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2017-18 FACULTY SENATE XXII - November 20, 2017 Minutes Summary

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UNIVERSITY OF NEW HAMPSHIRE
2017-18 FACULTY SENATE XXII

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 3:13 p.m. on November 20, 2017

MINUTES SUMMARY

I. Roll – The following senators were absent: Baldwin, Ballestero, Clark, Eshbach, Gardner, Golomski, Hatcher, Herold, Hiller, Kies, Knowles, Puccilli, Roth, Scherr, Shipe, Simos, Swift, Thurston, and Valdez. Andrews, Clarke, Gibson, Scala, and Stracuzzi were excused. Ted Kirkpatrick, Jaime Nolan, Nancy Targett, and Barbara White were guests.

II. Remarks by and questions to the provost – The provost announced that her office is in the midst of completing the budget projections for the Board of Trustees. Revenues are slightly off this year for graduate and undergraduate enrollments, as well as Navitas enrollments, although research revenues are healthy. She said that the university is not in any financial danger, but in order to achieve the desired fiscal cushion, some adjustments will need to be made. The Budget Advisory Committee has discussed this and all are waiting to see the new projections.

A senator asked if it is true that the university will be restricting summer programs to two weeks, and no longer. The provost said she has not heard that, and will check into it to bring back an answer. The senator said that he heard this from his dean, but noted that the dean of CEPS had apparently not heard of that, either. Nancy said she will look into that rumor.

The provost wished all the senators well for the Thanksgiving break.

III. Remarks by and questions to the chair – The chair announced that the Senate Agenda Committee has been working with the Faculty Director of the Discovery Committee to prepare a charter for the Discovery Committee, in order to codify already existing charges and structure for that committee. A draft of that charter should be ready for the Senate’s review by our next meeting.

The chair then announced that he has stepped down from the presidential search committee. Senate vice-chair Scott Smith has taken over his place on that committee. Any questions regarding the search should go directly to Scott.

The chair then turned the time over to senator Elsa Upham from the English department, and a lecturer in the ESL Institute, who had some new business at our last meeting which had to be postponed until today, out of order, because of time constraints.

Elsa brought to the attention of the Senate the dramatic decrease in enrollments in the Navitas program (which has transitioned to the Global Student Success program). She said that, as a faculty member in the English as a Second Language Institute, affiliated with the English

department, she and her colleagues have been seeking answers from the administration regarding those enrollments, the impact of reduced enrollments on faculty positions in ESL, and the maintenance of faculty governance in regards to ESL instruction. Those answers have not been forthcoming.

Global Student Success (GSS) has a new director, Amanda Johnson. With the reduced enrollments, two faculty members' contracts have not been renewed, and eight more faculty are poised to lose their contracts as well. ESL faculty are asking how we arrived at this point, and who is responsible for this. She noted that the ESL institute is part of the English department and is not the same thing as Navitas/GSS.

The administration continues to emphasize that internationalization is a priority at UNH. The Office of International Students and Scholars (OISS) has its own international recruiter, and the word from that office is that international student populations are relatively stable in the country, and that the number of international students who enroll directly (not through Navitas/GSS) is generally increasing.

Despite this, GSS enrollments are dramatically down. She noted an article on the Navitas website that mentions students being victims of bias on our campus, and wondered about the effect of such media coverage.

The College of Liberal Arts' dean's office has announced a restructuring of the ESL teaching, and she and her colleagues wonder what roll Navitas/GSS will play in that process, citing inaccuracies regarding the professionalism of her colleagues and conflicts with the director of Navitas over curriculum. She added that GSS has hired a full-time faculty trainer and curriculum expert as a resource for non-ESL faculty who teach international students, while existing ESL faculty who are familiar with the students and the university have been seeking the opportunity to direct curriculum and train instructors but have been denied that opportunity. They would like assurances that GSS will not control curriculum to the exclusion of the ESL faculty who are already engaged in this work.

The faculty of the ESL Institute would like answers regarding their concerns. Elsa invited anyone with related concerns to contact her.

IV. Approval of the Senate minutes from November 6, 2017 – It was moved and seconded to approve the minutes of the November 6, 2017 meeting of the Senate. One correction was suggested in Item V. Thus adjusted, the minutes were unanimously approved, with one abstention.

