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2022-2023 FACULTY SENATE XXVII - April 24, 2023 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 April 24, 2023 via ZOOM

MINUTES SUMMARY

Roll: The following senators were absent: Wainwright (on leave). Burdin (on leave), Krasner, Innis, Davis, Magnusson, and Came. Guests were Provost Jones, SVPAA Kate Ziemer, Sarah Batterson and Emily Dennison

I. Comments by and questions to Provost Wayne Jones

Board of Trustees: The Academic Committee reviewed what schools UNH admissions is competing with. In state, the top 10 schools include Keene State and Plymouth. SNHU remains a strong competitor, though the competition is down 70% from where they were during the pandemic. Out of state, the competition is with the regional flagship universities along with Penn State, Maryland, and Delaware. These represent the top 10 schools pulling students who choose not to accept UNH's offer. Number one among those is UMASS.

Danielle O'Neil presented on the new marketing funnel that has also been presented to the deans. Later in the meeting, UNH finances were reviewed. The BOT is aware UNH is soft by \$3.7 million in their 1% operating margin, but the BOT is also aware of the plan to make up the deficit.

Wayne then reviewed the BOT's interest in faculty and staff headcounts. The BOT feels UNH's headcount is too high. Wayne and President Dean are meeting separately with the board on this issue. The goal is to show how faculty and staff drive student retention and thus revenue.

Also under discussion is upcoming high school graduation rates and future enrollment numbers. Wayne shared that UNH budgets for 2,775 incoming first time full time freshman. If this number is surpassed the university can then invest those dollars. Wayne and Marcel Vernon are meeting with the chair of the finance committee regarding this issue.

GSC/UNH Merger: Wayne thanked everyone for their patience in the data transfer. GSC data is now fully integrated into Banner. This went very well. On May 4 the CPS website will go live.

The floor was opened to questions.

Question: A CEPS senator asked "what is the upside of the retention numbers you discussed. How much additional revenue do you anticipate from increased retention?"

Answer: The university would roll additional resources right back into the colleges to hire additional faculty. This should help in relieving the pressure on junior faculty who are assigned freshman classes and then the freshman transfer. The university is aiming for a 90% or better retention rate across all UNH colleges. Two colleges got there this year, but there is more work to do be done.

Question: A COLA senator asked about the recent problem with Degree Works. Is there an update?

Answer: Neither Wayne nor Kate were familiar with the issue identified. The senator then read the email received by all COLA advisors. In the end, Wayne thought perhaps it was a financial aid issue. Kate was going to investigate further. Vidya shared that she too encountered the issue, but that she had been assured that the students could register.

Question: Vice Chair Vidya Sundar asked for an update on the RAM. Will the RAM be ready for implementation next academic year? Additionally, is there new information to share with regards to strategic investments and the new RAM?

Answer: Yes. Provost Jones shared:

1. UNH is moving forward with using RAM for revenue distribution for fiscal year 2024. There have been no significant changes from what we've presented on the academic side. There were a number of significant changes on the auxiliary services and the facility side. Those are being worked through. The first presentation on these changes will be at the department chairs' meeting in June and then again in the fall.

2. 2% of total revenue will be built into strategic money into next year's budget. Next year's budget is finalized following Fall R30. There will be a snapshot by fall semester.

Question: Chair Matt MacManes noted that the change in the weather is bringing out more pedestrian traffic as well as an increase in the use of scooters and bikes. Has this prompted any safety messages to students?

Answer: There was a lot of messaging going out to students. In addition, the parking committee and the transportation committee are working with Chief Dean and now President Dean to talk to the town with regards to putting in additional lighting. The town does not want a stop light at the Garrison and Main Street corner. That's where UNH would like to put additional lighting, maybe even sensor or touch button activated lighting. The thinking is to put these on university property. You may have noticed the university did add some additional lighting and signage down Garrison between Paul College and Stoke.

Question: A Paul College senator asked about Real Response, a reporting platform used by sports teams to allow students to report anonymously about conditions on their team. The senator asked if there has been messaging and communication with students about how that might affect the academic mission or is this platform strictly about teams and team culture?

Answer: Wayne said the tool does exist, but he feels it is redundant. UNH already has an anonymous reporting tool. Many of the faculty have noted this tool on your syllabi. This same tool has been in operation for as long as Provost Jones has been at UNH. Part of the NCAA compliance is to gather additional information and statistics from a tool like Real Response. In order to help retain our athletes, President Dean felt adding this tool would be the right strategy. The tool is only to be used by athletes. If an athlete uses this tool, the information is still funneled into SHARP, the Title IX office, the Dean of Students office, etc. The only difference between Real Response and the tool the university already has in place is the pathway. The information from both tools land in the same place(s).

