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# 2020-2021 FACULTY SENATE XXVI - December 13, 2021 Minutes Summary

Faculty Senate

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UNIVERSITY OF NEW HAMPSHIRE

2020-2021 FACULTY SENATE XXVI

Meeting called to order at 3:10 PM on December 13, 2021 via ZOOM MINUTES SUMMARY

I. <u>Roll</u> – The following senators were absent:      The following senator was excused: Barnett.   The following were guests: Wayne Jones, Kate Ziemer,

II. <u>Call to order</u> - The Chair, Kevin Healey, reminded all that the meeting is being recorded for the purpose of preparing the minutes. Only sitting senators or their proxies may vote. Someone from the Agenda Committee is monitoring the chat.

The chair welcomed Lydia Reinig, postdoctoral research associate in the Department of Communication, and Amanda Peterson, candidate for the Senate Administrative Assistant position.

III. <u>Remarks by and questions to the provost</u> – Provost Wayne Jones explained that he has a new update on **process improvement efforts** in the form of PPT slides. Because of technical limitations, he couldn't display the slides but he offered to send the slide deck to the Senate after the meeting. (See Appendix II.1 for the slides that were distributed the next day.) Here is a summary of the provost's comments:

**Finance**
The biggest highlight is that the monthly financial dashboard can now be found on the provost homepage, starting with the September report. The dashboard shows the highest-level view. A similar dashboard has also been prepared at the college level but not yet at the department level. The deans are reviewing the college-level view and trying to sort out how to share it more broadly in a way that would be constructive.

The second part of the update focuses more on the support from the System office for all things financial. There is a particular focus on providing one-on-one support around any Accounts Payable issues. Wayne said that there is now an individual who can help in instances where there is difficulty getting something paid. The vast majority of bills are being paid on time, but some individual situations are challenging. If anyone is aware of one of these situations, they can send an email to the FOC and call out Accounts Payable or look up the Accounts Payable contact on the SharePoint site or write to Wayne directly.

**UShop**
130 faculty and staff have volunteered to participate in focus groups and real-time testing. These folks are looking at current issues but also at things that are anticipated to be fixed.

**Human Resources**
The HR team presented to the department chairs last week, explaining that they have taken every single process and completed the task. Now they are focused on short-term assignments, Adjunct faculty, GAs, TAs, Ras, and FOPAL information is staying with the Finance team underneath Sarah Connor and Dave

Matta respectively by college. Each college and department have someone that they can contact directly for those types of jobs. The good news is that, unlike what happened in the fall, the information on TAs and RAs will be uploaded via a spreadsheet. This is the process that was used in previous years. It is not a good long-term solution, but it will help avoid the issues that occurred in the fall with some things falling through the cracks.

For all the hiring processes there is a generic HR recruiting email address now and at this time replies are being made within 48 hours. As well, with any generic email address, there is a goal of attaching a name to it. Currently, for HR and HR processes the name is Carrie Grube and she can be contacted directly if you do not hear back from the general email within 48 hours.

**STAR and FAR**
In STAR and FAR, three new people have been hired. As well, STAR and Louise Griffin have been working with HR on the Kronos issues. A solution has been found [in connection with the multiple approvers issue] and the hope is to implement it by the end of January. This will involve a set of testing by faculty and some staff.

*Wayne offered the following comments about the recent Faculty Senate fact-finding report:*

Wayne said that he appreciates the feedback from the survey and the work that Vidya Sundar did to organize it into five or six discreet areas. Although he hasn't finished reading all the comments, he recognizes that approximately two-thirds of the problems are already fixed as they were issues from July and August for which there are now solutions. Now it is a matter of getting training out. About a third of the problems are significant and are still being worked on. There aren't solutions yet but there is work being done to achieve a solution as fast as is possible.

The biggest takeaway has more to do with faculty time. Wayne said that as he read the comments, he was careful to try to tease out to what extent it was about a broken process, to what extent it was a training thing, and to what extent it is frustration, although probably it is a mix of all three. In response, discussions are happening about three things going forward:

1) There is a need for a mechanism by which individuals having a problem can get help right away. We don't want them going to seven different offices. Instead, we want an option to go to one place so that people can get the help they need. Wayne said that he was struck by several of the comments like, "It took me four hours to do X" and X is supposed to take ten minutes. Wayne said he doesn't want faculty and staff wasting their time for four hours. He wants to get them the help they need so a mechanism is being put in place to do that one-on-one support. There are a few ways of doing it and the work to figure out the most effective way will be done over the break. Hopefully, there will be news by mid-January on this.

2) The second piece is a need for an ombudsman role. This would be a process for a faculty or staff member to report a problem that can get elevated quickly. There is already a reporting process in place at UNH, but it hasn't been deployed in this way before. There is a hotline number that anyone can use to report an issue. Typically, it is used for anonymous reports when someone wants to complain about an individual. This will be adapted so that it can be used to capture all data like what was captured in the Faculty Senate report. There is also work to be done to create a dashboard to be able to see how things are going.

3) The last thing involves pushing toward more faculty and staff testing of some of these things. Wayne said that he was pleased that over 60 people participated in testing and training for HR processes. 130 people are doing work with UShop testing. As well, teams are coming together for the research area.

Wayne closed out his comments in this area saying that there is also a goal to put together a debrief report on what we learned this semester, both in terms of what went wrong, and lessons learned. Kevin and Matt will have a chance to review it and hopefully, the report will be shared with the Senate early next semester.

**In connection with COVID**, the provost provided these updates:

On the **vaccine requirement**, President Dean recently sent out a message explaining that there was a stay from a judicial proceeding that says that the vaccine requirement is not going to proceed, although this is being fought out in the courts. The good news is that our process and our community have really responded quite well. The total number of people, at this point, who have not either completed an exemption or told us that they were vaccinated has gotten well below 4%. Nonetheless, the plan is to wait and see what happens in the courts.

In connection with the Omicron variant, the first case of this variant has been detected in the state in Cheshire County. The reality is that Omicron is rolling across the Northeast and UNH will pay attention to that. UNH is doing testing for the state and the results are reported to the state first where they publish it on their dashboard. The UNH lab is approaching a million tests completed.

