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2018-19 FACULTY SENATE XXIII - December 10, 2018 Minutes Summary

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UNIVERSITY OF NEW HAMPSHIRE
2018-19 FACULTY SENATE XXIII

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 p.m. on December 10, 2018

MINUTES SUMMARY

I. Roll – The following senators were absent: Bauer, Dwyer, Gass, Khanlari, Kim, Knezevic, Laird, Magnusson, Onosko, Pillet-Shore, Puccilli, Shipe, Simos, Swift, Teng, Tucker, and Whistler. The following senators were excused: Connell, Minocha, and Ramsay. The following guests attended: Monica Chiu, Stan Waddell, Tyler Wentworth, and Kimberly Clark.

II. Remarks by and Questions to the Chair

- **Scott Smith, the chair, explained that the results from the FAR survey are in Appendix 1.1.** The number of negative responses concerning FAR vastly outweigh the positive responses. There were some comments, in particular, where faculty thought that administrative leadership was getting a lot out of FAR. Scott explained that there are a number of actions we can take, including passing a motion to eliminate Faculty Activity Reporting (software). However, Scott advised that he is not sure if that is the way to go. He explained that we are still waiting for information from administrators about how the university and provost office uses this material. Scott shared that he will be meeting with Terri Winter, Jan Nisbet, Kevin Gardner, and others in the coming week on this topic and he hopes to have more information to share after that.

Scott explained that MyElements is not Faculty Activity Reporting (FAR). FAR is an umbrella term for the way faculty members electronically offer up a summary of what they have done over the year. MyElements is the product by which we currently do that. MyElements, to be clear, was not meant to be the Faculty Activity Reporting system. It was meant to be a way for us to promote our research and teaching online. About 4 years ago, UNH was paying for both Digital Measures and MyElements. The Research Office had MyElements and eventually, the decision was made to choose just one platform. MyElements, which does two things, won out. But, part of the problem with MyElements is that it is doing something that it was never supposed to do in the first place. Scott suggested that next semester one of our first items of business will be dealing with FAR and MyElements.

In response to a question about the cost of MyElements, Scott explained that he is also trying to get information about the complete costs of MyElements, including both licensing and staff costs.

Erin Sharp said that when she talked to her colleagues about MyElements in her faculty meeting they wanted very much for the Senate to move forward with a motion to eliminate using MyElements as FAR and then to allow colleges to decide on their own what method to use rather than there being one method for all faculty.

Scott responded that one of the things we saw in the FAR survey was a department that voted not to use MyElements. But, given that the benefit of MyElements is its ability to aggregate the results it seems to be problematic if departments can opt out of it.

- **Scott shared an update on the recently announced Amorous Relationship Policy (ARP)** and explained that this has become a highly contentious issue. He said that he did have a meeting with the

AAUP union representative and learned that, because the union considers this policy as something related to working conditions the Senate cannot take any formal action because the Senate constitution does not allow official action to be taken on collective bargaining issues. (Scott, I fleshed that last sentence out because I think that is what you intended to say). We are, however, free to reject the new ARP on process alone given that no faculty members or faculty senate members were involved in the development or approval of it. The Student Senate and the Graduate Student Senate have both taken strong lines on the policy. Scott urged the senators to share any input about the ARP with the Agenda Committee so that we can be certain to have all the information we need to know how to proceed.

- The chair shared the good news about Senator and the Professor Sachiko Akiyama who has received an Artist Advancement Grant. This is one of the largest unrestricted grants awarded to a single artist in the country. The senators gave a round of applause for Professor Akiyama. Scott encouraged senators to look at the [announcement](#) of the award and he also encouraged senators to report other positive news like this as we proceed.

II. Remarks by Monica Chiu, interim associate vice president for community, equity and diversity about upcoming diversity and inclusion training. - Monica explained that the background of this training offer goes back to the events of Cinco de Mayo 2017 and action taken by President Huddleston after that to put together a task force to look at and speak to students about issues on campus concerning diversity and inclusion. Out of this task force came 14 demands, including a demand that everybody, including leadership, get some kind of diversity and inclusion training. Monica explained that her work on this issue involved canvassing a lot of firms and individuals both on the east and west coasts to provide the training. She made the decision to go with Edna Chun of HigherEd Talent because she seems to have had success at many different universities and her training deals with many of the issues of diversity and inclusion in higher education. Monica canvassed the leadership cabinet and identified that they were interested in working on current issues in higher education, the meaning of social justice, privilege, social identities, daily and systemic inequalities, creating inclusive environments, everyday practices of social justice, and how to rally the building of a sustainable social justice ecosystem. The cabinet also identified that they wanted to do this through case studies and through difficult dialogues. The focus has been on putting something together that will be tailored to both the leadership cabinet and the Dean's Council for the morning of February 21st for 2 ½ hours. The afternoon session is being offered to members of the Faculty Senate and the focus of this session can be chosen by the Senate. The training will be conducted by Edna Chun and by Charles Behling from the University of Michigan. Monica suggested that senators look at the different kinds of curriculum offered by [HigherEd Talent](#) and choose what you think is most important as faculty leaders. Monica asked that Scott pass on the suggested topics to her so that she could pass them on to HigherEd Talent.

Monica also shared that the campus community and the university have discussed and/or addressed almost all of the points in that initial list of demands from 2017. There is some office on campus that is working on all of those points in some particular way. Some things are easier, and some will make many years. But we are working on it slowly and systematically.