V. Conversation with Jaime Nolan, VP for Equity and Diversity – The chair welcomed Jaime Nolan, Associate Vice President for Community, Equity, and Diversity. Jaime said that over the course of many years there have been a variety of efforts and champions working on behalf of equity, diversity, and inclusivity on this campus, and that there is still much work to do our changing social landscape. She said that while meaningful change is always a challenge, we can work now to develop the tools to meet that challenge.

Within the President's Task Force on Campus Climate, which Jaime chairs, there are separate working groups, each working on specific areas to build on the work that has already been done and then move our community forward in positive ways. There are faculty serving on this task force, as well as another group of faculty working to execute a campus climate study survey. Jaime said that it is important to connect all of the efforts of faculty, students, and staff in order to create a coordinated approach to actually effect change in our community. She welcomed questions from the senators.

A senator asked how students are responding to what seems to have been a slow start for the task force. Jaime said that during the initial meetings, there was a natural adjustment period during which a lot of venting and listening took place while the members of the task force worked to express the concerns and the needs within our community. The committee decided that it was important to meet the broader charge of the task force, while at the same time being mindful of the list of sixteen student demands which have been presented to the task force.

Regarding that list of sixteen demands, Jaime said that she can share a document that has been prepared to outline the demands and where we are in respect to them. For example, the students wanted the administration to evaluate our current policy in the Students Rights, Rules, & Responsibilities guidelines in regards to social media, which has sparked a vigorous dialogue and is now being reviewed by the dean of students.

The students would like the university police department to have training at least twice a year on topics of diversity and inclusion. Chief Paul Dean has gone beyond this demand, establishing multiple trainings for his department. He has also brought in an outside consultant to interview all supervisory staff to ensure that everyone is operating with a shared set of principles.

Another demand has to do with providing additional lighting for certain areas of campus, and that is being provided, as well as additional security cameras in certain locations, supervised by the dean of students.

The students have asked that the retention rates of students of color be made public. Jaime said that a link is being established on her website to provide that information.

Jaime noted that there has been a mutual recognition that some of the initial student demands need to be edited somewhat to meet the spirit of the demands in practical ways which also deepen the understanding of what can actually happen in our community as we work to establish a culture of positive movement towards inclusion.

Jaime noted that all of the training sessions have wait lists, and that her office is looking for what kinds of training might be most helpful for faculty and staff members. The senator asked if this impressive progress is being communicated to the campus community. Jaime said that her office is working to communicate both the progress that the task force has made and the work that still needs to be done. She also said that there will be a link on the UNH Today called "Build a better UNH" that highlights the progress of the task force.

She pointed out that three members of the task force are also on the presidential search committee, and that the search committee is seeking candidates with the skill set to deal with these issues. She also noted that the committee itself is quite diverse.

A senator commented that despite the notable increase in diversity among our faculty members over the past twenty years, some new faculty members may be surprised by the difference between UNH and their previous, highly diverse locations. Jaime said that faculty retention is an important issue and that helping new faculty transition in our predominantly white state is crucial. The senator urged our community to nurture a cosmopolitan atmosphere in an effort to help integrate our new faculty.

Jaime said that she feels that her job is to create any possibility for empathy and revitalization of a shared sense of humanity. We need to be competent in communicating across differences, but we also need to be able to understand where our threads of commonality exist, as that is where we build community. She said it's important to ask what we are doing, beyond recruitment of new faculty, to mentor and befriend our new colleagues and help create that sense of community.

Another senator asked Jaime how Homecoming this year came to be scheduled over the Jewish High Holidays. Jaime said that the administration is looking forward to future calendars to avoid a repeat of that problem. She said that the Executive Committee is where that decision is made, but she said she does not have a satisfying answer for the question. She said that she is happy to get that information and share it, but that the key will be to start working now to prevent it from happening again.

VI. Conversation with Ted Kirkpatrick, Dean of Students – The chair welcomed Dean Ted Kirkpatrick. Ted said that, regarding the calendar issue just mentioned, the administration is exploring new technologies to highlight certain holidays so that similar conflicts do not arise. The tool will be useful for faculty and the administration alike. The hope is to implement this tool for the 2018-19 year.

Ted announced that the current draft of the social media policy, requested by the president's task force, is now being reviewed by the Student Senate. The hope is to implement this policy in Spring 2018. The policy should provide much-needed guidance for students on best practices for using social media in today's campus environment.

