

Plymouth State University
D_R_A_F_T
FACULTY MEETING MINUTES
Wednesday, February 3, 2010

The meeting was called to order at 3:42 pm. Approximately 80 faculty were in attendance.

I. Acceptance of the draft minutes of the December 2, 2009 meeting.

Accepted as submitted.

II. Reports

A. Sara Jayne Steen, President (Report attached as **Appendix A**)

One question was addressed by President Steen concerning the report from Mercer consultants. Mercer is a global firm that focuses on cost containment issues. When the report comes out with its recommendations, it will also go to the campus constituencies who will have a month to respond with feedback. The Trustees will expect to get the report and the campus responses and ideas before the BOT meeting.

B. Julie Bernier, Provost and Vice President for Academic Affairs (Report attached as **Appendix B**)

Provost Bernier addressed questions about the restructuring of Academic departments into colleges. She explained that the original intent was to move to 4 colleges, but for costs' sake, she is now looking at 3 colleges. It takes time to organize this type of restructuring as governance, structure, budget, and other such decisions have to be made by the administration. Included in this restructuring is the inclusion of graduate programs into the colleges, but this will not mean disbanding of COGS. The COGS AVP position has not yet been searched for this reason, because that role will be changing as the academic structure changes, possibly into a more research-oriented description. It is felt that the monies spent on this reorganization will come back in revenues, as has been shown with the CoBA creation

C. Terry Downs, Faculty Representative to the System Personnel Policy Council (SPPC) (Report attached as **Appendix C**)

Terry expressed his opinion that cost containment issues should be organized so that the people at the bottom of the salary ladder would be less affected than those nearer the top who can more easily afford it. Terry has suggested a faculty forum to discuss benefits cost containment. President Steen felt that the report that went out to the OS and PAT constituencies wasn't characterized accurately. The alarm created by the report was unfortunate because the report had things in it that had already been dismissed. Everyone who is in discussion about these issues is very concerned that no one group, especially those at the lower end of the pay scale, bear the brunt of the cost containment efforts. President Steen reported that all USNH campuses are undergoing this cost containment review. She also mentioned that the Provost has been working hard on behalf of the faculty to address adjunct and faculty pay issues.

D. PBLG report (Report attached as **Appendix E**)

Gail Mears addressed one question on this report by saying that while discussions are being held by the committee, it is not in their purview to make these changes, but to discuss them and make recommendations. The committee also feels that the constituencies should know what is being talked about.

III. New Business

A. Resolutions of the Standing Committees—none.

B. **MOTION from the FROST SCHOOL COUNCIL** (Christian Roberson): To amend Article XI.F.9 of the Faculty bylaws (requires a 2/3 vote), as follows:
Additions in **bold**; deletions ~~struck through~~.

Frost School Council [*created 5-3-06 from former Continuing Education Committee*]

a. Mission:

To provide quality educational opportunities and improved access to Higher Education through a broad spectrum of courses for undergraduate credit; to encourage and facilitate adult learners' attainment of personal and professional goals; to develop evening, weekend and on-line course and programs offered on and off campus; to stimulate and maintain faculty and administrative involvement in Frost School and Continuing Education programs.

b. Composition:

The Dean of the Frost School, the Director of Continuing Education, the Director of Online Education, the Chair, Coordinator, or designee from each program offering a major through the Frost School, four elected faculty members, and two students ~~selected~~ **approved** by the Student Senate (**at least one of whom must be a Frost Student, unless a Frost Student is not available**). The Council elects its own chair who shall be a faculty member. Elected members will serve a three-year term.

In addition, the Faculty Speaker shall appoint a faculty member to be a non-voting participant on the committee for a one-year, non-renewable term. This member shall be selected from a pool of faculty with not more than five years service at PSU.

c. Function:

The Frost School Council:

- (1) serves as the advisory body to the Frost School.
- (2) reviews the philosophy, goals, general responsibilities and delivery of academic programs offered through the Frost School.
- (3) makes program recommendations that respond to market needs and demographic shifts.
- (4) evaluates the impact of University policies on Frost School programs and students and makes policy and procedural recommendations to the faculty as necessary.
- (5) in conjunction with Office of Teaching and Learning Technologies (OTLT communicates with appropriate faculty committees and other campus committees, including periodically informing the faculty or making recommendations to the faculty on matters concerning the Frost School.
- (6) recommends policies for faculty approval related to online education that are consistent with the mission of the University;
- (7) develops or encourages the development of policies which safeguard the interests of both the faculty/staff who are teaching online and the students who might benefit from the offerings generated by online education;
- (8) works within the University governance structure to oversee the approval process for online courses and programs;
- (9) makes recommendations related to online offerings generated on other campuses which are being considered for credit at PSU;
- (10) in conjunction with the Office of Teaching and Learning Technologies (OTLT), advises on the development of training programs related to online education;
- (11) in conjunction with Office of Teaching and Learning Technologies (OTLT), advises on the development of online education related facilities on campus.
- (12) makes recommendations for assessment activities, reviews data, and makes recommendations based on evaluation.

The Frost School Council shall meet once monthly during the fall and spring terms. Minutes of all meetings will be posted on the campus intranet.

[amended 4-4-07 to incorporate functions of the former Online Education Committee]

The Motion made and seconded. A rationale was given that shows that while there are currently 2 student positions on the Frost Council, they are not required to be Frost Students. In light of the Council's primary mission being to advise it made sense to make this motion. After a hand vote to determine a 2/3 majority, *the motion carried*.

- C. **MOTION from Social Science** (Bryon Middlekauff): To approve the certificate program in Geographic Information Systems.

See Appendix D for Proposed Certificate in GIS.

RATIONALE: Geographic Information Systems, a spatial data management and display system, has continued to be a growth area, impacting many disciplines, including, but not limited to, conservation, planning, biology, botany, forestry, geology, geography, civil engineering, history, business and criminal justice. Individuals who develop skills in this field continue to enjoy significant opportunities for employment and graduate school. Certification and documentation of these skills is important for both current students and those already working in business, government, and industry where these skills are used. The GIS Certificate will enhance student resumes by documenting their education and skill development, and for continuing education students, making them eligible for financial aid which would be otherwise unavailable if they were simply taking a number of courses in the field. All of the courses in the program are currently taught on a regular basis.