Monica offered to answer questions:

Alison Wilder (Recreation Management & Policy): I wonder what strategies your department has in place for a phenomenon that often happens with this “ism” sort of workshops which is that they are one-off. They are deep and intense and to get to where you need to go, they often take concerted hours. I just spent 22 hours over the semester training, and I feel like I have only begun to get into some of this stuff. So, I guess I am reticent to see the value of a one- or two-hour seminar.

Monica - So, they (HigherEd Talent) are coming back again for a second training. As well, I have begun across campus for every single unit – each college, cooperative extension, the law school, the library, UNHM – a Diversity and Inclusion Committee and from that committee there is a chair and I meet with the chairs altogether, maybe once every two months. We figure out what their particular unit needs to work on and how we can move forward all those things that we have been learning about diversity and inclusion in higher education. So, I will make sure that I am engaging them in diversity and inclusion and, of course, because the deans are also on board with what I call the “inclusion council”, if they meet obstacles I can always go to the dean of a particular college or supervisor and ask how I can help them to get to where we need to go. Those are two ways that I’m going to keep my foot on the gas.

David Bachrach (History): Over this year and past years the Senate has asked the administrative leadership to consider bringing in talent and skill from within the UNH community rather than going outside the UNH community. So, I wonder if consideration was given in this process to bringing in more people from UNH rather than going to outside contractors.

Monica: Yes, that was considered for a long time and after discussion with the leadership and discussion with the president, we realized that there is not a group on campus that can offer all the kinds of things that Edna Chun’s firm can do. We have social justice educators, but we felt that we needed educators who were a little more seasoned than some of the younger folks who are involved in programs. I know we have PowerPlay and a lot of faculty and staff have gone through the PowerPlay process. There is also the Carsey Institute which does work through NH Listens. But after we went through all of these different iterations, we decided that we wanted to go outside the campus and work with a firm that had done this kind of work at all kinds of universities.

Rose Came (Earth Sciences): I was wondering whether there was any way that you were going to incentivize or encourage people to go to this training. Because frequently, I think, people who need it the most don’t think they need it.

Monica: Scott will encourage everyone to go and the President is making sure that everyone in the Leadership Council and the Dean’s Council attends. So, otherwise, you incentivize yourself. Why wouldn’t you go? It is a free wonderful afternoon session and you aren’t doing the teaching and you can learn all kind of things. I consider my job professional development every single day and to have that kind of opportunity, I don’t know why you wouldn’t go. We need to encourage them.

Scott Smith: I had a listening session last night with the Student Senate in this room. The one thing that they did say was that a diverse and inclusive community is helpful for retention and they made choices to stay at UNH because we are much more inclusive. It may sound strange given the fact that we had all of these problems. But you can imagine if we increase the inclusiveness and diversity of this campus that we will potentially solve some problems with retention and with general morale on campus, and that ought to motivate us to see what they have to offer.

Monica: We always talk about student success as the reason we are all here. And if it is our students that came to us in 2017 and said here are 14 demands, why wouldn’t we want to listen to 10 or 11 of those that we can actually achieve. I think this particular firm will help us to think through those issues that will best help our students in the classroom.

John Berst (Theatre and Dance): Unfortunately, I and most of my department teach Thursdays from 2 to 3:30 so I don’t know if there is any alternate time or if there is a second workshop could be offered on a Mon, Wed or Friday? I’m sorry that I won’t be able to attend.

Also, are you able to speak to the status of the various President's commissions that were combined into one President's Commission on LGBTQ, women, and people of color? I don't mean to take us off topic, but I feel that I don't know the resolution of that.

Monica: We are all combined. It is something that I inherited, and it is a big thing with all of them combined. I am still kind of stumbling my way figuring out how to work with all the commissions in one room at one table – 40 of them. Right now, we are working on being flexible, for example, when something is coming out of the political environment that we feel we need to make a stand on with the students. When information started coming out about the White House suggesting something about making everyone have to coincide with the sex on their birth certificate it led us to put out a directed communication and we wanted to make sure that the students who had started to put together a rally would have our support in doing that. So, we try as much as possible to take that work off of the students' shoulders to show our support and end up outside on a 22-degree night supporting them. Then, continuing on with all the programming that we do and looking again at the task force documents and asking what are the some of the issues that we can address given the group that we have and the time that we have.

Now there is actually a President's advisory on campus climate. There is no longer a task force and there is also the President's commission. I am heading up both of those in the absence of a director of Office of Multicultural Student Affairs. We will be starting a search for that position in January.

Scott thanked Monica for coming before the Senate with this information.

III. Approval of the minutes from November 26, 2018 - It was moved and seconded to approve the minutes of the November 26, 2018 meeting of the Senate. No corrections were offered. The minutes were unanimously approved with no abstentions.

IV. Discussion and vote on the AAC motion on religious holidays in academic and campus calendars

Shelly Mulligan, chair of the Academic Affairs Committee, re-introduced this motion to the Senate. It includes some modifications to the text, as suggested in the last meeting:

Rationale: To create a fully inclusive campus community that is respectful of the needs of all students.

Motion: The faculty senate recommends the following actions to acknowledge major holidays and observances, and to increase awareness of needs for accommodations:

1. The faculty senate recommends that significant religious holidays and observances, such as Yom Kippur, both days of Rosh Hashanah, Eid al-Adha and Eid al-Fitr be identified on each year's academic calendar.

2. The faculty senate recommends that course instructors include the following statement in their syllabi to address the needs of students of all faiths, "In the event that a student needs accommodation for a religious or cultural holiday/observance, that student is encouraged to make that request as early in the semester as possible."

3. The faculty senate recommends that the university not schedule significant campus events on major religious holidays and/observances.

4. The faculty senate recommends that the UNH Students Rights and Responsibilities Handbook be updated to include consideration of religious observances for excused absences in section 04.13. The proposed change is as follows:(e is added).

