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### 2022-2023 FACULTY SENATE XXVII - February 6, 2023 Minutes Summary

Faculty Senate

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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 February 6, 2023 via ZOOM

## MINUTES SUMMARY

**Roll:** The following senators were absent: Hasseldine, Mohr, McKinsey, Wainwright, Ruml, Krasner, LeBlanc and Potter. Guests were Provost Wayne Jones, SVPAA Kate Ziemer, Catherine Peebles, Sarah Batterson, Emily Dennison and Christian Lipovsky.

### I. Comments by and questions to Provost Jones

Board of Trustees: The BOT met while school was still in break. Updates from that meeting include:

- *Mental Health:* Ken Holmes led a presentation on the mental health of students. More students than ever are seeking mental health support. The acuity of these visits are not going up but rather students are now seeking mental health support related to bad grades or a disagreement with a roommate. The stigma related to PACS is being removed.
- *Finances:* There was an update on P2 projections. The budget is flat with the same amount of revenue as expenses. The board is asking that a 1% operating margin be held. This equates about \$6 million. Traditionally, the university picks up additional savings over the last 6 months of the year in part because there is much ambition in the beginning of the year, with the last 6 months reflective of all that was not completed by June. There have been some great grant wins as well as significant appropriations for UNH in the omnibus package. In addition there has been a boost in housing over this time last year with an additional 350 plus undergraduate students remaining in campus housing for the spring semester. There was also a pickup in the enrollment of international students for spring semester.
- *Tuition:* The BOT approved zero tuition increases for instate students. The university can only maintain the zero tuition increase if the state legislature comes through with the request for funding increases. The university is asking to return to 2011 funding levels.
- *Interactive version of the Destination Survey:* Finding showed that 96% of graduate students and 94% of undergraduate students were either employed, serving in public service, or enrolled in graduate school within 6 months of graduation. In addition, 77% of undergrads were employed with starting salaries at 10% higher than last year.
- *Graduate Student Housing:* Since January the university doubled the number of beds for grad students. One hundred new beds were added via an expanded contract with a private landlord on Mast Road. An initiative gaining traction is on Leavitt Lane. There's an opportunity to partner with a private developer to put in graduate student and small family housing as well as potential space for incubators. Due to funds from the Omnibus package there may be an opportunity for us to be able to move the vision for expansion forward more quickly.

Budget Slides: As a reminder, the budget process itself is the big deal. We're going to take ten months to build the budget via an inclusive process. The process will begin in September and will include modeling with what we think our revenue is going to look like for the next year. This is an enormous change. The

Resource Allocation Model will let us drive strategic initiatives and take the operating margin out of the day-to-day operations of units. Units should not have to worry about the operating margin. They should have a budget and they should meet that budget.

FY 2024 is the calibration year and as such, no unit will see their budget go down. Most will see it go up due to new hiring. The goal is to protect units as we go through the calibration.

Other changes include: The ability to spend unspent gift funds above margin. Next year these funds will be budgeted ahead of time. Credit hour delivery funds are not just going to the college but being shared with the home department. This will go a long way towards funding interdisciplinary collaboration. Now there will not be the need to have four faculty in four different college teaching the same course.

Provost Jones continued sharing slides related to incentives and achieving objectives. The deans are building their budgets and the university is getting ready to implement at 3 year hiring plan for faculty. The budget model will be reconsidered annually to ensure its meeting the university's strategic initiatives.

Question: A COLA senator raised the issue of targeting faculty with hate speech, comments that are anti-Semitic, xenophobic, sexist and all around despicable. This senator went on to say she would like the university to strengthen its messaging to students about how this behavior and harassment is unacceptable. Furthermore, it's against the law to record conversations without explicit permission.

Answer: Provost Jones shared he is aware of two such instances in the past several months. In one such instance the university took the offense right to the state's Attorney General. The scenario the senator described is a felony level crime in the state of New Hampshire. How to issue messaging around this issue is on the agenda for the Provost's Council tomorrow. Provost Jones urged all faculty who feel threatened or attacked immediately reach out to Chief Dean. These cases may be referred to the state justice department or even the FBI. Provost Jones was cautious not to elaborate on the record with all steps that can or will be taken but did encourage that anyone feeling threatened should immediately contact your department chair and your dean. Furthermore, if there's any physical threat, call the University Police first. Even if it's a perceived threat. Chief Dean, has the resources and connections to take action and will activate those other necessary supports.

