



**Faculty Senate  
Minutes  
Monday, April 21, 2025  
4:00 – 5:30 PM, on Teams**

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The meeting was called to order by Faculty Senate President Thomas Borchert at 4:01 PM

**Senators in Attendance: 66**

**Absent: 11 Senators:** Communication Sciences & Disorders (Bumpas), Engineering Mechanical (Floreani), Chemistry (Ou), Medicine Rep2 (vacant), Orthopaedics & Rehabilitation (vacant), Psychiatry Rep1 (Hall), Psychological Science Rep1 (vacant), Radiology Rep1 (vacant), School of the Arts Rep1 (vacant), Sociology (Kaelber), Surgery Rep 1 (vacant)

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

- The final meeting of the Faculty Senate for the academic year is Thursday, May 15th at 3:00 PM in Memorial Lounge. The new Chair of the Board of Trustees, Cynthia Barnhart has been invited to speak.
- A new UVM Cares Program has been launched. Information is attached to these minutes.
- Doc Bradley, Department of Political Science, encouraged everyone to visit [events.uvm.edu](https://events.uvm.edu) to view events taking place to celebrate Earth Week.
- Procedures for managing motions were reviewed in preparation for discussion of two resolutions on the agenda petitioned by 17 members of the Senate. The resolutions will be discussed separately because they are two separate motions. President Borchert will relinquish the chair to Vice President, Evan Eyler, and President-Elect Abby McGowan to preside over these discussions.
- Senators were reminded that the meeting chat is on but is not recognized as part of the discussion. Members wishing to speak should raise their electronic hand. Only elected senators and chairs of senate committees are eligible to vote.
- Peter Henne, Associate Professor of Political Science and Parliamentarian of the College of Arts and Sciences will serve as parliamentarian at this meeting.

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

- Minutes of the March 2025 Faculty Senate Meeting
- Curricular Affairs
  - a) CGS in Applied Statistics

b) MCGS in Learning & Development in Higher Education

**Motion:** Thomas Borchert stated that the consent agenda came to the Senate moved and seconded by the Executive Council.

**Vote: 53 approve, 0 oppose, 0 abstain. The motion carried.**

3. **Resolutions in Memoriam**

Katie Gough, Associate Professor, Department of English, College of Arts and Sciences, presented a **Resolution in Memoriam for Alfred Rosa**, Professor of English Emeritus. The resolution is attached to these minutes.

**Motion:** Jennifer Sisk moved to inscribe the resolution in memoriam for Alfred Rosa in the minutes of the Faculty Senate and have a copy sent to the family.

**Vote: 56 opposed, 0 opposed, 0 abstained. The motion carried.**

Mary Louise Kete, Professor, Department of English, College of Arts and Sciences, presented a **Resolution in Memoriam for Ralph Harry Orth**, Professor of English Emeritus. The resolution is attached to these minutes.

**Motion:** Mary Louise Kete moved to inscribe the resolution in memoriam for Ralph Harry Orth in the minutes of the Faculty Senate and have a copy sent to the family.

**Vote: 56 approved, 0 opposed, 0 abstained. The motion carried.**

Jennifer Sisk, Associate Professor, Department of English, College of Arts and Sciences, presented a **Resolution in Memoriam for Isabella Jeso**, Lecturer, Department of English. The resolution is attached to these minutes.

**Motion:** Jennifer Sisk moved to inscribe the resolution in memoriam for Isabella Jeso in the minutes of the Faculty Senate and have a copy sent to the family.

**Vote: 55 approved, 0 opposed, 0 abstained. The motion carried.**

4. **Resolution to accept the proposal to establish the Food Systems Research**

**Institute in the Office of the Vice President for Research.** Thomas Borchert read the following resolution:

Whereas the Food Systems Research Center was founded in 2019 as a partnership between the University of Vermont and the U.S. Department of Agriculture's Agricultural Research Service, and

Whereas the Food Systems Research Center was established in the College of Agriculture and Life Sciences, and

Whereas the Food Systems Research Center is aligned with University goals by investing in distinctive research strengths by providing efforts of faculty, staff, and students through a range of funding opportunities, and ensuring student success by supporting graduate research assistantships and summer undergraduate research fellowships, and