04.13(fs) Excused absences. The designation of excused absences and the assignment of any subsequent makeup work are the prerogative of the course instructor. It is expected that instructors will be reasonable in the exercise of this prerogative. In general, students may be excused for reasons such as (a) ill health, (b) participation in official intercollegiate events, (c) personal emergencies, (d) instructional trips, and e) important religious holidays and/or observances as discussed with the instructor, and they will then not be subject to academic penalty.

Shelley explained that, in response to feedback at the last meeting, some Muslim holidays were added to the list of examples. Also, in item 2 the words in the original motion after “make the request as early as possible” were eliminated. In response to an email suggestion, Item 4 of the motion about 04.13 of the UNH Students Rights and Responsibilities was added so that it includes “e) important religious holidays and/or observances as discussed with the instructor.”

Adele Marone asked how instructors are to know whether a religious holiday is important. Shelley responded that the decision of the AAC was to keep this broad and leave the decision to the instructor. She suggested that if it is important to that student then it is a value to consider. There is still an option for the instructor to deny the request if, due to scheduling, they can’t make an allowance. But, at least, the motion provides that the instructor should consider it. It is just too hard to give parameters as to whether a holiday is important or not. .

Chris Reardon pointed out that UNH has a growing Asian population and that Chinese New Year and Tet, Vietnamese New Year, are not included in the list of holidays in the motion. He explained that, at least with Chinese New Year, it is an important family experience. Chris suggested that we should add this holiday to the motion as well.

Following a discussion about the value of adding specific holiday examples in the motion or leaving all examples out, Scott suggested that the words “such as” and the list of examples be removed. Shelley agreed to this friendly amendment.

In response to questions from Casey Golomski about the Academic Calendar, Shelley confirmed that we are allowing the Registrar to make the decision about what holidays are posted on the Calendar. Shelley did not have detailed information about how the Registrar makes their list of holidays. But we are encouraging the Registrar to put up the ones that come up the most that they hear about as being important for students.

One senator suggested that since the calendar is electronic there could be a link on every single day that has a religious holiday associated with it to a list of religious holidays for that day. John Gibson said that, as chair of the IT Committee last year, he went to a few meetings of the ASAC+ and they are well aware of this problem and last fall they were having discussions on exactly this topic. The Registrar was aware of mistakes that had been made in not noting some important religious holidays on the academic calendar. Terri Winters who is in charge of implementing the calendar is working on this. All we are doing with this motion is, a year afterward, endorsing activity that has already occurred. Shelley agreed that this was the case.

Marc Hiller asked if the advice given to the Registrar's office also impacts the scheduling for major athletic activities. He recalled that several years ago UNH homecoming was scheduled on Yom Kippur. Shelley responded that this is why item 3 was included in the motion:

The motion, including the friendly amendments, was presented:

Rationale: To create a fully inclusive campus community that is respectful of the needs of all students.

Motion: The faculty senate recommends the following actions to acknowledge major holidays and observances, and to increase awareness of needs for accommodations:

1. The faculty senate recommends that significant religious holidays and observances, ~~such as Yom Kippur, both days of Rosh Hashanah, Eid al-Adha and Eid al-Fitr~~ be identified on each year's academic calendar.

2. The faculty senate recommends that course instructors include the following statement in their syllabi to address the needs of students of all faiths, "In the event that a student needs accommodation for a religious or cultural holiday/observance, that student is encouraged to make that request as early in the semester as possible".

3. The faculty senate recommends that the university not schedule significant campus events on major religious holidays and/observances.

4. The faculty senate recommends that the UNH Students Rights and Responsibilities Handbook be updated to include consideration of religious observances for excused absences in section 04.13. The proposed change is as follows:(e is added).

04.13(fs) Excused absences. The designation of excused absences and the assignment of any subsequent makeup work are the prerogative of the course instructor. It is expected that instructors will be reasonable in the exercise of this prerogative. In general, students may be excused for reasons such as (a) ill health, (b) participation in official intercollegiate events, (c) personal emergencies, (d) instructional trips, and e) important religious holidays and/or observances as discussed with the instructor, and they will then not be subject to academic penalty.

The motion, as amended, was put to a vote and passed, 55 in favor, 4 votes opposed, and 2 abstentions.

V. Discussion and vote on AAC motion on how to respond to curtailed operations during December exam week - Shelley Mulligan reintroduced the motion and explained that it includes some revised text to reflection some broader language to include extra exam blocks on both Wednesday and Friday since the day will vary depending on which day exam week starts.

Rationale: A need for a plan to respond to curtailed operations during the December final exam period.

Motion: In the event of a curtailed exam day make up alternate exam time blocks will be made available by the Office of the Registrar as scheduling permits during the exam week, including Wednesday and Friday 6pm-8pm, and 8pm-10pm, if instructors would like to reschedule. For curtailments on the last day of exams, exams will not be rescheduled, and it will be up to instructors to make other arrangements such as an on-line exam.

There was a question about whether any of these times conflict with the dorms being open. Shelley said that they do not conflict.

The motion was put to a vote and passed unanimously, 61 in favor, none opposed and no abstentions.

VI. Academic Affairs update and discussion on test-optional admissions proposal - The chair reintroduced the substantial issue of Test-Optional Admissions. Senators have now received in two agenda packets the responses from the Admissions Office about questions surrounding test-optional admissions.

Shelley Mulligan reviewed that there was a motion that was passed in April 2018 on this topic that gave some guidance to the Office of Admissions on questions from the Academic Affairs Committee that should be answered in order for the committee to be able to proceed. The Appendix addresses all of the questions that were asked.