Question: Chair Matt asked about a pro-life group that was on campus last week. He had heard the pro-choice group had been denied the opportunity to be on campus the same day. Is this true?

Answer: The pro-life group filled out all of the appropriate paperwork. There were several events on campus that day. The pro-choice group via Health and Wellness had attempted to book the room directly across the hall from the pro-life group. The decision was to mitigate the risk of the two groups being so close together in the MUB.

Provost Jones left the meeting.

III. Approval of the minutes from April 10 and April 17, 2023.

Both sets of minutes were approved by unanimous consent.

Though comments by the chair were not on the agenda, Matt did want to share a few items.

1. Faculty Senate Elections: There are still 8 vacant seats in next year's Faculty Senate. Matt reviewed the open seats.
2. A survey related to next year's Faculty Senate Standing Committees will be distributed tomorrow.
3. An email related to the Ad Hoc 2023 Discovery Committee selection will be sent to all faculty in the next few days. The email will include a link to a committee selection survey similar to the previous Hamel Honors and Scholars College committee selection survey.

A COLA senator asked if there was an update on faculty who have been selected to serve on the Honors Committee? Matt answered names have been given to both the Provost's office and the Deans of the Colleges. The deans have put this on the agenda for tomorrow's meeting of the Dean's Council.

Matt shared nominations for the Honors Committee should not preclude nominations for the Discovery Committee.

IV. Agenda Committee Slate for 2023-2024 Faculty Senate

Matt shared the slate with the group and said that the AC welcomes additional nominations. Should there be additional nominations from the floor, this would happen during the May 8 vote which will take place during the first session of next year's Faculty Senate. Matt then reviewed the slate with the full senate and reiterated the AC would happily entertain other nominations.

V. Constitutional Amendment re the College of Professional Studies

On behalf of the Agenda Committee, Jim Connell shared a proposed Constitutional Amendment allowing for the soon to be College of Professional Studies Online Division to be represented on Faculty Senate. Jim reviewed the necessary language changes to be made to the Faculty Senate Constitution.

He then provided an overview of the faculty job descriptions for the Online Professional Faculty and the Senior Online Professional Faculty. Clarity was provided around the removal of the faculty category titled, Online Professional Faculty Academic Center Director. Given that this group may be considered part of the administration of the new CPS, this faculty category may not be eligible for Faculty Senate representation. The main question is, are they closer to an associate dean or a department chair?

Sarah Batterson, with GSC attended the meeting as a guest and asked for clarification around whether the Online Professional Faculty Academic Center Director would, or would not, be represented on Faculty Senate.

Matt called for a vote on the Constitutional Amendment

Rationale:

Due to the impending July 1, 2023 merger between Granite State College (GSC) and the University of New Hampshire (UNH) and the forthcoming establishment of the UNH College of Professional Studies (CPS), the Agenda Committee recommends considering the CPS as 2 separate and distinct departments for elections and senate representation. The first being the In-person Division, the second being the

Online Division. Senators who hold the job title Online Professional Faculty or Senior Online Professional Faculty will be recognized in a new acronym for non-tenure-track faculty titled COCLEAR. COCLEAR stands for Clinical, Online Professional, Contract, Lecturer, Extension, Alternative Security and Research Faculty.

Motion:

The second paragraph of Article 2 of the University of New Hampshire Faculty Senate Constitution, which currently reads,

Henceforth we will use the acronym CCLEAR for non-tenure track faculty, which stands for Clinical, Contract, Lecturer, Extension, Alternative Security, and Research.

Is amended by replacement to read,

“Henceforth the acronym COCLEAR shall be used for non-tenure track faculty, which stands for Clinical, Online Professional, Contract, Lecturer, Extension, Alternative Security and Research.”

Further, all instances where the constitution uses the acronym CCLEAR shall be changed to the acronym COCLEAR.

Further, the first sentence of the third paragraph of Article 2 of the University of New Hampshire Faculty Senate Constitution, which currently reads,

For purposes of Faculty Senate membership, the Library, the Thompson School, UNH Manchester, and the School of Law shall be treated in the same way as departments (See Bylaw 4).

Is amended by replacement to read,

“For purposes of Faculty Senate membership, the Library and the School of Law shall be treated in the same way as departments. Effective July 1, 2023, the UNH College of Professional Studies, shall be treated in the same way as two departments, with the first being the Online Division and the second being the In-person Division (formerly UNH-Manchester).”

Further, the third paragraph of Article 2 of the University of New Hampshire Faculty Senate Constitution is amended to add at the end,

“As part of these elections, in the Summer of 2023 exclusively, an election shall be held for the faculty of the Online Division of CPS for Senate representation with the senator(s)-elect becoming senator(s) upon completion of the merger; Upon completion of the merger, Senators elected by UNH-Manchester in March 2023 will carry over as Senators for the In-Person Division of CPS.”