Motion made by Bryon Middlekauff and seconded. No discussion. A voice vote was taken. *The motion carried.*

- D. **MOTION from Mathematics** (Dana Ernst): To delete the BA in Mathematics, the BS in Mathematics Actuarial Option, and the BS in Mathematics Applied Option.

RATIONALE: The department does not have the enrollments necessary to keep the BA degree or the BS options. The BA Math (currently 6 students: all courses for the BA exist in the BS-no option so students will be able to finish), the BS Math Applied (currently no students), and BS Math Actuarial (currently 4 students: not enough (6) to run their courses so as is these students will need to complete their degree by individual enrollment or independent studies). The department will redesign and keep the BS in Mathematics No Option, BS in Mathematics 7-12 Certification Option, and BS in Mathematics 5-8 Certification Option.

Motion made by Dana Ernst and seconded. No discussion. A voice vote was taken; *the motion carried.*

IV. Announcements

A motion to adjourn was made and seconded. The meeting adjourned at 4:30 p.m.

Respectfully submitted
Alice O'Connor, Scribe

Appendix A

President's Monthly Report
February 2010

Colleagues,

Welcome back for the spring semester. It is wonderful to feel the energy of having our students back and the campus fully engaged in what we do.

All of us have been saddened by the tragic events in Haiti following the January 12th earthquake. Although we at PSU were fortunate not to have students or faculty and staff there at the time, and the one faculty member, Meg Petersen, who was working in the Dominican Republic, quickly contacted campus to reassure us of her safety, the tragic losses and the difficult process to offer aid will long impact the global community. People at PSU have supported various relief organizations, and friends from Spear Memorial Hospital and the Plymouth area are now in Haiti, providing both food and medical care.

Over break I asked members of the SPPC to solicit feedback from constituency groups about issues associated with benefits. The OS and PATs held a meeting and surveyed colleagues on campus to discover people's thinking about items that had been discussed in earlier sessions with system HR. One, curtailed operations pay, has been removed from consideration for change, and I appreciate having received the results of people's thinking.

At this point, we are gathering a sense of what matters most to employees. The idea is to look at cost containment and also to consider additions that might have more value. The Board of Trustees has hired a consultant to look at benefits and compensation and suggest whether there might be new directions nationally that we should contemplate, such as different benefits for different stages of life, for those with small children or those nearing retirement. When the consultants return their report, the campus will have time to discuss any proposals and respond. In the meantime, if you have ideas, please send them to me and the members of the cabinet through PSU-great-ideas@plymouth.edu. Suggestions can also be sent via campus mail to MSC 1.

We are in the process of preparing an assessment of PSU's achievements at the mid-point of Strategic Plan 2012, to which people across campus are contributing. The autumn Extended Cabinet meeting was dedicated to this topic, bringing feedback from the divisions and departments, and the Office of Public Relations has been working on an online presentation. Discussion will continue during the semester about this mid-plan assessment, and you will have an opportunity to see where we are in moving toward our goals. The assessment will form part of my State of the University address in March.

ALLWell Phase One, PSU's welcome center and ice arena, is on schedule to open in July. A public grand opening is scheduled for September 11, with various events planned throughout the summer and fall to showcase the facility to students, faculty and staff, alumni, and the community. The first official puck will drop on November 6 at the home opener for the PSU men's hockey team against Southern New Hampshire University.

Cabinet members have been working with Plymouth community members on shaping the welcome center to ensure that we foresee and avoid problems for our host communities and also best prepare area businesses for increased visitation and opportunities. The facility was the cover feature in the Winter 2010 issue of [Plymouth Magazine](#), and there are some wonderful images of construction [here](#).

The Third Annual "Do It In the Dark" energy competition held in October and November was an enormous success. The students conserved 54,197 kilowatt hours of electricity, a 7.06% increase from last year's results. In just 2 months, PSU saved \$9,213. The 2009 competition was the first year "Do It In the Dark" was organized and run by students, led by Sustainability Fellow Kelly Donovan; and all traditional residence halls and Langdon Woods participated. With the help of the Sustainability Fellows, the students in residence halls were able to learn how to save energy while living on a campus.

As part of our commitment to sustainability, PSU also participates in [RecycleMania](#), a nation-wide competition that occurs during the Spring semester and promotes recycling and waste reduction within college communities. Our goal for 2010 is to increase the ratio of recyclables to solid waste from last year, and to decrease Plymouth's overall production of both recyclables and solid waste. The competition is a campus-wide effort that continues until March 27.

PSU has been honored by the New Hampshire Employer Support of the Guard and Reserve with the "Above and Beyond" award for its support of the National Guard and Reserve. PSU was cited as a longtime supporter of uniformed military members, whether student, faculty or staff, through its policies and programs, and for the newly situated Veterans Memorial recognizing current and past student-veterans.

Interim Associate Vice President for the College of Graduate Studies George Tuthill is one of three experts nationwide explaining the science behind athletic performance on the [Science of the Olympic Winter Games Website](#), produced in association with NBCLearn, a unit of NBC News, and the National Science Foundation. NBC News interviewed Tuthill on ski jumping, bobsled, speed skating, and curling at PSU in September, 2009, as an educational component of their broadcast of the 2010 Winter Olympic Games in Vancouver, British Columbia. Your families and friends might enjoy the site as an accompaniment to the Olympics.

The *New Hampshire Union Leader* has named Special Investigator Jennifer Frank and Head Women's Basketball Coach Lauren Lavigne to the "40 under Forty" list, honoring New Hampshire's most promising young leaders. Frank is a special police investigator whose responsibilities include investigating domestic violence, sexual harassment and sexual assault. She has developed presentations that she offers at schools across New Hampshire, warning about the dangers of social networking Web sites, offering guidelines young people can follow for a safer Internet presence. Lavigne has devoted more than half of her life to PSU, starting as an undergraduate, and then working as a graduate assistant, assistant head coach and finally taking over as head coach and achieving the best all-time record in PSU women's basketball history. In addition to her coaching, Lavigne has been a community service leader.