Shelley explained that Rob McGann and Victoria Dutcher recently met with the Academic Affairs Committee to provide and review the additional data that was provided. The committee found the information compelling in supporting this move, in particular, for the purpose of increasing the diversity and quantify of applicants. If you increase the diversity and quantity of applicants to UNH then we would assume that the quality of the student would actually be raised and not decreased. Shelley said that there is also compelling evidence that high school GPA, not these test scores, is a better predictor of student success. Given that information and the increase in popularity of comparator competitors going this way, it was presented as UNH would be losing out if we don't go this way. A lot of other universities are already doing this, and they have reported no sort of negative results, only positive. Shelley explained that the committee knows that this is not popular with all colleges and all programs. But, overall, the evidence is suggesting that this might, in fact, increase our applicant pool and diversity of our applicant pool, which is primarily what the goal of going in this direction is.

Shelley offered to take questions and offered that Andrew Coppens of the Senate is also a good resource for answering questions as he has been part of all of these conversations with Admissions.

Buzz Scherr explained a concern that a quality review of an application without test scores takes more time as you have to drill down deeper into the application. He asked if anyone is talking about increasing the staff in the Admissions office because of this need to drill down in a quality way. Andrew responded that in the committee meetings with Rob McGann they were assured that Admissions is already doing that depth of work. Specific admission staff are assigned to regions of the country and high schools and they understand the curriculum at great depth. Andrew referred senators to the purple chart in the appendix that deals with high school GPA. The additional predictive validity of SATs and ACTs is .02. Andrew said that the Admissions staff have that depth of information and it is virtually identical to the predictive quality of the SATs. So, Rob was not concerned about workload.

Lori Hopkins pointed out that if the idea is to pull in more applicants and that more applicants would be coming from some schools we are not as familiar with, it is hard to believe that we wouldn't need more

resources. Shelley suggested that if we crafted a motion in support of test-optional admission, we could make sure that we put a clause in there to request that there are adequate resources to do the job, whether it is because we need a more thorough review of the applications that we currently have or that the expectation is that we will have more applications to look at.

Lori also shared that she has spoken to people who are teaching in high schools in places like inner-city Boston who are sending students to UNH and these teachers are saying that these students are not necessarily prepared for this kind of education. So, on the flip side, we are going to have more students who may not have the type of training. She said that she loves the idea. But, in a university already strapped for academic money are we going to have more resources on one side than the other and how will that affect our academic mission? Shelley said that she doesn't know if we can address the idea that going test-optional will not decrease the level of competency of admitted students. But we will have to wait and see. The schools that have already implemented test optional have data to support that student success rate has not changed, that it hasn't been negatively affected.

David Bachrach pointed out that Dover High School is going to move away from a GPA model in the next 2 or 3 years and will moving toward a portfolio-based model. He said that this is part of a greater trend in NH which still provides the single largest state-based influx of students for us. So, it is not clear to me how we are going to deal with a GPA based evaluation of students when most of the high schools in NH in the next 10 years will no longer provide students with GPAs.

Buzz added that his experience in the law school with reading portfolio-based applications is that they do take a long time to read and he suggested that thought should be given on how to manage portfolios as this could be a huge resource issue.

Scott suggested that one possible mechanism is to have a pilot program for 2 or 3 years to see data and then we can always revisit it as we have to stay on top of the trends. Shelley said that this portfolio-based model would be a huge problem since GPA is the biggest factor. There are other things that Admissions looks at, including class rank. But, the GPA, in combination with that school in context is the biggest piece. So, it might be that if we don't have a GPA we would be using data a little bit differently. It would be the contextual part that we have to make sure we are paying attention to.

Adele Marone pointed out that what she is hearing and what she is reading are two different things. We are hearing that these students are going to have near the same college GPA in the end. But, looking at the NACAC report (#4 on b) it says that first-year GPAs and cumulative GPAs were comparably lower in the non-submitters. She is wondering what the conflicting results mean.

Erin Sharp said that her department is in full support of test-optional admissions. Unanimously they are encouraged about getting rid of the tests because the tests have so many biases and the testing creates a financial burden for families who end up spending money on practice tests and classes. Erin continued that this really does even out the admissions pool and she thinks we have a responsibility to help do this.

Shelley shared that Admissions is hoping to have test-optional admission in place for 2020/2021. So, we need to get the ball rolling. We do have time to draft a motion and start talking about it. The feedback is good in terms of figuring out what a motion might look like and what we would still have in terms of an expectation in resources.

Scott said that he thinks we can work together to come up with a time frame. If there are serious concerns or serious support, senators should contact the AAC as they will really want to hear this feedback.

VII. Report from Buzz Scherr, chair of the Finance and Administration (FAC) committee - Buzz explained that in October he attended, as a representative of FAC, the Finance Committee meeting of the System BOT. The report from that presentation was shared as an attachment to the agenda.

