



The University of Vermont  
FACULTY SENATE

**Minutes**

Monday, April 29, 2024

4:00 – 5:30 PM, on Microsoft Teams

---

The meeting was called to order by Faculty Senate President, Thomas Borchert at 4:00 PM

**Senators in Attendance: 68**

**Absent:** Senators: Vacant (Anesthesiology Rep2), Vacant (Education Rep2), Adair (RSENR Rep1), Bagrow (Mathematics & Statistics Rep2), Brennan (Radiology Rep 2), Hurley (Chair Research, Scholarship & the Creative Arts Committee), Ou (Chemistry), Saia (Pediatrics Rep1), Tsai (Radiology Rep1)

---

**1. Faculty Senate President's Welcome Remarks** – Thomas Borchert made the following remarks:

- A. The Catamount Core Curriculum Committee is moving toward becoming a standing committee of the Faculty Senate in Fall of 2025. A bylaws change will be considered in the Fall 2024.
- B. Thank you to the Provost and the Departments of Purchasing and Procurement for listening to the concerns expressed about the CTP Travel partnership and the ongoing efforts to make our systems and processes better.
- C. No nominations were received for President-Elect. A new call for nominations will be distributed in the Fall. One nomination was received for the two open seats for members at large to the Executive Council. Brian Beckage, Senator representing Plant Biology has been elected by acclamation to serve the two-year term beginning July 1, 2024, and ending June 30, 2026.
- D. The agenda includes the report on balancing campus safety and academic freedom. Thomas Borchert reflected on the current student encampment and protests, First Amendment rights, academic freedom, and applauded the way that the administration and students are working together to communicate, to engage, and to be clear about expectations and goals.
- E. Thomas Borchert and President Suresh Garimella are hosting a reception immediately following the Faculty Senate meeting on Thursday, May 16, 2024. Members of the Faculty Senate are invited to celebrate the end of the Senate session with your colleagues in Waterman Manor, 5<sup>th</sup> Floor Waterman Building from 4:30 – 6:00 PM.

**2. Consent Agenda** – The following items were presented as a consent agenda:

- a. Minutes of the March 2024 Faculty Senate Meeting

b. Curricular Affairs

- i. New mCGS in Integrative Health and Wellness Coaching (CNHS)
- ii. New CGS in Computer Science Education (CESS)

**Motion:** Thomas Borchert stated that the consent agenda came to the Senate moved and seconded by the Executive Council. No requests were made to pull items from the consent agenda.

**Vote:** 56 approve, 0 oppose, 0 abstain. **The motion carried.**

3. **Recruitment and Retention Report** – Jane Okech, Vice Provost for Faculty Affairs presented a summary of the Faculty Recruitment, Retention and Rank Progression Report. The report provides a synopsis of UVM’s faculty recruitment, retention, and tenure track faculty time in rank in the last 5 years (September 1, 2018 to August 31, 2023). The presentation slides are attached to these minutes. Discussion included areas to include in future reports, confirmation that the 2.3% increase in faculty of color over the last 5-years includes faculty from the College of Medicine, and questions regarding the number of years faculty stay in rank.
4. **Report from the After-Action Review Committee: “Balancing Campus Safety and Academic Freedom: A Review of the Decision to Rescind Use of University Space to Hosting of Muhammed El-Kurd, October 26, 2023.”** - The review committee members included Thomas Borchert, Provost Prelock, President Emeritus Thomas Sullivan, Associate Professor of Nutrition and Food Sciences Lizzy Pope and Associate Professor of Sociology Jennifer Strickler. The committee members provided a summary of the full report, which was distributed with the meeting agenda, and opened the floor for discussion. Thomas Borchert stated that the report has been shared with President Garimella, and that the administration has implemented the recommendation regarding including governance groups in the process for navigating the current encampment and protests on campus. Discussion topics included questions regarding the metric for assessing threat, a desire for more transparency on the nature of threats, and the need for a robust defense of academic freedom and free speech on campus.
5. **Reports that do not require a Senate vote:**
  - a) Educational and Research Technologies Committee (ERTC) update on Microsoft Intune implementation.
  - b) Research, Scholarship, and the Creative Arts Committee (RSCA) report regarding Research Data Management Policy. The draft policy has been withdrawn and is in conversation with the union.
  - c) Ad hoc Library Review Committee report on the Libraries reorganization plan addendum. This is a follow-up from October 2023. The original plan was paused to provide time to solicit more feedback. The addendum was received by the ad hoc review committee last week, and anticipates bringing a recommendation to the Faculty Senate at the May meeting. Comments to be considered on this proposal should be sent to [Stephen.Everse@uvm.edu](mailto:Stephen.Everse@uvm.edu).

