

## EXECUTIVE BOARD MEETING

August 18, 2021

Video Conference on Microsoft Teams

### MINUTES

**Present:** Richard Branda, Stephen Cutler, Ruth Farrell, Alan Gotlieb, Michael Gurdon, Dwight Matthews, Jack McCormack, Rachel Johnson, Mara Saule, Lee Thompson, Judith Van Houten

**Absent:** Mary Jane Dickerson, Beth Mintz

**Call to Order:** Chair Michael Gurdon called the meeting to order at 2:04pm

1. Minutes of May 19, 2021, approved as amended
2. RFAO Board Meeting
  - a. Discussion of an addition to the Executive Board. Mary Jane Dickerson has reiterated her desire to step down after many years of devoted service. Board members were requested by Chair Gurdon to suggest names of possible candidates, and 3 names were submitted. General discussion followed with agreement that all 3 should be considered further. Board members were asked to rank the 3 candidates and forward the ranking by e-mail to Chair Gurdon. He will then explore possible interest in standing for election to the Board. It was suggested that remote membership be offered as an option since many members live or spend time away from Burlington.
  - b. Continuation of discussion of proposed revisions to the RFAO Constitution and Report on dialogue with Gary Derr regarding a more systematic identification of retiring faculty and administrators.
    - I. Chair Gurdon noted that under our current Constitution changes need to be warned 3 weeks before a general meeting.
    - II. The current Constitution (Article 1) states that retired faculty from academic positions and officers of administration are eligible for membership. During discussion of revision of this section of the Constitution it was noted that Officer of Administration has a restricted definition for the University. It was felt that this description excludes many administrators for membership and needs to be broader. Gary Derr will send a list of 3 different groups: Officers of Administration, classified executive staff, and non-classified executive staff, to the Board for consideration for membership. Mara Saule offered to work with Human Resources to review the 3 categories of administrators, optimally from the current list, for possible membership in the organization. In the revised Constitution the term administrative officer could be used in agreement with Human Resources for those who have been fulltime members of UVM and eligible for retirement. Optimally Human Resources would send a list of these candidate retirees to RFAO monthly or quarterly as they retire for inclusion in RFAO membership.
    - III. It was suggested that "and the University Community" be added at the end of Article 1.
    - IV. With regard to revision of Article 2 of the Constitution, it was recommended that staggered terms be removed, that *ex officio* appointments be for 2 years consistent with other Board terms, that the editor of the HERMES newsletter be eliminated since the position has not been filled for several years, and "such senate representatives" be removed.

- V. In Article 3, the time for nominations for officers and board members should be changed to 2 weeks. The election results would be announced at the business meeting.
- VI. It was felt that Articles 2 and 3 could be consolidated.
- VII. Article 4: the annual business meeting and associated elections----when, where, how?

Chair Gurdon noted that the last General Meeting was on September 19, 2019. At that time officers were elected for 2-year terms (Michael Gurdon, president; Beth Mintz and Jeanine Carr, co-vice-presidents, Richard Branda, secretary-treasurer). Board members (Mary Jane Dickerson, Alan Gotlieb, Steve Cutler, Lee Thompson, and Fred Curran) also were elected for 2-year terms, which were intended to be staggered. Jack McCormack was elected as Past-President *ex officio* for 2 years. Currently there is no term limit for other *ex officio* members.

- a. There was a discussion of what is an appropriate quorum for business meetings and how it can be quantitated if the meeting is virtual.
  - b. Since the last annual or business meeting was 2 years ago, another meeting needs to be planned to get closer to matching what our governing laws stipulate. October or November, 2021, was suggested. Various venues were discussed including Waterman lounge, Davis Center (which would require substantial A-V support) or virtually on ZOOM (not TEAMS). Another time for a future meeting might be after the President's Luncheon in August.
- VIII. Article 8 regarding dues should be dropped.
- c. The process of updating our website. Chair Gurdon asked board members to look at the website and suggest changes for a future discussion.
  - d. Other news.
    - i. A webinar was recorded 3 months ago, during the second meeting with BC/BS. Unfortunately it has not been received by RFAO. Chair Gurdon contacted Ingrid Temer and Pam Getsie who stated that the webinar release has been delayed to allow for editing out personal information. Given the considerable delay it may no longer be useful to our members, which is disappointing.
    - ii. Simeon Ananou at our May 19, 2021, meeting said that he would follow up on issues of importance to our members, namely VPN software and registrar access for student grades needed for letters of recommendation and for financial information for reporting. However there has been no acknowledgement or response.
    - iii. Greg Paradiso reported that a vision care plan will be offered to retirees as of January 1, 2022. It would be administered by a national organization rather than UVM. It would offer one eye exam annually, prescription glasses, and contact lenses. Alan Gotlieb stated that there is some vision care coverage in the current BC/BS policy but it is difficult to access without a special form. The Board requested that Human Resources communicate with all retirees when the vision care coverage situation is clarified.
  - e. The Board thanked Chair Gurdon for organizing the President's Luncheon.

The meeting was adjourned at 4:16pm

The next meeting is scheduled for: **September 15, 2021 at 2pm.**

Respectfully submitted, Richard Branda

## EXECUTIVE BOARD MEETING

September 15, 2021

Video Conference on Microsoft Teams

### DRAFT MINUTES

**Present:** Richard Branda, Stephen Cutler, Ruth Farrell, Alan Gotlieb, Michael Gurdon, Dwight Matthews, Beth Mintz, Jack McCormack, Rachel Johnson, Mara Saule, Lee Thompson, Judith Van Houten, Taka Ashikaga

**Absent:** none

**Call to Order:** Chair Michael Gurdon called the meeting to order at 2:01pm

1. Minutes of August 18, 2021, approved as submitted
2. RFAO Board Meeting
  - a. Chair Gurdon welcomed Taka Ashikaga to the Board as a new member
  - b. Faculty Senate Report (Mara Saule)
    - i. The Faculty Senate meetings of 9/20/21 and 11/15/21 will be attended by Rachel Johnson
    - ii. Faculty Senate President Thomas Borchert, Professor of Religion, outlined three priorities and two goals for the Senate in the upcoming academic year. Priorities for Senate participation are:
      1. The University's Academic reorganization process
      2. The next phase of the General Education system (a.k.a., "Catamount Core"), scheduled for Fall 2023 implementation, and the continued evolution of the Residential Learning Communities
      3. The Senate's Diversity and Inclusion Ad Hoc Committee's work.
      4. Goals are 1) to have significant Senate involvement in The UVM budgeting process, particularly what is actually spent as opposed to budgeted, and 2) University strategic planning.
    - iii. President Garimella addressed the Senate, outlining recent accomplishments: COVID challenges and successes, enrollment increases, research and research funding accomplishments, innovative teaching transitions, engagement with Vermonters and Vermont businesses, and success in fund-raising goals. Of particular note was Pres. Garimella's announcement that the \$2021 "President's Distinguished University Citizenship and Service Award" recipient is Lawrence G. Shelton, PhD, Associate Professor of Human Development and Family Studies Emeritus, Department of Leadership & Developmental Sciences, College of Education and Social Services, thereby recognizing the extraordinary work of faculty who are now emeritus.
  - c. United Academics update (Beth Mintz) UVM staff voted to unionize and the first bargaining session was today. The union recommended that the University mandate COVID vaccinations for all staff and faculty.
  - d. Retiree access to UVM resources.
    - i. Chair Gurdon reminded the Board that this has been an issue for more than 2 years. More recently the Board met again with Richard Cate and Simeon Ananou, but promised answers were not forthcoming from them to questions raised in July and August. After further enquiry by Chair Gurdon he received from Simeon a draft Q&A list for retirees, which is being revised and should be available next month for placement on the HR and RFAO web sites. It will address emeriti access to email accounts, VPN, MyUVM, Teams, the Banner Student Information System and UVM software as well as technical support.