Question: A CEPS senator asked about incentives for honors completions. Current university and department honors require that students do a thesis. These theses require individual advising. This advising is not always compensated the same. For this reason, would the university consider removing the thesis requirement for the honors program or compensate the faculty? Currently there are not enough faculty willing to meet the unfunded mandate of supporting a student through the thesis process.

Answer: What constitutes as honors stems from the Faculty Senate. It's not an unfunded mandate but something that comes from faculty and the administration supports it. There are many types of faculty at the university and the workload of those diverse faculty are set by the dean and department chair. If the faculty want to continue to have honors theses and wants to continue to support them, we have to find a way to distribute that workload in a manner that is most efficient to get that job done. This needs to be worked through with the chair and the dean.

Based on a question placed in the chat, Provost Jones gave a brief explanation of how the university might offer courses across more than one college. The deans are currently exploring this issue. The benefit is to stop teaching the same course in 3 different colleges, but instead offer students a greater choice of electives.

A COLSA senator shared his concerns regarding the lack of communication to students regarding campus safety particularly in relation to the student who was recently hit and seriously injured on Main Street. Provost Jones agreed that safety is an issue and said he would reach out to Ken Holmes to see if another message to students is warranted. In addition, Provost Jones will report back to senate what the Transportation and Safety Committee is doing with regards to this issue. The committee was meeting on Friday, and he awaits a briefing.

Provost Jones left the meeting.

## **II. Comments by and questions to the Chair**

Faculty Awards Committee: The Faculty Awards Committee is in search of a Faculty Senate representative. Chair Matt MacManes asked senators to please share this vacancy with your colleagues.

Committee Chair Updates: AAC is now being chaired by Sara Robinson; SAC will be co-chaired by Liz Harvey and Kathy Winans; and the Ad Hoc Committee on a Diversity Requirement in GE will now be chaired by Eugenia Opuda with Ryan Gibson serving as vice chair.

Student Experience of Learning: Faculty Senate leadership has been made aware of the drop in response rates. Matt asked that senators look towards encouraging completion of SEL later this spring.

Faculty Senate Social: There is work towards scheduling a Faculty Senate social later this spring. More information on that is forthcoming.

## **III. A motion related to the formation of an Honors College curriculum**

Matt introduced the motion on behalf of the Agenda Committee. Matt shared that UNH has received a substantial donation from a private donor which is allowing the university to rethink the delivery of an honors education to UNH students. This motion is about whether Faculty Senate needs to form a committee to review curriculum related to the new honors college. The committee would be a joint committee with co-equal leadership. Roles of committee members will be clearly defined. For example, decisions related to the curriculum will be handled by the faculty with appropriate input from administration. Conversely, decisions related to the financials will be handled by administration with appropriate input from faculty.

Once formed, the joint committee will begin work this summer. The donation includes a strict time table for the development of the honors college which is why this motion is being presented at the first spring meeting of Faculty Senate.

Vice Chair Vidya Sundar shared her thoughts on the need for an expanded honors program. This motion speaks to the recent donation, but also towards the need for a program that better serves the academic needs of UNH students.

A CEPS senator shared he felt aspects of the motion were in conflict with one another. If the goal is to support innovative curricula AND introduce innovative curricula through a standard curricula enhancement process, this language doesn't make sense. The motion is saying "you're going to standardize something that's not innovative". This same senator has experience trying to adapt honors level curricula to large lectures and this adaptation doesn't go through in any standard way. In addition, the senator was uncomfortable with the use of the word "college". "The university has existing colleges and the curricular requirements that we're putting on here are going to be superimposed onto the student's major programs because the students are still going to have majors."

Matt shared the name of the college was stipulated in the donation. The name has already been approved by the Board of Trustees. In addition, the other points raised by the senator are the very kinds of issues to be explored by the joint committee.

A Paul Senator, who in his role as a member of the APC had contributed to this motion, agreed with Matt that the questions being posed are the exact types of questions for a committee to review and discuss. In addition, there is precedence for an honors college. Many universities and college have similar programs of study and they too can provide insight as to how to solve these types of questions.

A COLSA senator asked if perhaps this initiative was backwards. Shouldn't the college be formed prior to the development of curriculum? Have the faculty already voted on the formation of a Hamel Honors and Scholars College? Matt responded that the formation of a new university college is a business decision and thus in the hands of administration. The curriculum of this college fall under the purview of faculty.

Vice Chair Vidya asked that SVPAA Kate Ziemer be recognized by the chair so that she may provide context on the circumstances of the honors college formation. Matt recognized Kate Ziemer.

