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### 2015-16 FACULTY SENATE XX - November 9, 2015 Minutes Summary

Faculty Senate

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UNIVERSITY OF NEW HAMPSHIRE  
2015-16 FACULTY SENATE XX

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 3:45 p.m. Monday, November 9, 2015      MINUTES SUMMARY

I. Roll – The following senators were absent: Dowd, Hasseldine, Innis, Kun, Onosko, Wilder, and Wu. Yalcinkaya was excused. Dorsey, Dusek, and Wang served as proxy for Mellyn, McNamara, and McCrone, respectively. Kathy Cataneo, Mark Huddleston, Mark Milutinovich, Jan Nisbet, Jaime Nolan, and P.T. Vasudevan were guests.

II. Remarks by and questions to University President Mark Huddleston – President Huddleston opened his remarks by saying that things in Concord are quiet right now with the legislature not in session. He said that as part of the budget deal, the House and Senate leadership decided that they needed direct representation on the USNH Board of Trustees. Chuck Morris and Shawn Jasper will now be participating as non-voting board members.

The president then discussed the ongoing search for a new provost. Candidates are on campus today and tomorrow, with another set of interviews scheduled in two weeks. He thanked senate chair Kinghorn for her help in managing the search.

He also announced a series of community conversations scheduled in the coming weeks with Jaime Nolan, associate vice-president for community, equity, and diversity. He invited all faculty to participate in these conversations, taking place on all three campuses.

A senator asked about the status of the new performing arts center, and also about the fire department. The president said that UNH and the city of Durham have been working together to find a better location for the vehicles. He then stated that building a new performing arts center remains a high personal priority, but that funding for such a venture remains an obstacle.

Another senator asked about changes in the works from the new vice-president for enrollment management. The president said how pleased he is to have Victoria Dutcher here in that position, and emphasized the importance of having someone at UNH to watch over enrollment management, making sure we have a steady stream of students. He suggested that we should expect something other than business-as-usual, and said that Victoria's plan is to work, college by college, to examine strengths and weaknesses and to evaluate not only the number of students, but the profiles of those students. He asserted that UNH is underappreciated across the country and internationally, and that it is important that we use appropriate marketing and branding to get our reputation out there.

A senator asked if there is any way to institute the proposals of free higher education being discussed currently by some presidential candidates. The president said he was doubtful that

it could be actuated any time in the near future, in spite of political rhetoric that asserts otherwise.

Another senator asked, if free education is not possible, what UNH can do to make college more affordable especially for in-state students. The president replied that this is a meaningful question. As a first generation graduate himself, he recognizes the challenge of unsustainable debt burdens of graduates across the country. He asserted that UNH is ahead of our peers in terms of cutting costs. He pointed to the centralization of accounting functions and other ways that the university has found to be frugal in the face of meager funding from the state, and noted that other universities are just now implementing practices that UNH has been doing for years in order to save money. His concern is that, having done these things, there is little room left for trimming our budget, particularly while still promoting a residential model rather than adopting the cheaper experience of putting everything online. The test will be if we can keep the rise of our aggregate costs to no more than the rate of inflation. He also said that he believes it is important for students to have some financial responsibility for their own education.

The senate chair thanked the president for his comments.

III. Remarks by and questions to the interim provost – Provost Vasudevan announced that in the month of November the deans from Chengdu University are here for presentations and training. A senator asked what UNH gets for providing this service. The provost said that this is an effort to establish a relationship with Chengdu, and bring students here. UNH faculty also visit Chengdu in this ongoing collaboration.

A senator asked why, despite President Huddleston’s statement that we have a low number of administrators at UNH, there seem to be so many Vice President positions. The provost replied that when compared to other universities such as North Carolina State, UNH does not have a glut of administrators, and only has four vice presidents. He noted that another important ratio to examine is the student body compared to faculty. He encouraged the faculty to examine the organization charts of UNH to count the number of associate vice provosts. The senator said that comparisons to other institutions are not relevant. Another senator mentioned that when he arrived in 2000, there seemed to be fewer administrators, and asked if it was simply that administrators were being run ragged with their duties then. He also commented on the administrative positions that are not labeled “vice presidents,” but who serve in a high level administrative capacity, nonetheless.