Buzz shared the following highlights:

- The System Board has taken on the project of “we are really all together in this – KSC, PSC, UNH, etc. so why don’t we start saving some money by really being in this together.” The System Board is being very active in trying to pay attention to things that are particularly System-wide. Buzz shared these examples:
 - Part of that effort is to deliver IT services as a single entity rather than as separate entities. So, they have been working on a plan, in theory, that could save between \$8 and \$10 million a year, by having IT uniform throughout the system rather than on a college by college basis.
 - Branding and communication strategy - They have engaged an outside consultant to work with an internal committee to develop a multi-campus communications plan, the idea being we need to promote across all of our campuses and have a single message about “it is good to go to school in New Hampshire.” It will be complementary to the branding and communications messages of the individual institution.
 - Strategic procurement. President Dean sent out an email today about E-Procurement (UShopNH). That is a way to try to make how we buy stuff more efficient rather than all over the place as it has been now, and this is a System-wide initiative.
- Buzz shared enrollment information from the BOT presentation and shared these highlights:
 - For incoming freshmen residential campuses, KSC has been suffering a bit. But they are starting to see an uptick.
 - In a look at in-state vs. out of state enrollment, the biggest separation is at UNH where there are more out of state students than in-state. This is less so at Plymouth and Keene. Every year the System Board routinely waives the statutory requirement that a certain percentage of students be in-state.
 - All incoming and continuing enrollments for this year, other than KSC, stayed relatively level. KSC is still suffering from some downturn in freshman classes in prior years but the conversation was that they anticipate that this is curing itself.
- In the area of financial reports, Buzz said that the two that he finds most interesting:
 - He reviewed the chart that shows where our revenue comes from. 64% of our revenue is more or less tuition based. Another 18% comes from grants and contracts. And, 10% is state appropriation money. Buzz shared that we always have dreams and hopes that the state appropriation money is going up. There is more hope this legislative session because the Democrats are in power in the Senate and the house. But it is unlikely that anyone in the administration is going to budget an increase in state appropriations.
 - The chart on total financial aid continues to show a steady rise and what that is really saying is that to keep our admissions relatively level we are spending more money and, therein, likes a piece of

why our operating margin, as shown in another chart, continues to decline. It isn't the only reason. But it does cost money to keep enrollment steady, never mind increasing it. Buzz shared that the Law School feels the pain more than anybody as they spend a lot of money to try to increase the number of students we have coming in; just as other law schools do.

- We are doing pretty well compared to New England public schools.
- Finally, the Board is particularly focused on UNH Manchester (UNHM) and the Law School in terms of their financial health. The Law School has been - to some extent - as is the case with COLA here in Durham - the victim of a very significant national downturn in applications. Over the last 6+ years, law school applications have gone down 45% nationwide and that has been a challenge for pretty much every law school. However, the Law School has turned the corner, it appears that it enrolled 95 in the first-year class instead of 72, the number from the previous year. The Law School is also being very aggressive in seeking alternative forms of revenue. The Board is very confident about the leadership of the Law School.
- For UNHM it was pretty clear from the discussion that they were saddled a while ago with a really difficult rent situation as they were paying a lot of money for the space they were in. There is some good strong anticipation that they are working on that and they will be out from under that in a year or two. When that is resolved it will take away the appearance that UNHM is really a struggling institution because of much of their deficit relates to their rent situation.

Buzz opened the floor for questions:

David Finkelhor asked where the \$10 million in IT savings is expected to come from. Buzz explained that the System has hired an outside consultant to help manage this. The Board didn't drill down very far with this topic.

Another senator asked the switch from Dell to Lenovo and expressed concern about dependability and expense. She also expressed worry about centralization of IT services as centralization is not always a benefit. Buzz said again that the Board didn't drill down very far at all in where those savings were going to come from and how they were going to do it. He encourages people, to the extent that they are on committees or have input in their colleges, to make their voice heard. It is not a fait accompli at this point but this is definitely moving forward. Scott added that Stan Waddell is coming to speak about these issues later in this meeting.

Scott thanked Buzz for his report.

VIII. Listening session to prepare for strategic planning retreat - Scott apologized that we have a much shorter time for this topic than he had planned. But he did want to give senators a chance to offer final instructions, counsel, advice, suggestions, and mandates for President Dean's strategic planning retreat that we will be attending on Monday with David Bachrach and Erin Sharp on Monday and Tuesday. Scott offered to stay afterward at this meeting for 30 minutes if anyone wants to talk individually about ideas, etc. He shared that he had a good conversation last night with the Student Senate, a fantastic group of students and they shared a lot of great ideas.

Harriet Fertik asked if Scott is able to share any of the information about what Student Senate thinks. Scott explained that one of the things that the students wanted was a continued emphasis on diversity and inclusion because they saw in their own communities the ways in which that can help the whole

community to succeed and prosper. Another thing that they thought was that UNH is doing a bad job selling ourselves to in-state students. Scott said that instead of reaching out to in-state students he has learned that we spend lots of money going out to NJ and other states to attract students whereas students in Dover or elsewhere don't ever see a representative from UNH. Scott said that David Bachrach and he have been trying to think about ways to get strong faculty into high schools and that they will continue to work on that.

Another thing that the students said was that they wanted to really create a strong alumni base that could be working with students and then promoting UNH abroad. They had a lot of ideas about recruitment and they also wanted some more research opportunities. Although there was not a lot of discussion about academics there was attention for research opportunities and high-impact experiences. He offered the Student Senators an opportunity to contribute more ideas by email and he has received a few responses.

Scott encouraged the faculty senators to reach out to him as well with any individual concerns via email.

IX. Discussion with Stan Waddell, CIO and Associate Vice President, UNH Information Technology about recent IT Service Changes - The chair introduced Stan Waddell. Stan explained that he came to share information and answer questions about the closing of the campus computer store and the shifting to a vendor model for computer maintenance and support.

Stan began by offering some context for the changes. He explained that the reasons behind these changes have been developing for quite a bit of time. The computer store is a retail operation and, just like most retail operations, it has been under pressure from online sales – Amazon and the big box stores - and from the big stores that are local to the area, so much so that for the past four years the store has been losing money and that is not a trend that is going to change. He explained that most people on campus tend to purchase their personal computers from sources outside the university and that the university has other ways to purchase computers.