Congratulations to ETC for having just completed its 16th production, *Godspell*. The company has been invited to perform at the NH Theatre Awards on February 5 at the Palace Theatre in Manchester.

Director of Human Resources Laura Alexander has accepted the position of Associate Vice President for Human Resources at the University of Wyoming, after a decade at PSU and significant achievements. Elaine Doell has agreed to become the Interim Director of Human Resources as of February 6.

We also welcome Stephen Campbell as Chief Information Officer this week. He comes to PSU from the Rochester Institute of Technology-National Institute for the Deaf, where he has been the Director of Technology and Information Services and Chief Technologist for the last 12 years.

Dates to note: A test of our emergency communications system will take place at noon on Wednesday, 17 February 2010. The test will include sounding the Emergency Alert Siren and sending out text messages on our alert system. And the annual State of the University address, at which I report to you more fully, will take place Wednesday, March 10, 2010 in the Silver Center's Hanaway Theatre at 3:35 pm.

Respectfully submitted,

Sara Jayne Steen
President

Appendix B

Monthly Report to the Faculty Provost Julie Bernier February 3, 2010

I can't tell you what a joy it is to see a vibrant active campus now that faculty and students have returned. Welcome back!

Faculty- Student Recruitment Program

The Admissions process for Fall 2010 is largely behind us, but now the real work begins. Students have applied and have been admitted to PSU and now is the time when they are making decisions about where they will attend. How do we impact their choices? What can we do to ensure students admitted, become students enrolled?

At the Council of Chairs Retreat last week, we brainstormed ways that faculty could impact our fall new-student enrollment. We know from the experience of some departments who already call admitted students, that personal contact with faculty is very effective in helping students make the decision to attend PSU. Parents and

students have told me how much it meant to them that the Department Chair (or advisor, or faculty member) actually took the time to call them. As a result of the conversations at the Chair’s retreat, we have decided to develop an institution-wide faculty calling program. Over the next couple months, students will be deciding whether to come to PSU for their education. No one can help them make that decision better than the faculty who will teach them.

We live in different times. We can no longer expect that the Admissions office is solely responsible for recruiting our incoming class. The enrollment process has to be our collective responsibility.

This week we will be working on the logistics of the program that will take place over the next 3-4 weeks. We will be asking for department faculty volunteers to sign up for one of more evenings. We recognize everyone is not comfortable making calls like this. That’s ok. What I think many of you will find, is that this is a lot of fun.

More details will follow in the next week. But in general, the plan is that we’ll come together as a group, (we’ll feed you) and provide you with talking points and student contact information. Following that gathering, faculty may either call from their offices or call from a bank of phones that will be provided. This is an exciting new initiative, an opportunity to “meet” our future students and an opportunity for you to have an impact on who the students are that will enroll in your future classes.

I’d like to thank the Chairs for their leadership in this initiative. It’s a very important one. I thank you all in advance for your participation.

Update on Academic Affairs reorganization

At the December meeting I promised I would give an update this month regarding plans for reorganization.

I’d like to thank everyone who has been involved in conversations over the last two years about this process. We’ve discussed a few different models and have debated the best directions for PSU. In our most recent conversations we debated the number of colleges (three and four were discussed). After much thought and in consideration of financial constraints, I’ve decided to move forward with three colleges.

Dennis points out the cost of creating new colleges could be expensive. This would be true if we simply added new positions requiring new salaries and benefits rather than taking steps to re-allocate and use existing resources. It also assumes there is no return on the investment, which of course, would not provide the full picture. It’s true, if funding were not an issue, we would have moved forward this year with all three colleges. Because we do need to be mindful of costs, and because we must find ways to move forward without causing financial distress, we’ve had to move more slowly.

You will recall, the reason we chose the College of Business Administration to be the first College is because they were largely structured as a college already. This was a department with 40 FTE faculty and 25% of the entire undergraduate student body. As such, they already had a fulltime chair, and numerous other individuals with release time to provide support for such a large department. From a cost standpoint, the structure was largely in place. We did not have to create new positions to establish the CoBA and the costs were therefore minimal. This has allowed a shifting of responsibilities to free up the Dean to focus in new areas. In time, will there be additional resources needed? Yes, but those will be incremental and will occur only as new revenues are realized and can cover the additional expenses.

The reason we have not moved forward more quickly on the others is because, here too, we need to do so in a way that has minimal impact on the budget. I assure you, this can, and will be done.

It’s easy to look at something like re-organization as an expense that should be avoided, particularly at times like these. In making decisions like this, we have to take a longer view at what is best for the institution and what will put PSU in the best position for success. I assure you, moving to Colleges will be a small investment in PSU’s future that will pay great dividends. We have already seen evidence of this with our first Dean in the way he has been successful in developing new programs, new streams of revenue, partnerships, donors, and sponsorships. He has more than covered the cost of moving to a College, literally 40-times over.

Breakdown of future colleges:

College of Business Administration	College of Arts & Sciences	College of Education, Health and Human Services
BS Programs in <ul style="list-style-type: none"> • Accounting • Business Administration • Finance 	Art -Drerup Art Gallery Atmospheric Sci. and Chemistry Biological Sciences	Counselor Ed & School Psych Education Criminal Justice

<ul style="list-style-type: none"> • Management • Marketing <p>Master of Business Administration w/ certificates in:</p> <ul style="list-style-type: none"> • Healthcare Administration • International Business • Investment and Finance • Organizational Communication • Small Business and Entrepreneurship • Strategic Marketing Management • The Human Side of Enterprise <p>Small Business Institute</p>	<p>Comm & Media Studies Computer Science English Environmental Science and Policy Languages & Linguistics Mathematics Music, Theatre, Dance Philosophy Psychology Social Science - Center for NH Studies</p>	<p>Health and Human Performance - Center for Active Living and Healthy Communities Social Work Office of Teacher Certification</p>
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The Bagley Center has been renamed, the Global Education Office to reflect an increased emphasis on international programs and services. Deb Regan and Daniel Moore co-chair the International Steering Committee which is looking at everything from academic programming to issues surrounding travel courses to ensuring that PSU is prepared to provide necessary services that support international students.