The new director of the PACS (Psychological and Counseling Services) has been hired. Dr. Shari Robinson, from Western Washington University, will join us in June 2018. Ted suggested that he could arrange for Dr. Robinson to meet the Faculty Senate sometime next spring to talk about mental health services on campus, if the Senate would like that.

On December 7 there will be a story on her in the New Hampshire, as well as other members of the PACS staff. He announced that we are now at 1,000 more clinical hours provided to students than last year, adding that 80% of educators in positions like the dean of students have ranked mental health as the number one issue on college campuses.

A senator asked if we have a program for mental wellness promotion on campus. Ted said that we do, including an anti-suicide group, new models of delivery of services to students, faculty, and staff. He noted that what we do here is short-term stabilization, not long-term care. Students report finding very little stigma in seeking help for mental health issues. Currently there is no waiting list at our center, which means that our students are getting the help that they need. He also praised the effectiveness of the mindfulness exercises that our new students are encouraged to learn.

Regarding Title IX, a recent Chronical had two articles on sexual harassment, and it is crucial for us to be mindful of this context. He announced that we are all, by university decision, mandatory reporters, as are all teachers of students in all grades. Students are aware of this as well. Being a mandatory reporter means that if a student reveals to us an incident of sexual harassment or violence, we are required to report that incident in a confidential environment. Such reports go immediately to our Title IX compliance officer, Donna Marie Sorrentino. Reporting an incident does not mean that action will be taken. He said that many faculty are now reporting, and he emphasized the importance of UNH being a community that takes sexual harassment, street harassment, and sexual violence seriously. He said that the spirit of Title IX, particularly as it relates to women, is to make sure that they experience no impediment to pursuing their degree.

The Senate chair referenced an incident in which a faculty member was called to task for an incident that happened to a student during a summer internship, off campus, which was not arranged by the university. The student told the instructor, who did not report the incident. The student now is declaring the expectation that the university should be responsible for her safety while on the internship since the internship was a requirement of the program. Ted responded that if faculty are in doubt, they should always report any incident, adding that we need to make sure our students are interning in safe environments. The chair noted that the student arranged the internship without help from the department, and asked how the university can possibly control the practices of external businesses and their employees. Ted said that in an effort to minimize risk, our default must be to report.

A senator noted that the university is not responsible for the behavior of the employees of external entities, but that in reporting problems, we may be able to prevent future incidents. Another senator said that it doesn't matter where an incident occurs. We can't guarantee our students' safety when they are not in our classroom, but we can report problems when they arise. It is the compliance officer's job to deal with the issue once it has been reported.

A senator asked if it might be wise to establish a formal evaluation of our application of our Title IX procedures by a group of faculty who are trained to do such an evaluation. Ted said that is a good idea, and he will pass it along to Jaime and Donna Marie, who would be the ones to establish such a group. He urged faculty to report, and then trust that students will get the help and services they need.

A senator reiterated the concern, previously raised, that the clergy exemption to the mandatory reporting rule is narrow and therefore somewhat discriminatory against lay ministers. He asked if any adjustment is being made to the policy. Ted said there has been no change, but that any reasonably recognized clergy would be included in that exemption. He would defer

to clergy on campus to better define that issue, and added that it has not been a problem as of yet. The senator noted that the more salient point might be how a student views their minister, in terms of confidentiality.

A senator asked if, should a student discuss an incident with a faculty member, that faculty member could recuse themselves from liability by announcing to the student that they don't want to be involved in the matter. Ted replied that the university policy states that all employees must follow the guidelines, and therefore such a statement would not eliminate the faculty member's liability.

Another senator pointed out that once a faculty member has reported an incident, they are free to walk away from the incident and not be involved. It was noted that faculty should tell students that they will be reporting the incident, but that they should emphasize that reporting does not mean that action will be taken. Should a student ask that the incident not be reported, they should be reminded that that is not their call. They may choose whether to take action on the report, but the report must be made. All paid employees are subject to the policy. A senator asked if there is any chance that a student could sue the university for reporting against the will of the student. Ted said that as the law is now written, that is unlikely.

