



**Faculty Senate
Minutes
Monday, May 15, 2025
3:00 – 4:30 PM, Waterman Memorial Lounge**

The meeting was called to order by Faculty Senate President Thomas Borchert at 3:01 PM

Senators in Attendance: 58

Absent: 19 Senators: Anesthesiology Rep 2 (Hart), Counseling, Human Development & Family Science (Maianu), Economics (Law), Emergency Medicine (Pulcini), Engineering, Mechanical (Floreani), Medicine Rep 1 (Hagerty), Medicine Rep2 (vacant), Orthopaedics & Rehabilitation (vacant), Pediatrics Rep2 (Todd), Psychiatry Rep1 (Hall), Psychological Science Rep1 (vacant), Radiology Rep1 (vacant), Radiology Rep 2 (Brennan), Rehabilitation & Movement Science (Smith), Research, Scholarship & the Creative Arts Committee Chair (Hurley/Smith), School of the Arts Rep1 (vacant), Social Work (Melekis), Sociology (Kaelber), Surgery Rep 1 (vacant)

1. **Faculty Senate President's Welcome Remarks** – Thomas Borchert made the following remarks:
 - Reminder to vote in the election for member at large. The ballot will close at noon on Friday, May 16th. Thank you to Evan Eyler, Julia Perdrial, and Nels Olson for being willing to run for this open seat.
 - Reminder from the Research, Scholarship & the Creative Arts Committee (RSCA) to complete the Libraries' survey regarding the merits of the Web of Science and Scopus.
 - The "Faculty Senate letter to President-Elect Tromp" listed on the agenda item #9 *Reports that do not require a Senate vote* was not ready in time for this meeting and will be emailed to the Senate upon its completion.
2. **Update from Board of Trustees.** Cynthia Barnhart, Chair of the Board of Trustees, provided an overview of how the Board of Trustees is approaching current challenges and addressed questions and concerns from senators. In response to a question regarding faculty serving on the BOT, Chair Barnhart stated that Faculty perspective is important and a close connection between the Faculty Senate and the BOT is critical. However, the board members serve in the interest of UVM first and foremost, not in the interest of a particular group at UVM, and faculty serving on the BOT may be a conflict of interest. Chair Barnhart addressed concerns focused on how the BOT is navigating the complexity of the current environment. The BOT is working with administration to plan for the potential impact and financial pressure of what is coming out of Washington.

Decision making for the path forward is informed by the common ground principles and priorities identified by the university. Some advantages that UVM has in the face of the complexity of these challenges is the close alignment of the BOT and the university, strong administrative leadership, and the mindset of scrappiness and nimbleness to navigate where there are partnership and funding opportunities. The BOT is confident in the university administration, and that there will be a smooth transition of leadership.

3. **Degree Conferrals**

It was moved, seconded and voted that the following numbers of graduates be recommended by the Senate to the President for the awarding of the appropriate degrees or certificates as authorized by the Board of Trustees. Individual names of the graduates are recorded with the Minutes of this meeting in the permanent Senate records.

Degrees:

College of Agriculture and Life Sciences (332)

College of Arts and Sciences (701 Bachelor of Arts, 210 Bachelor of Science)

College of Education and Social Services (167)

College of Engineering and Mathematical Sciences (290)

Graduate College (398)

Grossman School of Business (189)

College of Nursing and Health Sciences (234)

Larner College of Medicine (111)

Rubenstein School of Environment and Natural Resources (248)

Patrick Leahy Honors College (136)

University Scholars (303)

Vote: 56 approved, 1 opposed, 1 abstained. The motion carried.

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

- Minutes of the April 2025 Faculty Senate Meeting
- Curricular Affairs

a) Name change of minor “Mathematics: Pure” to “Mathematics”

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

Vote: 58 approve, 0 oppose, 1 abstain. The motion carried.

5. **Resolutions in Memoriam**

Kate Finley Woodruff, Associate Dean, College of Agriculture and Life Sciences, presented a Resolution in Memoriam for Robert Orville Sinclair, Dean of the College of Agriculture. The resolution is attached to these minutes.