- 6. Catamount Core Curriculum Update** – Kat Scollins, Chair of the Catamount Core curriculum Committee (CCCC) presented a report summarizing the work of the CCCC covering the academic years 2022-24. The presentation slides are attached to these minutes, and include the application and submission process, the committee review process, summary of course review activity, number of courses approved for CCC designation, assessment, accomplishments, and the goals and priorities for 2024-2025. In AY 2024-2025, the CCCC will need newly elected representatives from the following units: CALS, CEMS, CESS, and GSB. Faculty interested in serving should contact Kat Scollins ([kscollin@uvm.edu](mailto:kscollin@uvm.edu)) or John Sama ([jsama@uvm.edu](mailto:jsama@uvm.edu)).
- 7. New Business** – There was no new business.
- 8. The meeting adjourned at 5:33 PM**

# REPORT SUMMARY:

# FACULTY RECRUITMENT, RETENTION & RANK PROGRESSION

(March 1, 2024)

**Prepared by:**

Jane E. Okech, Ph.D.  
Vice Provost for Faculty Affairs

Crispina W. Pincus, MS  
Academic Talent Acquisition & Retention Coordinator



*Developed in Collaboration with HR and OIRA*

# INTRODUCTION AND PURPOSE

The primary purpose of this report summary is to provide a synopsis of UVM's faculty recruitment, retention, and tenure track faculty time in rank in the last 5 years (September 1, 2018, to August 31, 2023). It includes information on:

- ✓ Our progress toward **recruiting, attracting, and retaining** faculty members who are exceptionally qualified and have diverse backgrounds and perspectives.
- ✓ The **composition** of our faculty includes demographic information, patterns of rank progression, and retention.
- ✓ **Rank progression** among tenure-track faculty. \*Future editions of the report will broaden the scope to encompass non-tenure-track positions.
- ✓ **Retirement/Departure** data is also included in this report

# RECRUITMENT

## Applications Received for AY 2024 (2022-2023 recruitment period):

1. We experienced a 5-year peak with 3,759 applications for faculty positions
2. A significant portion of the 3,759 applicants, 46% or 1,743 applicants, self-identified as BIPOC, including 13 American Indian or Alaska Native, 1,088 Asian, 152 Black or African American, 193 Hispanic, 2 Native Hawaiian or Other Pacific Islander, and 295 of two or more races. 5%, or 191, identified as White. \*217% increase from the AY2023.
3. A significant portion, comprising 49% or 1,825 applicants, chose not to disclose their race/ethnicity.
4. 32% or 1,197 international applicants. \*232% increase from the AY2023 number.
5. 1,281(34%) applicants identified as female, 2,353 as male (63%), and 125 individuals chose not to disclose their gender identity.

**New Faculty Hires** - UVM successfully appointed **154 new faculty members**, an increase of 3% compared to the previous year, AY2023.

*Demographic Breakdown of New Hires in AY2024 (2022-2023 recruitment period)*

- 69 new faculty hires identified as female, 82 as male, and 3 chose not to disclose their gender.
- **37%** increase in male hires and **20%** decrease in female hires from the AY2023 number.
- **26% or 40** individuals identified as BIPOC, marking a **48% increase in BIPOC hires** compared to the AY2023 number.
- **7% or 11** international faculty members were hired.

**Patterns in Faculty Ranks:** The data indicates varying patterns in hiring across different faculty ranks for AY2024.

- The number of Professor rank (tenure-track) hires in posting data year AY2024 *decreased* compared to previous years.
- The number of hires has *stayed the same* for the Professor rank (non-tenure track) since posting data AY2021.
- For the Associate (11) and Assistant Professor (44) ranks (tenure-track), there's a *significant increase* in new hires in posting data year AY2024 compared to previous years.
- At the same time, non-tenure track hires *decreased* (-19) across the board compared to posting data year AY2023.



