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UNIVERSITY OF NEW HAMPSHIRE
2014-15 FACULTY SENATE XIX

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 on September 22, 2014

MINUTES SUMMARY

I. Roll – The following senators were absent: Dowd-Solorzano, Ferber, Morgan, and Scherr. B.White served as proxy for Mulligan. Benoit, Kazura, Prescott, Tenczar, C. White, Ware and Wu were excused. Lisa MacFarlane and Willem deVries were visitors.

II. Remarks by and questions to the provost – The provost greeted the senate and shared items from the Board of Trustees annual retreat that she attended two weeks ago. She noted the board’s more nuanced view of the of the University’s mission as a public land grant university in terms of balance of teaching, research, and service. Another topic discussed was the carrying capacity of the university. A third topic was career planning and advising for our students. The College Scorecard, President Obama’s new initiative for increased transparency and accountability in education, is based on data gathered from alumni on employment of college graduates. This data is relevant in terms of community engagement of alumni, beyond simply measuring salaries of graduates. The provost noted the Gallup Foundation has been working to measure graduates’ success in terms of “thriving” and “engaged” within their communities. She directed those interested in this topic to review the websites of universities such as Wake Forest, St. Olaf’s, and University of Richmond, as institutions where career planning and support is thriving. She said that the conversation with the board has reflected on what it would look like at UNH to be able to help students discover what drives their passion, beyond simply helping them find a job.

The provost spoke about the refresh of the strategic plan, noting that a refresh means no fundamental deep structural changes in the plan, but rather a review of what initiatives are working and the progress being made. The review will continue through the fall semester, and will cycle into the review of the RCM (Responsibility Center Management). The initiatives from the strategic plan align with the president’s initiatives as directed by the interests of the Board of Trustees, and include advancement, research and commercialization, enrollment, STEM, the University of Choice, and now career planning.

The Academic Affairs office have worked with deans and senior vice provosts to create reasonable goals to share with the president as items for measuring accountability to the board, scaled appropriately to the capacity of the university.

The provost informed the senate that a new registrar has been hired. Andy Colby, currently the Associate Director of Academic Advising, will take over that position. Other searches still ongoing include a Chief Financial Officer to replace Dick Canon when he retires this fall, a new Chief Information Officer to replace Joanna Young who recently took a position at Michigan State, and three new deans, in Cooperative Extension, the Paul College, and the Library.

Lisa reported a successful first meeting today of the joint Panel on Teaching and Learning. She informed the senate of the Dana Hamel \$10 million gift to establish the Hamel Scholarship to support the top students in New Hampshire. In other news, Lewis Feldstein was just awarded the 2014 Charles Holmes Pettee Medal, and Marcy Carsey received the UNH Foundation's Hubbard Family Award for Service. The provost said that at the awards ceremony, Ms. Carsey spoke of the interdependence of all disciplines in the university community, and specifically about the arts and humanities.

A senator referred to a previous study regarding the carrying capacity of the university, noting that the information was gathered at college, department, and program levels. He suggested this kind of information is a way to celebrate the accomplishments of various academic programs. The provost said that the referenced report is the starting point for the current investigation of the carrying capacity of the university. Questions being examined include the number of FTE (Full Time Equivalent) hires, and their placement and how technology should be used. She pointed out that the percentage of students who begin their studies in STEM fields at UNH and actually complete those degrees is almost 70%, compared to a national average of about 50%. UNH has high retention rates, and high six-year graduation rates.

A senator asked about the search for the Dean and Director of Cooperative Extension. The provost reported that the current dean is retiring, and commented on the tremendous work done by the cooperative extension, with four thousand volunteers across the state of NH, in every county, who take the research done here and translate it at the local level.

A senator asked about the number of students arrested each year, and asked if the administration believes that we're getting a handle on this problem, and what the consequences for these students might be. The provost responded that the senator's figure of the percentage of the student body that had been arrested seemed remarkably and unexplainably high. She said she would ask Mark Rubinstein for actual figures on this issue and then have a more salient response. She noted that the administration draws a heavy line regarding student behavior, particularly regarding alcohol use, and said that consequences vary according to age, activity, and seriousness of the behavior. She noted that possible penalties include eviction from dormitories, academic sanctions, or suspension, but said it was important to determine how to walk the line between educational moments and punitive moments.