*The provost offered to take questions:*

▪ **A CEPS senator** thanked the provost for his hard work and in prioritizing the well-being and success of both students and faculty. He said that he hopes that the survey that was deployed is helping in that effort and improving things for the university and in connection with its rankings. However, he is concerned about the level of fatigue and frustration that the faculty are experiencing as a result of the issues that have been raised. There is a pile on as well from the potential issues with contract negotiations for both the tenure track and lecturer faculty. Unfortunately, as a result, the most talented, hardest working people are the ones who are most likely to consider switching positions, leaving UNH. This will be a big loss to the university. The senator asked what the administration is doing or planning to do to make sure that the conditions negotiated in contracts with the unions are competitive and that these contracts are signed by the end of the academic year.

Wayne said that he would love to sign these contracts by the end of the academic year. He said that when we started the AAUP contract negotiations, we were in the middle of a pandemic, and there was a projection of a $70 million loss. That was not a prime condition for anybody to be negotiating a contract, but we are in a better place now as can be seen on the publicly available dashboard for the year. As well, the final audited reports are available online and these will show what has been done in terms of support for benefits and raises for staff. Wayne said that he thinks that is the direction we want to go but, at the same time, we do want to be thoughtful about what our finances may look like in the future given the demographics that we're facing, the headwinds, and our desire to continue to invest strategically.

Right now, the NEA (Law School) contract negotiations have been going pretty well and Wayne is hopeful that the deal can be closed soon. In connection with the AAUP tenure-track contract, things are at the fact-finding stage, and this is scheduled for January and hopefully, this will lead to an agreement. The good news about fact-finding is that everything comes out publicly after that as compared to things

being confidential until that stage. So, all will be able to see the numbers that the administration presented, and the union presented. So, it is a bit more of an open process at that point.

In connection with the Lecturer's contract, that will get started soon. That process will have the benefit of being informed by everything that is hopefully going on this semester and there is a desire on both sides to get started on that contract as soon as possible.

- **A COLSA** senator pointed out that the COVID infection rates in the state are amongst the highest in the nation right now and there are confirmed cases of Omicron and Delta is running rampant through the state. Although most of the hospitalized cases are unvaccinated people, there is still transmission of the Delta variant amongst vaccinated people. The senator said that he was surprised to read the e-mail from Police Chief Dean that pre-arrival testing for students will not be required and that arrival testing was going to stretch over the period of seven days. The senator asked what the rationale is for not requiring pre-arrival testing or testing within the first couple of days on campus. Wayne responded that the vast majority of cases in the state are Delta at this point. According to the DHHS, 100 % of cases that are hospitalized for more than one day are all unvaccinated individuals. Getting vaccinated remains the best strategy. Regarding pre-arrival, the plan is to do the same as what was done in the fall. Wayne said that he believes that rather than mailing a test result from home, all students will have to test within a finite number of hours, possibly 72 hours, and then get tested before starting class. The senator pointed out that the email from Chief Dean describes that arrival testing will take place between January 19 and 28 at the Whittemore Center, including the weekend. The concern is that we are not dealing with the same rates in New England as we faced in the fall and there is a concern that students are going to come back, and we will face one or two weeks of everyone staying in their dorm because of a high number of cases. Wayne said that he is worried about this too and the administration will be paying attention. He said that it is difficult to predict now, seven weeks in advance, what things will be like. At this point, the plan is to stay the same as the fall and that the plan could change. He said that he would take the concern back to the team.

- The same **COLSA senator** asked about the recent tragedy involving the death of the student Vinny Lirosi. He wondered what the university is doing to follow up on that tragedy in terms of its investigation and what steps the university might take to try to prevent such things from occurring in the future.

  Wayne said that any loss of a student or a faculty member is tragic and that this is the most important part of the message. The entire event, including the fraternity involved, was in off-campus space. Therefore, the Durham Police are in control. Nonetheless, UNH has been doing everything it can to partner with them and to follow our normal protocols and national protocols. Because there was a fraternity involved, there was an interim suspension of that fraternity. When the results of that investigation are done action will be taken accordingly based on the findings, even though the investigation of the event itself is controlled by Durham Police, not by university police. UNH has been looking into whether there was any university property involved and whether there was something else we could have done to prevent this. The preliminary report shows that the fraternity involved was in a private house that had been rented off-campus. Nonetheless, we must look every time for what could have been done differently. What could we have done differently to support the student, to make sure that students had the education they needed not to make bad choices? This work is taking place but there are no conclusions yet.

- **Jim Connell of the Agenda Committee** said that, in connection with the fact-finding report, he has been reading through the raw material and that he was struck with the reality that we have pre-tenure faculty deeply involved in research who have been seriously impacted by the administrative issues during the

past year. Jim wondered what we can do to ensure that this does not impact their chances for tenure. Wayne said that he has been thinking about this and that the deans and Marian McCord have been having conversations with some of these individual faculty to inquire if they are running into any barriers and to identify if there is a need for more support for them. There has been a suggestion about having someone from STAR designated to work directly with junior faculty in particular, although there is no decision about what this looks like yet. Wayne said that senators should notify Marian McCord as soon as possible if they are aware of a junior faculty member who has any concerns in this area.

Wayne said that the good news is that, based on monthly stats related to grants, grant submissions are up 18% and they are up for junior faculty as well as senior faculty. He said that while the data may look okay, he is still concerned about what types of problems might be out there. Jim said that his concern is with what has happened, not just what will happen going forward.

- **A COLA senator** asked about the UNH GSC merger. She pointed out that there doesn't seem to be faculty representation on the labor committee that is working on how the GSC faulty might be brought into an environment where there are different faculty types but doing very different constituent positions. She said that this is a complex issue and that involving faculty, particularly the faculty unions, for collaborative work and deliberate discussion, could prevent a lot of problems. She also asked about faculty representation on the steering committee. Wayne responded that there are over 150 faculty and staff serving across the UNH GSC merger committees. Wayne will check on the Labor Committee although he doesn't remember details about it. He said one or two faculty members are serving on the UNH GSC Steering committee. There are only 19 faculty at Granite State College and their jobs are very different than most UNH faculty. He said that it will be a complicated conversation no matter how you want to cut it and there is likely to be a different perspective from the GSC side than the UNH side.

