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2022-2023 FACULTY SENATE XXVII - December 12, 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 December 12, 2022, via ZOOM

MINUTES SUMMARY

Roll: The following senators were absent: Lyon, Mohr, McKinsey (fall proxy Ramadanovic), McLaughlin, Moore, Lemos, Boucher, Smiley, Magnusson, Kim, Came, Krasner, Grandy, Ernakovich, Barillas, Innis and Kazura. DeJoie was represented by proxy Godshall. Robinson was represented by proxy Arnold. Guests were Provost Wayne Jones, SVPAA Kate Ziemer, CFO Marcel Vernon, Sam Fucile, Catherine Peebles, Radim Bartos, Sarah Batterson and Christian Lipovsky.

I. Comments by and questions to Provost Jones

Opportunity Program Hiring: For the past two years the university has had opportunity hiring allowing departments to bring a junior or senior level faculty into the university. This is part of the university's diversity recruiting efforts. The deans will be sending out notices shortly. The deadline related to these opportunity hires is February 1, 2023.

Visiting ACE Fellow: Manohar Singh joined Senate to observe shared governance in action. Professor Singh is shadowing President Dean for one week this semester and next.

State Legislative Strategy: This is a budget year for the New Hampshire State Legislature. This year's strategies pertaining to the UNH budget require a two step process. The first goal is to effect change in the Governor's budget. Then once realized, the intent is to have a financial impact on the funds appropriated through the legislative process. This year the University system is taking a different approach and utilizing relationships established within the Business and Industry Association (BIA) over the past 3 or 4 years. By partnering with state industry that benefits from UNH, the goal is to show the state legislature the impact the university has on the state's workforce. The Listening Tour this fall was an example of these new efforts. Provost Jones shared slides highlighting the university's impact on the state's workforce. There are nearly 20,000 UNH graduates in the past 8 years who have remained in the state and work within NH's business and industry. In addition, there are 2,000 employers offering internships to UNH students.

Despite the impact the university has on the state workforce, instate tuition has remained stagnant for the past 5 years. Twenty-five percent of instate NH students pay zero tuition. However, due to inflation, the university is facing difficult cost increases with \$15 million next year alone. This does not include personnel costs. The university cannot maintain this level of commitment to the state's workforce without additional state funding support. Provost Jones shared national data showing UNH receives the least amount of state funding than all other state universities. The legislature will say this is due to no income tax, but there are 9 states with no state income tax. Among those 9, UNH continues to receive the least amount of state funding support.

The university has never fully recovered from the deep cuts the state imposed on funding for AY 2012-13. The goal is to bring the state funding back to the 2011 levels. Instate tuition only generates about 15%

of the university's revenue. State financial support represents only 7.8%. Neighboring states are running pricey campaigns to recruit students from the Northeast to their schools.

The BIA is making direct requests to the governor on behalf of UNH. An op-ed was recently published in the *Union Leader* stating the need to fund UNH.

Question: A CEPS senator asked how faculty might help in securing this funding?

Answer: The university needs to do better to develop a campaign – including talking points for faculty and others as to how to best promote UNH.

Question: A COLA senator asked about a slide showing that 17% of revenue comes from sales, facilities, and services. One task of the new CMO will be to expand that. Does this goal dovetail with new outreach to businesses in the state?

Answer: Yes and no. Currently much of that funding comes from housing and dining. Where the university could do better is driving the UNH brand and opening our facilities for other uses such as concerts, summer usage of facilities for conferences, or manufacturing, etc.

Question: Vice Chair Vidya Sundar asked about the Get Inclusive trainings. What is the time frame for these trainings?

Answer: There is no formal deadline. These trainings are in response to a state law that went into effect two years ago. Provost Jones encouraged faculty to complete before the spring semester.

Question: Chair Matt asked which modules are required.

Answer: State law requires that everyone do the first module on sexual harassment. The other modules are not required and are intended for those individuals with supervisory responsibilities.

Question: A Paul College senator asked if faculty expertise is also being showcased/shared with state legislature? Faculty are also having an impact on the state.

Answer: Yes. This too is important. When UNH administration presented to the BIA, two businesses commented on their positive working relationships with the Small Business Development Center at Paul College. The idea is to promote the university in “bite size pieces”. Currently the messaging is to highlight the university's impact on the state's workforce.