- ii. During discussion by the Board, it was noted that although 113 retirees have access to VPN, VPN and MyUVM access is not more widely available. In some cases VPN is needed for library access. There was concern also about possible restrictions to UVM email and NetID for retirees. The Board recommended that United Academics leadership be alerted since there may be a contract issue.
- e. Mechanism for identification of future administrative officer members (Dwight Matthews). To date only Officers of Administration have been included in RFAO membership and Board participation but they were not routinely notified of eligibility. To be more inclusive, Gary Derr and Jim Vigoreaux agreed to notify eligible members twice per year. The Board then discussed whether to include Classified Executives (who report to Officers of Administration) and lower level administrators in membership. The question was raised as to who the organization represents. Following this discussion, It was concluded that the Officers Handbook may be the best guide for inclusion of administrators in the RFAO.
- f. Revisions to the RFAO Constitution. Chair Gurdon reported that the current draft revision addressed most or all issues raised. One further change he suggested to the draft is that in Article 5, amendments to the constitution be warned in 3 rather than 2 weeks before the meeting. Chair Gurdon then moved for approval of the changes to the Constitution and then the amended Constitution be forwarded to the membership. Jack McCormack seconded the motion and it passed unanimously. Judy Van Houten will provide a track change copy to Chair Gurdon.
- g. Slate of candidates for Board election. The Board needs to announce new elections to the membership and solicit nominations for Officers of the Board and 5 elected Board members.
- h. The 2021 annual membership meeting. Chair Gurdon scheduled the meeting for Friday, November 5, 2021, from 3-4:30 pm. Waterman Memorial Lounge is available if needed. The Board felt that a hybrid meeting might be optimal, but it would be best done on ZOOM rather than Teams. There was a question whether technical support for this would be available in Memorial Lounge.
- i. Ideas for guests to invite to upcoming Board meetings.
  - i. Bryn Geffert, Dean of Libraries, October 20<sup>th</sup>, to discuss library access.
  - ii. Greg Paradiso, possibly Nov. 17<sup>th</sup>, to review health insurance and other HR issues.
- j. Other business. Jim Vigoreaux informed Chair Gurdon that the President has approved reinstatement of the Retired Scholars program, and that \$8,000 will be allocated. Applications will be evaluated by Jack McCormack and Beth Mintz as in the past.

The meeting was adjourned at 3:38pm

The next meeting is scheduled for: **October 20, 2021, at 2pm** as a Video Conference

Respectfully submitted, Richard Branda

## EXECUTIVE BOARD MEETING

October 20, 2021

Video Conference on Microsoft Teams

### MINUTES

**Present:** Taka Ashikaga, Richard Branda, Stephen Cutler, Ruth Farrell, Michael Gurdon, Judith Van Houten, Dwight Matthews, Jack McCormack, Beth Mintz, Mara Saule, Lee Thompson

**Absent:** Alan Gotlieb, Rachel Johnson

**Call to Order:** Chair Michael Gurdon called the meeting to order at 2:05pm

1. Minutes of September 15, 2021, approved as amended
2. RFAO Board Meeting
  - a. Chair Gurdon welcomed Bryn Geffert, Dean of Libraries, to the meeting for a discussion of library issues as they relate to the research activities and general interests of our members. Dean Geffert started his comments by noting that during the strict pandemic restrictions he made the difficult decision to limit library usage to students and staff. Now he is happy to report that the libraries are open to all retirees and community members as well. The libraries are full again, and the students have been fully compliant with the mask policy. The curb-side policy ended and the libraries are no longer doing scanning services.
    - i. He observed that the libraries budget has been a challenge. To meet a required 5% cut, the difficult decision was made to end the ScienceDirect and associated journals contract, which was \$1.8 million/yr or ¼ of the entire acquisition budget. The Faculty Senate supported this decision. Funding for other acquisitions was lost as well. The Provost recommended that the library administration and advisory board develop a strategic plan going forward regarding acquisitions, staffing and other work. This strategic plan will be for 5 areas framed around the UVM plan.
      1. Teaching and learning: the libraries will work directly with students and faculty for support of research.
      2. Research and knowledge production to achieve University R1 status for research. This will include statistical analysis support for faculty and research data archiving.
      3. Building community: as the library of a land grant institution, developing a partnership with the state library.
      4. Sustainable scholarly communication and publication, which will support publishing that is freely available and with open access journals.
      5. Organizational sustainability: there are many open positions in the libraries now that can be re-imagined.
    - ii. There followed a discussion period with the Board.
      1. Should there be an academic program in library science? The demand in our region is unknown.
      2. Any plan to acquire a limited number of journals? The libraries are looking into which journals are most requested and subscribe to these. Inter-library loans have increased, with a typical turn around time of 9 hours. There is also a contract with a company that buys an article if it is not available through inter-library loan.
      3. Retirees can obtain an inter-library loan if they have a NET ID and password. The charge to the library is \$25-30 per article.
      4. Open access publications can be expensive without a grant. UVM is considering a journal that removes barriers but requires funding to develop. Examples of open access journals can be found at PubPub.org.
      5. The Vice-President for Research is looking into ways to provide biostatistical support such as providing vouchers.
      6. The Board suggested that Dean Geffert consider adding an emeritus faculty member to the library advisory board.