The Global Education Office continues to offer services related to internships, career services, study abroad, and short-term faculty led trips. I recently asked the Global Education Office to provide me with an update on Career Services that are provided. I was impressed with the vast array of programming and services offered and thought I would share it with you.

Career Services

COMMUNICATIONS:

Email to students and faculty regarding services we provide at the beginning and at the end of each semester

Monthly email newsletter to campus staff and offices that provide career and academic advising outlining current market trends and resources such as videos, webinars, and workshops
Title of the newsletter *Career Resources: Creating a way to serve our PSU students*

Semester newsletter (on line): Fall and Spring
Informing students of upcoming events, trends, and services

STUDENT ADVISING (one on one):

- Resume/cover letters
- Career exploration and decision making
- Job and internship search strategies
- Interviewing techniques and mock interviews
- Graduate school

***Since July '09, 37 students (+ 43 alums below) have received individual advising/counseling services. This represents a decrease in student traffic (seen in our office) from July-December '08 where we advised 104 students and alumni (sorry, we don't have an exact breakdown for last year). Part of the reason for this is, since we didn't have the walk-in advisor position available to us this year, we made the decision to provide more of our services (where appropriate) in group settings such as the classroom (see below). We still maintain walk-in advising hours but on a more limited basis.*

Alumni: Significant Increase in number of alumni seeking career counseling and/or job search assistance (largely due to job loss): *43 appointments since July '09*

WORKSHOPS/PRESENTATIONS:

Campus Workshop Series: *Job Search Strategies in a Tough Economy*

Sept: Salaries: Realistic Income/Realistic Expenses

Oct: The Practical Job Search: The Steps for Success

Nov: Networking and Technology, A Rational Strategy for Job Search...and other sensible options

(PowerPoint slides and associated links to videos from the workshops have been uploaded to our website for continued access).

Group Presentations on requested career related topics for

- Senior Seminars
- First Year Seminars
- Career related classes: Career Exploration, Professional Employment and Career Development
- Student teaching classes
- Non-traditional student luncheons
- Transfer students
- Campus organizations (Education Honors Society, AMA, etc)

***Number of presentations has tripled from last year, from 4 to 13 for the fall semester.*

ON LINE RESOURCES:

As a result of student requests, we've tried to put as much helpful and easily accessible information online as we can. We continue to work with IT to expand these resources.

CHOICES, a career assessment tool:

CHOICES helps students to determine their interests, skills, and values and how they relate to careers/occupations. Students can also build a resume, outline career plans for the future, and view actual job listings. This tool contains extensive graduate school listings and scholarship information.

Experience/Plymouth Careers, a career management program for student registrants, first year through senior, graduate students and alumni. This system provides 24/7 access to on-line job listings (local, regional and national), internships and career exploration resources. As students progress through their years at Plymouth State, **Plymouth Careers** provides personalized career related resources relevant to their student status (first year, sophomore etc.).

- direct access to over 100,000 employers, 800,000 job opportunities
- robust career resources, optional alumni networking/mentorship, alum to alum job opportunity postings

Plymouth Connections: Alumni career management systems for career and job search

Website Videos, 25-part series by ABC *Good Morning America's*, Tory Johnson. Designed specifically for college students and alumni, each video segment offers a detailed, step-by-step guide on topics ranging from networking skills and acing the interview to negotiating successfully and creating an effective online portfolio.

Annual Career Fair co-sponsored with the College of Business Administration, Event Planning course

Annual Career and Internship Fair, sponsored by our consortium, NH College and University Council

New Initiatives: Plans for spring semester:

- Spring workshop for study away students: *How to articulate your international experience in your job search (resume, cover letter, interview)*
- Producing video on behavioral interviewing (with business faculty and PSU students) to mount on website
- Developing online 'Webshops' for resume writing, job search etc.

News from Academic Affairs

Art

- **Cynthia Vascak's** monotype, "I and Thou," has been accepted in the national juried exhibition of the Jewish Women's Artist's Network, in collaboration with the National Caucus for Women in the Arts, for the exhibition titled, "Drawing the Line." The exhibit runs February 5 to March 6, 2010 at The Beverly Arts Center of Chicago.
- **Liz D'Amico** has five mixed media monotypes included in the juried *Love, Lust & Desire* exhibit at the McGowan Fine Art Gallery in Concord, NH. The show runs from February 2 – March, 2010 with an opening reception on February 5 from 5 –7pm.
- The paintings of **Tom Driscoll**, along with Grace DeGennaro and Meg Brown Payson, are being featured at the Chapel Art Center at Saint Anselm College from February 4 through March 7. The opening will be on Thursday, February 4 at 6 PM. The show - *Mirare* - focuses on the work of 3 contemporary, abstract painters, and promises to be a truly lovely show. The Chapel Arts Center will also be hosting a gallery lecture on February 11 and a panel discussion with the artists on March 18. Contact the Chapel Arts Center for more information at ChapelArtCenter@anselm.edu [<mailto:ChapelArtCenter@anselm.edu>].
- Students (**Jessie Carter, Katherine Clark, Zack Breen, Lindsey Tebaldi, April Deschene and Megan Elliott**) and faculty (**Cynthia Vascak, Liz D'Amico and Terry Downs**) are exhibiting in the "Prints Of The Year" at the Franklin Pierce Law Center, 2 White Street, in Concord NH. The show runs from January 11 – April 2.
- **Annette Mitchell** gave 2 lectures at the ARtel Gallery in Pensacola, Florida on January 8, 2010, addressing "Humor in Art" (which will also be presented at the Pease Public Library, Thu, Feb 11, 3-5 pm) and the "Nature of Seeing" (at Pease Thu, Feb 25, 3-5 pm). Both presentations are free and open to the public.
- **Annette** also received the "Best in Show" Award from the Kimball Jenkins Gallery Art & Arrangements Exhibition held in Concord, NH through February. Her piece titled "A New Direction" combines sumi ink and foam block printing. Her book and DVD, both titled "Foam Is Where The Art Is – New Ways To Print," are now being carried in the Nasco Art Supply Catalog, giving her worldwide distribution.