II. Presentation by CFO Marcel Vernon

Marcel shared Sam Fucile, the UNH Central Finance Director was participating on the call as well. Marcel began his presentation with the P1 forecast that was presented to USNH. Marcel highlighted enrollment is down, salary expenses in relation to professional staff are up and utilities have increased by 500%. As the budget transitions into the second half the year, revenues are expected to pick up and hiring to slow down with fewer new employees. The expectation is the university will meet it's 1 % operating margin.

The university is implementing a new 3 year budget cycle with the budget process aiming to identify revenues in September and October. For the remainder of the year, the budget team will be looking at resource allocations using the RAM methodology. The 3 year budget process looks at the whole institution on a macro level rather than as individual colleges. There will be revenue centers and cost centers. Cost centers can request additional revenue, but only if they can prove a return on the investment in that budgetary year.

Chair Matt asked Marcel what spending he was referencing when he said spending would have to be slowed down? Marcel answered supplies and services.

There was a discussion regarding the term “bonuses”. Use of the term was later clarified to reflect the recent salary and cost of living increases. The hope was to be able to continue raises on a more annual basis.

The question was asked, “What constitutes a cost center?”. In response Marcel shared with regards to revenue centers and cost centers the nomenclature used doesn't matter. Both are valued equally across the organization. Revenue centers support 75% of their costs, cost centers can not support 75% of their costs.

A question was asked about back filling vacant positions. Will the budget allow for filling these vacancies? The answer was yes. The budget accommodates existing positions. The budget challenge is related to newly developed positions. Revenues are growing at 1% but expenses are growing at 5%. To help rectify this challenge, the university is looking to slow the headcount. This particularly true in relation to professional staff positions.

Marcel made a point of stating the budget process heavily favors research with potential plant investments to boost the university’s presence nationally. Wayne shared that through RAM most of the dollars generated via research grants will flow back out to the units that secured the funding. The 24% designated for central will now go to the research office creating a linear correlation between revenue coming in and the availability of support staff to support the funds.

Marcel further iterated that the RAM is not a budget. The RCM was referred to as the budget. The budget is the budget and the budget defines revenues and expenses. RAM refers to how revenues are disbursed across the organization. Revenue centers fund the cost centers in the RAM. Changes have been made to reduce the overall all number of tax rates. There has been strong support for a strategic tax that’s tied to the university’s initiatives and strategic plan.

Having a budget model based on a 3 year plan allows for review and updates at the three year mark. In the past 20 years, the budget model has remained relatively unchanged. The new plan is more innovative.

Vice Chair Vidya asked about strategic initiatives and what supports are built into the budget plan for interdisciplinary work (either for research or courses) and DEI initiatives across the university? When will there be more information forth coming on these issues?

Provost Jones shared the 2% tax on all revenues could create RFPs around specific initiatives or to generate opportunity hires, etc. There will also be an Academic Initiatives Tax that will align with the university’s strategic priorities including R1 status, graduating PhDs, and growing the research portfolio. The initiatives Vidya referenced will be rolled back to the colleges to identify.

A CEPS senator asked why in searching for a new budget model did the university determine RAM as the best choice? Marcel answered after looking at other university models, this methodology was chosen because it’s:

- Transparent
- Provides the ability to look at revenue and expense trends
- Drives collaborative discussions about strategic initiatives
- It’s easy to understand, and lastly
- This process aligns well with the university’s strategic initiatives

Chair Matt thanked Marcel Vernon for his time. Marcel Vernon, Sam Fucile, and Provost Jones left the meeting.

III. Comments by and questions to the Chair

Matt addressed the issue raised by the RPSC at a previous senate meeting whereby the committee was requesting time to address the feeling that some may have with regards to feeling comfortable sharing in senate meetings. Matt shared the agenda committee is going to explore ways to address this concern in the spring semester. Matt asked if there were any questions for him. Given there were none he moved on to the next agenda item.

IV. Approval of the minutes from November 28, 2022

The minutes were approved on a vote of 38 in favor, 0 opposed, 5 abstentions.

V. Academic Affairs Committee motion related to E-Terms

AAC Chair Rosemary Caron acknowledged and thanked committee members for their work and thoughtful consideration of the motion. Rosemary then introduced the motion. The motion is related to sunsetting the use of the terminology “E-Terms” or “Half-Terms” to be replaced with Terms 1-5. Terms would be defined as 8 weeks with 5 terms per calendar year. Term 1 would start the first day of fall semester and term 3 would begin the first day of spring semester. The purpose of the motion is to align the academic calendar to 8 week blocks of time for both graduate and undergraduate students. This motion will allow for alignment with federal financial aid regulations and removes the need for faculty to teach outside of the parameters of the collective bargaining agreements. The motion has already been endorsed by the Graduate Council and the Registrar.