Motion: Kate Finley Woodruff moved to inscribe the resolution in memoriam for Robert Orville Sinclair in the minutes of the Faculty Senate and have a copy sent to the family.

Vote: 57 approved, 0 opposed, 0 abstained. The motion carried.

6. **Update on Federal Actions** – Patricia Prelock, Interim President, provided information about actions taken over the last several months related to federal actions. The presentation slides are attached to these minutes, and outline both external actions, and internal actions, how those actions are communicated to the UVM community, and an overview of the work of the four UVM Operations Teams for Federal Response. The internal actions are mostly the result of the work being done by the faculty and staff on these Operations Teams. The Information on Federal Actions webpage: <https://www.uvm.edu/uvmnews/federal-actions> includes resources for faculty, staff and students and FAQs that are updated as new information becomes available. Interim President Prelock expressed appreciation for the work of the UVM community, and stated that she has shared the UVM model with the America East universities.

7. **Resolutions on academic freedom in response to federal actions.**

Thomas Borchert reported that he and Abby McGowan have been meeting with the faculty senate leadership of the other New England land grant universities (UConn, UMass-Amherst, UNH, URI, UME) to talk about working together. Together they agreed to bring to the respective Faculty Senate's two statements: **Agenda item 7a) the "Statement in Support of the core values of higher education in the US" and Agenda item 7b) resolution to establish a mutual defense compact with the universities of the Northeast.** The "statement in support of core values" is a letter developed by the Big Ten universities and has already been approved by the faculty senates of University of Michigan, Ohio State University, Penn State, and UVA. The statement being presented to the UVM Faculty Senate for endorsement includes a UVM preamble that was drafted by an ad hoc committee that was charged after the April Faculty Senate meeting to possibly revise the language of the two resolutions that were postponed to the May meeting. The ad hoc committee was chaired by Abby McGowan and the members include Ken Allen, Jeremy Barry, Julia Perdrial, and Kat Scollins. Abby McGowan reported that the ad hoc committee determined that the New England statement contains the main ideas that were important to the postponed resolutions and worked to add a UVM preamble to the New England statement. The ad hoc committee is recommending that the joint New England statement with the addition of the UVM preamble (Agenda item #7a) be discussed and considered as a replacement for the resolutions postponed from the April Senate meeting. If the Faculty Senate votes to approve agenda item 7a, the original resolutions (agenda items 8) could be moved and voted to be tabled indefinitely.

Agenda item 7a, the "Statement in support of the core mission and values" has been color coded to identify the sections for points of debate.

-- The **black ink** portion is the joint statement prepared with the New England Faculty Senate leadership and the "statement in support of core values." This is the portion in black text. **It cannot be amended, only voted up or down**, because it has already been approved by the faculty senates of our peer institutions.

- The **red ink** portion is the ad hoc committee's recommendation to the Senate as the UVM preamble. In combination with the "Statement in Support of the Core Values," the ad hoc committee felt that it does the work of the resolutions postponed from the April Senate meeting. This portion can be amended.
- The **yellow highlighted** portion, is focused on matters of diversity and inclusion in the context of academic freedom. The ad hoc committee is asking the Senate to determine if this language should be included.

Agenda item 7a - Statement in support of the Core Mission and Values of Higher Education in the U.S., with UVM preamble and joint statement of New England Land Grant Faculty Senates

University of Vermont Preamble

We, the faculty of the University of Vermont, are committed to serving the State of Vermont by advancing research and educating students and the broader community in ways that foster intellectual growth and informed engagement as global citizens. This educational mission is predicated upon open debate among diverse perspectives, including those of historically marginalized communities. Recent federal directives threaten our ability to fulfill our institutional responsibilities by attempting to constrain what faculty may teach, investigate, or even say; imposing restrictions on important critical frameworks and words such as diversity, equity, and inclusion constitute a threat to our academic freedom and--by denying students the ability to access and critically evaluate views that are different from their own--undermine our commitment to a scholarly community grounded in equity, respect, and the free exchange of ideas.

