping programs. When students have the ability to cross register, departments will not have the direct ability to override any of the transfer pathways or transfer credit pathways that are created by the overlaps between the programs aimed at these different populations.

Vice Chair Vidya Sundar asked for a point of clarification. The motion being discussed is related to the calendar and how is the calendar related to the programmatic overlaps that were raised?

The senator replied the merger is being pushed through and the one area Faculty Senate has control over this the calendar. This discussion provides an opportunity to raise the issue of UNH-D students taking programs that were not intended for the UNH-D student audience.

SVPAZ Ziemer responded none of the students who are in a matriculated program on the Durham campus and enrolled through the colleges on the Durham Campus can take any GSC course without written approval of their advisor, department and associate dean. For UNH-M students that restriction is based on the program side. Students in the Manchester division of the CPS can take a discovery course in the GSC division of CPS without doing a petition. However, there may still be some petitions required by major. For example, if a student is a biology major in a matriculating UNH-M program that wants to take a non-discovery or gen ed required course in the GSC division, that student may have some restrictions imposed at the program/department level. UNH-D students in a matriculated program, can't just sign up for a GSC course.

A COLA senator shared the negative impact these calendar changes will have on the theatre and dance department. Any changes in the schedule creates a domino effect that impacts the technical performance, and the educational and financial well-being of events. There are multiple people, both inside and outside of the university who use the facilities, making it impossible to move things around.

A CEPS senator shared he feels changes to the academic calendar just one year out are too sudden and he offered to amend the motion by removing the comma prior to AY 2028-2029 calendar.

Tim shared the language the committee added to the motion is not implying the calendar won't change, but instead states the senate will review the impact of these pending changes prior to the 2028-29 AY. The conversation continued regarding the meaning of the language in the motion. There was a call for a 2nd to the suggested motion. There was none. The conversation on this topic ended.

A Paul College senator raised the point that focusing on how this realignment of the UNH calendar with the GSC calendar misses how this realignment will support UNH-D students too. Particularly in the Paul College graduate program. For graduate students with term 3 and term 4, spring break often falls randomly. The current scheduling does not seem to take into account E-Terms. Although the challenges may have a negative impact for the theatre and dance department in the two years that need adjusting, the current calendar represents a scheduling challenge for others. Once a new calendar is set perhaps these issues will cease for everyone going forward.

A CEPS senator shared he did not think it prudent to vote for this motion without a better understanding of its impacts across the university. Chair Matt asked if he would like to propose a motion to postpone the vote? The senator did not want to derail the work of the AAC. Tim reassured the senator that the committee has heard from many departments and faculty on this motion. Postponing the vote would not be considered disrespectful to the committee's work.

A motion was proposed to postpone the vote. The motion passed with 42 in favor, 9 opposed and 5 abstentions.

VII. Discussion and vote on motion regarding CCLEAR Constitutional Amendment

Chair Matt opened the discussion by asking members of senate to limit discussion to new topics, items, and issues. He then turned the floor over to Vice Chair Vidya. Vidya shared the motion.

A Law School senator shared the principal justification for requiring a certain proportion of Senate to be tenure track is to ensure greater protections from retaliation or disapproval of the administration. While he appreciated Matt's previous reference to classism, the argument for the status quo of having representation by those with insulation is extremely valuable. He proposed having every department elect at least two senators. This allows for both: more CCLEAR representation *and* the protections of tenure.

A CEPS senator remarked there is a need for Faculty Senate to represent the whole faculty. The fear is tenure track faculty in departments will put the service of senate on their lectures. This will result in TT not being well represented on senate. Faculty Senate should amend the constitution so that it states the senate will be made up of representatives of the full faculty body.

A COLA senator raised the point that CCLEAR includes many other types of faculty, not just lecturers. The conversation around this motion has focused on lecturers only. There is a disconnect between the motion, the discussion, and the broader faculty classifications.

A CEPS senator reminded the group this motion is not about certain people, but rather the different responsibilities and experiences of faculty in terms of research, service, and teaching. This senator is concerned that non-tenure track faculty are not able to represent smaller departments and to this end, he would be happy to reintroduce last year's motion that focuses on smaller academic departments.

A COLA senator shared her department still opposes the motion. Her department had a proposition they have asked her to bring to the senate meeting. The proposition included ensuring CCLEAR representation on all committees. If there were not enough CCLEAR faculty

for the committees, the CCLEAR faculty could elect at-large representatives to sit on the 12 senate committees. The senator asked to table the discussion until her departments proposition has been considered. The motion was seconded.

A member of the Agenda Committee asked for a point of order and asked if the correct parliamentary procedure would be to amend the motion on the floor rather than table it?

Chair Matt answered because the language the COLA senator is proposing is so different than the motion on the floor, it would require being a new proposition to consider.

Jim Connell the Faculty Senate parliamentarian shared the way to proceed would be to recommit the motion to the agenda committee with instructions to consider the proposal that was just raised. Matt asked if the COLA senator was comfortable with recommitting the motion. She said yes. The senator who had seconded the motion was asked if he was comfortable with the recommit.

A COLSA senator asked for a point of order stating that the senate has not received the proposed language being reviewed with the recommit.

A CHHS senator shared he wanted to make what he believed was a superior motion to the recommit and asked that senate special order the motion under consideration so that it will be moved to the top of the next senate meeting agenda. The senator shared he'd like all senators to have an opportunity to read the proposed amendment. Senate brings this up as the first order of business at the next meeting and takes as long as necessary to discuss.

Chair Matt called for a 2nd to the superior motion. There was a 2nd. The motion passed with 47 in the affirmative, 1 in opposition, 8 abstentions.

Matt asked Parliamentarian Jim if there was anything further that needed to happen with the COLA's proposal. Jim replied it's a moot point now.

A CEPS senator asked if senate could see all of the motions. At this point it has become confusing. Vice Chair Vidya seconded that request noting there were a couple of new ideas brought forward today. The Agenda Committee will begin to consider those options.

Chair Matt apologized to Library Committee Chair Kathrine Aydelott for not getting to her part of the agenda for the past few meetings.

The meeting was adjourned.