There will be a written update about the UNH GSC merger coming out late this week. A Town Hall meeting is also planned for some time in January and Wayne is working with the Agenda Committee to schedule a presentation to the Faculty Senate early in the new semester with Mike Decelle and Scott Stanley.

Wayne closed out his remarks by thanking the Faculty Senate for all its engagement. He said it has been a challenging semester in many ways. At the beginning of the semester, we thought COVID was low. It came roaring back. We had process problems. We've had circumstances develop with student protests and a death. It has been a tough semester, but we sometimes forget that it's also been a pretty good semester. UNH was named a top 10 best public value for the first time in its history this semester. We doubled our total number of awards to $260 million and have grant submissions up by 18%. 20 students successfully received national awards, including our first Marshall Scholar, which was just announced today. And three of our schools have increased in their ranking - the Law school, HHS, and Paul College. We have had faculty elected as fellows. It's actually been a pretty good semester. Wayne said that we have had our bumps and we are going to keep working through them together. He reminded senators that because of all their hard work and the great work of staff and students UNH is doing well. We need to keep working to do better as we go into the new year.

IV. Presentation by Eleta Exline, on Open Access - This presentation was organized by the Senate Library Committee. The slides for this presentation are available in Appendix IV.

Eleta introduced herself as the UNH Scholarly Communication Library and offered that she is available at the library for consultation anytime with anyone about academic publishing issues. Eleta offered that she tries to keep up to date on what's going on broadly and to help people with any research that they

might need in this area, including everything from investigating different journals that faculty might be interested in to answering questions that a graduate student might have about turning their thesis or dissertation into published scholarship. Eleta shared that she also presents throughout the year on various topics related to scholarly communication and open access is a frequent one. The library hosts an Open Access week each year in October. Eleta shared a slide of images from the library's social media account.

Eleta explained that she refers to open access as a movement and explains in her talks that open access publishing is an attempt to increase the transparency and the robustness of research and to make it more democratically available to everyone and to, hopefully, make publishing more democratically available.

Open access is part of a broader set of open movements. There is a whole spectrum of open practices that taken together can be called open science, although people identify or define these things in different ways. Open humanities also have their practices. Open access is the publishing part of open movements. Eleta often gives talks about open education resources, that focus on the textbook and teaching materials aspect.

Eleta explained that in her talks about open access she spends a fair bit of time talking about how it is a series of publishing models that are a response to our flawed system of scholarly communication. Things are not always going perfectly well in the commercial publishing system. The various flavors of open access are in part a response to that. Since that is a whole presentation itself, she will only touch on it today. In that, she talks about the ways that open access itself can introduce some troubles into the system. Like anything else with good intentions, things can go awry. She referred to a fairly recent pre-print that described research that found that the likelihood of publishing open access increases when you are male, working in STEM disciplines, are grant-funded, or if you are employed in a prestigious or private institution, or well established in your career. These things are probably connected to access to funding

Eleta reminded the Senate that a Faculty Senate motion was approved in 2010. This motion endorsed two things, 1) to create a publication fund to help support open access publishing and 2) to create an institutional repository to help with open access self-archiving. Now, as of last June, there is an Open Access Fund. This came about through the STARS funding to keep UNH's platinum sustainability rating since one of the requirements of this rating is that we participate in open access in certain ways and having a publishing fund met one of the criteria. The funding was approved through the office of the provost and the president's office and it is managed through the Sustainability Institute and administered by the Research Office. Eleta shared that she worked on the criteria and does the application review. It is a small fund so far and is almost paid out for the year.

On the UNH scholars' repository, the call to initiate an institutional repository took about two years. It was launched in 2012 and has been moderately successful since then. This repository serves up open access copies of student theses and dissertations and lots of reports and publications from various research institutes on campus. It is used to archive publication series put out by offices on campus, including student publication series, hosting of some types of digital scholarship projects if they can be hosted in a file, and open access versions of journal articles. As well, there are a couple of open access journals hosted in the repository. It is a publishing platform as well as an archive.

Using stats that are a few months old, there are approximately 23,000 items in the repository, and they get downloaded close to 1.5 million times a year, collectively. The more items in the repository, the bigger the downloads per year it gets.

About 38% of items deposited are from the research centers. These tend to be a mix of papers, presentations, reports, all kinds of scholarship related to big grants, and a really interesting and eclectic mix of things. Eleta said that she believes that this is the predominant kind of work in the repository because there is often somebody in a research center who will take an interest in ensuring that material gets into the repository as part of their job or as part of their interest in that group.

About 24 % of items are student scholarship in the form of theses, dissertations, honors theses, student projects, nursing, student capstones, and a whole array of things. Only about 21% of deposits come from faculty scholarship in the form of articles. However, there are lots of interesting projects that are not articles as well.

Eleta explained that we could make more UNH articles open access without any additional fees by using the policies that most journals already have in place. About 80 % of publishers will allow you to post a version of your article into the repository, often specifying that it has to be an institutional repository, although some will allow use of a disciplinary repository somewhere else. She offered that the trick with this option is you have to be organized. A copy of the version to be deposited must be kept. It might be the peer-reviewed edited version that has not yet been formatted for publishing and has all the logos on it or the original manuscript, as a pre-print version. The UNH library can help sort this out for faculty by researching and summarizing the policies for the specific publisher or journal involved.

Eleta said that she did a bit of research to figure out where UNH falls in participation in the open access landscape. The website lens.org brings together a bunch of different publication datasets and has about five million publications represented for the year 2020. In a review of this site, looking at our comparators, it appears that UNH falls in the bottom third in participation in connection with open access, although Eleta said she is investigating exactly what the data sources are and how the percentages are translated. Eleta explained that the other thing that these comparator institutions have in common is that they have a self-archive open access policy that the faculty have voted on to agree to self-archive publications in their institutional repository. UNH has not done this. For Northeastern only the library has agreed to that. Often the library is the first group on campus. Often the library will start and then some other groups will come along. Eleta offered that she is still trying to figure out what this means for us at UNH.