The Constitutional Amendment passed with a vote of 60 in the affirmative, 0 opposed and 0 abstention.

VI. APC Motion of the UNH-GSC Catalog Review

Prior to the introduction of the motion, Vice Chair Vidya Sundar shared with the group there have been several merger committees working on the planning and implementation of the upcoming merger. This included as many as 11 working groups and leadership committees that looked at everything from undergraduate curriculum, graduate curriculum, financial aid, IT, governance, and more. Many of the committees have completed their work and have since disbanded. The merger is going to be official on July 1st. One of the pending items is comparing the catalog policies between UNH and GSC. There has already been a line-by-line review of UNH and GSE policies for undergraduate and graduate programs. The review resulted in the flagging of areas that might be conflicting, or unclear between the two

institutions. Those policies were then reviewed by multiple committees. For example, the undergraduate policies, started off at the Undergraduate Program Committee, a GSC merger group. This was then funneled up to the governance group and then to the Academic Strategy Group, and then went to the Agenda Committee and finally to the Faculty Senate Academic Program Committee. The policies reviewed by the APC have been through a rigorous review. What the APC will be sharing today, are specific policies where there were some discrepancies. The APC reviewed these discrepancies and is making recommendations for Faculty Senate endorsement. The policies being looked at today represent those policies that necessitated further review.

Vidya went on to share that in determining a recommendation on a given policy, no UNH nor GSC student should be harmed or burdened by the implementation of a new policy or change to an existing policy. If either group were to be burdened by a change, the solution was to take the least restrictive of the two.

The floor was turned over to Amy Ramage, Chair of the Academic Policy Committee. In introducing the motion, Amy reiterated that other groups had reviewed these policies prior to their arrival to the APC. Those groups had also made recommendations allowing the APC to review their thoughts and concerns. The list of policies reviewed by the APC included: pass/fail, withdrawal grades, academic petitions and exceptions, course requests and independent learning agreements, second majors and dual majors, minors, second minors, concentrations or options, bachelor and associate degree practices at GSC, returning for a second-degree, the Dean's List and honors, the academic standing, and academic honesty policies.

The APC did review the recommendations made by previous reviewers, but also conferred with both SVPAA Ziemer and Vidya Sundar, both of whom have done a significant amount of work regarding the review of merger policies. APC is asking Faculty Senate to endorse their recommendations which will then go into the CPS catalog effective with the July 1 merger.

In their review, the APC found the differences between UNH and GSC were more often than not related to the language used rather than the intent of the policy. In general, the committee picked the language that was the most straightforward or simple to understand. Amy continued to share the motion and the process the committee went through to arrive at their recommendations.

A CEPS senator asked about the Pass/Fail policy in the recommendation. He was concerned about changes to pass/fail in major courses and/or discovery/inquiry courses. Amy answered the pass/fail policy only related to credit hours and does not change current practices related to majors, discovery, or inquiry.

Vidya went on to share the policies being shared here don't apply to specific requirements academic programs might have. Instead, these policies represent a broad overarching policy that all of UNH and CPS will have. Program or majors may have additional requirements that will supersede or override any conflicts. The same senator asked for clarification around independent study. In this instance, the recommendation being offered by the APC only relates to GSC. Nothing changes within UNH or UNH-M.

Jen Spindel, a member of the APC shared most of what the committee reviewed was a way to simplify overly complicated UNH policies, especially in terms of pass-fail and the withdrawal process. Jen went on to share the area of review that gave the committee the most pause was the GSC practice of bestowing an associate degree along the path to a four-year degree. The conversation continued on this topic and highlighted that the GSC student is a different student than the UNH four-year residential student. GSC students might take 8 years to complete a four-year degree. GSC students are often older and work full-time. Receiving an associate degree is a benchmark. It may help propel students to continue their

education. With some professions, receiving an associate degree can directly impact hiring, promotions and pay scales. The associate degree along the way is not something that will be widely implemented at UNH.

VII. CPC motion UNH Endowment-Investing-Increase-Focus ESG-Net Zero

Committee Chair James Malley shared that the committee was charged with checking in on the Campus Climate Action Plan or Wildcat 2021. The UNH Energy Task Force had encouraged the CPC to develop language asking the university to recommit to how it handles its endowment investment portfolio. Jim went on to say he wanted to acknowledge Sarah Wilkinson, a student who in 2021 did her honors project on this topic. Furthermore, the university is proud of its STARS platinum rating. There are only 14 institutions at the platinum level. In reviewing these other 14 institutions, what the committee found was that both their undergraduate and faculty senates were encouraging their respective endowment managers to do two things. 1.) To continue to increase the amount of the endowment that goes to environmental, social, and governance investing or ESG. 2.) About 4% of those 14 platinum universities have also set a goal for their investment endowment strategy to be at net-zero with regards to carbon footprint.