- b. Faculty Senate Report (Mara Saule)
  - i. Faculty Senate Meeting 9/20/21 (attended and reported by Rachel Johnson)
    - 1. There are two new Faculty Senate Ad Hoc Committees 1) Diversity, Equity and Inclusion and 2) Responsibility of Senate Authority-Advisory Role. These committees have been hard to staff and volunteers are needed.
    - 2. UVM has 100% of students in compliance with the vaccination policy and high compliance with the mask policy.
    - 3. The procedures for program elimination were discussed with special emphasis on CAS.
    - 4. Kirk Drombrowski gave a presentation about why UVM is pursuing the status of a Research 1 institution.
  - ii. Faculty Senate Meeting 10/18/21.
    - 1. Continued discussion of the Senate procedures related to the establishment, reorganization and elimination of Colleges and Schools; of a School within a College, or a Department. The procedures were approved by majority vote.
    - 2. Update by Prof. Pablo Bose and Associate Provost Jennifer Dickinson of the evolving Catamount Core Curriculum for implementation for students entering Fall 2023.
- c. United Academics Update (Beth Mintz). There was a UA discussion of course work, work-load and course equivalency. The number of students that represent a course load varies considerably among departments and some small courses represent more work than large lecture courses.
- d. Determination of election list to be presented to the Annual General Meeting.
  - i. The slate for 2 year terms of officers are: Michael Gurdon, President; Beth Mintz, Vice-President; Richard Branda, Secretary/Treasurer.
  - ii. There are 5 nominees for elected members of the Board: Alan Gotlieb, Lee Thompson, Steve Cutler, Rachel Johnson, and Alison Pechenick.
  - iii. Chair Gurdon moved and Beth Mintz seconded a motion that the current *ex officio* members be retained for 2 year terms, and that future changes in membership be recorded by the Secretary/Treasurer. The motion passed. The current *ex officio* members are: Mara Saule, Ruth Farrell, Taka Ashikaga, Dwight Matthews, Jack McCormack, and July Van Houten.
  - iv. A reminder about the general meeting will be sent out to the membership for in person or Zoom participation.
  - v. There will be a report of activities during the past 2 years, the slate for election, and a discussion of the proposed changes to the constitution. Comments, suggestions and feedback will be solicited.
- e. Other business.
  - i. Some retirees received a flier from UVM regarding an offer of vision benefits through VSP Vision Care. This plan, while welcome, may not be quite as attractive as the advertised coverage indicates because of an overlap of benefits with our exiting Medicare Advantage insurance. The VSP plan could be of benefit to those retirees who regularly purchase frames and lenses, a feature lacking in the medical plan, though it should be noted that it does not include no-line bifocals. The Committee should consider e-mailing the membership about this limitation and the overlap with other benefits.
  - ii. Greg Paradiso and Jes Kraus will be invited to the November meeting to discuss HR issues such as the vision and medical plans, and which e-mail notices of UVM business and announcements should be sent to RFAO members. There are particular announcements that are relevant to many of our members but others are of no interest. Their advice will be solicited regarding the level for a filter.
  - iii. Kirk Drombrowski will be invited to a future meeting to discuss research issues.

The meeting was adjourned at 3:41pm

**A meeting of the general membership is scheduled for Friday, November 5<sup>th</sup>, from 3:00 to 4:30pm in Waterman Lounge. It will be a hybrid meeting in-person or via Zoom.**

The next meeting of the RFAO Board is scheduled for: **November 17,2021, at 2pm as a Videoconference**

Respectfully submitted, Richard Branda

## EXECUTIVE BOARD MEETING

November 17, 2021

Video Conference on Microsoft Teams

### MINUTES

**Present:** Taka Ashikaga, Richard Branda, Stephen Cutler, Ruth Farrell, Alan Gotlieb, Michael Gurdon, Judith Van Houten, Dwight Matthews, Jack McCormack, Alison Pechenick, Mara Saule, Lee Thompson

**Absent:** Rachel Johnson, Beth Mintz

**Call to Order:** Chair Michael Gurdon called the meeting to order at 2:02pm.

1. Lee Thompson moved and Judy Van Houten seconded a motion to approve the Minutes of October 20, 2021, as amended, and the General Meeting of November 5, 2021, Minutes as amended. The motion passed.
2. RFAO Board Meeting
  - a. Chair Gurdon welcomed Ingrid Temer from BC/BS, Andrea Mast, Associate Chief HR Officer, and Greg Paradiso, Director of Benefits, to the meeting for a discussion of HR issues.
  - b. Ms. Temer presented an update of the VBA retirement health plan metrics. Total enrollment is 2344. The call center metrics were 100% accuracy, 94.3 % timeliness, and 70% first resolution. A 3month review of enquiries indicated that the volume was decreasing. There were 23 enquiries to BC/BS and of these, 12 cases were sent on to VBA for investigation. They involved drug issues, enrollment, benefits, customer service center and claims. The average resolution was 4.27 days. Ms. Temer recommended that UVM encourage calls directly to VBA customer service.
  - c. Several HR problems reported by members were brought up for discussion. These included:
    - i. The call center for the Vermont plan is in Michigan but there are no immediate plans to bring it in-state.
    - ii. Physicians who call the number on the VBA card for preauthorization get the general service line and are frustrated by long wait times.
    - iii. The Customer Service line is not covered 24/7, which is a problem for retirees in other time zones.
    - iv. There is a problem with optometrist coverage, evidently because the doctor's office cannot connect to VBA electronically and the Service Center has a problem finding the code. Consequently patients have to pay the bill up front and then seek reimbursement from VBA. Ms. Temer said she would look into the number of claims for optometrists.
    - v. Large organizations such as COSTCO and Walmart do not have VBA in their systems because they are out of network.
    - vi. A yearly eye refraction exam is currently covered in our VBA benefits. The separate VSP insurance plan also covers a yearly eye refraction exam. The two plans overlap on this coverage thus UVM and we pay twice for the same refraction coverage.
    - vii. It is reported that UVM had a 20% savings for the change to VBA in 2021. It was suggested that UVM should share this savings with retirees in the form of coverage for eyeglasses and hearing aids.
    - viii. UVM medical center and MVP are offering an advantage plan that is similarly named to VBA and is confusing to retirees.
    - ix. Other advantage plans offer additional benefits such as hearing aids. Mr. Paradiso said that the cost of additional benefits was looked at initially and amounted to several thousand dollars. VBA could look into offering options to UVM, including people paying individually for additional benefits.
    - x. There are 101 retirees enrolled in the additional VSP plan for January 2022. However, many retirees did not get or did not recognize the mailing. This will be sent again as a UVM mailing.
    - xi. The University Benefits Advisory Committee is dormant since the chair stepped down. It may reconstitute.