The senator from the Physics Department reported that his department had tasked him with inquiring about the possible move of the physics library from Demeritt Hall to the Dimond library, and if there was a time line for such a move, referencing rumors that the physics library might close at the end of the academic year. He also asked about the TEAL (Technology Enabled Active Learning) classroom.

The provost responded that Emily Poworoznek, Engineering and Physical Sciences Librarian, chaired the faculty-led committee investigating the physics library and that her committee's report recommended no move of the library until a comprehensive plan was developed. That report was accepted by the dean of the Library, and the provost, as well as by the dean of the college of Engineering and Physical Science. The dean of the Library asked that a comprehensive plan of an integrated science library be developed no later than the end of 2016, at which time the move of the physics library will be re-examined. TEAL classrooms are still needed by faculty in several disciplines. There will be a few TEAL classrooms in Hamilton-Smith, including one that seats 99

students, once those renovations are complete. In looking for other possible locations for TEAL classroom placement, several buildings were examined as possibilities. Figures on the cost of these various potential classroom projects were gathered to inform the administration. The provost reported that she has no indication that the physics library would close at the end of this year.

A member of the committee on the physics library noted that the committee's report attached the move of the physics library to a comprehensive plan to incorporate all the sciences. Otherwise the move of the library is not supported by the committee's report. The provost responded that there is some clear anxiety regarding this topic and noted that the TEAL classroom placement muddies the water, as it is an important ongoing concern for many. The physics senator noted that his department is seeking a clear answer.

III. Remarks by and questions to the chair – The senate chair had no remarks, and opened the floor to questions. A senator noted that a comprehensive science library in the Dimond Library creates an issue of space in the library and suggested that the library committee should look into this potential issue. The past senate chair, a member of the Physics Library Options Committee (PLOC), said that the comprehensive science library would not necessarily be tied to Dimond Library. The chair of the senate Library Committee (LC) said that she had heard rumors of a new science building to be constructed with space for animal and other research. She asked if there was a plan to put the biological science library materials there.

The chair of the senate Campus Planning Committee (CPC) said that his committee would set up a meeting with Doug Bencks to learn about campus planning projects. He noted that with the loss of Kendall Hall, there will not be any net gain in usable space, even with the renovations planned in Spaulding and Conant Halls. With laboratory and other space needs, he feels that using any such space for library materials is not likely.

Regarding the administration's proposed change to the common exam time, a senator asked if both proposals include moving the common exam to a Friday. The senate chair said that he is waiting to hear the report from the senate Academic Affairs Committee (AAC), but that the senior vice-provost's suggested options did include Friday scheduling. A member of the AAC said that the committee has sent a number of questions to senior vice-provost Vasudevan for further information. The chair suggested that senators with questions or concerns could forward those to the AAC chair, Michael Ferber, or to the chair himself.

IV. Minutes – It was moved and seconded to approve the minutes of the last senate meeting, September 8, 2014. A question was raised about a comment from the vice-provost for academic affairs regarding the number of common exams given during the semester. The senate minutes were adjusted to more clearly reflect the vice-provost's response, but as the senate minutes are a reflection of what was said in the meeting, and no question was raised in that meeting regarding the accuracy of the statement, no other adjustment was made to the senate record. A correction of the senate admin's incorrect translation of the acronym TEAL in its second iteration in the senate minutes (Item IV, paragraph 7) was made. Thus adjusted, the minutes were unanimously approved, with one abstention.