From this information gathering and meeting with the UNH Energy Task Force, the CPC proposed the following motion: **The Faculty Senate recommends that UNH continue improving its sustainability of the endowment investment portfolio, through steadily increasing the percentage allocated to ESG investments and by establishing a clear timeline for achieving a net-zero endowment portfolio.**

A COLA senator asked if the committee had considered recent actions in the U.S. Senate with regards to ESC. Jim shared they had not.

Based on a question regarding a more precise explanation of how the university would benefit from the passage of this motion, Jim shared the desire to maintain UNH's platinum sustainability rating as well as the goals of Wildcat 2021.

Conversation continued with regards to clarifying the intent of the motion and the long-term objectives. Changes were suggested to make the language more clear and the intent more achievable without hampering the work of the portfolio managers.

A Paul College senator asked about the language related to the 47% of investments allocated to the ESG pool of investments. The rationale in the motion says this number could be better. Is this true? Is 47% a good number for an academic institution?

Jim shared 47% is an excellent number. In reality, UNH's ESG investments are closer to 10%.

A COLA senator shared he did not think Faculty Senate needed to be too precise with this motion as it is simply a recommendation. The investment managers work for the BOT, not senate. Unlike changes to curriculum, which is under the purview of Faculty Senate, investments are not part of the Faculty Senate charge and therefore this motion represents a recommendation rather than a mandate. There was then a suggestion that perhaps the CPC consult with the Finance and Administration Committee. Jim shared he appreciated the suggestion. Jim said he would bring these comments back to the CPC for further review.

VIII. AAC Report on SEL

Academic Affairs Committee Chair Sara Robinson shared the scope of AAC charge has been to look at the Student Experience of Learning redaction process. The SEL tool was launched last fall. Spring semester marks the second semester of this new SEL survey and the accompanying redaction process. In reviewing redaction requests, it came to the attention of the committee that only 3 redactions were requested. This was surprisingly low. Potential reasons associated with this low number include the redaction option being new and thus faculty weren't aware that it was available. Additional barriers could have been the timing of grade submission deadlines aligning with winter break and/or knowledge with regards to what is considered to be redactable content. Lastly, perhaps there simply was not content submitted that could be considered as redactable. The committee has been reviewing these ideas as the university moves into the spring 2023 course evaluation period.

Sara went on to share there is information on the SEL website with regards to course evaluation timelines. These timelines can be found on 3 different calendars, UNH-D/UNH-M, the Law School and UNH-D/UNH-M Online. One item the committee is looking into is the turnaround time for the full reports. Faculty will receive their individual reports on May 26th, have the opportunity to request redaction until June 9th, with reports available to everyone on June 23rd.

Matt asked Sara if she had any insights with regards to the low SEL response rates fall semester. Sara responded that the overall response rates of the SEL tool did not fall under her committee's purview.

Vidya asked if Sara had information with regards to how many redactions were requests vs how many were granted. Sara turned to SVPSS Kate Ziemer to answer that question.

Kate replied, "There were three that were requested, and I do not know because I'm not involved unless there's a controversy with the decision about language being redacted. All I know is that there weren't any controversies between the requests and the decision."

Based on a question asked by a COLA senator regarding why the need for a redaction process, Kate shared that the new tool leaves more room for qualitative responses thus opening the door for inappropriate comments targeted towards faculty. The comments should not have to be shared with department chairs or deans, but instead faculty should have the option for requesting the inappropriate comments be redacted from their SELs. It was further explained that there is one person in all of USNH who reviews redaction requests. This is to ensure the utmost confidentiality.

A CEPS senator asked what committee is reviewing the low SEL response rates? Matt answered the Student Affairs Committee.

Earlier in her comments Sara has shared that there are some AI abilities to cull the reports for inappropriate words. Matt asked if AI was implemented using the raw survey responses and Sara replied "Correct".

A COLA senator asked if a redaction is approved, how would that appear in the SEL going forward? Would there be black lines running through the document or is the language removed? If an SEL is approved for a redaction, does the entire SEL get pulled or do some answers to questions remain?

Sara referred to Kate on this. Kate shared information related to Nadine Petty and how comments would be tracked anonymously. She was unclear with regards to what the redated report would look like.

The conversation continued with a question related to a student evaluation last spring where a student reported self-harm. Kate appreciated the need to get a better answer on this question. Another senator asked about circling back with students who use inappropriate language in an evaluation. Can this be a learning opportunity?

The meeting was adjourned.