The UNIVERSITY of VERMONT

FACULTY SENATE

Minutes
December 19, 2016

The meeting was called to order at 4:04 p.m.

Senators in Attendance: 69

Absent: Senators Hutchins (Communication Sciences), (Engineering, Mechanical), (Family Medicine), Ergene (History), Single (Mathematics & Statistics), (MMG), Solomon (Neuroscience), Contompasis (Pediatrics), (Rehab & Movement Science), Patterson (Social Work)

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1. **Approval of the Minutes (VOTE)**
    Motion: To approve the minutes of November 28, 2016
    Vote: 94% approve, 0% oppose, 6% abstain

2. **Faculty Senate President's Remarks –** Cathy Paris reminded the Senators that Tuesday, December 20th is the annual UVM Food Drive and Holiday Party in the Davis Center. This provides a wonderful opportunity to help resupply the Chittenden County Food Shelf.

3. **UVM President's Remarks –** Thomas Sullivan thanked the faculty and staff for the hard work they do for the University. President Sullivan expressed wishes for a happy holiday and hoped to see everyone at the Holiday Party.

4. **Curricular Affairs Committee Report** – Laura Almstead, Chair of the CAC, reported on one item that was approved by the Curricular Affairs Committee but does not require a Senate vote. The Anthropology Department in the College of Arts and Sciences requested a new Global Health Concentration in the Anthropology Major. The new concentration was approved by the Department of Anthropology, the CAS Curriculum Committee and the CAS faculty. The CAC approved the proposal at their December meeting.

5. **Senate Committee Reports:** Cathy Paris introduced the committee chairs, and noted that the Senate Committee reports are a good opportunity for Senators to learn about the work of the standing committees. Senators were asked to consider putting their names forward

for committee membership when nominations are requested in the Spring. There is surprisingly little overlap between Senate membership and Standing Committee members.

- **Educational & Research Technologies Committee** – Cathy Paris thanked David Feurzeig, Chair of the ERTC, for his service during the past year. David has served on the ERTC for six years, and stepped into the Chair position after the passing of the former Chair, Larry Kost. David provided an overview of the work of the ERTC. He clarified that the work of the ERTC is around information and classroom technology. The ERTC acts in an advisory capacity, as well as generating projects. They receive advance notice for mandatory system upgrades, or a change in network protocols, and provide feedback. The ERTC will survey the faculty to inform technology decisions. Currently, the ERTC is planning to survey the faculty to gather information on the use of document cameras in classrooms. This survey is a result of information received by the ERTC that these cameras are no longer being widely manufactured or supported.   An example of a recent ERTC generated project was the computer replacement policy survey that resulted in a resolution to the Senate and new policy approved by the Provost and Board of Trustees. Other ERTC projects are brought to the committee and do not include the need for a Senate Resolution. For example, Dean Saule recently spoke to the ERTC about the uses for the student technology fee, which goes into the Technologies Innovation Fund. In the past, some of that money has been used to fund competitive proposals, and the ERTC is working with Dean Saule to reinstate that practice. Currently, the ERTC is preparing a Senate Resolution for the Spring that will have a multi-prong approach to improve the situation around students receiving advanced course information.

- **Student Affairs Committee** – Thomas Chittenden and Jen Prue, Co-chairs of the SAC, provided an overview of the charge of the SAC, the membership, and recent and current efforts. Their presentation slides are attached to these minutes.   SAC has responsibility for matters relating to student affairs, including admissions and financial policies. Issues come to the SAC from many areas, including committee membership, student concerns, and Senate President requests. The meetings are open and all are welcome to contact SAC members with issues to be addressed. Some issues brought to the SAC may result in collaboration with other committees, Senate resolutions, conversations or partnerships. Currently, the SAC is addressing an issue brought to the committee by two SAC members because their student advisees were struggling with the Academic Integrity process. They felt that the student protections were not being addressed because faculty were adjudicating issues regarding academic conduct personally, instead of utilizing the policies, procedures, and services that are provided to faculty and students on campus.

6. **Update on Academic Integrity Policy Discussions** – Thomas Chittenden and Jen Prue presented the current UVM Academic Integrity (AI) policy and proposed language changes. The current UVM AI Policy states, "If an instructor believes the behavior should result in a sanction that would impact a student's grade, including, but not limited to, lowering or changing a course grade or assignment grade based on a violation of the Code of Academic

Integrity, the <u>instructor must report the incident</u> to the Center for Student Conduct for adjudication." Thomas Chittenden provided an overview of the effort around this issue which was brought to the SAC in Fall 2015, and has resulted in a proposal for language changes to the AI policy. The proposed changes are currently being reviewed by UVM General Counsel. The SAC hopes to bring the proposed policy language change to the Senate by the end of this academic year. The goals of the proposed language changes are to: make clear faculty responsibility, refine language on technical violation, define 'penalty' and 'instructor', introduce the concept of a conference as a possible result of student appeal, emphasize the mandatory reporting necessary for the current process, and add a procedural mechanism for student appeal to improperly adjudicated penalties outside of mandated university policy. Thomas Chittenden acknowledged that the process can be onerous and that they are looking for ways to streamline the process. Please reach out to the SAC with any feedback. Questions were accepted from the Senate floor.