Affirming the value of academic freedom is nothing new. The University Manual, as approved by the Board of Trustees, and the Collective Bargaining Agreement for faculty, explicitly states 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.*

JOINT STATEMENT

We, the Faculty Senate of the University of Vermont, in concert with the other Land Grant and Public flagship universities of New England, are uniting to declare our shared commitment to academic research, academic freedoms, and free speech. Given recent

attacks on individual universities in the Northeast, it is vital that we make common cause, across institutions devoted to the public good, in defense of our shared values. At a time when there are external attempts to dictate university administration, it is vital that we defend our institutional commitment to shared governance and academic leadership. Our institutions are dedicated to strengthening the communities in which we are embedded. We collectively declare our commitment to our academic communities, the intellectual freedoms on which they are founded, and their role in serving and strengthening our state and local communities.

With those values in mind, we, as the faculty of the Land Grant and Public flagship universities of New England, affirm the following statement:

Statement in Support of the Core Mission and Values of Higher Education in the United States of America

Private and public higher education institutions in the United States have for over three centuries contributed to the public good, and the nation's global leadership position, through the advancement and sharing of knowledge, and by providing pathways for workforce development.

Research funding in universities is judiciously used to drive innovation, providing an exceptional return on investment that advances economic growth, health and well-being, scientific breakthroughs, national security, and cultural and civic development. Academic research and scholarly expertise are also vital to excellent teaching and training, ensuring that the U.S. workforce of the future remains globally competitive.

Higher education in the United States continuously sets standards for international excellence and attracts students and colleagues from all over the world. The contributions of international scholars, staff, and students to U.S. higher education are integral to its leadership position.

U.S. higher education's global excellence and public impact require working and learning environments that ensure opportunities for all. Initiatives that reduce discrimination are part of that imperative.

As recent challenges to funding and programming threaten to dismantle the core values and mission of higher education, at great detriment to the public at large and the U.S.'s international reputation, the undersigned faculty governance bodies affirm the following:

- 1. Public and private universities serve the public good and contribute to the U.S.'s national and global excellence, through teaching, research, and service.*
- 2. Cuts to research funding in higher education will undermine scientific innovation, health, societal progress, and the U.S.'s leadership position, with long-lasting detrimental impacts.*
- 3. Academic scholarship and research, through peer review and professional accreditation, lead to evidence-based expertise, not partisan viewpoints.*

4. *We support academic freedom and free speech, and those who exercise their rights thereto, citizens and non-citizens alike.*
5. *We oppose the targeted harassment of faculty members for their expertise.*
6. *We support the First Amendment of the U.S. Constitution which guarantees the right of people to peaceably assemble. All community members who engage in peaceful assembly, regardless of viewpoint or citizenship status, should have the opportunity to do so without retaliation.*
7. *We agree with the Department of Education that discrimination based on race, color, or national origin (Title VI), sex (Title IX), and disability (ADA) is reprehensible, affirming our legal and moral obligation as educational institutions not to discriminate based on these or other identifying characteristics. Initiatives that help to reduce such discrimination, when grounded in best practice, increase opportunities and ensure real meritocracy for all.*
8. *We affirm the essential role of transparent and collaborative shared governance in maintaining the integrity of our universities, and commit to its continued strengthening.*
9. *Lastly, we call upon faculty, students, staff, alumni, and community partners of our universities to unite in support of the core mission, values, and academic freedoms of higher education in the U.S.*

Motion: Nicole Phelps moved to endorse the Statement in support of the Mission and Values of Higher Ed in the U.S. with UVM preamble and joint statement of the New England Faculty Senates. The motion was seconded. Thomas Borchert opened discussion and confirmed that all other NE Faculty Senates have endorsed the joint statement. Senators spoke in favor of endorsing the joint statement. Debate focused on the yellow highlighted text and included acknowledgment that arguments for using the words diversity, equity, and inclusion are equally as valid as arguments for removing the words, or for broadening the language to include everything under threat.

