



TUESDAY, APRIL 19TH, 2011
SECOND MEETING OF THE 2011-2012 SENATE

Call to Order

Start Time: 7:00pm

Roll Call

Finance: all present
Student Activities: Allston and Weiland unexcused, Etter excused
COLA: Weiskotton excused
CODEEE: Tepper excused
Student Action: Talbot unexcused
Public Relations: all present
Academic Affairs: all present

Approval of the Minutes

From 4/12/11 – minutes fail

Public Forum (00:01:10)

-A recruiter Donny came in to talk about his work with Grassroots Campaigns.

-President Fogel came in and spoke very detailed of the future plans of Dr. Sanjay Sharma as new business school dean.

President Fogel: thank you madam speaker. I will speak briefly but id really like this to be a dialogue, and answer the questions and speak to the concerns that folks might have. But I will say first predominantly, thanks for coming to Vermont, and you will find our students have an opportunity to employ some of them are really people who want to do better and what they do matters, and if you haven't been to SGAs before this is an exemplary thing. The discussions I've had with SGA and public forum sessions like this have been very deep, very challenging and very well informed. I always walk away with even more respect for our students when I walk away from one of these meetings. So thank you for this opportunity. I do want to ask a question first, how many are senators who are new to the senate? Probably half roughly. Close to half. Well congratulations on your election. You are joining an august and important body of the university. I also wanted to say how appreciative I was and pleased with the unanimous endorsement of the gen ed proposal by

the SGA. That is something I've worked for a long time. Students participated fully in it, and I believe with many of you that it has the potential to transform a higher level of education, I also think its not a cookie cutter gen ed. Its something that's very distinctive, very Vermont, very UVM, very powerful in the areas that it proposes that we really own as our objectives in undergraduate education. The reason I asked to appear before public forum was because I know you have a resolution that I assume you will take off the table, disapproving the salary that I offered the incoming business dean. So I thought id take a couple of minutes to share with you the thinking behind that and then to speak to any questions and concerns you want to put to it. Let me say first that I understand the feelings that this has brought out in many members of the community who were surprised perhaps, startled, and who wondered why we were paying so much money to a business dean at a time of fiscal posterity. There are several things to say but the simplest answer is that if we want to provide high value to our students, we need to pay competitive salaries; we might not like the way the market operates but we have to pay salaries that are competitive in the marketplace. I don't want to bore you with too much data but I will say that two years ago the average for business deans in research extensive universities which is the broad category we belong to was \$298,000 and this was a sitting dean who was very accomplished and who will start at a salary 7% above the three year old average. But that's not really the point. I think the point is the value that we expect to come to our students, to our faculty and staff, to the university, and to the state of Vermont from this investment. Let me just tell you a little about Sanjay Sharma and why he fits at UVM. Sanjay is one of the leading experts on sustainable enterprises, corporate environmentalism. When I visited him recently at his office in Montreal I saw 5 of his books displayed in his office all with titles that carried that theme sustainable enterprises, corporate environmentalism. He is consulted even though he is a Canadian citizen to both the United Nations and the United States National Science Foundation. When he came to the business school at Concordia, its accreditation was in jeopardy, he turned that around very quickly and they patched their accreditation with flying colors. Faculty moral was terrible, he raised it rapidly through a collaborative and very creative leadership style. Resources were short. He raised \$43 million dollars to support programs, he raised another \$60 million in 4 years as dean to supplement \$60 million dollars from the Canadian government to build a new facility. He created a lot of exciting programs in 4 years as dean. Those programs and the quality that was really accountable, an assessable quality of the business school that he led, raised the schools stature in the world very rapidly. When he got to the school it was unranked. Now do rankings matter? Maybe not, but let me tell you what the most impressive ranking was, the school was unranked and he got it into the top 100 in the world in both financial times and the economist rankings of business schools world-wide. 50 of those schools being outside the United States, outside of north America. Its really very impressive, but the most important one for students is economists, remember the school was totally unranked within 3 years of him getting there ranked that school #1 in the world in diversity of career opportunities offered to its students. Now I think that a very high value proposition for students in today's world. #1 in the world in career opportunities offered to students. Now we have over 900 students in the business school, most of them undergraduates, 858 undergraduates this fall, and I expect dean Sharma to add enormous value to the education and the career opportunities to students. But its more than that, I expect him to be very good at building resources for the programs. But its more than that, I expect him to affect the entire campus in very good ways, obviously you've heard his specialization in sustainability and environmentalism fits very with a top university priority with a lot of our values at UVM, frankly I think why he's coming here from much bigger business school; the business school at Concordia has 8700 students, also as many students as we have undergraduates across the board at UVM, but I think he's very attracted the values of the university and of