7. **Incentive Based Budget at UVM –** Cathy Paris introduced Provost David Rosowsky as the third speaker in a three-part series of presentations to the Faculty Senate on the UVM budget. The first was the faculty panel discussion on IBB, and in November Richard Cate presented the state of the University budget. Provost Rosowsky's slides are included in these minutes. Provost Rosowsky began with background on the IBB process and encouraged Senators to utilize the website for more in-depth information. He also encouraged use of the feedback loop on the website to request information if it is not easily found on the webpage.
Provost Rosowsky presented some observations, ongoing concerns, and plans for IBB 2.0. He then opened the floor to questions.

8. **New Business**
   - In response to a question regarding the availability of a mechanism for faculty input on University investments, President Sullivan stated that the Board of Trustees has authority over investments. There are three committees of the BOT where faculty have representation: 1) Budget, Finance, & Investment, 2) Audit, 3) Educational Policy & Institutional Resources. Faculty have representatives on each of these board committees.

   - The recent re-integration of Extension into the College of Agriculture and Life Sciences was discussed. President Paris and the Dean of CALS (Thomas Vogelmann) spoke about the history and process, efficiencies gained by the formal reunification, and a positive perception of the change from Extension faculty. Concern was expressed about the lack of inclusion of faculty in the process leading to that decision.

9. **Adjourn** - Motion to adjourn 5:34 p.m.

MEMO

To: The UVM Faculty Senate

From: Curricular Affairs Committee of the Faculty Senate, Laura Almstead, Chair

Date: December 2, 2016

Re: Items approved by the Curricular Affairs Committee that do not require a Faculty Senate vote

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New Global Health Concentration in the Anthropology Major
Submitted by: College of Arts and Sciences (CAS)

The Anthropology Department has long offered a variety of courses related to global health, biological anthropology, and medical anthropology. Students in the major have expressed interest in global health, and many graduates have pursued careers and graduate studies in related areas. Due to the breadth of anthropology as a discipline, students, through their choice of elective courses, frequently complete the major without a particular area of specialization. During the Department's recent Academic Program Review, the external reviewers recommended developing foci in specific topic areas. In response to the recommendation and to better guide students through the major, the Department developed three informal foci in the major and the minor – Global Health, Social Action, and Archaeology and Heritage Management. Since establishing the Global Health focus in Spring 2015, ten majors and eight minors have selected the focus, indicating significant student interest.

Completion of the new Global Health Concentration will require four approved courses (12 credits), with at least two at the 100-level or above, and at least one 200-level course. The list of approved courses includes five zero-level, five 100-level, and three 200-level, thus there are many options for students who choose to complete the concentration. All approved courses are currently being taught; no new courses are anticipated. Credits earned in appropriate internships, special topics or Honors College courses, as well as courses taught by other departments could also be used to fulfill the concentration requirements with approval. Dr. Jeanne Shea will act as the advisor for the concentration with Dr. Deborah Blom assuming responsibilities during Dr. Shea's sabbatical.

The new concentration was approved by the Department of Anthropology, the CAS Curriculum Committee, and the CAS faculty.

Student Affairs Committee (SAC)

Charge of the SAC

This committee shall have responsibility for matters relating to student affairs, their effect on the educational process, and the academic climate of the University …

It shall recommend policy with respect to honors programs, remedial programs, athletics, discipline, health service, placement, housing, student activities, etc.

It shall include among its duties in-depth and ongoing review of University admissions and financial aid policies, including their relation to projected enrollments.

This committee shall establish policy in matters related to general admissions standards and prerequisites … and shall review, recommend and participate in formulation of admissions procedures.