Whereas Polly Erickson the Director of the Food Systems Research Center has developed a proposal to make the Food Systems Research Center a transdisciplinary research institute located in the Office of the Vice President for Research, and

Whereas the University Manual states that “Proposals to establish, substantially change or eliminate academic centers and institutes must be approved by the Board of Trustees, upon recommendation of the President and Provost following application of appropriate governance protocols, the latter to include Faculty Senate approval” (University Manual, 208.5);

Whereas the Research, Scholarship, and Creative Arts Committee of the Faculty Senate reviewed the proposal to establish the Food Systems Research Institute on behalf of the Faculty Senate and recommends that the Faculty Senate accept the proposal to establish the Food Systems Research Center as a University-wide institute in the Office of the Vice President for Research (recommendation attached); now, therefore, be it

**Resolved**, that the Faculty Senate of the University of Vermont agrees with and accepts the proposal to establish the Food Systems Research Institute in the Office of the Vice President for Research.

Thomas Borchert opened the floor for discussion. No comments or questions were received.

**Vote:** 49 approved, 1 Opposed, 4 abstained. **The motion carried.**

5. **Update from Chief Information Officer Kellie Campbell** – CIO Campbell described the first 10+ weeks at UVM as focused on discovery that culminated into a short-term plan for ETS (Enterprise Technology Services). The plan is intended to reset ETS and ensure that the work aligns with the current and upcoming needs of the university. The four pillars of the plan are outlined in the presentation slides attached to these minutes, and the draft plan is available to view in SharePoint [Final DRAFT 2025 - 2026 ETS Plan.pdf](#) (UVM login required). CIO Campbell welcomes the opportunity to further engage in conversation. Reach out to [uvmcio@uvm.edu](mailto:uvmcio@uvm.edu).
6. **Update regarding Federal Actions from Our Common Ground Operations Team** – Katie Shepherd, Dean of the College of Education and Social Services and Chair of the Our Common Ground (OCG) Operations Team, provided an overview of the team, its charge and recent actions. The OCG team is a diverse group of 14 members. The membership list is available on the Federal Actions webpage (<https://www.uvm.edu/uvmnews/federal-actions>). One function of the OCG team is to gather perspectives and information from the campus community. Topics explored over the past six weeks include thinking about how our work around inclusive excellence and Our Common Ground applies to curriculum language use, communications, admissions, financial aid, accessibility and a range of other topics. Actions taken by the team include the development of FAQs available on the Federal Actions webpage (<https://www.uvm.edu/uvmnews/federal-actions>). The FAQs are based on questions received by the Division of Enrollment Management and Student Financial Services from prospective students and families. The FAQs are intended to provide information on where UVM stands on these topics as students are thinking about what it would be like to be a student at UVM. In addition, the team co-hosted a forum on academic freedom with the Provost’s Office and is planning another forum to be co-hosted with

the Faculty Affairs Operations Team before the end of the semester. Chair Shepherd reported that the OCG team is also developing some language for search committees and a bank of interview questions around inclusive excellence and Our Common Ground. The statements and questions were formulated to combine the University mission with statements about inclusive excellence and Our Common Ground to give applicants a sense of the values of the University. **Felicia Kornbluh**, Professor of History and Director of Jewish Studies, is a member the Our Common Ground Operations Team and encouraged senators to use her as a conduit to communicate with the team. **Kat Scollins**, chair of the Catamount Core Curriculum Committee (CCCC) reported that one of the categories of the of the 42 credit Catamount Core is Common Ground Values, which includes diversity, sustainability and global citizenship. A subcommittee had been working on reducing areas of overlap between designations, potentially restructuring the Common Ground Values requirements under the umbrella of the global citizenship designation. To guide decisions on restructuring, the CCCC invited faculty with relevant curricular expertise to the April CCCC meeting. The consensus was that the categories remain vital to our mission and values and continue to have administrative and faculty support. Individual faculty members may choose to adjust their course titles, but there are no calls from administration to make changes. Vice Provost, J. Dickinson, emphasized that any change initiated by the CCCC, including renaming of a Catamount Core designation, would require approval by the full Faculty Senate.