Discussion/Report Items:

V. Report and motion from the chair of the Committee on the Representation of NTT Faculty in the Senate – The ad hoc committee on the Representation of Non-Tenure Track Faculty in the Senate was formed last year in part as a response to a report from the national AAUP which advocated a greater inclusion of non-tenure track faculty in the academic policy body of colleges and universities generally. The shape of the faculty has been changing, with fewer tenure-track faculty positions and in some places, the bulk of teaching falling to non-tenure track faculty. Another motivation for the formation of this committee was an acknowledgement of the realities of the increase in the number of credit hours taught by NTTF at UNH and a desire for some kind of fairness in senate representation for all faculty on campus. The committee's chair, Bill deVries, suggested that those who are asked to enact policies should have a say in the establishment of those policies. The NTTF committee compared the structure of our faculty senate with comparator institutions, finding that our system is somewhat narrower in inclusion than other institutions which recognize all types of faculty equally. The NTTF committee took a survey of NTTF to get an idea of what their needs are. The results revealed that this is an extremely diverse group, comprised of four types of appointments; lecturers, research faculty, clinical faculty, and extension faculty. Within each college and department, these faculty are given widely diverse responsibilities. Most of the surveyed faculty did want a greater voice in the conditions of their employment and the policies that they're implementing and delivering, despite the fact that most of them are not compensated for administrative service to the university. Issues of compensation are beyond the scope of the senate and its committees, but the NTTF committee did recommend in their report that some kind of compensation for such service would be appropriate.

The committee's ultimate recommendation to include NTTF for representation in the senate along with tenure-track faculty in their departments/programs/academic units was a result of a desire to simplify the process and unify faculty in those units. As is currently the policy, a senator would be elected for every 20 faculty member, TT or NTT, in any given academic unit. It was acknowledged that some faculty are not attached to any department or academic unit, and the committee recommends that some solution to this dilemma be studied out and devised. Bill asserted that the committee's recommendation does not cover all aspects and exceptions, but that his committee feels it is a meaningful starting point to further the discussion.

A senator commented on the symmetry of tenure-track (TT) appointments at UNH, and the balance in the responsibilities of teaching, research, and service and the academic mission of the university. He noted that there is naturally some asymmetry in the NTT appointments, and posed the question of balance in the senate in the number of NTT and TT faculty serving. Bill reported that the NTTF committee was not too concerned because service in the senate is not mandatory, and any NTTF member could refuse service, just as TT faculty may. He pointed out that by adding NTTF to the pool for senate representation, many departments will now have additional senators representing them in the faculty senate, and that in order to provide a fair balance, it might be wise to institute some sort of rule about the proportion of TT and NTT faculty elected.

Another senator commented about senate committee representation, suggesting that the topics investigated by various senate committees might not be relevant to NTTF interests and responsibilities. Bill responded that this is also the case at times for TT faculty. The senator also commented about the gap for faculty with no academic unit "home," calling it a great omission. Bill agreed that this is an area that must be addressed, as anyone engaged in the academic mission of the faculty should be included somehow.

Deb Kinghorn moved to accept the report and motion by the NTTF committee to amend the senate constitution and bylaws as below. Todd DeMitchell seconded that motion.

Recommended changes to the Faculty Senate Constitution From the Committee on the Representation of NTT Faculty in the Senate

Rationale:

The shape of the University's faculty has been changing. Increasingly, non-tenure-track (NTT) faculty of various classifications (lecturers, clinical faculty, research faculty, and extension faculty) join the tenure track faculty to accomplish our academic mission. Since 1996, the voice of the faculty in academic policy making at UNH has been that of the tenure track faculty of the University. In light of the changing composition of the UNH faculty, it is time to reflect our current reality in the constitution of the academic policy-making body of the University.