Members of SAC

College	Name	Term
Arts & Sciences	Loeb, Don	2014-2017
Arts & Sciences	VanKeuren, Scott	2015-2018
Agriculture & Life Sciences	Molofsky, Jane	2016-2017
Business	Chittenden, Thomas (Co-Chair)	2014-2017
Education & Social Services	Prue, Jennifer (Co-Chair)	2016-2019
Engineering & Mathematical Sciences	Louisos, William / Karla Karstens	2016-2019
Environment & Natural Resources	Hughes, Jeffrey	2014-2017
Extension	Oyarzabal, Omar	2016-2019
Libraries	DeSanto, Dan	2015-2018
Medicine	Berry, Zail	2015-2018
Medicine	Pierce, Kristen	2014-2017
Nursing and Health Sciences	Allen, Kenneth	2016-2019
Graduate Student Senate	Brown, Hillary	2016-2017

Recent and Current Efforts

- Student Advising
- ACCESS Accommodations
- Academic Calendar Changes
- myUVM Integrated Course Evaluation Platform
- Administrative F Policy at UVM
- Academic Integrity Policy

Current UVM AI Policy

"If an instructor believes the behavior should result in a sanction that would impact a student's grade including, but not limited to, lowering or changing a course grade or assignment grade based on a violation of the Code of Academic Integrity, the instructor must report the incident to the Center for Student Conduct for adjudication. "

Page 5, Code of Academic Integrity V. 2.7.7

Work In Progress

- Fall 2015 – Issue raised by two committee members
- Spring 2016 – Formed and charged a Subcommittee to draft revisions
- Summer 2016 – Collaborated with Center for Student Conduct
- Fall 2016 – SAC and Center for Student Conduct Leadership endorsed language changes
- Spring 2016 – General Counsel for University reconciling language with Committee member
  - Lucy Singer and Don Loeb

TARGET:

Policy Language Proposed by End of this Academic Year

Proposed Language Changes

- Makes Clear Faculty Responsibility

- Refines language on Technical Violation

- Adds definition for 'Penalty' and 'Instructor'

- Introduces concept of a 'conference' as possible result of student appeal

- Emphasizes the mandatory reporting necessary for the current process

- Adds a procedural mechanism for student appeal to improperly adjudicated penalties outside of mandated university policy

Incentive-based Budgeting (IBB)

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Invited Annual Presentation to the Faculty Senate

David V. Rosowsky, Provost and Senior Vice President

December 19, 2016

SOME KEY POINTS (by way of background)

✓ UVM Budget Self-Study completed in Dec. 2012 (FPPC Committee, plus)

✓ IBB process initiated Sept. 2013

  Steering Committee included 3 Senators (including FPPC chair)

  Subcommittees included 8 Senators (including Senate President and VP)

✓ First phase (12 months): IBB Development (2013-14)

✓ Second phase (12 months): IBB Implementation (2014-15)

✓ Transition completed with launch of new budget model July 2015

✓ Presentations to Full Senate Sept. 2013, Nov. 2013, March 2014, Nov. 2015

✓ Presentations to Senate Executive Committee Sept. 2013, April 2014

✓ Presentations to FPPC Oct. 2013, March 2014, April 2014

✓ Plus more than 280 meetings with academic units, governance groups, and leadership teams during this period

BY THE NUMBERS…

1	Big Idea (totally transform the budget process/model at the University)
1	New website dedicated to the transition
1	Steering Committee
2	Years to complete the transition
7	Guiding Principles
8	Subcommittees
8	Campus-wide open forums
11	Faculty on Steering Committee (of 22)
13	Faculty on the 2013 Budget Advisory Committee (BAC)
14	Campus-wide updates distributed and posted online
18	Recommendations from BAC found in IBB
43	Faculty members on IBB subcommittees
200+	People engaged as members of committees/subcommittees
280+	Meetings, presentations, briefings, campus engagements in 2 years

By the Website

Final Report	Communications to Campus
About Subvention	Presentations
Steering Committee	Reports
Subcommittees	Guiding Principles
Project Timeline	Informational Resources
Implementation	Related Topics
Suggestions/Questions/Concerns	FAB IBB Reports and Data
Across the Green	

"It has been my privilege to work with the 240 members of our campus community involved in the development and implementation of IBB, and to witness such a collaborative, inclusive, and authentic process. This bodes very well for the future of the University of Vermont."

-D. Rosowsky, Provost

Some observations—

IBB is incenting and enabling strategic decision-making at the college/school level

Some observations—

Rapid increase in interdisciplinary (intra-college and cross-college) activities

The University of Vermont

What are some of the ongoing concerns? How are they being monitored and, where necessary, addressed? Who has oversight responsibility? How can we learn more?

✓ e.g., course creep, reduction in part-time faculty, larger classes, reduced interdisciplinary activity

✓ Educational Stewardship Committee (ESC), a joint Office of the Provost/Faculty Senate standing committee

✓ IBB Steering Committee (chaired by the Provost)

✓ Regularly updated websites – information portals, contact information, feedback (IBB, ESC)

# "The IBB headcount 'tax' is causing deans to hire fewer part-time faculty"

What the facts reveal:

Full-Time and Part-Time Faculty Headcount by Fiscal Year				
	FT Faculty	% of Total	PT Faculty	% of Total
FY 2013	1248	81%	287	19%
FY 2014	1241	80%	303	20%
FY 2015	1244	79%	321	21%
FY 2016	1241	77%	366	23%

The University of Vermont

"IBB is causing the deans to schedule more large classes and fewer smaller classes."