# RETENTION (1/3)

## Current Faculty at UVM

To gauge the faculty retention status at UVM:

1. We analyzed the current composition of faculty by rank for 2023 and compared it with the data from the preceding five years (2018-2023).
2. Notably, the total faculty count at UVM increased significantly in 2023, reaching **1,883**, a **5%** increase from the previous year.
3. Within the tenure-track category, there was a *notable increase (44)* in faculty hired at the Assistant Professor level, **double** those hired at the same level in each of **the previous four years**.
4. For the non-tenure-track category, faculty numbers have *increased* at the Professor and Associate Professor levels since AY2021, with an exception in the number of Instructors, which has *declined*.

# RETENTION – Continuation-3/3

Faculty Rank Tenure Track	Data Year											
	2018		2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Professor</b>	257	14.8%	266	15.1%	266	15.3%	255	14.2%	242	13.5%	246	13.1%
<b>Associate Professor</b>	206	11.9%	200	11.4%	195	11.2%	193	10.7%	184	10.3%	181	9.6%
<b>Assistant Professor</b>	101	5.8%	89	5.1%	82	4.7%	78	4.3%	78	4.4%	100	5.3%
<b>Total Tenure Track</b>	<b>564</b>	<b>32.5%</b>	<b>555</b>	<b>31.5%</b>	<b>543</b>	<b>31.2%</b>	<b>526</b>	<b>29.2%</b>	<b>504</b>	<b>28.2%</b>	<b>527</b>	<b>28%</b>
<b>Faculty Rank Non-Tenure Track</b>												
<b>Professor</b>	116	6.7%	114	6.5%	114	6.6%	109	6.1%	116	6.5%	126	6.7%
<b>Associate Professor</b>	213	12.3%	209	11.9%	220	12.7%	233	13.0%	238	13.3%	242	12.9%
<b>Assistant Professor</b>	445	25.7%	459	26.1%	476	27.4%	475	26.4%	492	27.5%	520	27.6%
<b>Senior Lecturer</b>	90	5.2%	99	5.6%	101	5.8%	102	5.7%	108	6.0%	114	6.1%
<b>Lecturer</b>	216	12.5%	214	12.2%	178	10.2%	246	13.7%	230	12.9%	256	13.6%
<b>Instructor</b>	38	2.2%	40	2.3%	41	2.4%	34	1.9%	33	1.8%	29	1.5%
<b>No Rank</b>	52	3.0%	71	4.0%	65	3.7%	71	4.0%	67	3.7%	69	3.7%
<b>Total Non-Tenure Track</b>	<b>1170</b>	<b>67.5%</b>	<b>1206</b>	<b>68.5%</b>	<b>1195</b>	<b>68.8%</b>	<b>1270</b>	<b>70.8%</b>	<b>1284</b>	<b>71.8%</b>	<b>1356</b>	<b>72%</b>
<b>GRAND TOTAL</b>	<b>1734</b>	<b>100%</b>	<b>1761</b>	<b>100%</b>	<b>1738</b>	<b>100%</b>	<b>1796</b>	<b>100%</b>	<b>1788</b>	<b>100%</b>	<b>1883</b>	<b>100%</b>

# RANK PROGRESSION

## *Assistant Professors Rank Promotion Tracking from Fiscal Year 2008 to 2016.*

From FY 2014 to FY 2016, 49 assistant professors (22 female and 27 male) were appointed/hired at UVM.

73.5% or 36 advanced to Associate Professor (17 or 34.7% female and 19 or 38.8% male), with 31 achieving this promotion within less than 7 years and 5 being promoted after 7 or more years.

From FY 2011-FY 2013, 60 (41 female and 19 male) Assistant Professors were hired.

66.6% or 40 were promoted to Associate Professors (26 or 43.3% female and 23.3% or 14 male), with 24 promoted in <7 years and 16 promoted in 7+ years.

From FY 2008 to FY 2010, 73 (34 female and 39 male) Assistant Professors were hired.

64.3% or 47 were promoted to Associate Professors (30.1% or 22 female and 34.2% or 25 male), 38 were promoted in <7 years, and 9 were promoted in 7+ years.