The provost asserted that the number of vice provosts has not changed since 2000, and that there has been some shifting of responsibility upon the retirement of some administrators in order to redefine existing positions rather than create entirely new hires.

One of the co-chairs of the senate Finance and Administration Committee asked the provost if, in looking at the university’s budget over the past 10-15 years, he could identify a particular area in which spending has spiked. The provost responded that he will be discussing RCM with the senate at the next senate meeting in two weeks. He said with the new RCM, colleges are allowed to save money at the end of each year instead of being forced to spend it. He talked about the disparity in cost-to-educate between COLA and CEPS, noting that at current

levels, two COLA students are needed to subsidize the cost of one CEPS student and noted the loss of about 1,000 students in COLA in the past ten years. He asked what can be done to reverse that enrollment trend, and pointed to the recent Curran Report with its recommendations for improved academic advising and placement. He said that it takes three to four years for such changes to show results.

Vasu also pointed to increased costs in space (up to \$27/square foot), particularly increases in the cost of laboratory space.

A senator asked about the earnings expectations of CEPS vs COLA graduates. The provost responded that CEPS graduates make much more on average than COLA graduates. The senator then asked if there should be a multi-tier tuition structure to help defray some of the cost disparity between colleges. Vasu replied that such a system is in place through fees paid by students in various departments and programs. Engineering and Computer Science students pay a \$965 fee, Paul College students pay a \$946 fee, and Music students pay a \$400 fee, for example. He said that these fees do not cover all of the cost disparity. There is concern that such fees may drive down enrollments.

The senate chair thanked the provost for this discussion.

IV. Remarks by and questions to the senate chair – Senate chair Kinghorn reported on the ongoing search for the dean of COLA, and the Provost search. The forums for the candidates for both searches are going on now, and those forums are being recorded and will be uploaded to Blackboard so that all faculty can view them and weigh in on each candidate. There will be another Provost candidate on campus November 23-24.

Senators asked about the representatives for the Committee on Calendar Options, and Deb replied that there are indeed representatives for CEPS, Lecturers, and COLSA.

V. Minutes – It was moved and seconded to approve the minutes of the last senate meeting, October 26, 2015. The minutes were unanimously approved with one abstention.

**Action Items:**

VI. Motion from senate Agenda Committee on creating a policy for approval of courses without departmental/college home – Buzz Scherr of the Agenda Committee reported that the AC has determined that it would be helpful to have a policy in place for providing a second level of faculty approval for courses proposed in programs that do not belong to any particular department or college. The motion follows:

***Rationale:** The agenda committee has been presented with the following issue: what entity provides a second level of faculty approval for a course that does not have a college (or even department) home?*

*There is currently no policy as to how to handle this kind of circumstance, i.e., to which committee should the courses be sent? The agenda committee recommends that UCAPC be the default committee to which such course approvals should be sent, understanding*

*that another committee may be more appropriate in a particular instance. For example, recently, it made sense for the Discovery Committee to take on the bundle of courses related to the Dual Major in Sustainability as per the UCAP report approved by the Senate.*

***Therefore, the Agenda Committee submits the following motion:***

***When a course without a college level or departmental home needs approval, UCAPC shall be the default faculty committee to which the course will be sent for approval, recognizing that circumstances may exist where another committee is more appropriate, as determined by the Agenda Committee.***

The senate chair asserted that a protocol needs to exist for approval of these “orphan courses, and urged the senators to take this motion back to their departments for discussion and feedback. The motion will lay over until the next senate meeting.