- xii. There are no new updates on parking as it affects retirees.
- xiii. Ms. Mast will follow up on a mechanism to identify retiring non-emeriti faculty and administrative officers who are eligible for membership in RFAO.
- d. Faculty Senate Report (Mara Saule for Rachel Johnson).
  - i. Curricular Affairs – All Items Passed
    - New BA in Neuroscience
    - Substantial revision of Classical Civilizations major and minor
    - Name change Dept. of Geography to Dept. of Geography and Geosciences
  - ii. Academic Reorganization Working Group Report.
    - a. Campus Response – People are concerned about reorganization, unhappy with process development, were suspicious of rationale and outcomes. Did not hear from the whole campus, mostly heard from faculty some of whom participated repeatedly.
    - b. Difficulty on the part of the campus to think about issues between academic reorganization and social justice, diversity, equity, and inclusion. Going forward, DEI needs to be front and center.
    - c. Recommendations
      - i. Establish Processes for Long Term, University-Wide Academic Planning and Oversight
      - ii. Empower the Academic Stewardship Group to Review Cross-Unit Degree Programs
      - iii. Establish Systems Consistencies Across Units (such as IT, advising)
      - iv. Bring the Campus Community Back into the IBB Conversation
- e. Update from United Academics (Michael Gurdon for Beth Mintz)
  - i. UA and the administration are in favor of a vaccine mandate for all faculty and staff but UA believes the disciplinary procedures in the proposed policy contradict the Collective Bargaining Agreement (CBA).
  - ii. The administration is requiring all faculty to fill out a conflict of interest and commitment form that UA believes contradicts what is in the UBA. UA is grieving this.
  - iii. UA filed an unfair labor practice because UA was excluded from negotiating on behalf of the 35 retirees who lost coverage under the new health plan. This is now at the Vermont Labor Relations Board.
  - iv. Last year all faculty voluntary separation agreements included a nondisclosure of terms clause which UA stopped but it has reappeared this year. UA will again push back.
- f. Review of the Annual General Meeting and any action steps needed therefrom.
  - i. The reviews were generally positive for both in person and videoconference participation, but there was disappointment about the low attendance.
  - ii. One of the major concerns expressed during the meeting was about software access and technical support. There is consideration of drafting a letter to senior decision makers about this concern.
  - iii. There is a lack of clarity regarding the licensing agreements for software. A better understanding by RFAO might point to a solution to this problem.
  - iv. There is a need for better access by RFAO members to University information.
- g. Other business.
  - i. Consider inviting Kirk Drombrowski, Vice-President for Research, to the next meeting.
  - ii. Use the RFAO forum for requests and notices to members regarding opportunities to contribute to academic activities.

The meeting was adjourned at 3:44pm.

The next meeting of the RFAO Board is scheduled for: **December 15, 2021, at 2pm as a Videoconference.**

Respectfully submitted, Richard Branda



## EXECUTIVE BOARD MEETING

January 19, 2022

Video Conference on Microsoft Teams

### MINUTES

**Present:** Taka Ashikaga, Richard Branda, Stephen Cutler, Alan Gotlieb, Michael Gurdon, Judith Van Houten, Rachel Johnson, Dwight Matthews, Jack McCormack, Beth Mintz, Mara Saule

**Absent:** Lee Thompson, Ruth Farrell

**Call to Order:** Chair Michael Gurdon called the meeting to order at 2pm.

1. Minutes of November 17, 2021, approved as amended
2. RFAO Board Meeting
  - a. Faculty Senate Report (Mara Saule)
    - i. The Faculty Senate is currently reviewing a proposal to create a School of the Arts and is expecting a proposal to move the Department of Physics from the College of Arts and Sciences to the College of Engineering & Mathematical Sciences.
    - ii. The Senate discussed no-contest deactivation of various environmental science/studies related programs in CAS, CALS and RSENR. These deactivations are in support of an overall realignment of environmental science and studies across academic units.
    - iii. A resolution in memoriam for Lucien Paquette (Extension) was read and approved.
    - iv. There was a discussion of whether Senate representation from academic units should be reconsidered, in the context of academic reorganization and rebalancing. A Senate study committee will review senator allocation across units.
    - v. Dean of Libraries, Barynn Geffert, gave an update on the status of the Libraries budget and collections after the Elsevier ScienceDirect and Clinical Key cancellations. A new Libraries strategic plan will help focus new investments with the support of the Provost.
  - b. United Academics update (Beth Mintz): The UA Executive Committee meeting was dominated by discussion of faculty concerns over COVID policies:
    - i. Everyone who hasn't been granted a waiver is required to hold in-person classes even if it risks bringing COVID home to young children/immune compromised/elderly.
    - ii. UVM is providing only 3 masks per faculty member for the semester.
  - c. Retired Scholars Award recipients (Chair Gurdon): A subcommittee composed of Steve Cutler, Jack McCormack, Beth Mintz and Provost Office appointee Richard Galbraith reviewed the submissions. The successful applicants are Howard Ball (Political Science), Christina Melvin (Nursing), Kathleen Schneider (Art), Angela Patten (English), and Carolyn Elliott (Political Science). The letters of congratulation are now signed by the University President and the RFAO President and will be in the mail as soon as the checks have been issued.
  - d. Discussion of strategy to be pursued regarding the university administration's lack of software support for retirees. Several possible approaches were discussed to reenergize the President and Provost and express concern that decisions are being made regarding retiree software and I.T. use without adequate data.
    - i. Consider letters from broad groups of affected members, as opposed to individuals, to personalize the problem.
    - ii. Consider enlisting a senior development officer for support.
    - iii. Perhaps rephrase the issue as showing diminished value for retirees leading to a fraying of the social contract. At present this contract includes student contacts and furthering research activities.
    - iv. Enlist Tom Sullivan and Tom Gustafson for better arguments and insights.
    - v. Consider bringing the issue to VT Digger and Seven Days.

- vi. Bring the issue of the treatment of older faculty by the university to the attention of *The Cynic* student editors.
- vii. Use Foundation Board members as contacts.
- viii. It would be useful to know the cost to the University of the requested software for use by retirees. Looking at EndNote might be a starting point.
- e. Discussion of Board policy regarding requested access to the RFAO listserv by individual members.
  - i. This issue was raised by a member who lost coverage of providers in the transition to VT Blue Advantage and wished to enlist similarly affected members to organize and lobby for change. The member was reminded that the RFAO forum was designed for this purpose, but the member wanted to reach a larger number of other members.
  - ii. The discussion revolved around the facts that the RFAO listserv is maintained by the University for communication of university related issues and for the Board to communicate with all members, that members in the past have expressed a wish for a limited number of communications on the listserv, and that only the RFAO president has access to the listserv.
  - iii. Following this discussion it was recommended in a motion by Beth Mintz that in the future the President should evaluate a request from a member and if it is of sufficient generality and importance to the membership, communicate it by the RFAO listserv, and the Board should be consulted. In most cases the RFAO forum should suffice.
  - iv. With regard to the present request, it was suggested that the President consider polling the membership about loss of provider coverage.
- f. Kirk Dombrowski, VP for Research, was welcomed to the meeting at 3pm.
  - i. In his introductory remarks he pointed out that the University has moved up in national rankings overall and particularly in research where it is now among the top 100 institutions.
  - ii. To build on this research strength, the University is planning to acquire R1 research institution status. He views this as a research “diploma” that will open opportunities for funding from Foundations and will help to recruit research-oriented faculty.
  - iii. R1 research institutions have research strength broadly across the institution. At present, UVM has considerable strength in STEM programs but is lower in non-stem research expenditures for faculty members. In part this is due to the university not reporting its outcomes as well as its peer institutions. In addition the university awards a relatively low number of doctorates in the humanities. At present tuition dictates most hiring. He felt that there is a need for mentoring to change the culture in some departments to encourage grant writing.
  - iv. During the discussion, Chair Gurdon pointed out that many retirees continue to do research and have grants but have no access to soft-ware programs such as EndNote.
  - v. Judy Van Houten brought up the fees for open access publishing and wondered if there could be funding for retirees. There was also a problem with timely access to science journals for retirees who are still writing manuscripts.
  - vi. There was a question whether faculty should be warned about predatory journals.