# RANK PROGRESSION-2/3

## *Associate Professors Rank – 4 Years Trends from 2020-2023 Analysis*

- Overall, **female Associate Professors**, on average, advanced to full professorship after **9.1 years**, compared to **10.1 years** in rank for **male counterparts**.
- On average, **46.2%** of male associate professors had remained in their rank for eight years or more, compared to **41.1%** of female associate professors.
- On average, faculty of color at the Associate Professor level tended to spend less time in rank before promotion (**8.5 years**) than their white peers (**9.9 years**). However, given the percentage of faculty of color at UVM, the variance could also reflect the difference in the number of faculty.

# RANK PROGRESSION – 3/3

## *Associate Professors Rank – 4 Years Trends from 2020-2023 Analysis*

Year	Total	# Assoc. Prof.	Mean years in Rank	0-4 years in rank		4 to 8 years in rank		8 plus years in rank		Gender				Ethnicity			
				n	%	n	%	n	%	Female		Male		BIPOC		White	
<b>2023</b>	<b>Total</b>	<b>181</b>	9.7	54	29.8%	44	26.5%	79	43.6%	87	48.1%	94	51.9%	29	16%	152	84.0%
<b>2022</b>	<b>Total</b>	<b>184</b>	9.9	58	31.5%	42	22.8%	84	45.7%	93	50.5%	91	49.5%	28	15.2%	156	84.8%
<b>2021</b>	<b>Total</b>	<b>193</b>	9.4	67	34.7%	44	22.8%	82	42.5%	98	50.8%	95	49.2%	33	17.1%	160	82.9%
<b>2020</b>	<b>Total</b>	<b>195</b>	9.7	64	32.8%	48	24.6%	83	42.6%	96	49.2%	99	50.8%	32	16.4%	163	83.6%

# FACULTY RETENTION, ATTRITION & RECRUITMENT RATES

(Data Year 2018-2023)-1/3

- Overall, the number of faculty at UVM has been increasing since 2020.
  - 5% increase in new faculty from the 2022 numbers.
  - There has been a steady increase in hiring BIPOC faculty at UVM since 2020, a 46% increase from 2022.
- The number of female and male faculty members leaving the university *decreased* by 63% in 2022.
  - 50% decrease in BIPOC faculty leaving UVM in 2022 compared to 2021.
  - More female faculty members left the university than males within the 5-year reporting period.

# FACULTY RETENTION, ATTRITION & RECRUITMENT RATES – Continuation-2/3

In 2022, the number of international faculty stayed the same compared to 2021.

For faculty of color, the number has seen an increase of 2.3% since 2020; 11.7% (without International Faculty & 14% with International Faculty.

The current percentage of Faculty of Color at UVM is 16.7% (Including International) and 13.6% without International Faculty.

# FACULTY RETENTION, ATTRITION & RECRUITMENT RATES – Continuation-3/3

## GRAND TOTAL FACULTY BY OUTFLOW CATEGORY

Outflow Change Category	Data Year									
	2018		2019		2020		2021		2022	
	N	%	N	%	N	%	N	%	N	%
<b>1. Left the University</b>	123	7.1%	126	7.2%	93	5.4%	173	9.6%	106	5.9%
<b>2. Retired</b>	20	1.2%	33	1.9%	31	1.8%	42	2.3%	30	1.7%
<b>3. Became Admin or Non-Faculty</b>	6	0.3%	9	0.5%	8	0.5%	15	0.8%	1	0.1%
<b>4. Became Emeritus but still paid</b>	13	0.7%	10	0.6%	11	0.6%	9	0.5%	12	0.7%
<b>Total</b>	162	9.3%	178	10.1%	143	8.2%	239	13.3%	149	8.3%
<b>5. Not a Change Category (# of Current Faculty)</b>	1572	90.7%	1583	89.9%	1595	91.8%	1557	86.7%	1639	91.7%
<b>Grand Total</b>	<b>1734</b>	<b>100%</b>	<b>1761</b>	<b>100%</b>	<b>1738</b>	<b>100%</b>	<b>1796</b>	<b>100%</b>	<b>1788</b>	<b>100%</b>