Eleta shared a slide showing the growth of open-access archiving policies over the last 15 years. There has been a lot of participation in the last ten years or so but it is starting to taper off a little bit since many of the institutions who are going to do this have done it. If the Senate is ever interested in exploring on this subject Eleta is happy to talk about how one would formulate such a policy. Usually, they're modeled on the Harvard model, which says that authors agree to self-archive their publications - the final versions of them - but they can opt-out if necessary if a particular publisher requires them to.

Eleta posed the question, "At UNH what do we need to do to increase open access?" She offered the following options in response to this question.

- Participate in the UNH repository. It is free and there are lots of options although it does require being a little bit organized. If one plans ahead, it is easy to do.

- Should we consider a self-archiving policy? Maybe. It is something that was very popular at a time, and it has helped move things along in open access and is something that we maybe should look into.
- We can use support for open access in leadership positions at all levels and increased funding for open access. The open access fund is almost spent out at the mid-point of the year. The fund had $10,000 and grants are $1000 each. It has gone to some interesting projects. She will be writing up a report on the fund in the next few months.
- Review promotion and tenure requirements to look for things that do not favor open access or that perhaps discourage it. This is often called out as being one of the major barriers to publishing. There are lots of ways of dealing with those things. It may require looking at what our requirements are now to see how they favor commercial publishing venues.

In closing, Eleta shared some information she found over a year ago in the LSE (London School of Economics) Impact Blog, a great source of publishing news. They concluded at that point that 1) COVID-19 has taught us that traditional publishing is not fit for our current purposes, where we need to have quick access to information, 2) preprints and open publishing are useful and have come of age, they're mature, and 3) we cannot predict what will be useful. Eleta said that she keeps coming back to this slide over the last few weeks as we are dealing with the Omicron variant and thinking about how fast and furious the research around that has been and how much of that would be impossible if we didn't have open ways of sharing our research

*Eleta offered to take questions*

**A CEPS senator** - I publish a paper and very shortly after it comes out, I get a series of emails from journals I have never heard of that are open access and proclaiming their greatness asking me to publish with them, asking me to be on their editorial boards, asking me to be an editor. Based on the names of the journals, I am sure that they never read the abstract, still less the paper. All of this gives the impression that it's simply the wild, wild west out there and that makes it very difficult. It is also is an impression that carries over to the people who are reviewing people for promotion and reviewing people for tenure. It is a little scary.

**Eleta -** I would say you definitely have a right to be suspicious of the places that email you. I get those emails too, and they're ridiculous. They clearly haven't read my paper and clearly are not legitimate business operations. It's unfortunate that that sort of taints the reputation of things. But there are some very good ways of identifying those kinds of scams. One of them is that legitimate OA journals rarely email you. Legitimate journals of any kind rarely email you asking for your papers. If you ever have questions about that - and I find that this is definitely something for early career researchers and graduate students who may not be quite so savvy - please send them to me and I will help them figure out fact from fiction when it comes to open access. But I agree that it's an unfortunate side effect where there's money to be made.

**Same CEPS senator** - The only time a legitimate journal emails me is to ask me to referee something.

**Eleta:** Absolutely.

**Kevin Healey**: I had a quick question about the self-archiving. Am I correct that it will only be the folks who are at this institution who would be able to access the open access versions of what we put there?

**Eleta**: They would be openly accessible to anyone as long as you're following the policies that are put in place by the publisher.

**Kevin:** So theoretically it would be possible for everyone at UNH to have access to everyone else's publications at UNH?

**Eleta:** Up to about 80 percent of it? It does take a little bit of work, but we're willing to do a lot of the work for you at the library. You just have to supply the actual pdfs to us of the proper version.

**COLA Senator:** What are your thoughts about Academia.com? That has helped immigrants who have colleagues all over the world who do not have money to pay. What is the legality there?

**Eleta:** So I would say as a social network it is great. I would treat it like Twitter or Facebook or something like that. It is a place to connect with people. The legality of posting papers there is a little bit sketchy, especially for ResearchGate, but academia.edu as well. The publishers will often issue masses of take-down notices to those sites. That happened a few months ago with Elsevier and ResearchGate. So, it's one of those things where you have to read your publication agreements and policies and we're happy to help you do that. I do that all the time to tell you whether or not that's legal. But most often it's legal to post those things in your institutional repository and not on academic social networks. It is not a huge legal risk as the worst thing that usually happens is it gets taken down. But it's certainly an annoying thing to happen. And you can stay on the right side of the law and put it in our [UNH] scholars' repository instead and then share the link widely.

**Senate chair:** Thank you, Eleta.

**Eleta.** Feel free to send any other follow-up questions to me. And I'm always happy to talk to anyone about these issues. So keep me in mind.

V. <u>Update from the Student Affairs Committee</u>. Catherine Moran, chair of the Student Affairs Committee provided an update on three topics the committee has been working on.

- The committee has been following up on international student recruitment and retention and plans to bring a report to the Senate in the spring. The committee understands the complexities and the challenges of international student recruitment and retention. The general recommendation likely to come from the report is a recommendation for more support for a long-term plan to support the people who are engaged in this work.

- Regarding the community concerns regarding sexual violence, the committee met with Dean of Students, Michael Blackman; Laura Buchs, the Title IX AAEO coordinator, and Alexis Pinero-Benson, the newly appointed director of community standards. The committee reviewed a set of recommendations that have come out from the work that Dean Blackman and others have been doing with student leaders who have been voicing their concerns. There is a set of recommendations that will be communicated to the campus community quite shortly. Catherine explained that this is a comprehensive set of a whole bunch of different recommendations that fall basically into four areas.

    1. a plan for preventing sexual violence and intimate partner violence and sexual harassment.
    2. improving the experiences of reporting of those cases and a better comprehensive plan for the follow through on that reporting.

3. expanded training for faculty, staff, and students on Title IX issues and the UNH policies and procedures.
4. addressing student safety concerns.