SVPAA Ziemer shared that the formation of an honors college is part of the university's strategic plan and can be found as a goal under Academic and Research Excellence. It is the understanding of Kate that the original proposal of an honors college was given to Faculty Senate some time ago by [faculty member and former senator] Lisa MacFarland. The honors college as it was recently approved by the Board of Trustees is not the same as a college that would bestow a degree but rather is an organizational structure around an honors college curriculum. This will be an honors college with a combination of curricular and co-curricular experiences that holds the standards of what it means to graduate with university honors in your major. It's not a college that's going to have a dean but is an umbrella conglomeration.

Kate went on to say, through this newly formed committee, how we ensure there's faculty workload to meet a curricular, co-curricular experiences that we want the students to have and what are those experiences? How are we going to self-regulate as faculty the standard of a university, honors degree.

A COLA senator asked what are the charges for this committee and what is the process for drawing up these charges? A concern in her department is the existence of an honors college would reinforce the idea of a sub-population within the undergraduate body.

Matt answered that the committee charges will be drawn up by the Agenda Committee with feedback from anyone that wants to contribute. Faculty are encouraged to forward concerns, feedback, comments, etc to Matt and Vidya.

Jim Connell added that given this is a joint committee, administration may have charges of their own. Secondly, Faculty Senate can also add charges if it so chooses.

A CEPS senator asked for clarification regarding members of the administration adding charges to the committee. Matt shared that given this will be a joint committee, administration may have charges for the committee too.

#### **IV. Honors Curriculum Committee Membership**

Matt introduced an Agenda Committee motion related to the membership of the joint committee. The core committee will be responsible for developing the framework around the Hamel Honors College. The committee will develop models of curricular and co-curricular engagement and faculty professional development amongst other tasks. The motion includes a suggested list of participants and includes the

registrar, CEITL, a NECHE representative, and Kim DeRego or a representative from admissions. There is a compensation model that accompanies the work. In addition to the aforementioned committee members, the group would also include other administrators, faculty and students.

A CEPS senator noted that due to the committee make-up, students on the committee have 3 times the voting power than any individual college. Perhaps students should be non-voting members. The senator went on to note, the three students, administrators and one college out vote all of the remaining college representatives on the committee. In addition, there are honors students on the committee that have not yet completed their thesis, making their full perspective of the honors program limited. Perhaps an honors alumni might be of more value.

A CHHS senator wanted to ensure the committee membership was representative of all types of faculty. As this conversation continued it was suggested that the committee representation should reflect the faculty ratio either across the university or within a college. Matt appreciated the point and agreed this kind of concern should be better represented in the document.

Vidya shared all of this feedback it helpful. Based on this feedback the Agenda Committee will re-evaluate the language in the motion and bring it back to the floor at the next meeting for a vote.

A COLA senator shared his concern that a joint committee comprised of students, faculty and administration will dilute senate's (and thus faculty's) unique responsibility to oversee/develop curriculum. Perhaps a separate committee or subcommittee should be established to oversee the curriculum aspects of the college; or delineate the committee by identifying who can vote on what topic areas. Furthermore, Faculty Senate should have an opportunity to deliberate on issues related to curriculum. Too often senate is given items for an up or down vote.

Student Body President Emily Dennison was recognized to share that having student voice on a committee doesn't dilute the voice of others but rather enhances the committee by offering more opinions.

A Paul senator pointed out the unique opportunities inherent in a joint committee. Joint committees allow for a full and informed process with regards to both business constraints and curricular constraints.

A CEPS senator suggested the committee voting should be transparent. Votes by individual members of the committee should be made public.

A COLSA senator raised the point that what separates this committee from other similar committees is that members of the administration would have a vote on areas that typically fall within the purview of faculty. Why would administrators have a vote on curriculum development? Having individuals who can provide value added input and expertise is important, but why do they need to have voting power? Matt appreciated the point but felt this committee might be different as there could be a benefit to having information flowing both ways. After all, there are probably decisions that administrators make that we very much would like to be a part of in a voting capacity. If senate made the decision that administrators, could not vote on curricular matters, then senate would also by extension, not be asked for an opinion as it relates to finances or the implementation as those decisions are largely the purview of administration.

Vidya shared that unlike other past committees that were mainly concerned with changes to an area of curriculum not tied to an administrative unit, the implement of an honors college requires external parameters that need to operate in tandem to curricular development. The intent is to make sure that faculty, administrators and students are in agreement with the development of the college.