The meeting was adjourned at 3:50pm

The next meeting is scheduled for: **February 16, 2022, at 2pm as a Videoconference**

Respectfully submitted, Richard Branda

## EXECUTIVE BOARD MEETING

February 16, 2022

Video Conference on Microsoft Teams

### MINUTES

**Present:** Taka Ashikaga, Richard Branda, Stephen Cutler, Ruth Farrell, Alan Gotlieb, Michael Gurdon, Judith Van Houten, Rachel Johnson, Dwight Matthews, Jack McCormack, Beth Mintz, Alison Pechenick, Mara Saule, Lee Thompson

**Absent:** none

**Call to Order:** Chair Michael Gurdon called the meeting to order at 2pm

1. Minutes of January 19, 2022, approved as amended
2. RFAO Board Meeting
  - a. Faculty Senate Report (Mara Saule)
    - i. The School of Arts was discussed again, then approved by the Senate and the Board of Trustees.
    - ii. The Senate voiced support for the library budget.
    - iii. Jay Jacobs, Vice Provost for Enrollment Management, presented a strategic enrollment plan. He reported that there is a strong applicant pool but a decline in the number of Vermont applicants.
  - b. Update on United Academics (Alison Pechenick) The meeting was held on February 8<sup>th</sup>.
    - i. There was a discussion of the composition of the Board of Trustees. Currently it consists of appointees of the governor, the legislature, the Board and two students. There are no faculty or staff representatives. Tomorrow, faculty and staff members from UVM and VSC will testify before the Vermont Senate Committee on Education and present a petition in support of Senate Bill 248, which proposes to add faculty and staff seats to the trustee boards of both institutions.
    - ii. There was a discussion of the Academic Freedom Policy, particularly as it relates to the topic of sensitive issues covered during class.
    - iii. The part-time faculty are in bargaining sessions. The Administration has requested a list of observers.
  - c. Continuation of the discussion of strategy to respond to limitations placed on access to software and other benefits.
    - i. It appears that the best strategy at present is to approach the problem on a number of different levels. These could include:
      1. Pointing out the effects of these limitations on development. Discussions have been initiated with the interim CEO of the Foundation Board and further discussions are planned.
      2. The UVM Policy for Emerita/Emeritus Status, Section iv, Recognition and Privileges, states that at the discretion of the relevant academic department or program head and College or School Dean, and based upon the availability of resources, an emerita/emergitus faculty member may be provided office and laboratory space, office support and other resources to be used for professional purposes consistent with the department or program, College or School, and University mission. Therefore Emerita/Emeritus faculty who maintain academic activities should consider applying for such support from their department chair or Dean to set a precedent. The individual should note why the work is important to the department and will need affiliate status or be actively employed by UVM. Other non-paid faculty will probably be handled differently by the department. This approach is consistent with prior suggestions by Simeon Ananou. It is recognized that this

- approach may raise a budget issue for the department since there is no budget line for software access.
3. Following a discussion it was recommended that Dr Bruce Levitt go forward with his letter requesting software access for his class agent/development activities.
  4. Beth Mintz is considering putting forward a request for affiliate status from her department to have access to specialized software.
- d. Letter to go to entire RFAO Listserv. It was noted during the discussion that such a communication should be selective and of global importance to our membership. The RFAO forum will be a more suitable means of communicating most of these proposals and requests. Chair Gurdon presented a draft letter regarding the issue raised by Stephanie Woods, which was approved by the Board, and will be distributed soon on the RFAO Listserv.
- e. Cleaning up the Listserv (Dwight Matthews) In reviewing the content of the UVM-RFAO listserv, several problems were realized:
- (1) Some emeriti faculty members listed in the UVM Catalogue of Emeriti Faculty members (<https://catalogue.uvm.edu/undergraduate/faculty/emeriti/>) were missing from the UVM-RFAO listserv. Analysis showed that 37 emeriti retiring between 1994-2020 were not in the listserv. An e-mail to these got responses from 8 who would like to be added to the listserv.
  - (2) Some recent UVM Administrative Officers (AOs) were missing from the UVM-RFAO listserv. There were 14 AOs that retired between 2010-2021; 8 were included in the listserv and 6 not. Only one of these 6 asked to be added.
  - (3) There were entries in the UVM-RFAO listserv that could not be assigned to emeriti or retired AOs. Most were deceased. Eight were people in administrative roles who posted informational materials for UVM.
  - (4) After this review and making changes to the UVM-RFAO listserv, there are 611 retired members in the UVM-RFAO listserv, 593 emeriti and 18 AOs. There are very few retired AOs who were also not emeriti faculty members. Retired AOs make up only 3% of the membership. As a side note, there are currently 109 members in the RFAO-FORUM listserv, representing 18% of the UVM-RFAO listserv.
- f. Discussion of eligibility for RFAO membership, with particular emphasis on “administrative officers”.
- i. Chair Gurdon has been in contact with Andrea Mast to obtain a more accurate and encompassing list of retirees and requested an update of recent retirements during the summer.
  - ii. He has also been in conversations with Gary Derr to define senior administrators who are not Officers of Administration. There are 33 OA and 59 people listed as managers, such as classified executives who directly report to OA. Most OA come from the faculty. The administration position at present appears to be that the Faculty Handbook is for faculty and OA, and the Staff Handbook is for all below OA.
  - iii. It may be that there is a need for an organization like RFAO for other administrative staff.
- g. Other business.
- i. Members have complained about a lack of information from UVM. The Provost has responded that communications from her and the President’s Office will be added to the RFAO listserv.
  - ii. Work on an *In Memoriam* list continues but it has been hard to locate death notices for faculty. Once the list is compiled it will be available from the RFAO Secretary.
  - iii. There is an issue with the new health plan regarding co-pays for surgical procedures. At least part of the problem appears to be that the customer agents are located in Michigan and are confusing the several Vermont Blue plans. It was recommended that Pam Getsie be invited to a future meeting to discuss this and other problems with the health plan being encountered by our members.