7. **Resolutions on Academic Freedom and Inclusive Excellence from other Universities (discussion), and from UVM Faculty (vote)** – Thomas Borchert reported that he and Abby McGowan have been meeting with Presidents of the Faculty Senates of the land grant universities of New England to discuss how they might work together on a common statement. The group has agreed to work together to create a preamble to the BTAA resolution included with this agenda, to rename the resolution and bring it to the individual senates for consideration.

President Borchert relinquished the chair to Vice President Evan Eyler and President-Elect Abby McGowan to preside over the two resolutions received by petition. Evan Eyler reviewed the Faculty Senate parliamentary procedures for debate and read the first resolution.

**Resolution on Freedom of Speech and Academic Freedom  
Initial draft by Kenneth Allen and presented by petition.**

Whereas, the foundational principles of freedom of speech and academic freedom are under attack from the current administration in Washington DC;

Whereas, the Mission of the University of Vermont is: To create, evaluate, share, and apply knowledge and to prepare students to be accountable leaders who will bring to their work dedication to the global community, a grasp of complexity, effective problem-solving and communication skills, and an enduring commitment to learning and ethical conduct;

Whereas, the Vision of the University of Vermont is: To be among the nation's premier research universities with a comprehensive commitment to a liberal arts education, environment, health, and public service;

Whereas, the University Manual, as approved by the Board of Trustees, and the Collective Bargaining Agreement for faculty, state explicitly the University's commitment to the 1940 Statement of Principles on Academic Freedom of the American Association of University Professors which includes the statement: The University must defend tenaciously the right of its members to think and express their thoughts freely and to make those choices within the law guaranteed to every citizen. This includes the right of dissent since any democratic institution ceases to merit the name democratic when this fundamental right is denied. Never is this duty more imperative than in those times when the public opinion of the community would restrain or curtail the free play of ideas. The universities, whose roots extend back into the centuries, have a tradition and duty to maintain an independence of judgment in the face of public opinion.

Whereas, the University of Vermont Motto, *Studiis et Rebus Honestis* means Integrity in Theoretical and Practical Pursuits.

Be it **Resolved**, that the Faculty Senate of the University of Vermont recognize freedom of speech and academic freedom as essential principles in the attainment and advancement of knowledge and that these principles must be protected even in the face of sanctions and external threat that would seek to suppress the free exchange of ideas;

Be it further **Resolved**, that the Faculty Senate supports curricular and co-curricular learning environments that expose students to a rich diversity of perspectives, including the critical examination of historical context and the contributions of marginalized people and identity communities;

Be it further **Resolved**, that the Faculty Senate believes that threats to diversity, equity, and inclusion, freedom of speech, and academic freedom deny students the ability to learn and critically evaluate views that are different than their own and deny critical inquiry into the questions that underlie health, science, the humanities, and all areas of study; AND

Be it further **Resolved**, that the Faculty Senate is committed to the values and principles of freedom of speech and academic freedom as foundational to the University's academic mission.

Evan Eyler opened the floor for discussion. Several speakers noted that the two resolutions being presented today are connected, and that the issues are complex. Those speaking in favor of the resolution expressed an urgency for action, and the importance of modeling for students how to act in the face of censorship. Those speaking against the resolution were not in disagreement with the content of the resolution but expressed concern that it will unintentionally put people in jeopardy.

**Motion:** Julia Perdrial moved to postpone the **Resolution on Free Speech and Academic Freedom** to the May meeting. The motion was seconded. Discussion regarding postponement included the desire for in-person discussion, the desire to see

how a common resolution with other public/land grant universities might capture the ideas in the two resolutions presented today, and concern that students will be gone if action is postponed until May.

**Vote: 43 yes, 15 no. The motion carried.**

The second resolution was read by Ken Allen.

**Resolution in Support of the Continued Commitment to Diversity, Equity, and Inclusion**

**Initial draft by Kenneth Allen and presented by petition.**

Whereas, principles of Diversity, Equity, and Inclusion (DEI) are under attack from the current administration in Washington DC;

Whereas, the Mission of the University of Vermont is: To create, evaluate, share, and apply knowledge and to prepare students to be accountable leaders who will bring to their work dedication to the global community, a grasp of complexity, effective problem-solving and communication skills, and an enduring commitment to learning and ethical conduct;

Whereas, the Vision of the University of Vermont is: To be among the nation's premier research universities with a comprehensive commitment to a liberal arts education, environment, health, and public service;