### **Discussion/Report Items:**

VII. Conversation with the Senior Vice Provost for Research – The senate chair introduced Jan Nisbet, Senior Vice Provost for Research. Jan handed out a quick guide to what the research office does. She stated that her office serves two functions:

1. Chief cheerleader for faculty to support them in funding and completing their research
2. Monitoring compliance to research standards set forth by federal and state guidelines

Reporting to the senior vice provost for research are the Office of Environmental Health and Safety (OEHS), Research Computing Center (RCC - Morse Hall), University Instrumentation (UIC - Parsons Hall), Office of Research Development (ResDev) and the Office for Large Center Development, Office of Sponsored Programs Administration (SPA), Research Integrity Services (RIS), UNH Innovation (UNHI), and the Director of Administration.

Visiting also today are Kathy Cataneo from the Office of Research Development (ResDev) and Mark Milutinovich, who is in charge of the Office for Large Center Development (OLCD), a new component to the research office which handles large, interdisciplinary, multi-institutional proposals that require “shepherding.” The OLCD was formed in an effort to compete more effectively for these very large proposals.

Another responsibility of her office is the government relations function. Lewis-Burke Associates, LLC is a firm that works with the university to provide information on federal programs, congressional delegations, or introductions to federal officials that might be useful to faculty in conducting their research. Mica Stark, special assistant to the president for government relations, works together with Jan to oversee this contract.

Jan discussed three initiatives which come from her office with the senate which, although not annual necessarily, may at some point become annualized.

- Major Interdisciplinary Aspirational Proposals – funded at about \$100,000 with a ten-to-one return on the dollar.
- Strengthening New Centers and Institutes – support was provided to centers to provide an external evaluation of what they are doing to help them improve. Four were funded
- Three new centers – faculty groups that are well organized and well positioned already. Three large centers were funded: Advanced materials and manufacturing innovations (CEPS), Prevention Innovations (COLA), and the PowerPlay theatre group (COLA), as well as a smaller initiative for a Center of Environmental and Civil Engineering on resilient infrastructure-related climate change.

Jan said that she and Mark Milutinovich are working together to create a process to regularize initiatives so that faculty can anticipate opportunities for faculty groups. They will be seeking approval from the provost and the Board of Trustees for this plan.

She said that her office provides support to individual faculty members as well with information, and specific training regarding federal agencies so faculty can find opportunities.

A senator asked if there is a metric regarding how universities are doing in funding faculty research. Jan replied that there is no national metric, and that gathering such information must be done by hand. The senator asked how UNH is doing in this regard. Jan said that the Carnegie rankings place UNH at Carnegie-High on the cusp of Carnegie-Very High. In the area of research expenditures for our size, UNH looks good. Compared to our peers, we do not fare so well, which she attributed to the number of graduate students here, and to the number of research staff. It seems that we're under-reporting our research staff. She said that she has the full report if anyone would like to see it.

Kathy Cataneo then spoke to the group. She said that the Office of Research Development is here to help faculty to identify appropriate funding sources to support research and scholarship, help faculty assess when they are ready to submit to a particular sponsor, and then help faculty write the most impressive proposal possible. Her office provides templates for proposals, and helps faculty find persuasive arguments to support those proposals. Her office supports individual faculty, or faculty groups.

Kathy shared a handout for SPIN, a new tool to identify funding sources. This tool replaces SMART and is more user friendly with wider variety and more search filters to aid faculty in doing their own searches for funding opportunities.

A senator asked if SPIN lists corporate funding as well as government funding, and she said it has information on corporate foundations, but not on individual corporations. Faculty can check with her office for available information on corporate funding.

Mark Milutinovich then addressed the senate. He came to UNH in January 2015 to start up a new focus on large centers. The Office for Large Center Development works to expand UNH's capacity to pursue major multi- and interdisciplinary research initiatives. He noted that each proposal has different dedicated help needs, and offered three examples of recent projects.