## GRAND TOTAL FACULTY BY INFLOW CATEGORY

Inflow Change Category	Data Year											
	2018		2019		2020		2021		2022		2023	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>1. Admin return to Faculty</b>	5	0.3%	12	0.7%	5	0.3%	1	0.1%	3	0.2%	2	0.1%
<b>2. Staff Members &amp; Grad Assistants who became Faculty</b>	14	0.8%	15	0.9%	11	0.6%	10	0.6%	22	1.2%	16	0.8%
<b>3. New Faculty</b>	171	9.9%	148	8.4%	126	7.2%	177	9.9%	194	10.9%	211	11.2%
<b>4. Currently Emeritus/Became Emeritus (still paid)</b>	14	0.8%	14	0.8%	13	0.7%	13	0.7%	12	0.7%	15	0.8%
<b>Total</b>	204	11.8%	189	10.7%	155	8.9%	201	11.2%	231	12.9%	244	13%
<b>5. Not a change category (# of Current Faculty)</b>	1530	88.2%	1572	89.3%	1583	91.1%	1595	88.8%	1557	87.1%	1639	87.0%
<b>Grand Total</b>	<b>1734</b>	<b>100%</b>	<b>1761</b>	<b>100%</b>	<b>1738</b>	<b>100%</b>	<b>1796</b>	<b>100%</b>	<b>1788</b>	<b>100%</b>	<b>1883</b>	<b>100%</b>



# QUESTIONS?

For comments and/or suggestions to improve the report, please email [Jokech@uvm.edu](mailto:Jokech@uvm.edu)

# Catamount Core Curriculum Committee (CCCC) Report to the UVM Faculty Senate

April 29, 2024

*This report summarizes the work of the Catamount Core Curriculum Committee (CCCC), a joint committee of the Faculty Senate and Provost's Office, covering the academic years 2022-24*

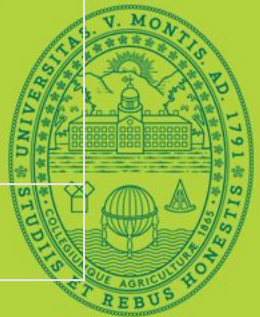
Kat Scollins, Chair  
Catamount Core  
Curriculum Committee



**CATAMOUNT CORE**  
CURRICULUM

# CCCC and General Education at UVM: A Brief Timeline

<b>2006-2017</b>	First Gen Ed requirements established and revised: <b>D1 &amp; D2</b> (2006-2020); <b>SU</b> (2011); <b>FWIL</b> (2013); <b>QR</b> (2017)
<b>2019</b>	UVM's self-study; reaccreditation process with the New England Commission of Higher Education ( <b>NECHE</b> )
<b>2019-2020</b>	<b>General Education Alignment</b> Process: Task Force; faculty-proposed new Gen Ed designations; ad hoc committees develop descriptions and outcomes for each
<b>2020-2021</b>	Basic structure of the <b>Catamount Core</b> finalized and approved by Faculty Senate, along with specific description and required learning outcomes for each designation
<b>2021-2022</b>	<b>Catamount Core Curriculum Committee</b> created as an ad-hoc joint committee of the Office of the Provost and the Faculty Senate, charged with creating the structures and processes necessary for implementing the new CCC
<b>2023</b>	<b>Launch of the Catamount Core Curriculum</b> with the incoming class of 2027





## CATAMOUNT CORE CURRICULUM

CATAMOUNT CORE is made up of 42 credits in courses distributed across three main areas:

- Liberal Arts (21 credits)
- Core Skills (9 credits)
- Common Ground Values (12 credits)

Students will be able to take courses that fulfill more than one category, but they must still take at least 40 unique credits of courses that have been approved to fulfill CATAMOUNT CORE CURRICULUM requirements.