Whereas, the University of Vermont's Strategic Plan (as stated in Amplifying Our Impact) calls for ensuring that "...UVM is affordable and accessible for a broad and diverse population";

Whereas, the University's statement on Equal Employment Opportunity and Affirmative Action, as defined in the University Manual and endorsed by the Board of Trustees, establishes a commitment to DEI in matters of human resources;

Whereas, the University's statement of values, Our Common Ground, as reflected in the University Manual and Collective Bargaining Agreements with faculty, establishes the shared values of respect for each other, the rejection of bigotry, oppression, degradation, and harassment, the personal and collective responsibility to stand together, and integrity;

Whereas, the University has already made a significant investment in DEI programs including the creation of an Office of Diversity, Equity, and Inclusion (now renamed as the Office of Inclusive Excellence) and the appointment of a Vice Provost for Diversity, Equity, and Inclusion as part of its strategic planning;

Whereas, the University of Vermont Motto, *Studiis et Rebus Honestis* means Integrity in Theoretical and Practical Pursuits; and

Whereas, the Faculty Senate believes that threats to DEI initiatives deny students the ability to learn about and critically evaluate views that are different from their own and deny critical inquiry into the questions that underlie health, science, the humanities, and all other areas of study.

Therefore, Be it **Resolved**, that the Faculty Senate recognizes the principles of DEI as foundational to the University's academic mission;

Be it **Resolved**, that the Faculty Senate of the University of Vermont recognize that DEI initiatives strengthen the University, the University community, the State of Vermont, and the nation;

Be it **Resolved**, that the Faculty Senate of the University of Vermont supports curricular and co-curricular learning environments that expose students to a rich diversity of perspectives which includes critical examination of historical context and the contributions of marginalized people and identity communities;

Be it **Resolved**, that the Faculty Senate of the University of Vermont call on the administration to remain steadfast in its commitment to DEI in the face of all threats, including those that are political, social, and economic; AND

Be it **Resolved**, that the Faculty Senate of the University of Vermont stand in support of the [Joint Statement on Efforts to Restrict Education about Racism](#) authored by the AAUP, PEN America, the American Historical Association, and the Association of American Colleges & Universities, endorsed by over seventy organizations, and issued on June 16, 2021.

Abby McGowan opened the floor for discussion. Those speaking in favor of the resolution objected to the administration's decision to use the term inclusive excellence in place of diversity, equity and inclusion, and expressed the desire to affirm our collective commitment to our principles. Those speaking against the resolution expressed commitment to DEI, yet acknowledged that the phrase diversity, equity and inclusion has been weaponized by others and urged caution in its use. Concerns were expressed that the wording of the resolution might unintentionally put vulnerable colleagues at risk. Postponing action was stated as an opportunity to rethink the wording in both of the resolutions, and to provide time to explore the mutual defense coalition with other New England universities.

**Motion:** Cecilia Danks moved to postpone the **Resolution in Support of the Continued Commitment to Diversity, Equity, and Inclusion** to the May meeting in order to rethink the wording. The motion was seconded. No comments were received when discussion was opened on the motion.

**Vote: 50 yes, 8 no. The motion carried.**

**8. Reports that do not require a Senate vote:**

**a) Curricular Affairs Committee Report**

**9. New Business**

- Keith Burt urged the Executive Council to clear time on the May agenda to ensure enough time to discuss the resolutions postponed to the May meeting.
- Thomas Borchert will communicate with senators on how they can contribute to moving forward regarding the resolutions. Senators are asked to have conversations about the resolutions with their departments and units as soon as possible before the senate meeting on Thursday, May 15<sup>th</sup> at 3:00 PM in Waterman Memorial Lounge.

**10. The meeting adjourned at 5:35 PM**



## Personal Health Care Guidance with UVM Health Network

UVM Cares provides personalized care navigation and support to all University of Vermont employees and families covered under UVM's medical insurance.