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Catherine explained that the SAC met with the people involved and reviewed the recommendations. The committee was pleased that the administration is presenting this more as a process rather than a final product. While the committee's sense is that these are good recommendations, the SAC's position is that any changes that will be coming along to policies or procedures need to be the result of careful deliberation and concerted feedback rather than any kind of sweeping changes that will just be declared by edict. This position is taken because the SAC sees that the university is operating from a crisis mindset right now. While that is a good motivator, it is a bad place to land when creating policy. Dean Blackman plans to get broad weigh-in from the campus community in the spring from many diverse constituencies. The SAC thinks this is quite important. Otherwise, there will be significant resistance and some unintended consequences of blowback that could result if plans or policies or changed by edict.

Catherine encourages senators to look carefully at the recommendations when they are communicated and to go to the forums that will be available in the spring for providing feedback. In the meantime, senators can share feedback with the SAC through Catherine and it will be communicated to Michael Blackman.

- The third item is a review of new policies and procedures for the management of academic misconduct by students. These policies and procedures were developed by HHS Associate Dean Erin Sharp and Alexis Pinero-Benson, Director of Community Standards, working with the Academic Strategy Group. An 8-page draft of the proposal will be sent to the Senate office for distribution to senators this week. Catherine summarized that the current student rights, roles, and responsibilities document addresses what faculty can do in cases of suspected academic misconduct and this allows for a great amount of faculty latitude and discretion in how these cases are handled. However, the downside of this is that there is no procedure for comprehensively maintaining documentation on these and for reporting them. Therefore, there could be a case of a student cheating in a Sociology class and the instructor brings the student through a procedure that seems fair. However, when the student is found to be cheating in a Communication course, there is no linkage of the prior case of cheating. The Academic Strategy Group proposal includes a set of recommendations that would allow for accountability, would provide for documentation, and would standardize the reporting and appeal process for students.

Catherine explained that the SAC is broadly supportive of these recommendations, but she encourages faculty to review the proposal and provide feedback to her for the SAC to organize.

*Catherine offered to take questions.*
**A COLA senator** asked if SHARPP was involved in the process of developing the recommendations about sexual violence and Title IX. Catherine shared that the groups involved were the Undergraduate Student Senate leadership, university police, Graduate Students Senate leadership, AAEO, Prevention Innovations, the SVAC, SHARPP, SAC, Residence Life, the Title IX Steering Committee, ASAC, and Community Standards.

**A CEPS** senator thanked Catherine for sharing information about the work of the SAC. In connection with the academic misconduct proposal, he said that he agrees with the idea of having a centralized place and that this approach could somehow be used to determine penalties. He offered that it would be useful if the group could come up with a way to address the current rather lengthy process that takes place. He feels that there is a need to decrease the burden on your instructors when reporting these cases. She said that the proposal should answer some of these concerns and that there is a timeline built into the proposed process that

requires students to respond to an allegation within a certain amount of time. Catherine also clarified that the SAC did not develop the proposal. It was developed by the Academic Strategy Group.

**A HHS senator** asked about the academic dishonesty policy and whether there are any concerns about the confidentiality of information when it gets shared across instructors within the same college or across colleges. Her understanding is that this kind of information is not supposed to be shared between instructors. Catherine responded that the SAC did raise this question when Erin Sharp explained the proposal to the committee. The disposition of all of these cases will be documented in StarRes, a Residence Life software mechanism for dealing with student conduct issues. Individual faculty would not have access to the system. But cases would be monitored and tracked in the system. Right now, academic dishonesty issues aren't being flagged or monitored in any way. Therefore, they are not being taken into account with the university's three-strike policy and in connection with policies around study abroad or other opportunities where conduct cases are considered. Catherine clarified further that she could see a situation where the associate deans would have access to this. So if a student was flagged as having been guilty in an incidence of academic dishonesty and there is another incident with the same student, the associate deans could be involved in that. Catherine said that she would like for there to be a way for the associate deans to be more proactively on top of these situations and for there to be a deliberate follow-up.

**The CEPS senator** who commented earlier asked about faculty discretion in handling situations. Catherine said that discretion is maintained in the proposal to ensure that the process is not taking place outside of faculty control. Faculty will be able to use their professional judgment about whether a case should proceed.

VI. Remarks by and questions to the chair - The chair, Kevin Healey, offered farewell and thanks to the senators who will not be serving in the spring semester, including those that are going on leave or proxies who will not be covering the spring. Kevin thanked Harriet Fertik, Paula Salvio, Kat Brewer, Dan McKenna, Jeffrey Halpern, Robin Hackett, and Rudy Seitz.

VII. Approval of the minutes from November 1, 2021 - There were no corrections to the minutes. The minutes from November 1 were approved by unanimous consent.

VIII. Approval of the minutes from November 15, 2021 - There were no corrections to the minutes. The minutes from November 15 were approved by unanimous consent.

IX. Approval of the minutes from November 29, 2021 - There were no corrections to the minutes. The minutes from November 29 were approved by unanimous consent.

X. Election of a replacement Agenda Committee member - The chair presented the nomination of Kathrine Aydelotte as a replacement Agenda Committee member. The replacement is necessary because Harriet Fertik will be on leave during the spring semester. No additional nominations were made from the floor. The Senate voted unanimously to approve Kathrine Aydelotte.

XI. Update on Motion of no confidence in UNH/USNH Human Resources - The chair reviewed that Jim Connell had introduced the motion of no confidence at the November 29 meeting. The next stage in the process is for a meeting to be held between members of the Agenda Committee and the relevant parties in Human Resources. This will be scheduled for mid-January. The purpose of the meeting will be to come together to explain why the motion was introduced and to discuss a process is for addressing the concerns that motivated the motion.

Kevin said that he has shared with HR that, hopefully, the outcome of these meetings is that the Senate will feel confident in HR such that we won't need to bring the motion back to the table or that if it does come back to the table, members of the Senate would feel that enough confidence exists such that the motion would be voted down.

Kevin also shared that the introduction of the motion appears to be resulting in some actions to provide some immediate relief in connection with two issues with the Kronos time approval system. Both changes are connected to employees with multiple jobs and supervisors. The first change will make it easier for a supervisor to differentiate jobs that they supervise vs. jobs with a different supervisor. As well, a change is expected that will result in supervisors only being able to approve time for their own employees. This is different than the current process where approval by a supervisor covers the hours worked in all jobs held by the employee. Earlier meetings about this issue revealed that fixes to these issues could not be implemented until the Fall of 2022. However, HR is now seeking faculty and staff testers for a change to address this issue earlier, possibly by the end of January 2022. Information about this testing process was shared in the recent Senate newsletter. At this time there are only two volunteers, both of them staff connected to the academic side. Having a faculty member involved would be useful, especially given the motion confidence motion that is on the table.