### LIBERAL ARTS

21 CREDITS

**AH ARTS & HUMANITIES**  
6 CREDITS FROM ANY OF THE FOLLOWING

*AH1: Arts*  
*AH2: Literature*  
*AH3: Humanities*

**S1 SOCIAL SCIENCES**  
6 CREDITS

**N NATURAL SCIENCES**  
6 CREDITS FROM ANY OF THE FOLLOWING

*N1: Natural Science (no Lab)*  
*N2: Natural Science (w/Lab)*

**MA MATHEMATICS**  
3 CREDITS

### CORE SKILLS

9 CREDITS

**QD QUANTITATIVE & DATA LITERACY**  
3 CREDITS

**WIL1 WRITING & INFORMATION LITERACY 1**  
3 CREDITS

**WIL2/OC WRITING & INFORMATION LITERACY 2**  
3 CREDITS

*WIL2: Writing & Information Literacy Tier 2*  
- or -  
*OC: Oral Communication*

### COMMON GROUND VALUES

12 CREDITS

**D DIVERSITY**  
6 CREDITS (INCLUDING AT LEAST 3 D1 CREDITS)

*D1: Race and Racism in the US*  
*D2: Diversity of Human Experience*

**SU SUSTAINABILITY**  
3 CREDITS

**GC GLOBAL CITIZENSHIP**  
3 CREDITS

*GC1: Global Systems & Problems*  
- or -  
*GC2: Developing Global Citizens*

---

---

# Application and Submission Process

- For a course to be approved for a given CCC designation, the instructor must submit the syllabus, along with a completed supplemental form for that designation, detailing **how course activities will address all required learning outcomes, as well as how those outcomes will be assessed** (test, paper, discussion board posts, etc.).
- You can find a detailed outline of the CCC application and submission process, along with designation descriptions, required learning outcomes, approval criteria, and links to all supplemental forms: [Approval Criteria and Learning Outcomes for all Catamount Core Designations](#).

---

---

# Committee Review Process

- In advance of monthly committee meetings, proposals are distributed among CCCC's 3-person subcommittees for review.
- Committee members assess the syllabus and supplemental form against the [approval criteria](#) to ensure that the course meets all requirements for the requested designation(s). Reviewers leave feedback, along with a recommendation to approve or “roll back” the course for revision.
- For more details of CCCC processes: [“Policy Guidance, Processes and Procedures” \(revised draft\), submitted for Faculty Senate review and feedback in Fall 2023](#)

# Summary of CCCC Review Activity (AY 2021-24);

current list of CCC Courses: [Catamount Core Curriculum](#) | [Academic Catalogue](#)

Course Proposals	Received	Approved	Rolled Back	Closed/Other
2021-2022	144	96	16	32
2022-2023	792	726	26	40
2023-2024	706	583	43	35
<b>TOTAL</b>	<b>1,642*</b>	<b>1,405</b>	<b>85</b>	<b>107</b>
Transfer Requests	Received	Approved	Denied	Closed/Pending
2021-2022	42	25	16	1
2022-2023	109	71	27	11
2023-2024	61	34	21	6
<b>TOTAL</b>	<b>212</b>	<b>130</b>	<b>194</b>	<b>18</b>

\*Note: courses from the “legacy” General Education designations (D1, D2, SU) were also re-approved before the launch of the CCCC

# Courses Approved for Catamount Core by Designation

Liberal Arts		Core Skills		Common Ground Values	
AH1 Arts	136	QD Quantitative/Data Literacy	52	D1 Race and Racism in the US	98
AH2 Literature	118			D2 Diversity of Human Experience	177
AH3 Humanities	137				
S1 Social Sciences	147	WIL1 Writing & Info Literacy Tier 1	147	SU Sustainability	117
N1 Natural Science (no lab)	59	WIL2 Writing & Info Literacy Tier 2	61	GC1 Global Systems and Problems	41
N2 Natural Science (with lab)	55	OC Oral Communication	55	GC2 Developing Global Citizen	119
MA Mathematics	19				
<b>TOTAL NUMBER OF COURSES APPROVED FOR CCC DESIGNATION (2022-2024)</b>					<b>1538*</b>

\*Courses that carry multiple designations are counted multiple times in this data; our best calculation is that there are 1,005 unique courses/sections that carry at least one CCC designation



---

---

# Assessment

- **Assessment of CCC Course Capacity:** Capacity dashboard helps track availability of CCC-designated spots available to students
- **Assessment of CatCore Learning Outcomes:** 4-year review cycle will assess student learning outcomes in each CCC category
  - This year: D2, MA, S1 and WIL2
  - Assessment protocols for each designation developed by CCCC members in collaboration with UVM's new Assessment Coordinator Rich Cohen
- **Self-Assessment:** holistic review of CCC framework