The plan going forward is that university computers will be purchased through the new online procurement portal, UShopNH, when that system comes online. In the meantime, computers will be purchased through the UNH IT purchasing portal. We are moving away from Dell computers to Lenovo computers. Lenovo is the number one manufacturer and seller of desktops and laptops. They own the market share for the entire market in the world. We are going to partner with a local NH vendor, Connection (previously PC Connection), as our value-added reseller to purchase computers and for warranty repair work.

Stan explained that under the old paradigm Dell gave the university \$50 per contact and the associated hardware to repair computers. So, we were basically subsidizing Dell's warranty work. It didn't matter how long it took us or how much it cost us to do it. Under the new relationship with Connection, the vendor will do warranty repair and it won't cost the university anything. Devices needing repair will be sent to Connection or Connection will come here on campus to do the repair in some situations. A pool of loaners will be available for computers that are sent for repair and these loaner computers will have the basic software installed for users to conduct university work.

Stan explained that there will still be a resource in the MUB, UNH IT Depot, for questions and concerns about what qualifies for support. As well, computers requiring repair can be dropped off at this location. He said that there will also be a way for your local department support to engage with Connection for local desktop support. In summary, for any warranty repair work, whether it is for a Mac or Windows computer, Connection will be the agent that will do those repairs.

For things that are not under warranty, there will be a charge at the standard rate for repairs. But this might also involve a conversation about purchasing a new computer. Stan explained that we tend to hold on to computers at UNH a lot longer than their useful life and that we want to shift away from that.

For devices that are not university- owned, UNH won't necessarily facilitate those repairs. Instead, UNH will help you find a vendor that will do the work. There is work being done now to cultivate some referral relationships with a company in downtown Durham or one in Portsmouth. However, UNH IT will do a bit more for students even though their computers are not owned by the university in that loaners will be made available if their computer is being repaired, whether the computer was in warranty or not.

Stan explained that the Computer Store is empty now and pretty much everything was sold out. The impacted employees have been notified. Some have found other employment, and some are still looking. The intent is to help them land employment to the best of our abilities.

Stan offered to take questions, and, in the process, he clarified that:

- Connection will do warranty repair work for university computers, including Macs. A machine needing repair can be presented at the IT Depot in the MUB and it will be shipped to Connection for repair. Or, employees can work with their local department support staff to get the computer into the repair cycle.
- Both Apple and Windows computers will be available for university purchases. University purchases will involve either a department or research funds paying for it and the purchase can be for an Apple or Windows device.
- For Mac users, there will be an option to purchase Apple computers at the purchase portal via Apple Education. The university does get an education discount and because we are participating in the Apple advertising program there is a 3% rebate for Apple devices purchased through the portal.
- For Windows users, the options will be Lenovo and there will be 4 different models available for purchase. If the user requires a computer for heavy number crunching or statistical analysis or research, there will be additional models for purchase.
- The Lenovo computers are less expensive than Dell computers by approximately 20 to 30%. And, Lenovo computers are definitely less expensive than the Mac computers.
- The intent is move Connection into the new UNH purchasing system, UShopNH, as soon as possible to ensure a quicker path to purchasing the computer than doing it via P card since the funding will be built into the workflow.
- For students, UNH will recommend a type of computer and suggestions for where to purchase. But students will not be making personal purchases through the UNH purchasing portal. When students buy their computers brand new, they are buying them with a warranty. UNH will be able to refer them to businesses that can handle the warranty repair work.
- The intent is to drive all of that purchasing power within the university system to one vendor in order to reduce costs. Every computer that we buy outside of that relationship results in less potential savings. At some point, it may be the case that you will not be able to purchase computers with a PCard unless it is through Connection.

Lucy Salyer said that she was concerned about the reliability of Lenovo computers compared to Dell computers. Stan responded that this is a tough question to answer since there is competing literature out there about which brand is better than another. But Lenovo is the #1 retailer for reseller manufacturers and there is data out there that says that they have the highest reliability and user satisfaction ratings. There are other data that makes this claim for HP and Dell too. All of these vendors, including Lenovo, are roughly in the same class in that they all produce quality equipment. For the usefulness of the university, Lenovo is considered the # 1 retailer with high customer satisfaction and high reliability.

David Finkelhor asked Stan to address the question of what the university's policy is for setting the time period for replacing computers and how that comports with the warranties. Stan responded that there is currently no policy in place for when devices get replaced. However, there is an inter-departmental group – 17 individual from all over campus made up of IT support personnel from departments as well as folks in UNH IT – working together to develop a strategy or guideline for equipment replacement. The industry norm is 4 years on a device. The vendor norm is 3 years of warranty. When you buy your computer for enterprise or educational use it is generally 3 years of warranty support. The rationale is that you operate for 3 years under warranty and then one year without warranty. Stan said that this is probably the model where we are going to settle on. It is going to be that group that will influence the decision.

One senator said that he was glad that UNH will be working with Connection, a New Hampshire company. On the other hand, he is less thrilled with the idea that Lenovo is a Chinese multinational company, whereas Dell is an American multinational company. However, he also remarked that most computer parts are built in China anyway.

Stan said that he would be happy to come back to the Senate if there are other concerns. As well, senators are welcome to email him with any questions. He will generate an answer and also include the question/answer in the FAQ document about the changes so that everyone gets the benefit of it.

X. Presentation from UNH Career and Professional Success, Kimberly Clark and Tyler Wentworth from UNH Career and Professional Success (CaPS) -Tyler introduced himself as a UNH alum from the class of 2008. This is his 5th year back at UNH and he is the director of Marketing Communication and Engagement for Career and Professional Success. Kimberly introduced herself as the Director of Career and Professional Success within Paul College where she directs the delivery of career services to students within the business school.