1. The Center for Advanced Materials and Manufacturing Initiatives is a new initiative. Mark spoke of the difficulty of such a new group finding footing in an environment of well-established competitors for funds. The OLCD is working with CAMMI to nurture a relationship within the larger research community, build strategies, and connect to resources in the campus community with which they may be unfamiliar.
2. A proposal to NIH to establish a Center for Biomedical Research Excellence, which was submitted and not funded a few years ago. Mark's work with this now is to address the holes pointed out by the review of the previous grant. In this way his office offers support to junior faculty who need support to be more successful, creating an environment that continues to produce successful research proposals. This proposal demonstrates the intersection between Engineering and Life Sciences.
3. A proposal for EOS (Earth, Oceans, and Space), joining Earth Science and Space Science in a proposal for NASA to measure methane from space. This project has been going on for over a year, involving eight invested partnerships.

A senator asked about developing more intimate research relationships with scholars in the New England area by using the DownEaster as area of support for the UNH research programs. Mark said he had not considered the DownEaster specifically, but said that NSF recently funded large data regional hubs to get institutions connected. There is a northeast regional hub out of Columbia University, and we are pitching ourselves as a conduit to northern New England. Hopefully one of the outcomes of that will lead to such collaborations.

The senate chair thanked Jan, Kathy, and Mark for the information they shared.

VIII. Conversation with Jaime Nolan, associate vice president for campus community, diversity, and equity – The senate chair welcomed Jaime for a discussion of her plans for building the campus community, and to address senators' questions regarding Title IX requirements. Jaime recalled a report last year regarding the report of a sexual assault on campus and a the ensuing [third-party review and report](#) on USNH Title IX policies.

Jaime said that what was clear from these reports is that the efforts of the UNH community up to that point had been disjointed and unclear, affording an uncorrelated response to Title IX issues, despite the best intentions. She asked what it might mean, though, to get beyond Title IX compliance and develop a truly healthy, safe, inclusive culture on our campus, with well-coordinated efforts of all of the affected offices on campus. With the recent news of issues at the University of Missouri-Columbia, this is a particularly pertinent conversation.

A senator asked for clarification on what is meant by Title IX. Jaime responded that it is quite complex; both big and narrow. For today's conversation, the focus will be on issues around sexual assault, harassment, and stalking. There are other aspects, such as discrimination, and all of these categories are to be addressed through the coordinated efforts of offices such as Prevention Innovation, Human Resources, SHARRP, the Health Center, Counseling Services, and the office of the Dean of Students, as well as Donna Marie Sorrentino, the Title IX Coordinator, and Tracy Birmingham, USNH special legal counsel on this issue.

Jaime said that her office is working to produce a prioritized list that is clear for all stakeholders. A one page handout to share with the campus community regarding expectations and steps towards compliance and beyond should be available soon. This would outline how sexual assault/violence is defined, who the mandated reporters are and are not, and what the expectations are of community members. They're also working on creating a clearinghouse where all training materials can be held in one place with easy access by stakeholders. Hopefully this will be completed by spring.

A senator asked for clarification on a faculty member's responsibility if someone discloses to them that violence has occurred on campus, even if the person disclosing the information does not want the faculty member to share that information. Jaime replied that faculty are required to report such information, recognizing the discomfort that comes with that expectation. She referred to a Peter Lake webinar on the topic.

The senator said that it then seems to be incumbent on the faculty to disclose to all their students that faculty are mandatory reporters; students must be aware. It was suggested that a paragraph could be added to university syllabi with this language as a standard measure across campus.

There ensued discussion regarding whether students will refrain from sharing with faculty if they are afraid that faculty will report something they don't want reported. Jaime agreed that it could impact the trust of students in their professors, but suggested it's not an all-or-nothing situation. A senator said that faculty can act as filters to direct students the counseling center, which is not required to report such incidents. Reporting faculty would contact the campus police and the Title IX coordinator, Donna-Marie Sorrentino. Jaime suggested that Donna-Marie might be able to offer clarification on best practices for faculty and recommended she be invited to speak to the senate.