What the facts reveal:

Number of Undergraduate Class Sections by Class Size
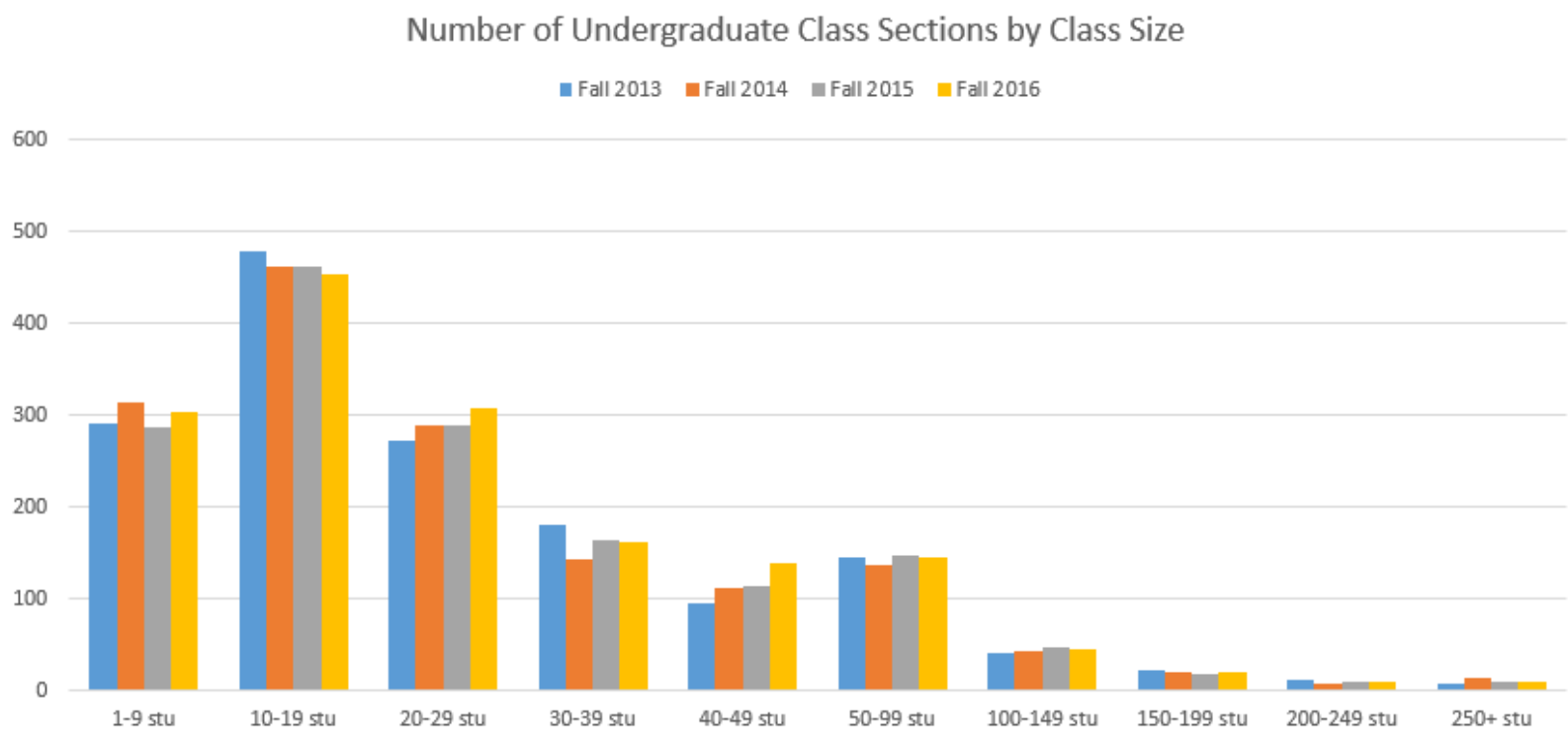
IBB 2.0

November 2017	Request input from the campus
December 2017	Synthesize input, develop list of priority topics (potential changes) to be considered
Spring 2018 - Fall 2018	Work by the Steering Committee (and subcommittees as appropriate)
January 2019	Report presented to President Sullivan
Spring 2019	IBB 2.0 Implementation preparations (6 mos.)
July 2019	Launch IBB 2.0 (FY20)

e.g.,

Headcount

Energy savings

Student success

Q&A and Discussion

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