Tyler gave some background about changes to career services that have been made over the past years. In 2015 as part of an assessment of the university's career center and career services, Sheila Curran came in did a number of interviews around campus to identify where we had successes and where we lagged behind in career services. From that report, The Curran Report, came a model shift in how career services at UNH work toward the goal of reaching as many students as possible at UNH.

In the past, the Career Center was a place that students came to get career information from the career team. The result was that approximately 10 to 13% of the student population was using career services. That wasn't good enough. The new model is focused on embedding career services into each of the colleges in its own unique way. In 2016 CaPS became funded through the student fee and that same year a steering committee led by the deans and associate deans from the colleges was formed. An Associate Vice Provost for career services was appointed, also in 2016. Trudy Van Zee is in that role.

Kimberly explained that the size of the career team has more than doubled in 18 months to 25. There is a central team in Hood House that oversees the delivery of employee relations and central correlation for managing larger companies like Liberty Mutual and Fidelity. Directors and career counselors are

embedded within each college. For example, at Paul College counselors specialize in particular areas such as accounting or finance. Every college has a director and counselors delivering career services to students.

Tyler explained that CaPS is really guided by their mission, *“to imbue career preparedness across the entire community to equip our students with the experiences, knowledge, and skills to thrive in an ever-changing future”* and their strategic objectives. He explained that we can’t do this alone. Instead, it is the entire environment working together to support students to be prepared when they leave here no matter their professional future

Tyler reviewed the strategic objectives.

1. Partner with faculty and staff to integrate career and professional success into the UNH experience - Many faculty are doing this already in their classrooms. CaPS staff are here to help facilitate that and help broaden the support.

2. Consider the broad spectrum of students to effectively deliver the highest level of impact. This is about reaching not just the students who are going to seek out career services and come to a one-on-one counseling appointment all the time. Instead, the goal is to also provide services to those that will never show up in a CaPS office.

3. Actively engage a variety of employers to increase access to high-quality jobs and internships.

4. Prepare students to proactively engage in their post-graduate success. We can’t do this for them. They are in charge of their lives and we can help them and give them tools and training and workshops to prepare them. But they have to be empowered to be the champions of their own lives.

Kimberly shared that the CaPS directors set objectives that serve the population for their particular college. She shared a slide that showed some of the work that was done this year for each spectrum of department and faculty and considering the broad spectrum of students. For example, COLA had a career storytelling workshop in conjunction with the Theatre Department. In Paul College and COLSA there were sophomore focused events that included special workshops and events just for sophomores. One big highlight that is really taking off is the Women’s’ Leadership Program in CHHS. This program offered courses this semester that came to full capacity.

Kimberly shared some data associated with CaPS. There was a 34% overall increase in student engagement with Career and Professional Success in 2017/2018 compared to barely 10% of the overall UNH population in 2016/2017. This success is related to one of the early goals about reaching students who were not necessarily walking into a career services office. So, there are now a lot of pop-ins to classes, workshops and events, on-campus employer recruiting events, such as the networking night held in Paul College this fall where over 100 students attended.

On engagement, CaPS has reached 62% of all undergraduates. The Curran report identified that we were barely hitting 10% and last year we hit 62% of students engaging with career professional Success in some capacity. 98% of students “agreed” or “strongly agreed” that their counseling appointment was helpful. Kimberly shared that both of these achievements are exciting, and the CaPS staff are very proud of them.

She said that with having career professionals, many of which have business or recruiting backgrounds themselves, meeting students, going to classes, offering workshops, and teaching some professional development classes, the students are starting to “get it.” They are starting to get the word out and they

are starting to bring their friends in to talk about the services that they are getting and the value that is being added.

Tyler shared some examples of how we are diversifying our services to everybody. Although there is big career and internship offered in the spring and fall, these are just 2 out of 11 different career fairs that happen on campus. There are industry focused events beyond just the large career internship fair. Some students find the big fairs in the Whittemore Center too overwhelming and others really love them. So, there is programming where there might be 20 employers from a specific industry and there are tabling events that happen. There are different ways to engage the students with the employer community.

Tyler reviewed that one of our core tenants is the employer engagement piece and this involves engaging the employer community to showcase why they want to hire a Wildcat and what makes our students outstanding. The CaPS employer relations teams and career teams in each of the colleges do this on a daily basis, engaging with employers. There was a 41% increase in the number of employers engaged in on-campus recruiting events and opportunities in 2017/2018 compared to 2016/2017. More and more employers are coming to the university and asking for help to hire UNH students. Our employer advisory board reports that our students have a reputation for being gritty and hard working. Increasing the diversity of employers is a big piece of CaPS. Not every student is going to work at Liberty Mutual or Fidelity. They hire a lot, but not everyone wants to work there. So, engaging with a diversity of employers is important as well as making sure that they are having a strong experience on campus. 96% of employers “strongly agreed” or “agreed” they were satisfied with our programming.

Tyler shared that Hood House was recently renovated and CaPS now offers 5 dedicated interview spaces there. This is a service that was never offered before, and it is available to the entire university community. These rooms can be reserved by students for Zoom or Skype interviews. These rooms can also be used as dedicated spaces where employers can come for a full day of interviews. Tyler said that at an interview week this year 23 different employers participated. There were 181 interviews conducted within the week right in Hood House. It is making things easier for both students and employers.

Tyler and Kimberly offered to take questions:

Allison Wilder (Recreation Management & Policy): We have been abysmal at keeping our alumni in touch with us. This looks like an avenue to perhaps reset the stage for alumni involvement. Is that part of the plan? If so, can you talk a little bit about that?