A senator suggested that it would be helpful to have a member of the senate Student Affairs Committee serving on the Advisory Council, who could keep the senate informed. Jaime welcomed that idea.

A senator asked if these policies are UNH policies, system policies, or law. Jaime replied that Title IX is federal law, and also USNH policy. She offered to share handouts from the Peter Lake webinar with faculty who request them. She is working on getting him to come to campus.

The senator from Social Work, who stated he had been a Child Protective Service worker, said that it is important for mandated reporters to state frequently what their responsibility is to those who come to them with issues. He encouraged faculty to guide affected students to the appropriate campus resources, such as the Counseling Center. Another senator asked if there is any way to report incidents anonymously. Jaime said that an impacted student can report anonymously but that faculty should not, as proper documentation is necessary. She said that it is possible for faculty to be clear about their role as mandated reporters and still build their students' trust. She reminded the group that a faculty report doesn't automatically trigger a full-fledged police investigation, but that rather it begins a conversation.



The senator from the Library said that the Library faculty has been instructed by campus police that any criminal act must be reported according to the Clery Act, and that Human Resources has given guidelines of privacy according to HIPAA regulations. She asked if there is a priority of policies when the two may contradict one another. Jaime noted that contradictions do exist between regulations, and that the Lake webinars help to clarify some of those problems.

The senate chair noted the vigor of this conversation and suggested that it would be a good idea to invite Jaime, and perhaps Donna-Marie Sorrentino, back for another discussion with the senate. She also said the senate would benefit from information that Jaime has on the upcoming Community Conversations.

Jaime responded that the Task Force on Community is examining questions of where tensions exist, and how to build an atmosphere where civility and free speech and academic freedom can coexist. The Community Conversations will be held Thursday from 4-6 p.m. in Huddleston Hall (President Huddleston will attend this one), and Friday from 12-2 p.m. in the Strafford room of the MUB. She said the Task Force is working with New Hampshire Listens with Bruce Mallory and Michele Holt-Shannon. She invited the senators to attend and to bring some of today's questions with them for discussion there.

A senator asked if mandatory reporting applies only to on-campus incidents only. Another senator asked if there is a time frame in which an incident should be reported. Jaime responded that if it is our student, location doesn't matter, and that she is not aware of any actual time limits.

The senate chair thanked Jaime for her time today. She asked the senators to encourage their colleagues to attend the Community Conversations. She invited the senators to let the senate admin know if they would like to continue today's conversation with Jaime and Donna-Marie Sorrentino. She alerted the senators to an upcoming meeting for all senate committee chairs (on November 20) to discuss when committee reports will be scheduled. She noted that the visitors who have spoken to the senate this semester have come by invitation from the Agenda Committee at the request of interested senators. A senator asked if faculty could receive some kind of draft of language for syllabi regarding mandatory reporting for faculty. Deb said that we should have something soon, and that this is part of what Jaime is preparing to share with the community.

IX. New business – A senator commented that while she appreciated that the provost had been put on the spot regarding administrator bloat, she was not satisfied with his response. She said that in looking at the [university's organizational chart](#), she counts more vice president positions than the provost alluded to. Another senator said that the number of administrators has doubled since 1987 while the number of faculty has increased by 40%, offering to send the link out to interested senators that specifies full time administrators and full time staff, as well as student enrollments. Another senator referenced hybrid positions in which faculty also work as administrators, and asked about the salary differences.

The senate chair encouraged the initial senator to put her concerns into writing so that the Agenda Committee can review and address them. She asked for a show of hands of senators who shared an interest in the answers to the questions just raised. The response was overwhelmingly positive.

The chair of the Finance and Administration Committee said that her committee has been having some trouble getting information from the administration, particularly regarding the Central Budget Committee, which has not met for some time. The chair asked the FAC chair to send her concerns in writing so that the chair can act on them.

X. Adjournment- It was moved and seconded to adjourn the meeting at 5:25 p.m.