The meeting was adjourned at 4:04pm. The next meeting is scheduled for: **March 16, 2022, at 2pm as a Videoconference**

Respectfully submitted, Richard Branda

## EXECUTIVE BOARD MEETING

**March 16, 2022**

Video Conference on Microsoft Teams

### MINUTES

**Present:** Taka Ashikaga, Richard Branda, Stephen Cutler, Ruth Farrell, Alan Gotlieb, Michael Gurdon, Judith Van Houten, Rachel Johnson, Dwight Matthews, Beth Mintz, Alison Pechenick, Mara Saule

**Absent:** Jack McCormack, Lee Thompson

**Call to Order:** Chair Michael Gurdon called the meeting to order at 2:03pm

1. Minutes of February 16, 2022, approved as amended
2. RFAO Board Meeting
  - a. Faculty Senate Report (Mara Saule): Meeting of February 28, 2022
    - i. The Department of Geography was renamed to be Dept of Geography and Geosciences; Geology faculty will move to the newly renamed department. BA, BS, and minor in Geology were deactivated and other programs moved to the new department.
    - ii. Discussion, resolution, and nearly unanimous vote in support of UVM joining the State Colleges in legislation to include 2 faculty and 2 staff to their respective boards of trustees. There will need to be more discussion internally about which specific cohorts of UVM faculty and staff would be eligible to serve since the bill currently applies to represented faculty and staff and does not include the medical school.
    - iii. Discussion of an undergraduate student enrollment/recruitment report from an outside consulting firm, Art & Science Group. They sought to understand perceptions of UVM in the prospective first-year student market so that UVM can better attract and enroll an increasingly bright and diverse student population. UVM's challenges include a range of competitors, half of which are higher-ranked national universities; the perception that UVM is a "safety school" even among enrollees; lack of ability to explore career or graduate school interests; UVM lacks a high-quality academic experience; a campus culture that is not seen as serious about academics.
  - b. UA update (Beth Mintz). The sense was that S.248 to add faculty and staff to trustee boards would not pass this session. There will be further discussion of who would be eligible to serve. It was noted that nursing school faculty are underpaid and hard to recruit. UA is interested in facilitating an increase in the number of nursing school faculty.
  - c. Board of Trustees Letter & Status (Beth Mintz). Beth sent a letter to her Chair regarding the issue of access to software by retired faculty. The letter will be forwarded to the Dean.
  - d. Membership Eligibility (Dwight Matthews). There is agreement that administrators included in the Officers Handbook should be included in RFAO while those included

in the staff handbook would not be. However the eligibility of classified managers is still unclear. Generally anyone evaluated by “green sheets” has been eligible but it has been difficult to further divide classified managers. There will be further discussion with Gary Derr.

- e. Thoughts on Spring/Early Summer luncheon. Chair Gurdon noted that the University is dropping the mask mandate on University property and community COVID regulations are relaxing. He raised the question of whether RFAO should consider resuming in-person luncheons with an invited speaker. One possibility would be to find an outdoor venue. Another possibility is to combine a luncheon and speaker with the annual meeting in the fall.
- f. Ideas for Guests in Coming Months. Because members continue to encounter issues and problems with the new health plan, Pam Getsie will attend the April meeting and bring along an operations manager to problem-solve. It appears that our plan is still being confused with other plans in terms of coverage and informational mailings. The President of the UVM Foundation may be invited to a future meeting to discuss the potential impact of limited retiree access to software on fund-raising and development. Also being considered is inviting Deans to discuss their strategic plans.
- g. New Business.
  - i. A question was raised whether retired faculty would be interested in joining the COTS walk on May 1<sup>st</sup> for team-building. This could be discussed further electronically on the forum.
  - ii. The parking permits expire June 30th. In the past these were physically renewed at the spring luncheon meeting. Instead now they are being renewed digitally but the process for our members needs to be clarified.
  - iii. A draft of Dr. Bruce Leavitt’s letter describing his difficulty with lack of access to software and its impact on his ability to do development work for the University was received by Chair Gurdon. The intent is to send the letter to President Garimella as an example of how software access can affect fund raising and legacies. Sending copies to the Dean of Medicine and the UVM Foundation are also possibilities.

The meeting was adjourned at 3:18pm

The next meeting is scheduled for: **April 20, 2022, at 2pm as a Videoconference**

Respectfully submitted, Richard Branda

## RFAO Executive Board meeting

April 20, 2022

### MINUTES:

Present: Michael Gurdon, Dwight Matthews, Judith Van Houten, Ruth Farrell, Mara Saule, Alison Pechenick, Steven Cutler, Lee Thompson, Alan Gotlieb, Taka Ashikaga, Rachel Johnson

Not present: Beth Mintz, Richard Branda, Jack McCormack

Visitors from VBA: Pamela Getsie, Rich Lewis, Elena Bertrand, Jessica Nelson, Prerakukumar Parikh, Kathleen Clark; Thomas Petrov Chief Medical Officer could not attend

Visitor from UVM HR: Greg Paradiso

1. Visitor Pamela Getsie, President of VBA, began with presentations about VBA. Richard Lewis, Community Outreach Manager, talked about events such as a webinar on Ageism that is still available, Vermont senior games, 50+ Expo, Alzheimer's Assoc Walks and dinner. His goal is to inform participants about VBA

Pamela Getsie talked about the Member service call process. The call abandon rate very low, and 90.3% calls are answered in 30 seconds.

Michael Gurdon summarized the key irritation among VBA members, which is the difficulty in getting correct information from reps, who are largely in Michigan. They cannot distinguish our plan from others they support. This problem is compounded by misinformation in mailings. Two examples were the mailing card offering hearing services and OTC from NationsHearing. VBA subsequently sent out a correction and apology to clarify that this service is not covered by VBA.

Another mailing originating from Berlin, VT, described coverage of a hearing allowance and OTC materials not applicable to VBA members. Subsequently it was discovered through Michael's work with HR, while investigating a complaint from a member, that VBA members should have had hearing discounts through TruHearing.

In short, the continuing miscommunications lead to the questions: What is the UVM customized plan? How do I get accurate information on coverage?

Pam Getsie clarified that the incorrect mailings come from staff's misunderstanding of the audiences and lack of proper member list filtering. This is being corrected through training. In the meanwhile a new resource guide has just been mailed to provide a "source of truth." Unfortunately there are several errors in this booklet, which the board members pointed out.

In further clarification, we were told that the company TruHearing, which is separate from VBA, offers discounts to individuals who are not covered for hearing services through insurance. They offer a manufacturer discount that is not VBA specific.

Pamela Getsie and others listen in to calls from VBA members to maintain standards. They ask that if there are problems, please send the information to Pamela Getsie or Michael Gurdon.