To clarify, mandatory reporting applies to sexual violence and sexual harassment only. If faculty become aware of other issues, including mental health issues, they can refer the student to the counseling office (PACS) or SHARPP (Sexual Harassment and Rape Prevention Program), or perhaps to the dean of students, but this is not the same as mandatory reporting for Title IX.

A senator asked if there is a statute of limitations on the time or location of an incident and Ted said there is not. Another senator asked if instructors should pursue comments by a student which seem to indicate an incident may have occurred. Ted said that there is no need to press, particularly in class, but that encouragement can be given to utilize the campus support structure as appropriate. A senator asked about the need to report an incident that has already entered the legal system. Ted said that redundancy is not a problem; report it.

Ted said, in closing, that he is happy to come to individual departments to answer questions or provide additional information.

VII. Conversation with Barbara White, UNH Accreditation Liaison Officer – The chair introduced Barb White, Provost Fellow and UNH Accreditation Liaison Officer, working with the NEASC accreditation process. Barb said that we are moving into the fifth year of accreditation this August, and she is preparing a five-year interim report organized around student standards.

Over the last ten to twenty years, there has been a movement in higher education for more accountability and transparency regarding the rising cost of education. Some institutions have actually been closed down because they couldn't show that they were providing what the students were paying for.

In the United States of America, there are seven accrediting bodies, all of which have shifted to this more transparent model. New England is the last to meet this requirement, and Barb noted that NEASC has been thoughtful in following the spirit of the federal requirements while not overseeing the work of the universities too heavily.

A new standard is #8, Educational Effectives, which requires that learning objectives and learning outcomes be transparently available for everyone. Barb said that we have found reasonable accommodations to meet the standards, to show that we do deliver what we say we offer to our students, in a way that is less oppressive and more reflective. Some educational concepts that we provide for our students may not be apparent for several years, but other things are measurable. For example, at UNH we stress that we help our students become better writers in and across the curriculum. We can measure students' progress in this area as we examine the quality of writing and how students articulate themselves over the course of their years of study here. Our capstone classes often provide a venue for students to demonstrate what they have accomplished in other measurable ways.

She said that we do not have to deliver every single thing that we aspire to provide, but we have to be reasonably accommodating to be sure that students are getting some measure of what we say we offer. The standards examine our budget, our governance structure, our resources and how we integrate them, how we use technology, how transparent we are on our website, and what our students can learn about us from our website.

A senator from a newly formed department asked if they need to provide a brief bulleted list of items or a more detailed document. Barbara said that the report she is preparing is an interim report, which means that what is needed is an honest, authentic appraisal of what is going on in each department, but that the documents do not need to be perfect; they just need to show that we are making progress in our departments to move towards meeting the standards. The senator noted that this department also has other federal and state organizations to which it must report for assessment and asked if the same reporting could be used for NEASC. Barb replied that if a department is externally accredited, that is sufficient. The department will still need to engage in the academic program review, which is a larger self-study that goes beyond learning outcomes.

A senator asked how much of what we would be reporting for NEASC could be used against faculty internally, suggesting that if the assessment is not positive, could our own administration use this information to close down programs. Barb said that she is unsure, but that it would depend on the transparency of the president and administration, and how they value the subject area.

A senator noted that the term "efficiency" is often used in terms of ratios in discussions of program effectiveness and value, and expressed concern that the NEASC standards might be driving that trend, whether intentionally or not. Barb said that "efficient" is not part of any NEASC document.

A senator asked if departments should be establishing program level objectives beyond the course level objectives that are being prepared for this interim report. Barb said that it would

be smart to look ahead in that way, as there should be a synthesis of objectives from the course level all the way to the university's mission statement.

Another senator asked if there is communication between the various levels of administration regarding this interim report, from the executive committee to the department chairs, to ensure clarity on these standards. Barb said that the deans and associate deans communicate with the executive council and the faculty fellows in each college.

A senator expressed his appreciation for Barbara's extensive work on this important project.