The national AAUP has released a report calling for greater participation of all faculty in the shared governance structures in higher education,¹ **and research has shown that in relation to its comparator institutions, UNH structures its faculty governance body very narrowly. There is a wealth of knowledge and experience spread throughout the faculty of the University. Strong ties and a deep commitment to the University are spread equally across tenure-track and non-tenure-track faculty. This knowledge and experience can and should inform University Academic Policy. Furthermore, the educated women and men who execute the University's Academic Policies should also have a voice in setting, and therefore owning, those policies.**

The Committee on Non-Tenure-Track Faculty Membership proposes the following changes to the Faculty Senate Constitution. The goal is to make the Faculty Senate more representative of the faculty—all those engaged directly in the teaching and research mission of the University. This constituency, however, is deeply diverse, ranging from those with life-time appointments to one-semester, single-course appointments. Setting academic policy requires a long view of and significant commitment to the institution. With this in mind, the Committee recommends that all members of the faculty with appointments of at least a one-year duration, 50% time be eligible to vote for representatives in the Faculty Senate.. Eligibility to serve in the Senate requires a still longer and stronger tie to the University: 75% time with at least two years experience on the UNH faculty.

Recommended revisions to the Faculty Senate Constitution

Revise the current "membership" clause to read:

Membership: The Faculty of the University consists of all those directly engaged in the academic mission of the University via teaching and research. Every current member of the faculty who holds at least a one-year, 50% appointment may vote in the election of Faculty Senators. To serve in the Senate, a faculty member must hold a 75% or greater appointment and have been a member of the UNH faculty for 2 years.

¹“The Inclusion in Governance of Faculty Members Holding Contingent Appointments” is available at <http://www.aaup.org/report/governance-inclusion>.

Each academic department shall constitute an electoral unit, as shall, for purposes of Faculty Senate membership, the Library, the Thompson School, and UNH-Manchester. (See Bylaw 4). Each electoral unit shall elect one representative per 20 voting faculty as defined above. Elections shall be by an approval ballot in which every member of the unit eligible to serve in the Senate is nominated and in which faculty members can vote for as many candidates as they wish. Only faculty eligible to vote as stipulated above may vote. The Faculty Senate shall supervise the elections.

Revision to subclause 3 "Faculty referendum on senate actions"

Remove the words "tenure-track" in sentence 2, and insert "eligible to vote in Senate elections" after "faculty" in that sentence. Insert "eligible" before "faculty" in sentences 5 and 7.

Revision to 6c. Professional Standards Committee

Remove the word "tenured" from the fourth sentence of clause 6c (Professional Standards Committee) and add "eligible to serve in the Senate" after "faculty members" in that sentence.

Revision to subclause 10 "Meetings open to faculty"

Remove the words "tenure-track".

Revisions to Bylaws

Clause 1:

A. Revise the second sentence to read "The senate assistant will prepare ballots for those units electing senators in a given year, with every faculty member of those units eligible to serve in the Senate appearing on the ballot."

B. Substitute "Electoral unit" for "Department"

C. Substitute "unit" for "Department"

Clause 2C: Remove "tenured"; insert "eligible to serve in the Senate" after "unit"

Clause 3: Revise to read:

C. A quorum must be present for the legal transaction of business, and a quorum will consist of a majority of the voting members. Voting members are defined as all faculty senators who have been elected by eligible units. Electoral units that choose not to elect a senator are therefore not counted. A senator may designate another member of her/his unit to act as proxy. If two small units agree to share a senator, they may be represented by one senator with one vote. A proxy for the senator for the combined units may be chosen from those combined units. No senator or proxy may have more than one vote.

1. Electoral units that do not elect and seat a senator will be contacted by the chair of the senate to state that the unit will not be able to bring motions forward on their own nor will the unit have a vote on senate business until the unit seats a senator.

2. If a senator misses three Senate and/or committee meetings in a semester without securing a proxy as per 3.C, the senator shall be contacted by the Senate Chair to discuss the situation. Failing improved participation, the Agenda

Committee, upon recommendation of the Chair, may declare the seat vacant and contact the unit for a replacement. It is the right of the unit to respond to the vacancy.