### Care Navigation

#### Access care, schedule visits and maximize health benefits

Enroll with a primary care provider

Set up MyChart, UVM Health's online patient portal

Schedule appointments, referrals and preventive visits

Support employees in using their health benefits effectively

### Transitions of Care

#### Ensure a smooth recovery after an emergency visit or hospital stay

Review post-hospital instructions

Schedule follow-up visits and coordinate ongoing care

Medications – review for safety, and support patients with education and adherence

Identify and support potential recovery barriers such as transportation or home care needs

### Chronic Condition Management

#### Manage ongoing health needs

Create and adjust care plans for chronic conditions like diabetes and heart disease

Support routine care, preventive screenings and medication management

Connect to self-management tools and community resources

Collaborate with providers to support evolving health care needs

### Preventing Avoidable ER Visits

#### Reduce emergency visits with proactive care

Identify patterns in ER visits and assess underlying health concerns

Manage ongoing health needs with personalized care plans

Navigate care options, linking to clinical, community and long-term support services

### Employees with Complex Needs

#### Manage multiple providers, treatments and resources

Provide health evaluations for personalized care plans

Act as a central point of contact, coordinating referrals and follow-ups to prevent delays

Ensure employees understand and follow treatment and medication plans

Assist with disability, Family Medical Leave Act and return-to-work planning





University  
of Vermont

Faculty Senate

**Resolution in Memoriam**

**Alfred Rosa**

**Professor of English Emeritus  
1942-2025**

**Presented by Katie Gough**

**Associate Professor, Department of English  
April 21, 2025**

Professor Emeritus Al Rosa died on January 31, 2025 after a brave fight with the cancer which ultimately claimed him. For 34 years Al was a vibrant presence in the department. Early on, he specialized on the works of the American Transcendentalists, and then enlarged his teaching and scholarly career to encompass the study of language and Italian-American literature. Further, he developed an important specialty in the field of editing and publishing studies. This teaching specialty aimed to teach undergraduates how to navigate and understand the world of publishing. For many years he taught a seminar in Editing and Publishing, a unique specialty which put the English Department in the vanguard of publishing studies. This specialty arose from his direct experience founding the New England Press which he did with his colleague, Professor Paul Escholz, and his wife Maggie Rosa.

Al and his wife moved to Vermont in 1969 to take a position as an instructor in the English Department. On completing his PhD at the University of Massachusetts in 1971, he joined the tenure track as an assistant professor and quickly rose through the ranks to earn Full Professor. In 1973-74 Professor Rosa was a Fulbright Lecturer at the [University of Sassari](#), Sardinia, Italy, where he renewed his connections with his Italian roots and came to know the Italian people and their culture firsthand. In 1988, he reprinted Mari Tomasi's *Like Lesser Gods*, reintroducing the novel to a whole new generation of readers and helping to spark a renewed interest in Italian-American literature. In addition to this work on Italian-American literature, his publications range from monographs such *Salem, Transcendentalism, and Hawthorne*, to edited collections of essays such *The Old Century and the New: Essays in Honor of Charles Angoff*, and numerous best-selling textbooks in the field of writing and language study which he co-authored with his long-time collaborator and colleague, Professor Paul Escholz.

Al Rosa's commitment to students led him to create courses for our English majors that gave them direct experience with the publishing industry. It also compelled him to address the needs of students and professors for expert guidance in learning and teaching the art and craft of writing. But, finally, this commitment to students led Al to serve on the Board of Trustees for the Vermont Commons School. Passionate, gracious, enamored of music, and having a great love for his wife and daughter, his death is a grievous loss to the University of Vermont.



University  
of Vermont

Faculty Senate

**Resolution in Memoriam  
Ralph Harry Orth  
Professor Emerita of English  
1930-2025**

**Presented by Mary Louise Kete  
Professor, Department of English  
April 21, 2025**

Ralph Harry Orth was one of the stalwarts of the University of Vermont English Department, and his passing on January 10, 2025 marks the end of an era for both U.V.M. and the Department. Disciplines, like generations, are marked by both their strengths, and their changes. There was a time when American literature was not even a subject contemplated by English Departments in American universities. American literature had been established as a field, but the great works of our national literature were an unruly forest of texts, in need of careful husbandry if they were to flourish in the growing academy. A generation of scholars committed themselves to providing good texts: Works which were carefully examined to see what was ‘real’ and what was detritus added by generations of commentators. Works which could be retrieved, and thus studied, from notebooks and journals and letters. Works which would serve as reliable foundations for future generations of readers, thinkers, researchers. Professor Emeritus Harry Orth was of that legion of textual scholars and on the national scene he played an even larger and more significant role.