Kimberly: It is 150% part of the plan. We have built partnerships with Advancement. I meet with my Advancement team every 3 weeks to find out if they have been on the road talking to alumni. It has actually been an incredible asset to open up doors with firms that would normally never recruit here. In some cases, we have found the back door, as you might say. I spend a significant amount of time, as do my colleagues, on LinkedIn just data mining and finding those alumni and writing them a message and reaching out to them. Many of us have worked for the university for a number of years in different capacities and have contacts with alumni. We also have asked faculty to help us connect with those alumni and let us know if they have heard from them and when they reached out to them. We just finished the first destination survey, finding out where our class of 2018 is. I know that my faculty were a huge help in finding some of those alumni. In some cases, I had set up calls and meetings with companies that do not recruit at UNH. But we found out that the students were working there and so now we are working to set up those companies with the Paul School. Alumni are a huge part of that work.

Tyler: One additional piece to that is that Advancement is very important to the financial and engagement aspect. But we launched a program this year, Wildcat Connections which provides a networking opportunity. LinkedIn is a phenomenal tool. But it can be overwhelming for students. Wildcat

connections is a community of Wildcats. I checked the number this morning and there were over 1000 alumni who have raised their hand and said I am here and willing to help. This is a platform that connects students with those alumni, giving up their time and sharing their career stories and sharing that information with students in an approachable way. In LinkedIn, it is a kind of a cold call to an alum to say I'd like to hear more about your job/career path. Wildcat connection is warmer. We encourage you to join and to encourage all students to join. We are rolling this out this year and we have had close to 400 students join with 1000 alumni on there. But we are looking to phase that in as a real support network for our students.

Chris Reardon (Political Science): For a couple of years I was the Hood House Professor and I was always frustrated because, while we were able to integrate Honors and Scholarship and all of these groups, it was Career that was the one that we could not seem to bring in to groups. I am really happy that you are rejiggering everything and so forth. Now, just recently I saw that you sponsored one of these career fairs for government. I actually made my intro class go to it and they wrote papers about it. But I am not sure that there are many people in my department in Political Science that knew about it. So, one of my questions is how to promote it among the faculty. One thing that we did do with the Honors program was to have representatives within each of the departments who would then take responsibility for being a point person in the department to get the information out. I would love to work with you all. I got great responses from students about the career fair. But, I'm not sure that many other people knew about that.

Tyler: I appreciate that. Thank you. We are always looking for champions as well to help spread the word around and that is what our career directors do such a great job with. If you want, we can connect after and I can connect you with Raul as well.

Marc Hiller (Health Management & Policy) : How are you working with individual departments because, for example, among our faculty we have a former president and CEO of three of the hospitals in the Seacoast and she is regularly communicating with and connecting to executives within the health care industry through New England and throughout the country and I am wondering if things are being duplicated. Is she connecting with people that you may be connecting with? How does one end know what the other end is doing?

Kimberly: The CaPS directors of each college work to meet with department chairs on a regular basis. For communication among our colleges we use Salesforce as a portal. So, whenever we talk to an employer, we record it there so that there is not a duplication of effort. We also have director meetings and staff meetings where a lot of communication goes on. But, whenever an employer has reached beyond my college and specific major - for example, I had a company last week that was looking for accountants and engineers – I bring in the director from the other college. I brought in Stephanie, the director of CEPS and we had a joint call with the company. So, we are constantly working together. And, then we are all building individual faculty relationships within our buildings within the majors. Lots of communication, and lots of portal recording to avoid confusion. I actually started working in Paul as an employer to recruit students. It was confusing many years ago to figure out which portal to enter at the university. That is one thing we have taken care of when the directors have met with every college, employer relations specialists with each major and with the Salesforce tool.

Scott: If we wanted more information where would we go?

Tyler: Unh.edu/careers is the main home page. We have a Faculty & Staff tab in the header of the website. It has all of the information, forms to bring us to your classroom, all the services we offer, everything you can think of is right there. And the contact info for each college is located there too.

Scott: Thank you very much for your time.

XI. New Business - There was no new business.

Scott wished all a productive and restorative holiday break.

XII. Motion to adjourn - Upon a motion and second to adjourn, the group voted to adjourn the meeting at 5:01 pm.

ACRONYMS

AAC	Academic Affairs Committee (Faculty Senate standing committee)
AC	Agenda Committee of the Faculty Senate
ASAC	Academic Standards & Advising Committee
APC	Academic Program Committee
AT	Academic Technology
BAC	Budget Advisory Committee
C&PA	Communications & Public Affairs
CCLEAR	Clinical, Contract, Lecturer, Extension, Alternative Security, Research faculty
CEITL	Center for Excellence & Innovation in Teaching & Learning
CPC	Campus Planning Committee (Faculty Senate standing committee)
FAC	Finance & Administration Committee (Faculty Senate standing committee)
FAR	Faculty Activity Reporting
IRA	Institutional Research and Assessment
IT	Information Technology
ITC	Information Technology Committee (Faculty Senate standing committee)
JSMB	Joint Strategic Management Board (Navitas review)
LC	Library Committee (Faculty Senate standing committee)
OISS	Office for International Students & Scholars
OS	Operating Staff
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)
SHARPP	Sexual Harassment and Rape Prevention Program
SVPA	Senior Vice Provost for Academic Affairs
UCAPC	University Curriculum & Academic Policies Committee (FS permanent committee)
VPFA	Vice President for Finance and Administration
Discovery	(Faculty Senate permanent committee)