A COLSA senator asked for a point of order and shared what separates this committee from its predecessors is the ability of administrators to have a vote. Having administrative input is valuable, but

voting is a different issue. Nobody is suggesting that administrators and students should not be on the committee. The issue is who has what voting privileges.

A Paul senator asked for clarification regarding the intended scope of this committee. Is the committee dealing solely and exclusively with curricular matters, or are there other things in scope beyond curricular decisions? Because if the committee is broader and has impacts that are not just about curriculum, but also about implementation, then some of those questions about whether voting rights belong in the hands of students or administrators might be seen differently.

Matt answered the community will be concerned with issues beyond curriculum.

A COLA senator agreed and said having a better understanding of the scope of the committee's work would go a long way to providing context around who should be voting on what issues. She reiterated an early point that it might be helpful to know the committee charges prior to seating the committee. She suggested 'unbundling' the motions. Perhaps senate should vote to approve the committee, but then allow the Agenda Committee to draft some charges prior to seating the committee. This would allow for a more informed decision regarding committee composition and voting rights. This understanding may eliminate some concerns that have been raised.

Matt agreed this was something the Agenda Committee could work on over the next few weeks. Vidya shared messages in the chat included having an honors alumni on the honors committee thus ensuring someone who has had the full honors experience is asked to contribute.

A question was asked regarding the cross section of the new honors college and the curriculum developed for it, vs the curriculum developed at the department level for completion of a major. How will the committee ensure whatever the developed with regards to the honors college isn't in some way in conflict with department requirements? Matt agreed this was an important question.

Catherine Peebles director of the university's honors program was asked for her insight into the question. She shared the intent of the honors college is not to get into curriculum at the department level, but rather to look at curriculum as it relates to what benchmarks need to be met to be included in an honors program.

Matt wrapped up this aspect of the meeting by saying the Agenda Committee will take into consideration the feedback from today prior to bringing the motions back for a vote on the 20th.

## **V. Approval of the December 12, 2022 Minutes**

Chair Matt postponed the vote as he wanted to ensure time for discussion on the upcoming motion.

## **VI. Agenda Committee Motion on 2023 Ad Hoc Committee on Discovery**

Agenda Committee member Andrew Seal introduced a motion to establish a committee to reimagine and improve the Discovery Program at UNH. The Discovery Program remains as unfinished business that students have been vocal about. Putting a committee together to finally address this issue is a priority. As changes such as the RAM get rolled out, new opportunities are available for faculty to truly focus on needed updates to the gen ed curriculum.

Jim Connell shared that the Agenda Committee had been waiting to see what might come out to the Ad Hoc Committee on Diversity Requirement in Gen Ed before moving forward in a real way on reimaging the Discovery Curriculum.

Matt recognized the students in the meeting. Christian Lipovsky, Chair of the Student Senate Academic Affairs Committee thanked senate for pursuing this motion to revamp the Discovery Program. Christian went on to say, "I look forward to working with the Faculty Senate and this committee in the future to finally achieve a deliverable discovery program." Student Body President Emily Dennison thanked Faculty Senate as well.

A COLSA senator shared his experience on a past committee looking at discovery and one challenge the committee encountered was how was the university going to fund these changes in the future. How do we make changes without worrying about putting your fellow faculty out of job should their courses be eliminated or reimaged and moved. Having this new committee working in parallel to the existing ad hoc committee referenced earlier becomes a difficult exercise in communication.

Vidya responded that there are multiple initiatives underway, the new RAM, the new honors college and now a new committee to reimagine the discovery program. All of these entities need to work in tandem. It's important not to let the budget dictate the decisions made on the issues, but instead the budget should support the decisions. Today there is not time to discuss the committee composition, just the need to form a committee.

Matt reminded the group that the Ad Hoc committee related to a DEI requirement has met with senate a few times and they are really excited about the confluence of these two efforts. This ad hoc committee has ideas how these two efforts can be integrated.

Andrew shared that given RAM hasn't fully taken shape yet, there may be an opportunity for the curriculum to lead the budget. The committee could identify priorities which can carry with them a strong argument to support these priorities through the RAM process.

## **VII. New Business**

A COLSA senator asked that Faculty Senate make a statement, and ask the administration to do the same, related to hate speech on campus. There was white nationalist propaganda posted around campus this summer. Faculty members are being harassed. Perhaps if Faculty Senate went on record, this would prompt administration to do the same.

Matt recognized the importance of such a statement and asked if there was anyone who would like to craft it.

The meeting was adjourned.