Matt MacManes said it is still not entirely clear that HR really understands the concepts related to shared governance. Matt asked senators to think about the types of structural changes that the Senate can ask for to prevent this kind of thing from happening again and to promote shared governance.

A question was raised about what kind of commitment HR has made about follow-through on the responses and feedback that they might get with the Kronos testing. How will people who volunteer be able to track whether the things that they pointed out are getting addressed? Kevin responded that when he raises these kinds of questions in the meetings and when he presses on the question of accountability, HR management shifts into a brainstorming mode about how best to implement with some structure of accountability. Kevin suggested that when people do volunteer to serve as a tester they should keep him informed of the process so that the Agenda Committee can intervene as necessary to make sure that the process is actually productive and issues are being addressed appropriately. Vidya Sundar of the Agenda Committee suggested that one of the benchmarks for working toward confidence is a summary of the testing process, findings, and specific actions taken to address the feedback. Kevin agreed that this would be appropriate.

One senator commented that with so much administration churn, there may be some people in positions in HR that may not even have an understanding of what shared governance is. She suggested that there may be a need for some kind of clear articulation for them of what shared governance is and to make training resources available to them because we can't assume that HR personnel are being trained in shared governance when they come in. Kevin thought this was a good idea.

Jim Connell of the Agenda Comment offered that there is a tendency of HR to use training as a way to blame the user rather than themselves and we want to be cognizant of that. He also shared that there are a lot of people who will frankly see the request for faculty participation in all of this as simply HR window dressing. And so we need to make it clear so that faculty are not wasting their time in order to allow HR to say that they were consulted. Jim said that the other issue is that the people who know the worst problems are the ones who already complained so much and had those complaints ignored. This may explain why we are having trouble getting volunteers.

A senate committee chair shared that when multiple committees had conversations about the motion it was determined that it would be a motion of no confidence rather than a motion of censure because there has already been a very long history of significant efforts to head this problem off at the pass before it occurred and then to have it resolved only when it was clear that there were problems. The sense of the senate committees was that not only was HR not being responsive, but we were not necessarily convinced that they had the capacity to undertake their jobs as we understood them. He said that we are now talking about work that we will take on ourselves in order to force them to do their job.

A question was asked about whether a tester must be familiar with Kronos or could someone new to Kronos be a tester. Kevin explained that this is an upgrade to a system that people have been using. So they're trying to test out the functionality of the upgrade. The request is for people who have had good experiences or bad experiences with Kronos. However, it isn't likely that they would turn any volunteer away.

In response to another question about data being used, Kevin clarified that the testing is taking place in a testing environment with data examples.

XII. Report from Academic Affairs Committee (AAC) on tracking minors in DegreeWorks - Andrew Seal, Chair of the AAC, explained that the committee was tasked with looking into the feasibility of adding capacity within Degree Works to track progress toward completion of a minor. A written version of the report was included in the agenda for the meeting and is available in Appendix XII.1 Andrew explained that the committee met with the Registrar, Andy Colby, who immediately identified several logistical and social obstacles to getting this done, although some of the obstacles could be surmounted. Andrew provided an overview of the issues:

- There is very little standardization across colleges or even across departments within a single college regarding what the definition of a minor is.

- Many minors are interdisciplinary or are part of a larger department. There are 153 minor degree programs that have been already put on people's transcripts. The process for actually putting minors on the transcript is delayed until pretty much the last minute of a student's academic career. The data collected about minors comes from final student transcripts, and not from declarations of what students intend to minor at an earlier point in time.

Therefore, because of this lack of standardization and because it is generally delayed, these problems would have to be fixed first. It would require the interaction and the cooperation of every single department on campus to guarantee that we have a common standard for what a minor degree is and that would be quite onerous.

Andrew explained that the logistical problems relate to taking the agreed-upon standards into a format that IT can plug into Degree Works. This involves cobbling it onto an existing system. Andrew offered that given the problems that we've been facing with so many of our core systems this does not seem like an ideal time to be retooling such a central system.

The committee identified that while there are significant obstacles to moving further on this, there are some upsides as well. Joanne Maldari in the athletics department shared with the committee that student-athletes have to show that they have completed 40% of their requirements for the degree after two years, 60% after three years, and 80% after four years. Right now, courses that students are taking towards their minor aren't

going to count in those things. So if we had a more official way of tracking minor courses they could be added to the student athlete's eligibility and that would be very useful for them.


*Andrew offered to take questions*

**Catherine Peebles of the Honors Program** asked for clarification on the standardization issue. Andrew responded that there would have to be some parameters. It wouldn't have to be identical or uniform in terms of the number of credits that are required or how they are constructed. However, there would need to be some very clear parameters that all minors would fall into.

Catherine asked what the sense among faculty and students is about the impossibility of tracking minors. Her experience is that this is a weakness since departments don't know who is monitoring what and therefore, can't reach out to the students who might be pursuing a minor without even knowing it. She said that while she absolutely respects the Registrar and he understands the difficulties that the rest of us don't, it is also the job of the university to do something as basic as helping students declare and keep track of their minor. Andrew responded that the purview of the committee's charge was to think about how this can be done through Degree Works. But that is not saying it couldn't be done in some other way if there is an alternative method. He explained that Paul College does do a much more robust job of tracking minors because it has a centralized advising process. Therefore, that is a potential model for other colleges. The utility of tracking minors would be great for many departments, especially those looking to bolster their case for additional dollars and in terms of funding from whatever replaces RCM. Andrew clarified that the desirability of tracking minors is not something that the committee is intending to deny. Instead, the committee is pointing out the difficulty of doing so through the system that we already have.