Jessica Nelson discussed "escalations" resulting from the calls. These are cases that are sent to higher level VBA staff for resolution. Year to date, there have been only 24 escalations. Greg Paradiso, clarified

that some escalated calls originate from HR. Members call VBA first, and, if not satisfied, call HR, which then “escalates” the call. In response to a board member’s question, we were told that in 2021 there were 4500 calls to the call center and a very small % were escalated. We were told that the number would be provided to us.

One member discussed the cumbersome process for appeal, grievance and reimbursement after a call to the call center. An advocate would be extremely helpful to the members after escalation. Jessica agreed that the grievance process is cumbersome, but is required by Med Advantage programs in general. There are CMS time standards for these processes. The board members pressed for a less cumbersome process for VBA members, many of whom are sick and cannot advocate for themselves.

The discussion moved to vaccines and the issues surrounding some vaccines such as Shingrex and tetanus which are not free of cost and are very expensive. The flyers to VBA members have information that does not apply to them, including about vaccines. The mailings, such as about rewards and incentives, are not specific and are unclear. A recommendation was made by VBA staff in this meeting to receive the immunizations through your pharmacy rather than your PCP or health center because they will not charge for the vaccinations.

We asked regarding Shingles and other vaccines whether there is a web site to answer the questions directly. Pam Getsie recommends simply calling call center and to use it as Self-serve. A board member requested a copy of the providers’ handbook. However, two complications for members trying to work through details on their own are that to use the providers’ data base you need codes, and, second, we would not be privy to other details, such as that co-pays that were not applied during the pandemic are now back in force for singles vaccine and others.

Pam Getsie – It is a Medicare requirement that services must be delivered by a provider that participates with Medicare. Under the old plan, Medicare would decline and then BCBS over-ride would cover the expense. Medicare Advantage does not have the flexibility to cover this “out of pocket.” Some supplemental benefits can be added on, e.g. vision, but does not have to be provided by Medicare approved provider.

Greg Paradiso described difference between new advantage plans on the market and VBA. For average plans on the market, there are deductibles, out of pocket costs, and co-insurance that VBA does not have. Our plan is more expensive, but our plan provides more, including drugs at the \$400 price point.

Pam Getsie stated that VBA will make a comparison chart for us on what services we get vs what we used to get, and the costs.

Other issues included: VBA use of DHL slows the process. Previous BCBS J plan covered naturopathic services but no longer does under VBA. There remain questions about how much is charged to UVM. Under the vision plan, one refraction is provided by VBA, and one is provided by the program that can be purchased separately. This should be made clear to the members.

Action Item: The members asked Michael Gurdon to make clear to the VBA members about the vision and hearing services available to them and also, very importantly, to encourage them to receive some of their vaccines through pharmacies rather than health centers and physicians’ offices, where the co-pay will be large for vaccines such as tetanus and shingles, and perhaps others.



2. Bruce Leavitt letter. Rachel, Mara and Michael met to discuss the response to the letter from Bruce Leavitt to Suresh Garimella requesting support for software to assist his efforts on behalf of the COM reunions and fundraising. The response that was received last week was from CIO Simeon Ananou, which was not unexpected, but the apparent lack of understanding of Dr. Leavitt's situation was very discouraging. It was disheartening that all he received was a rehash of the information about restricting access to active affiliates, who are current students, faculty and staff. Once again, the response is all about HR system and of no real assistance at all, even in this very specific situation.

Now we will bring this situation to the attention of the UVM Foundation. Mara has an e-mail from Jim Keller, Interim Foundation CEO, and Alli Lambert, Foundation staff member, who would be happy to meet with RFAO Board. Michael will invite them to the May 18 board meeting.

Beth Mintz has started the process to gain affiliate status. Her Department Chair has approved, but it has stalled at the level of the Dean's Office.

3. Minutes of March 16 were approved with no amendments.

4. Mara Saule provided the Faculty Senate Report: The move of Physics to CEMS was approved. Thomas Chittenden will prepare an update on the efforts to change the composition of the Boards of Trustees to include faculty. CIO Simeon Anonou reported that Bright Space System will replace Blackboard, which did not submit a bid for continuation of this service.

The full report is attached.

5. Alison Pechenick reported on the UA activities: AFT Higher Ed and AAUP are merging, which is a constructive reorganization and also represents a savings in annual dues. UVM is updating its policy on campus speakers. The desired bill to add faculty and staff to BOT of UVM and VSC did not make it out of committee, and was not successfully attached as rider to budget. Vermont Senate Ed committee is working to include language in a separate, higher-ed related bill, to seat one faculty member on each BOT. Bargaining is on-going for part time faculty and staff. Nursing faculty were denied a recruitment-critical raise, incorrectly informed by administration that unit-specific raises are "disallowed by the CBA"; UA is continuing to work on this. AFL-CIO has already endorsed a candidate for Congress; UA will not follow suit, and plans to host a primary debate later this season. Perceiving inconsistencies and inequities, efforts are underway to standardize course equivalents, compensation and annual evaluation across campus.

6. TIAA: A board member warned us that they found on their 1099 from TIAA that the RMD failed to take out funds for Vermont taxes. Most of the staff at the TIAA Williston office seem to have left. Some members have done well on the web site with help of North Carolina call center for RMD.

7. Debrief of VBA meeting. There have been improvements in the call center accuracy and ability to identify our specific VBA plan. However, the board members found the VBA staff to be defensive and unable to provide the quality control over the printed information mailed to members. There is a lack of trust that the information provided in mailings and call center is correct.

Adjourned at 4:01 pm

submitted, Judith Van Houten

## RFAO Faculty Senate Report

### Faculty Senate Meeting 3/28/22

In his opening remarks, President Tom Borchert announced that the Senate will continue to meet remotely via Teams for the duration of the semester. He also encouraged senators to communicate with their departments about Senate meeting discussions and actions. Tom will also provide a summary of the February meeting breakout group discussions of the Art and Science Group consultants' report on prospective student expectations.

The consent agenda included a new minor in Medical Diagnostics (CNHS), as well as a no-contest deactivation of the BS in Early Childhood Special Education. The latter topic generated some discussion but it was clarified that CESS has restructured the program and that a new Special Education degree will come to the Senate in the fall. Thus, the motion carried.

Resolutions in Memoriam were read for Dean Charles Corrigan, Professor and Dean Emeritus of CESS, and for William E. Mitchell, Professor Emeritus of Anthropology in CAS.

Regarding future Senate leadership, Tom Borchert stood unopposed for re-election and will continue to serve as President for a second term (ending June 30, 2025). Cathy Paris also stood unopposed for at-large member of the Senate Executive Committee and will serve until June 30, 2024. A call for nominations to fill a second at-large position will be distributed.

A lengthy discussion of the proposed move of the Physics Department from CAS to CEMS resulted in the motion being carried with 52 votes to approve, 3 opposed, 4 abstentions. The report of the Faculty Senate ad hoc review committee endorsed the proposal. Richard Cate, and Dean Schadler and Dean Falls addressed concerns surrounding funding, space, and the filling of faculty lines.