Vermont and fits well with that. Because he's an expert in sustainable entrepreneurship, I expect him to raise the competitive metabolism in entrepreneurship across the campus, I expect him to work with faculty in every field and students in every field, including the trans-disciplinary initiatives but the board to help them to understand to start businesses, how to take their intellectual property and ideas and turn them into business plans, product prototypes and how to take them out. I expect him to enrich the education of students across the university not just the business school. At Concordia he has developed programs with McGill to offer training and degrees to their medical students and other health care professionals. While I was visiting him a week ago Friday, word came the university of Montreal had asked him to do the same thing with their law students. The point is that he's very collaborative across the U.S and will add value to the whole university. So you know, you pay a lot for a business dean any place, what you do pay, the marginal cost of having one who has such high return on investment potential for our students, our faculty, our staff, and the state of Vermont makes a very good value proposition in my view. The last thing I want you to know, the cost of hiring Sanjay and for that matter his spouse who is probably the leading expert in the world in family business, I think important to a lot of our students and very important in a state where most of the business are small and medium scaled and many are family based, and there are special issues in family business studies like secession from generation to generation. The resource to pay them is not incremental to the budget, it does not add anything to the general fund, it is a resource that lies within the business school and within funds that were set aside years ago for the recruitment of this business dean, we always set aside funds for the recruitments of deans even when they come from inside, like Mary Watson, Tom Vogelman, and Patty Prelock, Rubenstein, Cals, CNHS, respectively all of which were internal dean hires but in every case they came with funds to enhance their deanship and give them a running start, so that's pretty normal with all of these. I could say much more but maybe we should just open the floor and have some dialogue and hear some concerns that are on your minds as you think about this resolution.

Questions

Adams: thanks for coming in tonight, earlier you said salaries need to remain high for, how do you feel about 0% increase for faculty

Fogel: There's no with faculty, we have modeled the budget I feel pretty strongly about paying faculty..... almost all of our administrators have... We have to play within the market competitive I feel very bad about the staff..... people making from 75000 up to you pick a number, its very very hard. The budget is very difficult to balance,.... These funds were within the business school.. we should cut the business school to pay.. I feel bad about the people who are frozen but I feel very good 9 years as president, faculty salaries gone up 5% a year even in the past 3 years during recession.....faculty salaries now right in midrange for full professors at 97%. I feel bad about the belt tightening but I feel its important for us to invest in the quality, you make choices, scores and scores of layouts

Adams: Concordia's business school is larger, are you expecting expansion of business school

Fogel: MDA looking for expansion, enhance undergraduate expansion, he is coming to different scale, he is attracted to our I think he is the scale of UVM of appeals to him, overall we feel undergraduate enrollment, few hundred under

White: you said not add to general fund, how long does that remain true?

Fogel: base budget, I don't think it will add a lot from the general fund 5 years from now, he will take president sure off the general fund, couldn't believe the quality of the business school when I got there. Said to Sanjay this must've been built before you came, raised a lot of money, not general fund, kind of person who inspires confidence he takes president sure off of the general fund resources, I don't see , I'm not sure what you were framing your question, I don't see a change in the validity of the general fund

Sadeghi: surprised similarities focusing too much on school of business and not the university as a whole, right now looking for president salary wont be below salary of new dean, not worried about right now but 5

Fogel: I think that's a reasonable thing to worry, but in end this will not have the effect you are concerned with, most people expect to be paid around the market, I'm English professor, different from market of variations, agriculture dean will be expected to be paid around ballpark of agriculture dean,..... Discipline region of country, we use it and the union uses it, also does administrators, only 29th percentile of Oklahoma State, president of UConn was only paid..... we are likely to be paid more for next president, next president will be paid more than I am, weeks ago with Susan herbs, coming for 50000 less than , I'm paid a good deal less than medical dean, I don't see this as changing the salary scale,

Caster: that vocal?

Fogel: spoken with executive council, Julian can verify, satisfied money I coming from

Caster: curious as to return you see this business school dean bringing...

Fogel: answer yes to date with us, majors that have been the biggest draws, improving quality of reasonable projection to make, plays into internationalization, distinguished, Sanjay was managing director of company that Africa, CEO of company that food systems, he is really very accomplished world

Osef: putting salary aside, what I gathered from Concordia hiring them, hail-Mary pass, what would you say is the standing of our business school right now, anything else

Fogel: we have wonder faculty, wonderful students..... we are not ranked, we don't have, a small business school like ours..... even though we have very successful students that come out of , Sanjay has very proven track record, part of my hiring was , sent 3 page single spaced document on his plan, read one little bit, speaks to the issues that are really import for students “ the ranked #1 by economists, career management is not” budget” the career management has to be the business centers, analysis of, bring in speaks res, “ he also speaks immediately after that of then....i think what you're hearing is the voice of somebody who know how to take his unranked school to the tops of the rankings, I wouldn't have hiring if I hadn't seen this on the table

Osef: What was his wife hired for?