A COLA senator followed up saying she would be happy to be able to track minors more easily, but that faculty and departments don't get credit for minors. Faculty get credit for majors and course enrollments. Therefore, it isn't certain what the trade-off is in the effort to track it. Andrew agreed and added that that credit for interdisciplinary coordination between programs, in general, would be desirable.

Andrew pointed out that if we had some sort of system for students to declare minors we would also need to have a system to allow them to undeclare them. That would be an additional decision that would have to be made. Catherine Peebles added that there is an analogous procedure that happens with Honors because not everyone who declares Honors or is invited into Honors stays in Honors. Therefore the Honors Program has to keep track of who leaves so that students graduate with the appropriate credentials.

A UNH Manchester senator asked if there is a way that we can collectively continue to keep this on the table and to pursue ways in which we might achieve this in ways that make sense. Kevin responded that this would be the role of the Agenda Committee and that it could be done.

XIII. Recognition of Retiring Administrative Assistant – the Faculty Senate chair encouraged all members to unmute and give a round of applause for Kathy Brunet. Kathy thanked the Senate saying that the best part of the job has been working with the faculty. She has found it fascinating and inspiring to see people across the academic spectrum come together for a common good. She encourages senators to keep it going and to stay on task.

XIV. New Business - Andrew Seal shared that he wants to formally acknowledge the death of student Vinny Lirosi who was in his class. Andrew said that it is impossible to move on. We are leaving a part of us behind.

XV. <u>Adjournment</u> - The meeting was adjourned at approximately 5:00 PM

| | |
|---|---|
| **AAC** | Academic Affairs Committee (Faculty Senate standing committee) |
| **AC** | Agenda Committee of the Faculty Senate |
| **ASAC** | Academic Standards & Advising Committee |
| **APC** | Academic Program Committee (Faculty Senate standing committee) |
| **AT** | Academic Technology |
| **BAC** | Budget Advisory Committee |
| **CaPS** | Career and Professional Services |
| **C&PA** | Communications & Public Affairs |
| **CCLEAR** | Clinical, Contract, Lecturer, Extension, Alternative Security, Research faculty |
| **CEITL** | Center for Excellence & Innovation in Teaching & Learning |
| **CERP** | Covid Early Retirement Program |
| **CFAR** | Center for Academic Resources |
| **CORPAD** | University Committee on Real Property Acquisition and Disposal |
| **CPC** | Campus Planning Committee (Faculty Senate standing committee) |
| **DRC** | Discovery Review Committee |
| **ET&S** | Enterprise Technology & Services |
| **FAC** | Finance & Administration Committee (Faculty Senate standing committee) |
| **FAR** | Financial & Administration Restructure Project |
| **FAR** | Faculty Activity Reporting |
| **FOC** | Financial Operations Center |
| **IRA** | Institutional Research and Assessment |
| **IT** | Information Technology |
| **ITC** | Information Technology Committee (Faculty Senate standing committee) |
| **JSMB** | Joint Strategic Management Board (Navitas review) |
| **KRONOS** | USNH Time Management System (now under the name UKG Dimensions) |
| **LC** | Library Committee (Faculty Senate standing committee) |
| **OISS** | Office for International Students & Scholars |
| **OS** | Operating Staff |
| **PACS** | Psychological and Counseling Services |
| **PAT** | Professional and Technical Staff |
| **PSC** | Professional Standards Committee (FS permanent committee) |
| **RPSC** | Research & Public Service Committee (Faculty Senate standing committee) |
| **SAARC** | Space Allocation, Adaption and Renewal Committee |
| **SAC** | Student Affairs Committee (Faculty Senate standing committee) |
| **SAS** | Student Accessibility Services |
| **SHARPP** | Sexual Harassment and Rape Prevention Program |
| **SSSC** | Student Success Steering Committee |
| **STAR** | Support Team for the Administration of Research |
| **SVPAA** | Senior Vice Provost for Academic Affairs |
| **UCAPC** | University Curriculum & Academic Policies Committee (FS permanent committee) |
| **UKG** | USNH Time Management System (formerly named KRONOS) |
| **USHOP** | Central purchasing system put in place by USNH Procurement. |

| **VPFA** | Vice President for Finance and Administration |

**Some UNH Acronyms**

**Appendix 4.1**

# Open Access is a response to a flawed system of scholarly communication.

## Who has access to Open Access publishing?

Access to Open Access publishing aligns with resources and job security. The likelihood of publishing OA increases when you are:

- Male

- In a STEM discipline

- Grant funded

- Employed by a prestigious, private institution

- Established in your career

Olejniczak, A. J., & Wilson, M. J. (2020). Who's writing open access (OA) articles? Characteristics of OA authors at Ph.D.-granting institutions in the United States. *Quantitative Science Studies*, *1*(4), 1429–1450. https://doi.org/10.1162/qss_a_00091

**UNH FACULTY SENATE**
**MOTION # XIV-M14**

### on open access

1. Motion presenter:  Library Committee

2. Date of Faculty Senate discussion:  3/22/2010

3. Rationale:

This motion would not prevent concerned faculty from publishing in standard journals instead of or in addition to publishing in open access journals.  The journal should be peer reviewed in any case.  The dissemination of knowledge is changing, and faculty members need to find their own way in their own discipline.  Since many journals require up-front payment, the motion recommends the use for publication of open access journals where feasible and where institution support is available for publication costs and that the senate supports the establishment of self-archiving in an institutional repository for scholarly work.  The last sentence of the motion refers to support for both standard and open access journals.
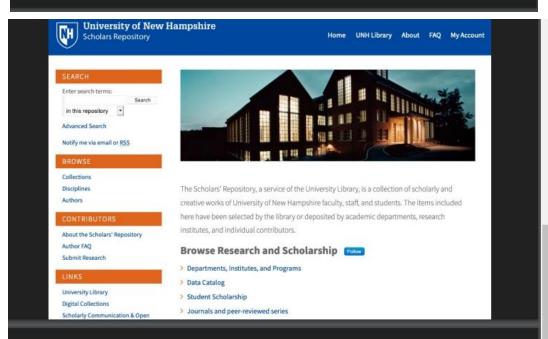
4. Motion:

The Faculty Senate recommends the use for publication of open access journals where feasible and supports the establishment of self-archiving in an institutional repository for scholarly work. The senate also encourages the administration to provide support for publication where feasible.