Atmospheric Science and Chemistry

- **Lourdes Avilés** chaired the University Education session of the 19th Symposium on Education as part of the 90th American Meteorological Society (AMS) meeting in Atlanta, GA (January 17-21). She also participated in meetings for the AMS Board on Higher Education, the Board on Women and Minorities, and the Committee on the History of Atmospheric Sciences. Additionally she has been appointed to be part of the drafting committee for the new AMS curriculum guidelines for B.S. in Meteorology. The process was officially started at the beginning of the conference and will continue until the guidelines are approved by the AMS council in September.

Biological Sciences

- 2009 **Watson, W.H., S.Y. Schaller, and C.C. Chabot**. The Relationship Between Small- and Large-scale Movements of Horseshoe Crabs in the Great Bay Estuary and *Limulus* Behavior in the Laboratory. *In: Ecology, Behavior and Evolution of the American Horseshoe Crab, Limulus polyphemus*. D. Smith and J. Tancredi (Eds). Kluwer Academic/Plenum Press, New York.
- 2009 **C.C. Chabot**. Analyzing the Way that Periodicals Report on Human Anatomy and Physiology Topics. American Physiological Society Archive (<http://www.apsarchive.org/resource.cfm?submissionID=2868>).

Center for Rural Partnerships

- The Center for Rural Partnerships announced support for four faculty projects through the Coos County Outreach Initiative:
 - **Mardie Burckes-Miller** (Eating Disorders Institute), Project: "Coos Eating Disorders Workshop"
 - **Mark Green and June Hammond Rowan** (Center for the Environment), Project: "Enhancing Volunteer Monitoring on the Israel River"
 - **Daniel Lee and Vedran Lelas** (College of Business Administration), Project: "North Country Economic Index"
 - **Mark Okrant** (Social Science), Project: "A Marketing Tool for Small Lodging Properties"
- **Ben Amsden** appeared on the television program "Across the Fence" with Dr. Lisa Chase of UVM Extension. "Across the Fence" is the longest-running daily farm and home television program in the

country, and it airs on WCAX-TV (the CBS affiliate from Burlington, Vermont). The primary topic of discussion was agritourism, culinary tourism, and “local food” – areas which, in addition to being the fastest growing segments of the tourism industry, are of tremendous importance to the economic sustainability of New Hampshire’s rural farms.

- New England Campus Compact accepted a proposal from **Fran Belcher, Ben Amsden, and Thad Guldbrandsen** for a discussion on “Developing a Rural Engagement Model for Small Rural Colleges,” at the “Higher Education and the Greater Good: Meeting the Challenges of the 21 Century” in Burlington, Vermont on April 14, 2010.
- **Tom Evans** (Graduate Assistant) submitted a draft report on biomass energy and district heating resources to the Biomass/District Heating Task Force. This report provides a comprehensive review of resources that are available to help New Hampshire Communities become energy self-reliant, reduce their carbon footprint, stimulate the local economy, and improve quality of life.
- **Tom Evans, Thad Guldbrandsen,** and other members of the Biomass/District Heating Community Roadmap project reviewed proposals, interviewed finalists, and selected a contractor to develop a “Community Roadmap” workbook to help communities make decisions about implementing community energy systems.
- **Thad Guldbrandsen,** in collaboration with **Catherine Amidon, Linda Upham-Bornstein, Marcia Schmidt Blaine,** and a host of other partners (White Mountain National Forest, Weeks State Park, Appalachian Mountain Club, Moore/Huntley Productions, Forest History Society, NH Dept. of Resources and Economic Development, WhiteMountainHistory.org, the Center for the Environment, and the Institute for New Hampshire Studies) submitted a grant proposal, “White Mountain National Forest: Legacy and Lessons of a Great American Place,” to the National Endowment for the Humanities, Interpreting Americas Places program. If funded, the grant will fund the development of film clips, podcasts, publications, and other humanities content related to the Weeks Act centennial celebration and advance the goals of PSU’s White Mountains Institute.
- **Thad Guldbrandsen** served as a judge for the Colebrook Academy Tillotson North Country Foundation Scholarship Competition. As part of this competition, student teams assessed the economic and social impact of various businesses, organizations, and agencies in the Colebrook area. They presented their findings to the public and a panel of judges.
- As part of the Weeks Act Centennial Lecture Series, **Mark Okrant** (Social Science) presented “Two Centuries of Tourism in the White Mountains: A Region Comes Full Circle” at the Mount Washington Hotel, and **Linda Upham-Bornstein** (Center for Rural Partnerships) presented “New Hampshire’s Working Forests: From Market Revolution to Industrialism.”

College of Business Administration

- Yet again, PSU students have taken first place in this year’s national Small Business Institute Project of the Year competition. This year’s award, in the General category, was won by MBA students **Andrew White** and **Kim Lyden-Ricker** who prepared their project for Compressor Solutions, LLC located in Manchester and Campton, Jeff Wright, President. CS provides energy improvement services for companies that have compressed air systems for pneumatic tools, etc. The principals wanted a growth plan to include a potential merger with a sister company providing system analysis sensors and software. The students provided them with a marketing, finance and operations plan for staffing growth in the US and Europe. The student advisor was **Craig Zamzow**.
- Joining their PSU student colleagues in earning awards were **Patrick Melancon** and **Greg Chase**, MBA students, whose project garnered the 2nd place award in the SBI National POY Competition. They prepared a business plan and feasibility study for ZanAqua in Hudson, NH, James Dean, President. ZanAqua manufactures water purification systems with a patented process. The students were asked to investigate the food and beverage market for their products. The emphasis ended up in the Micro Brewery and Ice Cream markets. A business plan was submitted to the client for pursuing both markets including risks and returns on marketing investments.