Clause 4: Revise to read:

4. Definition of Faculty Senate members: For purposes of Faculty Senate membership, the following electoral units, and their successors, are eligible to elect senate members. The Agenda Committee is responsible for monitoring this list annually

A senator stated that he strongly supports equity in these matters, but that the suggested changes to the senate constitution and bylaws are complicated and require close examination and reflection. Another senator said that this goes beyond the senate to the structure of the entire university, and asked how the senate's actions might affect other boards and committees across the community. Bill agreed that this is complicated, saying that the senate is the best place to ferret out these issues. He suggested that the amendments don't need to be perfect to be enacted, and noted that what the senate does will send a message, but that the senate structure creates a more limited environment than the university community as a whole. Another senator asked how the negotiations of the lecturers to unionize might affect this motion. A representative from the Lecturers' Council asked that the senators not allow those negotiations to hinder this work. The senate chair said that there is time to discuss these issues.

A member of the agenda committee pointed out that this motion would not take effect until next year's senate election, giving ample time for review. **He moved that the motion lay over for at least two meetings before coming to a vote. That motion was seconded and put to vote, passing unanimously.**

A senator suggested that while the intent of the committee's motion may be to eliminate inequity, he doesn't believe that this effort alone will fix those inequities across campus. Bill asserted that the difference between the conditions suggested to *vote* for representation versus the conditions to *serve* on the senate provide some measure of solution. He referenced the large amount of skill and expertise his committee feels is being wasted by the absence of NTTF on the senate. Another senator raised the concern of the potential exploitation of NTTF in senate service, asking if NTTF might be forced to serve as unspoken conditions of continuing employment. Bill acknowledged the reality of such a scenario, and suggested that asking their name to be removed from the ballot before the election might be a possible solution. The senate chair thanked the committee for their work.

Action Items:

VI. Motion on amendments to the constitution and bylaws of the faculty senate – The senate chair noted that the changes suggested at the last senate meeting require two separate actions, as changes to the constitution require a two-thirds majority vote, and changes to the senate bylaws requires only a simple majority.

Rationale: The University of New Hampshire has added the Department of Classics, Humanities, and Italian Studies and the School of Law as academic units, and they are eligible to elect representatives to the faculty senate.

Motion: Senate Constitution Item 2 wording will change from

Membership. Each academic department shall elect one member to the Faculty Senate for a two-year term. Departments with more than 20 tenure-track faculty shall elect two senators. *For purposes of Faculty Senate membership, the Library, the Thompson School, and UNH-Manchester* shall be treated in the same way as departments. (See Bylaw 4). Elections shall be by an approval ballot in which every tenure-track member of the department is nominated and in which faculty members can vote for as many candidates as they wish. Only tenure-track faculty may vote. The Faculty Senate shall supervise the elections.

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Membership. Each academic department shall elect one member to the Faculty Senate for a two-year term. Departments with more than 20 tenure-track faculty shall elect two senators. *For purposes of Faculty Senate membership, the Library, the Thompson School, UNH-Manchester, and the School of Law* shall be treated in the same way as departments. (See Bylaw 4). Elections shall be by an approval ballot in which every tenure-track member of the department is nominated and in which faculty members can vote for as many candidates as they wish. Only tenure-track faculty may vote. The Faculty Senate shall supervise the elections.

Senate Constitution Item 6.C. wording will change from

The Professional Standards Committee. The Professional Standards Committee will concern itself with matters affecting the welfare of the faculty including academic freedom, promotion, tenure, workload assignments, faculty personnel policy, and professional ethics. This committee has a role established by the collective bargaining agreement relating to termination or severe sanctions placed on faculty members. The Professional Standards Committee will be elected by bargaining-unit faculty by approval ballots in *CEPS, COLSA, COLA, CHHS, PCBE, UNH-Manchester and the library.* All tenured faculty members will automatically be the nominees on their respective ballots. The Faculty Senate will supervise this election. The Professional Standards Committee will have *seven* directly elected members, one from each of the following: *CEPS, COLSA, COLA, CHHS, PCBE, UNH-Manchester and the library.* In addition the vice chair of the Faculty Senate will be the *eighth* member and the chair of the committee.