VIII. Academic Affairs Committee (AAC) report and motion on 5-year eUNH calendar – The chair turned the time over to the chair of the AAC, Shelley Mulligan. Shelley said that the AAC has been charged with confirming the eUNH calendar, and to that end, her committee has reviewed the proposed 5-year calendar for eUNH courses and offers the following motion:

***Motion:** The Faculty Senate approves the 5-year UNH E-calendar as provided by the Office of the Registrar (see addendum below). The calendar includes the start and end dates for each of 5 terms throughout the calendar year starting from AY 2018/19 through AY 2022/23.*

Several senators inquired about the nature and function of e-terms at UNH. Shelley explained that some departments have online courses and even full online programs which follow a five-term schedule, each term being eight weeks long. The Paul College has been using this schedule for some years, and the Masters in Social Work program also follows this schedule. Shelley noted that there is some issue with e-term courses that begin before the regular semester. A senator from the Paul College said that the MBA program used to utilize many different course schedules, and recently aligned with this five eight-week term calendar with no problem. Shelley said that the Occupational Therapy department also has classes following this schedule.

She said that the number of instructional hours in these e-terms is equivalent to the regular course schedule, following an eight-week on, one-week off rotation with online modules overseen by eLearning UNH.

This motion will lay over until the next meeting.

IX. Agenda Committee motion on reimbursement for travel – Erin Sharp, representing the Faculty Senate Agenda Committee, presented a motion to provide a policy for reimbursement for travel expenses for certain members of the Faculty Senate who are required to travel to meetings as representatives of the Senate body, as in the case of Board of Trustee meetings, when those meetings are held away from the Durham campus. The motion states:

***Rationale:** GENERAL INFORMATION: Although uncommon, there are meetings and events that require faculty senators to travel off of the UNH-Durham campus or other home-campus (UNH Law, UNHM) to meetings for the purpose of official Faculty Senate business. The most common example of this kind of travel is attendance at USNH Board of Trustees meetings when they are held off of the UNH-home campus of*

the Faculty Senator. These meetings are held about 4 times per academic year and rotate between the campuses of UNH, Keene, Granite State, and Plymouth.

When faculty senators use their personal vehicles for this kind of travel, the Faculty Senate will reimburse them at the Standard IRS Mileage Rate. This rate is intended to adequately reimburse senators for the costs of operating their personal vehicles, so this rate includes the costs of gasoline, maintenance and reports, tires, oil, insurance, depreciation, and registration fees.

DEFINING REIMBURSEABLE TRAVEL: Faculty Senate travel eligible for mileage reimbursement from Faculty Senate funds is limited to travel beyond the normal, biweekly full senate and standing committee meetings scheduled on the UNH-Durham campus. Meetings and events that are eligible for mileage reimbursement are those that are required for senate duties but are held at locations off of the UNH-Durham or other home-campus (UNH Law, UNHM) of a Faculty Senator.

AUTHORIZATION OF TRAVEL: Reimbursement for this type of travel should be approved in advance by the Faculty Senate agenda committee.

REIMBURSEMENT PROCESS: After the authorized travel, faculty senators should complete the personal reimbursement travel form (<https://www.usnh.edu/usnh-financial-services-policies-and-procedures/07-121-travel-forms>) and submit it to the senior administrative assistant of the Faculty Senate.

Motion: To establish a policy for the reimbursement of mileage from Faculty Senate funds when senators are required to use their personal vehicle to travel for official faculty senate business that is beyond the expected attendance at UNH-Durham campus biweekly Faculty Senate meetings and biweekly Faculty Senate standing committee meetings.

It was emphasized that such reimbursement would only come from the Faculty Senate office funds in the infrequent instances when senators must travel as representatives of the Senate, and that this motion is not intended to provide reimbursement for regular Senate and Senate committee meetings. Dan noted that the funding for the Senate office comes through the provost's office, and any funds would need to be approved by the provost.

Erin also noted that in preparing this motion, the Agenda Committee discussed the value of also creating a motion to urge the administrators of the UNH-Manchester campus and the School of Law to establish a similar policy to reimburse the senators representing those units for travel expenses for Senate and Senate committee meetings. Senators from these units are required to travel as representatives of their respective units, and the Agenda Committee believes that they should be compensated for that required expense.

A senator from UNH-Manchester said he has sometimes received reimbursement for submitted travel expenses, but that other senators from his unit have not. He suggested that a directive from the provost might be more effective in establishing such a policy in those units.

A senator from the School of Law said that such policies are solely at the discretion of the deans, and that establishing a consistent policy would be helpful.

This motion will lay over until the next meeting.

X. New Business – There was no new business.

XI. Adjournment – Upon a motion and second to adjourn, the meeting was adjourned at 4:57 p.m.