# UNH **Open Access Publishing Fund**

- Funded through STARS sustainability funding managed by Sustainability Institute
- Administered by Research Office through internal competition portal
- Criteria and application review by Eleta Exline, Scholarly Communication Librarian

The UNH Open Access Publishing Fund underwrites reasonable publication charges for peer-reviewed open access journal articles by UNH authors. This fund supports UNH authors who want to make their scholarly work available to all readers immediately upon publication by paying reasonable publication fees required by many open access publication venues.

https://unh.infoready4.com/#competitionDetail/1843977



## Scholars Repository

A publishing platform and community archive for digital documents, especially scholarship.

- Student theses and dissertations

- Reports and publications from research institutes

- Active and archived university publication series

- Digital scholarship projects

- Open access versions of journal articles

- Open access journals

➢ Carsey School Research Briefs

➢ UNH Survey Center

➢ UNH Cooperative Extension

➢ The New Hampshire (Archive)

➢ Inquiry Journal (Archive)

➢ UNH Law Review

➢ Journal of Motorsport Culture & History

23,014 Works posted

4,548,331 Downloads

1,260,173 Downloads 12 mo.



38% Research Centers

24% Student Scholarship

21% Faculty Scholarship



We could make more UNH articles open access now

Green Open Access
Self-archiving

Published or
Version of Record

Post-print or
Accepted Manuscript

Pre-print or Author's
Submitted Manuscript

peer-review/revision        editing/formatting        distribution/promotion

Submission        Acceptance        Publication

More than 80% of publishers allow one or more versions of an article to be posted in a repository.

**Selected Universities adopting Self-Archive Open Access Policies**

Percentage OA in 2020 45% UNH ⟶

Publication data: https://www.lens.org

55% Boston University

53% University of Rhode Island

51% University of Vermont

50% Northeastern*

49% University of Massachusetts – Amherst

48% University of Oregon

46% Rutgers

46% State University at Buffalo

43% University of Delaware

41% Utah State University

34% Miami University (Ohio) - Libraries

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## Policies Adopted by Quarter



916 World
129 US

Legend:
- Research organisation
- Funder
- Sub–unit of research organisation
- Funder and research organisation
- Multiple research organisations

Y-axis: Number of Policies (0, 250, 500, 750, 1000, 1250)

X-axis: Year and Quarter (2005-1 through 2020-3)

Highcharts.com

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# What do we need to move increase OA at UNH?

Participation in OA repositories, including our IR

OA self-archiving policy?

Support for OA in leadership positions

Increased OA funding

Review of P&T requirements

Three lessons COVID-19 has taught us about Open Access publishing

Lesson 1: Traditional publishing models – which lock content behind paywalls – are not fit for purpose.

Lesson 2: Preprints and open publishing platforms have come of age

Lesson 3: We can't predict which research will be useful – so let's make it all open access

LSE Impact Blog, October 6, 2020 https://blogs.lse.ac.uk/impactofsocialsciences/2020/10/06

Thank you!

Questions?

Eleta Exline
eleta.exline@unh.edu
https://libraryguides.unh.edu/openaccess

# Appendix 7.1

## Report presented by the Academic Affairs Committee

**Report on Tracking Students' Progress Toward Minors.**

The Academic Affairs Committee was charged to work with the Registrar to investigate the feasibility of tracking minor degrees in Degree Works as we currently do with majors. The committee met with Registrar Andy Colby on 20 September 2021 and subsequently received his comments on this report. The discussion revealed some of the difficulties facing an attempt to track minors and the work that would be needed to overcome them.

Currently, progress toward completion of minors is not tracked for students in COLA, CHHS, COLSA, or CEPS. Paul College, which has six minors, asks undergraduate advisors to advise their students on how to complete minors. It is not clear how they record and monitor this information or whether they use it to inform curricular decisions. Institutional Research compiles data on the numbers of students who graduate having completed various minors. [Data included in the Appendix.]

There is no formal process of declaring a minor. Students are asked to complete the Intent to Minor form at the beginning of their final semester. It must be submitted, together with all required signatures, to the Office of the Registrar before the end of the final semester. Students who satisfy the requirements receive a note on their transcript of the minor(s) they have completed. There are approximately 153 minor degree programs, according to the catalog, though this list may not be comprehensive. To track progress in Degree Works, the list would have to be finalized and the appropriate work completed within Banner and Degree Works.

It would be necessary to standardize the rules for a minor.

1. The number of credits required should be clarified. The current rule uses the word "typically," and some minors use many three-credit courses.
2. Handling of transfer credits should be regularized.
3. The rules regarding unlimited sharing of courses between minors, and between a minor and a major or Discovery requirement, should be reviewed.

Automated tracking in Degree Works requires specificity. Minors with open-ended requirements, for example "any five classes" or "courses identified with the minor advisor," cannot be tracked. Coding and maintaining minors in Degree Works will require considerable work by faculty, deans' offices, and the registrar. A minor declaration process would also require significant build time with UNH IT, as well as additional work by departmental administrative staff. All colleges would have to agree a formal declaration and reporting process in Webcat. Students would probably still need to complete a minor certification at the time of graduation. Various contingencies would have to be accommodated: what happens when students do not complete a minor they have declared, particularly—as often happens—when they drop an incomplete minor in order to graduate?

Currently, only majors and Discovery requirements are tracked in Degree Works. Cognates and certificates are not tracked. There are some potential benefits from tracking minors. A tracking system would allow students to monitor their progress and could encourage more of them to take minors. It would also allow for monitoring of instruction in certain interdisciplinary subject areas.

A formal university-wide process for declaring minors would help UNH comply with NCAA regulations for student athletes. Joanne Maldari, Academic Advisor to the UNH Athletics Program, reports that such a system would allow UNH to count students' credits in minor courses in certifying their eligibility for the athletics program. Having institutional guidelines for declaring minors, and allowing students to declare at an earlier stage, would avoid the risk of eligibility violations under NCAA bylaws. A system for tracking minors would also make them more attractive and attainable to student athletes. The Athletics Program has advocated such a system in discussions with SVPAA Kate Ziemer.