Fogel: Hired as professor, in family business.

Ravech: mentioned that funds...

Fogel: Yes, but that's what he told me when he was hiring, but now I think its more than that

Ravech: How did he fund raise there and how will he do it here?

Fogel: look, I love my job, the best part raising money, helping students, helping faculty,..... when you can make them feel that what they do really matters, you build the resources, people wont invest in something they don't have confidence in that wont be put..... more and more true in donors today, have to have confidence that somebody is not just blowing smoke, Sanjay is kind of guy that inspires that confidence, I have been building some relationships big donations, one case I had Sanjay's school, I waned our donors to know that others donors felt that confidence tat they were getting, educational outcomes and quality achieved, I think he will do it, I expect him to do it there, already began to relationships with people that.....

Benner: when will we at the university see public records of his plans

Fogel: fairly soon after he comes, he needs to speak with faculty..... this is public university, staff and students will be , I don't think when you're coming in as dean that I don't remember said in this document is " these metrics are broad rather than being....." He does speak about the need to developgiven to me, I have had discussions with all other groups and having it now, he really needs to do collaboration with Came in and found the demoralized faculty

Adams: Since you have been in contact, what have the responses been?

Fogel: surprised, Montreal is much bigger city, he knows world of business schools in North America, some stuff hurtful, blog, fair number comments who were racist, Zenophobic, pretty hurtful. Very committed to us, pretty solid people. When I was up there, while I was there touring the business school a week ago Friday, he took a phone call, I think they think they can overcome, but really hasn't been welcome

Bennington

Congrats to new senators, I guess wanna start by saying, when I wrote this resolution, I in no way was intended to offend the Sarmas , full confidence in Fogel. Really tragic that the kind of language that has been used on the free presidents, if you read comments enough, more than 20 people, liberal socialists, so took a lot of notes, really important to follow rankings, it is genuine desire to improve ranking of any school in university,..... something that is pretty unique that probably needs to go in to adapt to the conflicts, I don't see this is necessary the wide focus in TRI, I understand that needs to hiring new faculties.....business school is mentioned once, written request to..... I don't know that its necessary that any of the 3 spires to , Great students in business school , don't want any subpar schools in this university, people read the rankings, might take into account the values that, might remember that UVM is supposed to be the social justice university,if Sanjay's are surprised that outrage..... united academics.....whether or not our salaries are high low medium, people have always had issues with them, always been in public light, why are people making why do faculty get asked to take pay decreases before administrators,..... oh that's not actually the social justice, that's the end of that tangent, something Fogel said that intrigued me that new dean excels in areas of

sustainable entrepreneurship, environmental, We have very wonderful faculty to do that there,..... not environmental, ecological, more in mainstream, not sure its been proving me that new dean operates in this kind of world, /..... Would like to see Josh Farley paid \$32,000 a year, I don't think he would like that. Another thing mention of big building is one of his achievements, to be honest, building large buildings is not sustainable..... grass trees, and used that to improve rankings in sustainability, electricity, not clear to his view of more sustainable financially and I think that good point that this isn't going to put strain on general fund, good..... not president sure being taken off gen fund if wasn't president on it from before, how do people perceive this, asked to take 0% increase in salary, staff members that work in labs , unions, how does that look, issue people have with this, paying such a large amount, large for this university, second largest salary on campus, believe that 2002 when president Fogel came here, 7 vice president, now 26, 2008-09 number, trend of increase that greater salaries have been creeping into titles, trend of growing university, slowly adds up, you're paying more money than other public universities, deans Sanjay's wont increase tuition, important patterns, 4 years ago, intense activism, fighting for unionize, livable wage..... there are plenty of people that make lot of money, lots of reasons to have issues with that, that activism has died, whatever reasons, , I think important for in historical values of universities..... really important to keep thinking about this stuff, I think this outline provided to Fogel is wonderful should be provided to all of the schools, pay attention to these things, I will be more proud if this moved toward adopting to values of social justice, don't see that with salary

Questions

DeVivo: What about Charma's hiring affects negative toward social justice university

Bennington: not his hiring but trend of how to award salaries, biggest thing that negative is fact that staff is not allowed to unionize, barley related to Charma but pattern of administrators making very high salaries but people on this campus making.....