Tom Borchert updated the Senate on the Vermont legislative bill concerning the composition of the Board of Trustees, which did not get moved out of committee this session. Thomas Chittenden, former Faculty Senate President and current member of the VT Senate and its Education Committee, will attend the May Senate meeting to provide an update on the status of the bill.

J. Dickinson, Vice Provost for Academic Affairs and Student Success, presented an overview of the previous and new model for structuring the UVM Learning Communities.

## EXECUTIVE BOARD MEETING

May 18, 2022

Video Conference on Microsoft Teams

### MINUTES

**Present:** Taka Ashikaga, Richard Branda, Stephen Cutler, Ruth Farrell, Alan Gotlieb, Michael Gurdon, Judith Van Houten, Rachel Johnson, Dwight Matthews, Beth Mintz, Alison Pechenick, Mara Saule, Lee Thompson

**Absent:** Jack McCormack

**Call to Order:** Chair Michael Gurdon called the meeting to order at 2:03pm

1. Minutes of April 20, 2022, approved as amended
2. RFAO Board Meeting
  - a. Guests from the UVM Foundation. Chair Gurdon introduced Jim Keller, interim president of the UVM Foundation, and Alli Lambert, v-p for development. RFAO Committee members were invited to introduce themselves.
  - b. Mr. Keller by way of introduction said that he is midway through his 36month interim position and that a new CEO has been hired to start June 1<sup>st</sup>. He has formerly served on the Foundation board and as chair. V-P Lambert joined the Foundation in April 2020 and has mostly worked remotely because of COVID. She has development responsibilities for all academic units except health sciences and nursing. It was noted that Mara Saule will be joining the Foundation Board.
    - i. Mr. Keller then provided background information on the Foundation. Eleven years ago the Board of Trustees re-evaluated fund-raising at UVM and created the Foundation. It is a separate entity from the University but is an affiliate for the benefit of the University. There are 28 board members mainly drawn from alumni donors plus *ex officio* members. The Medical Center has a separate Foundation. The Board meets twice a year, with most work done in committees. There is a staff of 80 who are mostly involved in fund-raising. The mission of the Foundation is to secure and manage private philanthropic support for the benefit of UVM. It also helps support fund-raising efforts for the medical center, the medical center network and nursing.
    - ii. V-P Lambert gave an overview of the fund-raising effort, noting that so far this year there is a \$61.4 million commitment toward a goal of \$65 million. The past year was among the best for cash in the door at \$115 million. There are two campaigns: to support student success and to invest in research strengths. She stated that it is difficult to raise money for buildings, but that dormitories are a high priority for the Board of Trustees. There is no current capital campaign. The endowment currently is about \$800 million.
    - iii. Discussion then turned to how the RFAO might interact with the Foundation. Mr. Keller said that the President wants to increase outreach to retired faculty who might contribute to UVM through scholarly activities, volunteer advising and student mentoring, and in fund-raising activities.
    - iv. Members of the RFAO put forward that increased communication from UVM would be helpful, particularly from the offices of the President and Provost. The continuing issue of software access was also mentioned. Mr Keller said that a number of retired faculty had brought this to his attention, and it has come up in discussions with the President, Provost and IT. He was not aware previously that the issue went beyond Microsoft 360 to research software. There was a suggestion that retired faculty could be incorporated into teaching sections or as speakers for outreach activities.
  - c. Faculty Senate Report (Mara Saule): RFAO Report of the April 25, 2021 Faculty Senate Meeting (Approximately 105 attendees)
    1. New Member at Large of Senate Exec Committee: Louis deRosset of Philosophy
    2. Consent agenda: a variety of program name changes, new minors in CNHS, and a new PhD in Counseling and Counseling Supervision, passed through Senate vote
    3. Proposal to establish a Department of Emergency Medicine in COM, currently a program in Department of Surgery, passed through Senate vote
    4. Academic Reorganization Working Group Final Report: David Jenneman presenting. Senate to vote on the report at its May 19 meeting.

Recommendations (directly from report):

- a. Establish processes for Long Term, University-wide, Academic Planning and Continuous Improvement, by creating an Academic Stewardship body
  - b. Empower Academic Stewardship group to review cross-unit degree programs
  - c. Promote Interdisciplinary Research Initiatives
  - d. Establish Systems Consistencies Across Units
  - e. Bring the Campus Community Back into the IBB Conversation
5. Ad Hoc DEI Committee: Evan Eyler presenting  
Conclusions of the Committee thus far include engaging the Senate and its Committees more significantly in DEI concerns and through membership/participation in existing DEI councils and initiatives. Full report available on Faculty Senate website minutes.
6. Faculty Women's Caucus Survey Report and Recommendations: Lisa Holmes and Jeanne Shea presenting. Full report available via the Senate website and minutes.  
Major conclusion is the following:  
  
"The results indicate a crisis of worsening conditions at the university experienced as disproportionately affecting women, LGBTQ+, and BIPOC faculty. While the pandemic was a factor, respondents pointed to neglect of faculty voice and negative effects of university administration actions and decisions as playing a large role."
7. Richard Cate reported the following (from Faculty Senate minutes): "The FY20-21 budget closed on June 30, 2021, slightly ahead as a result of many factors, including budget cuts, enrollment efforts, and dollars associated with the pandemic. A positive outcome is anticipated for the current fiscal year. Although the entire university budget will be balanced, there are challenges expected in the College of Arts and Sciences. Looking ahead for FY22-23, enrollment looks relatively strong, but capacity is limited by availability of housing. Housing is the biggest deterrent to significant growth, and inflation will be a challenge." Discussion about timely provision to the Senate of budget information and disaggregated budget actuals.
- d. United Academics Update (Beth Mintz): The bargaining unit is going slowly. There is a concern about bracket creep for health care. While incomes have gone up the brackets have not changed so raises move people into higher brackets that translate into higher health care costs and erosion of raises. The effort to add faculty to the Board of Trustees was more successful than expected and will be revisited in the future.
  - e. Miscellaneous Medical Insurance Topics. Chair Gurdon sent e-mails to VBA administrators in follow-up of issues from the last meeting but has received no responses yet. Payment for the shingles vaccine remains uncertain and vague. There was a clarification that our health plan is a group PPO. It was noted that BC/BS has not offered correct codes for diagnostic procedures in doctors' offices.
  - f. Summer Luncheon Hosted by the President. Wednesday August 10<sup>th</sup>, in the Davis Center.
  - g. Other Business. The notice for the Scholars Award Program went out late. Therefore it will be deferred to the fall and perhaps increase the dollar amount.

The meeting was adjourned at 3:54pm

The next meeting is scheduled for: **August 17, 2022**

Respectfully submitted, Richard Branda