Communications and Media Studies

- **Kylo-Patrick Hart's** book “Images for a Generation Doomed: Reading the Films of Gregg Araki” has been published by Lexington Books.
- **Annette Holba** and **Marie Baker-Ohler's** book “The Communicative Relationship Between Dialogue and Care” has been published by Cambria Press.

- **Eun-Ho Yeo's** book "Media, Health Risk, and Public Perception: Agenda Setting in West Nile Virus Outbreak" has been published by Lambert Academic Publishing.

Computer Science and Technology

- **Roger Marshall** presented three papers on his bioinformatics research in December 2009: at the World Congress on Nature and Biology Inspired Computing (NABIC 09), Innovations in Computing (INCO9) and Recent Advances in Mathematical Sciences Applications (RAMSA 09).
He also served as the foreign dissertation evaluator for the PhD thesis of Mr. K.A. Mohamed of Alexandria University, Egypt.

Criminal Justice

- Francis Williams will be chairing a session at the Academy of Criminal Justice Sciences (ACJS) in San Diego, CA, February 22 - 28 on 'What We Have Learned About Distance/Online Learning.' He will also present some of his own research, "Student Perceptions of Online Criminal Justice Courses" in another session.

Education

- **Earick, Mary** (2010) *The Power of Play and Language on Early Childhood Racial Identity in Three US Schools. Diaspora, Indigenous, and Minority Education*. Routledge: Special edition on Play.
Abstract: Three transformative action research case studies conducted in three geographically diverse locations, the Northeast, Southwest and Southeast US, with children between the ages of four and seven. The case studies that are the focus of this paper were selected from studies collected between 1997 and 2007. The outcomes of each clearly identify issues signifying a relationship between race, play and language, in both student to student and teacher to student discourse. Discussion includes how critical incident logs and language events transform White teacher identities and support self-reflection. The relationships that exist between theory, practice and academic achievement in the field of racial identity development are discussed, as is the role that play-based curriculum models can have on identity consistency in early childhood classrooms. Publisher: *Diaspora, Indigenous, and Minority Education: An International Journal* is a quarterly peer-reviewed journal focused on critical discourse and research in diaspora, indigenous, and minority education. The journal is dedicated to researching cultural sustainability in a world increasingly consolidating under national, transnational, and global organizations. It aims to draw attention to, and learn from, the many initiatives being conducted around the globe in support of diaspora, indigenous, and minority education, which might otherwise go unnoticed.
- **Mary Cornish** and **Clarissa Uttley** attended the NHAEYC Professional Development Series "Faculty Symposium at Great Bay Community College." The 6.5 hour workshop was a great opportunity to network with Early Childhood colleagues teaching at the high school, 2-year, and 4-year level. Plans were discussed to continue this series of professional development for Early Childhood faculty, with the potential of holding future meetings at campuses throughout the state.
- **Clarissa Uttley** was awarded a Faculty Research and Development Award from PSU to develop a measure assessing the use of animals in Early Childhood classrooms throughout the U.S.
- **Marcel Lebrun** on January 22nd facilitated a full day workshop with Kennett Middle School's educational teams (Conway School District) doing a school-wide evaluation of positive behavior approaches, Function Based training, School climate and culture, and guiding teams through a self reflection and analysis of their systems within a true Middle School context and to evaluate the efficiency of these structural procedures and make recommendations for future planning and improvement.

Environmental Science and Policy

- Research Assistant Professor **Lisa Doner** chaired the session: "Floodplains, Estuarine and Coastal Environments II" and was a contributing author on three papers presented at the 11th International Paleolimnology Symposium, in Guadalajara, Jalisco, Mexico, 14-19 December.
- **Mary Ann McGarry** submitted a grant proposal, with Lisa Doner and Trish Lindberg, for approximately \$35,000 to EPA for Green GRASS (an integrated arts and science professional initiative focused on sustainability, involving K-12 teachers and students and a minimum of 8 PSU faculty, staff and students).
Preparing second grant proposal for submission on 2/1/2010 to the Wellborn Ecology Fund to bring Green GRASS to still more teachers.
- **Mary Ann McGarry** and **Warren Tomkiewicz** prepared a grant proposal for Wally Stevens to submit on behalf of the Global Aquaculture Alliance for a Responsible Aquaculture Education Initiative.

- **Mary Ann McGarry** hosted the *fifth* exchange of professionals from the Archangelsk region of Russia, through the Portland, ME Sister City Program, at PSU. This effort was funded by the Open World Forum of the US Library of Congress and involved approximately 25 faculty, staff, and PSU partners from the surrounding community.
- **Mark Turski** is working in conjunction with Its About Time publishing, Concord HS biology teacher Lise Bofinger, and Linwood Biology teacher David Webster on the review of the NSF funded BioComm curriculum.

Health and Human Performance

- **Cheryl Coker** was elected as Chair-Elect of the Motor Development and Learning Research Academy of the National Association for Sport and Physical Education (NASPE).
- **Linda Levy, Liesl Lindley, Margie King** and 16 athletic training undergraduate and graduate students attended the 2010 Eastern Athletic Trainers' Association (EATA) Conference. **Nora Beltz** (MS '10) placed 2nd in the EATA District I Quiz Bowl earning her the opportunity to represent Plymouth State and District I in the national Quiz Bowl at the National Athletic Trainers' Association Annual Meeting and Symposium in June.
- **Linda Levy** and **Jackie Hall** (BS '10) served as athletic trainers for the ETC production of *Godspell*.
- **Barbara McCahan**, in collaboration with Dan O'Neill MD, presented a weekend community education workshop entitled "Introduction to Core Strengthening" sponsored by The Frost School and the Center for Active Living and Healthy Communities (HHP).