None of these changes impact J-Term or summer term. Summer term would now be called Summer Term 5. This motion has no impact on the law school.

Rationale:

- **To align the academic calendar to the use of “Terms” to describe eight-week blocks of time within a semester in which undergraduate and graduate education is conducted.**
- **This change allows for alignment with federal financial aid regulations and the coordination of student services.**
- **This change removes the practice of having faculty teach outside of the parameters of their respective collective bargaining agreements.**
- **This move has been endorsed by the Graduate Council and the Registrar, as well as representatives from graduate programs (e.g., Education, Social Work, Carsey School of Public Policy, and Security Studies).**

Motion:

Starting AY 2023-2024, replace the description of E-terms or Half-terms with Terms 1-5. Terms would be defined as eight weeks and there would be five Terms per calendar year. Term 1 would start the first day of Fall semester and Term 3 would start the first day of Spring semester.

A discussion ensued about course modality related to this change and Rosemary reiterated this motion is only related to the terminology used, not course modality. In addition, Rosemary stated that all summer courses will fall under the umbrella of term 5. Additional discussion focused on whether or not there

would be enough time to complete an 8 week course prior to winter break. Matt reviewed the calendar the Fall 2023 and ensured there was a full 8 weeks between the start and end of the term. Start and end dates will vary each year based on that year's calendar.

Rosemary asked to suspend the Faculty Senate rules to allow for a same day vote on the motion. Her rationale being this is a time sensitive motion related to the academic calendar. The motion to suspend the rules passed by 38 votes in the affirmative, 5 opposed and 4 abstentions.

Prior to the vote on the motion, Vice Chair Vidya asked for clarification regarding summer courses. Would all summer courses be 8 weeks? Rosemary shared, nothing changes with regards to the length of individual summer courses. Courses will vary in length of time. Collectively the summer courses will fall under term 5.

The motion to eliminate the term E-Term was put to a vote and passed by a vote of 41 in the affirmative, 0 opposed, and 7 abstentions.

VI. Update Ad Hoc Committee on Diversity Requirement for Gen Ed.

Ad Hoc Committee Chair Anna Wainwright began her presentation by sharing a list of committee members. Anna went on to share that the committee has drafted some Student Learning Outcomes as well as a possible proposal though she was quick to add both are very much works in progress. The ad hoc committee has agreed that they would like this committee to transition to a more permanent committee. In addition, the committee is in agreement that discovery courses meeting a diversity requirement would have attributes. Either a D or DEI designation. To this end, there are already many classes in the course catalogue that could be folded into such a requirement. In addition, the committee recommended DEI be more integrated into course curriculums separate from the need to meet a discovery requirement.

Anna reviewed the committee's motion that was passed last spring as well as the definitions of DEI that have been published by UNH's Office of Diversity, Equity and Inclusion. She went on to share there are a few items the committee would like to stress:

1. There is no need to reinvent the wheel. Multiple comparator institutions have established a requirement similar to what UNH might institute.
2. There are already numerous UNH courses that could satisfy a diversity requirement.
3. There are numerous faculty experts at UNH who are researching and already teaching these topics.
4. Students want this requirement, and they want it immediately. In particular, students want courses in race and racism in United States.

Anna shared draft slides of how a diversity requirement might be implemented.

Question: a CEPS senator shared he would like to see how other higher ed institutions have implemented such a requirement. Anna shared the committee has an excel spreadsheet.

Chair Matt asked if he was right in interpreting the work of the committee as something that could be implemented before the full redesign of the Discovery Program was complete? Through the use of attributes, the diversity requirement could be rolled out, at least in part, prior to the rollout of the new discovery program. Is this correct? Anna replied she is hopeful this is true. The students want it now. There are so many schools already doing this. UNH can look to them for guidance. This coupled with the

fact that there are already many courses on campus that could meet this requirement delaying adding a diversity requirement to Discovery may not be necessary.

In closing Anna reiterated that the committee is not necessarily looking to add courses to the current discovery program, but through the use of attributes find ways to incorporate existing courses into a new diversity requirement.

The meeting was adjourned.