# CCCC Accomplishments, 2022-2024

- Reviewed ~1500 courses in time for 2023 launch CCC (on schedule to provide NECHE with our 5-year update on General Education);
- Navigated the approval process for first-year seminars and other “Topics In” courses, in coordination with Registrar’s Office, Dean’s Offices, and individual departments;
- Increased student outreach through professional advising and ASV days, as well as a student-led “CCCC takeover” of the UVM Instagram page in advance of course registration;
- Began the process of transitioning to a Standing Committee of the Faculty Senate;
- Implemented CCCC Transfer Request Review Process;
- Collaborated with UVM’s Assessment Coordinator to implement the first year of CCC assessment cycle.



---

---

# CCCC Goals and Priorities for 2024-2025

## 1. Improving communication with colleges, dept./programs, & faculty

- provide clear, early guidelines regarding CCCC submission deadlines and expectations, resources, and meeting dates;
- collaborate with CTL/WID to host application workshops each semester, timed to coincide with CCC/RO deadlines;
- continue the process of transitioning to a Standing Committee, in partnership with the Faculty Senate.

## 2. Refining our own processes & mechanisms

- continue to adapt our application/assessment processes in response to faculty, staff, and CCCC member feedback;
- improve our website, with a more fully developed section for instructors seeking CatCore approval;
- draft a set of clear guidelines for new committee members

Name	Department	UnitID	AppointedOrElected
Benson, Daisy	Howe Library	LIB	Libraries Elected Rep
Cohen, Rich	Ofc of Inst'l Rsch&Assessment	OIRA	OIRA Representative
Danks, Cecilia	Rubenstein School Env & Nat Res	RSENR	RESNR Elected Rep
deRosset, Louis	Philosophy	CAS	Faculty Senate Exec Council Rep
Dickinson, Jennifer	VP Acad Affairs & Stu Success	VPAASS	Ex Officio, CCCC Convener, VP Acad Affairs & Stu Succ
Ginger, Clare	Rubenstein School Env & Nat Res	RSENR	FS/PO Joint Appointment, Diversity 2
Grimmer, Ian	Honors College	HCOL	HCOL Elected Rep
Haines, Shana	Education	CESS	CESS Elected Rep
Harrington, Susanmarie	English	CAS	FS/PO Joint Appointment, Writing & Info Literacy
Hurley, Stephanie	Plant & Soil Science	CALS	CALS Elected Rep (INTERIM - Spring 2024)
Kudrle, Joseph	Mathematics & Statistics	CEMS	CEMS Elected Rep
Levine-West, Bridget	German & Russian	CAS	CAS Elected Rep
Lowensohn, Suzanne	Grossman School of Business	GSB	GSB Elected Rep
Massell, David	History	CAS	FS/PO Joint Appointment, Humanities
Munkres, Susan	Community-Engaged Learning Office	CELO	CELO Director, Service-Learning Courses
Phelps, Nicole	History	CAS	FS/PO Joint Appointment, Oral Communication
Porter, Tiera	Faculty Senate	FACSEN	Support Staff, Faculty Senate
Rosebush, Joan	Mathematics & Statistics	CEMS	FS/PO Joint Appointment, Mathematics
Sama, John	VP Acad Affairs & Stu Success	VPAASS	Support Staff, VPAASS, CCCC Admin Coordinator
Scollins, Kathleen	German & Russian	CAS	Committee Chair, FS/PO Joint Appointment, Arts
Sibold, Jeremy	CNHS Dean's Office	CNHS	CNHS Elected Rep
Strickler, Jennifer	Sociology	CAS	FS/PO Joint Appointment, Social Sciences
Wiltz, Mar	Undergraduate Student	STU	Undergraduate Student Representative

## AY 2023-24 Membership (and a plea for new members!)

**Continuing: 8-11**

**Stepping down: 8**

We will need newly elected representatives from the following units: CALS, CEMS, CESS, GSB.

Consider joining us next year!

---

---

# Questions?

CCCC Chair Kat Scollins [kscollin@uvm.edu](mailto:kscollin@uvm.edu)

CCCC Administrator John Sama [jsama@uvm.edu](mailto:jsama@uvm.edu)