The Professional Standards Committee. The Professional Standards Committee will concern itself with matters affecting the welfare of the faculty including academic freedom, promotion, tenure, workload assignments, faculty personnel policy, and professional ethics. This committee has a role established by the collective bargaining agreement relating to termination or severe sanctions placed on faculty members. The Professional Standards Committee will be elected by bargaining-unit faculty by approval ballots *in CEPS, COLSA, COLA, CHHS, PCBE, UNH-Manchester, the library, and the School of Law.*

All tenured faculty members will automatically be the nominees on their respective ballots. The Faculty Senate will supervise this election. The Professional Standards Committee will have **eight** directly elected members, one from each of the following: **CEPS, COLSA, COLA, CHHS, PCBE, UNH-Manchester, the library, and the School of Law**. In addition the vice chair of the Faculty Senate will be the **ninth** member and the chair of the committee.

The motion to amend the senate constitution to include the School of Law as an academic unit was put to a vote. The motion passed unanimously with 38 in favor, none opposed, and no abstentions.

Next, the motion to amend the senate bylaws to include the School of Law and the department of Classics, Humanities, & Italian Studies was put to a vote.

Senate Bylaws Item 4 will change with the addition of Classics, Humanities, & Italian Studies, and the School of Law to the list of academic departments.

The motion passed unanimously.

VII. Motion proposing a five-year review of the Discovery Program – The senate chair brought the following motion to the floor. With no questions or comments, the motion was put to a vote.

Rationale: The implementation of the Discovery Program was endorsed by the Faculty Senate in the spring of 2009. Planning discussions at that time included a proposal for a program review in five years. The Discovery Program is now in its fifth year and data are available for a meaningful review.

Motion: The Faculty Senate endorses a review of the Discovery Program. The Faculty Senate will form an ad hoc review committee which will have faculty representatives from each college and UNH-Manchester. The committee membership will include at least one faculty senator and at least one faculty member of the Discovery Program Committee. The Faculty Senate will invite the Director of the Discovery Program, and selected non-faculty members who could contribute to the review, to serve on the committee. The Agenda Committee will establish the goals of the ad hoc committee. The review committee will report its findings and recommendations to the Faculty Senate by the end of March 2015.

A senator suggested that the Capstone element of the Discovery program is too new to be effectively included in the review of the entire program, which suggestion was noted by the past chair.

The motion passed by simple majority, with one opposed, and no abstentions.

VIII. Motion regarding procedure to fill vacancies on the ad hoc committee on Teaching Evaluation Form Implementation – The senate chair presented the following motion for senate vote. A senator asked about the number of faculty members that would be on the committee. He asked if the senate could recommend that the majority of the committee be comprised of faculty members. A member of the agenda committee pointed out that this vote is regarding the senate ad

hoc committee only, which committee will meet separately from the larger university-wide committee and make their own recommendations. The motion was put to vote.

Rationale: The ad hoc Committee on Teaching Evaluation Form Implementation (TEFIC) was formed by Senate motion XVI-M20 in April 2012. It includes elected members from each college. The task of moving the teaching evaluations from a paper-and-pencil format to on-line has proven to be more challenging than expected; there are many technical and policy issues to be considered. To address these issues, a University Committee, the TEV (Teaching Evaluations) Policies and Practice Committee, will be formed and include representation from the administration and faculty, ideally from each college.

The agenda committee has decided to charge the ad hoc Committee on Teaching Evaluation Form Implementation to serve as the faculty representatives on the TEV Policies and Practice Committee. In this way TEFIC, with its experience to date, will be integrated into the overall process. Furthermore, the TEV Policies and Practice Committee deliberations can inform TEFIC when it meets independently to consider faculty-only aspects and make reports and/or recommendations to the Faculty Senate.

A few of the original members have stepped down from TEFIC. Filling the vacancies immediately is necessary to allow TEFIC and the TEV Policies and Practice Committee to complete their tasks in Spring Semester 2015.

Motion: The Faculty Senate authorizes the Agenda Committee to fill the vacancies on the ad hoc Committee on Teaching Evaluation Form Implementation by appointment from within the relevant college rather than by election in the college.

The motion passed unanimously.

IX. New business –There was no new business.

X. Adjournment- The meeting was adjourned at 4:47 p.m.