Lamson Learning Commons

- **David A. Beronä:** A Korean edition of *Wordless Books* by David Berona was published in Seoul, South Korea.
- **Elaine S. Allard:** New England School Library Association (within American Library Association Midwinter Meeting), "Knowledge/Learning Commons: The Future School Library?" Boston, MA January 15, 2010.
- **Anne Lebreche and Jennifer Green:** More than 50 8th graders from Plymouth Elementary School visited the Lamson Library and Learning Commons for a day of instruction and exploration. Students received a short demonstration of library resources, a building tour, and an afternoon of independent research on a topic in early U.S. Colonial history. The 8th grade student visit began last year as a community outreach effort aimed at increasing students' awareness of the value of library resources.
- **Ellen M. Murphy:** A month filled with workshops on instructional technologies and their application within the classroom was coordinated for faculty and PAT's by **Ellen M. Murphy**, Coordinator of Online Education, along with her staff, **Terri Lessard** and **Justin L'Italien**. There were 35 workshops presented throughout the month of January for the *January Jamboree*.

Languages and Linguistics

- **James Whiting**, who serves as the New Hampshire state representative on the Executive Board of Northern New England TESOL, coordinated NNETESOL's annual conference on November 14th, which brought almost 200 attendees to campus from across New England. At the conference, **Whiting** and College of Graduate Studies TESOL MEd student, **D. Joan Bishop**, presented findings from on-going research on implementing a program for incarcerated English language learners at the Concord Correctional facility.

Music, Theatre and Dance

- **Dan Perkins**, with colleagues **Kathleen Arcchi, Barbara Lopez-Mayhew**, and **Lisa Ladd**, completed a three-week performance and cultural immersion project in Italy with the PSU Chamber Singers and additional students in the Italian LL1020 course.
- At the Integrated Arts Conference, Saturday, January 30, Elizabeth Cox presented "The Ringmaster and Introducing Action," which explored how the relationship between director and actor is formed, and introduced elements to encourage freedom of movement into action.
- As Eastern Division MTNA Certification Commissioner, **Carleen Graff** presented a workshop on the new MTNA Certification Profile Projects to the NH Seacoast Chapter on January 8. She was an adjudicator for the MTNA Eastern Division Piano Competitions held in Ithaca, New York on January 9. The winners of the Division will now compete at the national finals in Albuquerque in March. Dr. Graff also gave a series of

three master classes in the Goodwin Piano Studio in Dover on January 16. In addition, she has had Beethoven's *Second Piano Concerto* for piano solo and digital keyboard orchestra published by Ogilvy Music in Denton TX.

- **Rik Pfenninger** directed the New Hampshire All State Saxophone quartet in January. Rik also licensed 3 of his orchestral compositions to Prolific Arts music in Denton, Texas and completed scoring the movie "My Secret Season" directed by Andrew Kramp and released through FairSky films in New York.

Social Science

- Faculty and students from the Geography major were recently presented with a number of honors at the annual meeting of the New England-St. Lawrence Valley Geographical (NESTVAL). **Bryon Middlekauff**, advisor to the student World Geography Bowl team, must have felt on top of the world when his team won the championship – senior Geography major **Kyle McGonagle**, senior Geography major **Marie Callahan**, junior Environmental Planning major **Jesse Robillard**, junior Environmental Science and Policy major **Courtney Webb**, and junior Anthropology/Sociology major **Heidi Van Curen**. Not only that, two of his students took the 1st and 2nd place MVP awards – Kyle McGonagle (1st) and Marie Callahan (2nd). PSU has a history of doing well in this competition, and this team outdid themselves. Bryon was also elected to serve as NESTVAL's Regional Councilor and will represent the New England states and eastern Canada on the Association of American Geographers' Executive Committee for the next three years. Congratulations to everyone.
- Also at the NESTVAL meeting, **Mark Okrant** presented a paper on the work that he, **Thad Guldbrandsen** (Center for Rural Partnerships) and **Ben Amsden** (CRP) have done – and then was presented with the 2009 NESTVAL Award for Lifetime Contributions to Geography!
- **David Starbuck** (Anthropology and Sociology) delivered a paper entitled "British Military Artifacts of the French and Indian War" to the Annual Meeting of the Society for Historical Archaeology on January 8 in Amelia Island (Jacksonville), Florida. David also spoke to the Glens Falls Rotary Club on "The Archaeology of the French and Indian War" on January 28 in Glens Falls, New York.
- Bob Heiner published a review of the new edition of Gresham Sykes' 1958 classic *The Society of Captives: A Study of a Maximum Security Prison* in the December issue of **Federal Probation: A Journal of Correctional Philosophy and Practice**. Those who are interested can find the review at http://www.uscourts.gov/fedprob/December_2009/bookshelf.html.

Social Work

- **Stephen Gorin** and **Cynthia Moniz** attended a special briefing in December on health care reform with Andrew Sperling, national lobbyist for the National Alliance for the Mentally Ill (NAMI).
- **Scott Meyer** conducted a training workshop for the Social Work Practicum field instructors in January.
- **Cynthia Moniz** continued her work as a member of CSWE's Council on Leadership Development. Applications (20) were screened and rated by all council members to select recipients of CSWE's first Harvard Summer Institute Scholarship focusing on leadership in social work education.
- **Christine Rine** attended a meeting of the DCYF Bureau of Organizational Learning Advisory Council (BOLAC) in January. The purpose of the newly formed BOLAC is to guide the development of an integrated system of learning within the child welfare system in New Hampshire. BOLAC will support the coordination and maximization of training resources.

Appendix C

PSU SPPC Faculty Representative Report

As a member of the Faculty Welfare Committee I represent the PSU faculty at the meetings of the System Personnel Policy Committee which meets two or three times a term. At the fall meetings it became clear the USNH was reviewing various ways to reduce costs in the area of benefits. Not much information was forthcoming from the USNH HR representatives other than the specific areas under discussion relative to revising OS/PAT benefits and working conditions. No doubt this is due to the contract negotiations taking place at UNH and KSC, both unionized campuses. These areas that were discussed included vacation accrual, earned time, sick leave, cash outs, tuition benefits (which are of concern to faculty too), longevity pay, curtailed operations, and vesting policy. These proposals caused concern for OS/PAT constituencies at all three campuses of the USNH system and meetings of various kinds were held and letters of concern

were sent to their respective administrations. On January 12, the PSU OS/PATs held a forum to share their concerns over these proposals and made their concerns known to President Steen.