DeVivo: you went on of new business school, no where In his plan to build new building here, just to show he has the confidence to inspire donors to invest, actually being used in case study, technology is most green building, view on sustainability alone show that he s committed to sustainability. As Fogel said, salary coming out of business school dean pool, doesn't affect 0% faculty salary, not related at all

Matthews: regarding fundraising, let assume he does bring in another 40 mill, how would you feel if he does that

Bennington: not sure if money will be going to general fund , more into grants scholarships, other things. No doubt he probably will raise money, very qualified dean. I do not know as much as Fogel about his plans for raising money and how will be used

Fogel: he will be very successful bringing in money that will support, #1 is tied to building of career management for students. I expect to be high return on investment, wont directly go into general fund but will affect it directly.....first thing he wants to do is hire faculty for career management thing. Have to respect donor which will enrich students, you accept it but have to respect donor restrictions,

Old Business (01:10:06)

-Chair White brought up resolution for new dean's salary.

Questions

Questions and discussion arose about Dr. Sharma already being hired, and the effect of his hiring in the next 5-10 years

Vote to have informal poll to see if body would be in favor to tabling – motion passes

More are in favor of tabling

Motion to table

Vote to table- passes

-Swearing in new votes

-Appointment of new speaker of senate

President Golfarini nominated senator Ravech.

VP Vitagliano nominated chair Adams.

Senator Ravech gave her speech on why she should be nominated.

Chair Adams gave her speech on why she should be nominated.

Questions

Both candidates answered questions regarding being the next speaker of the house.

Motion to vote on executive session- passes

Nicholas Monteforte won speaker of senate

-VP Vitagliano nominate Chris Joaire to be next SGA Treasurer

Chris Joaire gave a speech about being the new treasurer

Questions

Chris Joaire answered questions about his ability to do the job and his feelings about reallocating funds.

Call to question- passes

Need 2/3 vote- unanimous

Emergency Business (00:13:18)

None

New Business (00:13:32)

Dougherty: bill creating the open access programming grant

Lederer-Plaskett: resolution in support of policy regarding stalking on the UVM campus

White: two amendments to the constitution submitted to Chevrier last week

Executive Reports (00:14:21)

Monteforte: please send me the legislation by Thursday.

VP Vitagliano: kitchen has been closed past week or so because it is not being cleaned and it is being abused. I'm trying to set up committees being responsible to maintaining the kitchen. Senate info and contact forms need to get turned in, only 5 have been filled it out, please do that on lynx. Need a chair for elections committee by next week. 1-on-1s for whoever wants to meet with me. Also, please don't leave during public forum.

President Golfarini: Met with president of campus forum leadership. Shumlin will possibly come to school. Senators of the week are Daley and Campbell.

Joaire: putting together report for finance committee. Professional development fund for students who would like to better themselves professionally. Working on a new fund for living and learning groups and others

Committee Reports (00:32:11)

Student Activities

Chair Benner: wants to reorganize liaison groups. Working on calendar of all club events and meetings. Sent out update sheets. Working on making it so can have some sort of summarized constitution list.

COLA

Chair Rifkin: about to make big list of initiatives

Leaderer-Plaskett: handing out packet about dismantling rape culture conference. Writing mock policy that will get emailed out to people before year starts.

Chair Rifkin also spoke about the party registration.

CODEEE

Chair Tepper: mailed out report

Student Action

Chair White: emailing out report

Public Relations

Chair Denton: working on first VSOF to get it up before end of year. There is now facebook groups for each committee. Still tabling the budget.

Osef: been working on setting up facebook group for first year students class of 2015.

Academic Affairs

Chair Castor: lot of discussion about academic quality. Progressing on enhanced course descriptions, there is survey. Working on how we can provide the best experience for international students.

Finance

Chair Dougherty: open access programming grant is doing a good job. Two supplemental meetings scheduled, only one showed up. Five gas requests, now only \$1900 left for gas.

Senatorial Forum (00:54:04)

Caster: general education will be moving on to faculty senate on the 25th.

LEADERER-PLASKETT: discovery, met with girlfriend of “anonymous bro” , disturbed with outcomes, want our body to better educate community, want to revise policy since there was no policy broken

Rifkin: budget ad hoc still going strong, meeting tomorrow 7pm.

Adams: with VSOP, don’t know why we passed resolution last week, we already said our piece on it, water tower did not violate any policy, passing a resolution would be bullying, chair white proportion of senators should discuss ahead of time

Mathews: thought it was poor idea to pass VSTEP resolution.

VP Vitagliano: looking to rework door system. Want swipe access, also security cameras possibly.

Senatorial Comments/Announcements (01:11:44)

Lederer-Plaskett: take back the night tomorrow night

Osef: today tabled outside and got 200 pludget surveys filled out

Daley: Monday, PSAC, 7pm

Roll Call

Finance: Devivo excused. Fitzgibbons unexcused
Student Activities: Weiland unexcused

COLA: Bohjalian excused
CODEEE: Tepper excused
Student Action: all present
Public Relations: all present
Academic Affairs: all present

Adjournment

End Time: 10:55pm