Beginning with editing one of Ralph Waldo Emerson’s *Journals*, and with a growing interest in and commitment to Emerson’s works, Harry Orth became the chief editor of the monumental *Miscellaneous Notebooks of Ralph Waldo Emerson*, which at sixteen volumes created the necessary “long foreground” for all Emerson studies. All of Emerson’s essays began with what he wrote in his journals: All. It is thanks to Harry Orth, and the colleagues he worked with, recruited, and oversaw, that we have such a good base for our studies of Emerson, one of the most important writers who ever put pen to paper in America. After Harry’s retirement he turned his attention to the literary heritage of his adopted state, Vermont. He became an editor of the two-volume *Ethan Allen and His Kin: Correspondence 1772-1819*, and an editor, with John J. Duffy and Samuel B. Hand, of *The Vermont Encyclopedia*. He also served as textual editor of UVM’s online edition of the correspondence of the nineteenth-century environmentalist George Perkins Marsh, and wrote the biography of Marsh for the *Dictionary of Literary Biography*, 2001.

Harry Orth joined the UVM English Department in September 1959 just before earning his PhD from the University of Rochester in 1960. He rose quickly through the ranks to become full professor in 1970 and retired in 1995 after 36 years of teaching and research. During his years in the English Department, Professor Orth designed and taught 23 different undergraduate and graduate courses, including the department’s introductory graduate course, Principles of Literary Research. He served on numerous college and university committees, and was chairman of the Faculty Senate in 1973-74. He was selected as University Scholar in Humanities for 1987-88 and

became the English Department's Corse Professor of English Language and Literature in 1992. He was elected a member of UVM's chapter of Phi Beta Kappa in 1978. For an extended period, he was politically active, forming part of a group that attempted to unionize the UVM faculty in 1979-80 and serving as a delegate to three state Democratic presidential conventions.

For so many reasons, Ralph Harry Orth was an exemplar of the generations who preceded us, and on whose shoulders we stand.



University  
of Vermont

Faculty Senate

**Resolution in Memoriam**  
**Isabella Jeso**  
**Lecturer, Department of English**  
**1956-2025**

**Presented by Jennifer Sisk**  
**Associate Professor, Department of English**  
**April 21, 2025**

Dr. Isabella Jeso, who died in January, 2025 after a fierce struggle with cancer, arrived at the University of Vermont from Zimbabwe --- by way of Missouri where she had earned her BA --to pursue her Master of Arts in English. She went on to earn her PhD from the University of Massachusetts where she wrote a brilliant dissertation on the South African author, Bessie Head. Later, Dr. Jeso earned a Master of Business Administration from Champlain College. Dr. Jeso began her teaching career as an Assistant Professor at the University of Tulsa but also taught in Texas and Zimbabwe before returning to Vermont where she taught for Champlain College. Her career in higher education came full circle when she was appointed Lecturer in our department.

Dr. Jeso was passionately devoted to teaching and was beloved by the many students who had the chance to learn from her in courses that ranged from Written Expression to introductory courses on women's literature, African and African-American literature. She could be depended on to teach rigorous courses and her many students valued her compassionate commitment to helping them exceed their own expectations for excellence. While she continued her advanced scholarship in literature, she was also an accomplished creative writer. Her poems appeared in publications such as the Women Studies Quarterly, Sisters Today, The Black Scholar, and The Burlington Review, and have been included in anthologies of contemporary poetry. Her book of verse, *Zimbabwean Collectibles*, was published in 1990 to significant acclaim. 1990 also saw Dr. Jeso begin a series of four novels for children, *The Bitney Adventures*, which was reissued in 2020.

For those who were touched by her presence—and there are so many, in so many places – it is nearly impossible to imagine a world without Isabella Jeso in it.

# Agenda

- Introduction
- Discovery over the past 10+ weeks
- Development of a 2025-2026 plan
  - 4 critical pillars
- Continuing the conversation
  - [uvmcio@uvm.edu](mailto:uvmcio@uvm.edu)

# Pillars of our plan

- A focus on service foundations
- Strengthening governance, partnerships, engagement
- Strategic and digital transformation
- Securing our future, expanding opportunity