President Steen held a meeting on January 14 with PSU campus constituent representatives, with Anne Lebreche attending in my place. The result of that meeting was the request from President Steen for the constituencies' representatives to gather views and provide feedback about benefits in general.

This report is an effort to inform faculty about possible changes in the planning stages for benefits offered by the USNH. The trustees have engaged an outside consultant to recommend revisions in benefits that will achieve cost containment. This consultant will report sometime in March to the trustees. I refer you to the USNHHR web site, to the agenda for the September 17 meeting and specifically to the 2009 Annual Report, http://www.usnh.edu/hr/pdf/sppc_agenda_20090917.pdf In this document you will find the summary of multi year priorities [attachment 10] and the USNHHR Annual report [attachment 11]. The priorities cited include...

- Increases in cost-shifting to employees
- Wellness initiatives
- Employee engagement [ex. dental co-pays]
- Self-insurance, Fixed fees
- Participation in wellness plans
- Direct employee/employer cost reduction strategies

The USNHHR Annual report has some interesting statistics for PSU faculty relative to salaries for the various ranks on page 6.

The recommendation from the consultant, given the intentions of the trustees, will be to shift a greater proportion of the cost of USNH health benefits to the employee. With President Steen's request in mind I recommend that the faculty hold a faculty forum soon to address these matters and provide feedback on total compensation, salary and benefits as well as the most effective use of our governance system to present faculty recommendations to the administration.

Terry Downs, FWC SPPC representative
Submitted February 3, 2010

Appendix D

Proposed GIS Certificate

Geographic Information Systems, a spatial data management and display system, has continued to be a growth area, impacting many disciplines, including, but not limited to, conservation, planning, biology, botany, forestry, geology, geography, civil engineering, history, business and criminal justice. Individuals who develop skills in this field continue to enjoy significant opportunities for employment and graduate school. Certification and documentation of these skills is important for both current students and those already working in business, government, and industry where these skills are used. The GIS Certificate will enhance student resumes by documenting their education and skill development, and for continuing education students, making them eligible for financial aid which would be otherwise unavailable if they were simply taking a number of courses in the field. All of the courses in the program are currently taught on a regular basis.

Required Courses - 16 credits	Credits
GE 2001 Physical Geography	3
GE 2090 Computer Mapping	3
GE 3270 Introduction to GIS	3
GE 3350 Introduction to Air Photo Interpretation and Remote Sensing	4

Additionally, choose one of the following:

GE 4270 Advanced GIS	3
GE 4280 GIS Applications – Computer Mapping	3

Appendix E

Report to the Faculty Planning Budget and Leadership Group

Committee Members:

Gail Mears

Richard Sparks

Cynthia Vascak

Marcia Schmidt Blaine

The Planning Budget and Leadership Group (PBLG) met on 1/28 for the first time this semester. The meeting, grounded in a paper by Dr. Richard Sparks outlining the enrollment and budget challenges we are facing for the next decade, entailed a vigorous discussion of how PSU can address these challenges. Discussion was wide ranging and included the following areas of discussion.

Enrollment

- Decreasing undergraduate enrollments is likely a long-term problem.
- The campus must continue to engage in and increase efforts to effectively market PSU to students.
- This includes faculty and staff taking an **active** role in recruitment and not assuming that admissions can take care of this.
- It also requires that we look at our curriculum with an eye towards students' ability to graduate in 4 years or less. We will need to further efforts in providing a year round curriculum and ensuring that students can easily transfer into our programs.
- Emerging programs are likely to be interdisciplinary in nature and will require ongoing and enhanced collaboration across departments.
- In order for PSU to truly offer year-round learning opportunities a serious reconsideration of the Universities policies and procedures will need to take place-this includes consideration of:
 - Year-round contracts for some faculty groups—this will allow the PSU to guarantee year-round learning options.
 - Availability of student services will need to match the more year-round calendar.

Technology

- The recognition that distance-learning will likely be a more central course delivery format, with the understanding that PSU will remain a residential institution.
- The rapid advances in technology could potentially allow for raised caps on online courses without compromising the quality of instruction.
- This will necessitate a commitment by the institution to ensure that faculty involved in on-line learning are provided sufficient opportunities to keep up with the newest technology and the pedagogical application of these technologies.
- Faculty may need to reconsider how students' use of technology in the classroom (smart phones, in-class computers etc.) .can be harnessed to enhance learning rather than seen primarily as a distraction away from the learning process.

Energy

Without adequate attention to energy concerns, enrollment efforts will not be enough to address the budget concerns. As a campus we must continue and increase efforts to address energy conservation.

Cross Constituency Conversations

- The need for the campus to engage in campus-wide discussions of recruitment, retention, environmental/energy issues, technology, and expansion to a more viable year-round model was stressed. These issues cannot be effectively addressed without whole campus involvement. There was discussion of creating a task force to focus on this but there was concern from some PBGL members that this may be premature and not the most effective method of stimulating conversation.

** The PBLG meets on a bi-weekly basis. This year the PBLG decided unanimously to recommend to the Cabinet a budgeted undergraduate FFTE of 3834 (2326 instate; 1508 out-of-state) for FY11. This represents a 60.7% instate/ 39.3% out-of-state mix and a base budget tuition revenue loss of \$726,000. This reflects the PBGL's concerns that the current state of the economy, aggressive measures by neighboring states to keep students in-state, and the overall decline in number of graduating high school students will result in lower enrollments overall and fewer non-residents accepting admissions offers to PSU. Strong recruitment efforts from the entire campus will be necessary to realize even these reduced enrollment expectations.*