Motion: Julia Perdrial moved to amend the yellow highlighted section of the statement by removing “such as diversity, equity, and inclusion” and the word “critical”. The motion was seconded.

Vote: 46 approve, 4 oppose. **The motion carried.**

Debate on the main motion continued. Topics included the concerns about the AAUP quote in the final paragraph of the UVM preamble because it limited the guarantee of rights to every “citizen.”

Motion: Helen Read moved to partially remove the AAUP quote in the last paragraph *“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.” and keep the last sentence of the quote. The motion was seconded. Discussion included concerns about modifying the quote, the desire to keep the full quote, and the fact that the joint statement section 4 affirms that *we support academic freedom and free speech, and those who exercise their rights thereto, citizens and non-citizens alike.*

Vote: 6 approve, 40 opposed. **The motion failed.**

Thomas Borchert called the vote on the main motion: to endorse the Statement in support of the Mission and Values of Higher Education in the U.S. with UVM preamble and joint statement of the New England Faculty Senates as amended.

Vote: 49 approve, 4 oppose. **The motion carried.**

After debate and amendment, the **Statement in support of the Core Mission and Values of Higher Education in the U.S., with UVM preamble and joint statement of New England Land Grant Faculty Senates was adopted as follows:**

University of Vermont Preamble

We, the faculty of the University of Vermont, are committed to serving the State of Vermont by advancing research and educating students and the broader community in ways that foster intellectual growth and informed engagement as global citizens. This educational mission is predicated upon open debate among diverse perspectives, including those of historically marginalized communities. Recent federal directives threaten our ability to fulfill our institutional responsibilities by attempting to constrain what faculty may teach, investigate, or even say; imposing restrictions on important frameworks and words constitute a threat to our academic freedom and--by denying students the ability to access and critically evaluate views that are different from their own--undermine our commitment to a scholarly community grounded in equity, respect, and the free exchange of ideas.

Affirming the value of academic freedom is nothing new. The University Manual, as approved by the Board of Trustees, and the Collective Bargaining Agreement for faculty, explicitly states the University's commitment to the 1940 Statement of Principles on Academic Freedom of the American Association of University Professors which includes the statement:

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We, the Faculty Senate of the University of Vermont, in concert with the other Land Grant and Public flagship universities of New England, are uniting to declare our shared

commitment to academic research, academic freedoms, and free speech. Given recent attacks on individual universities in the Northeast, it is vital that we make common cause, across institutions devoted to the public good, in defense of our shared values. At a time when there are external attempts to dictate university administration, it is vital that we defend our institutional commitment to shared governance and academic leadership. Our institutions are dedicated to strengthening the communities in which we are embedded. We collectively declare our commitment to our academic communities, the intellectual freedoms on which they are founded, and their role in serving and strengthening our state and local communities.

With those values in mind, we, as the faculty of the Land Grant and Public flagship universities of New England, affirm the following statement:

Statement in Support of the Core Mission and Values of Higher Education in the United States of America

Private and public higher education institutions in the United States have for over three centuries contributed to the public good, and the nation's global leadership position, through the advancement and sharing of knowledge, and by providing pathways for workforce development.

Research funding in universities is judiciously used to drive innovation, providing an exceptional return on investment that advances economic growth, health and well-being, scientific breakthroughs, national security, and cultural and civic development. Academic research and scholarly expertise are also vital to excellent teaching and training, ensuring that the U.S. workforce of the future remains globally competitive.

Higher education in the United States continuously sets standards for international excellence and attracts students and colleagues from all over the world. The contributions of international scholars, staff, and students to U.S. higher education are integral to its leadership position.

U.S. higher education's global excellence and public impact require working and learning environments that ensure opportunities for all. Initiatives that reduce discrimination are part of that imperative.

As recent challenges to funding and programming threaten to dismantle the core values and mission of higher education, at great detriment to the public at large and the U.S.'s international reputation, the undersigned faculty governance bodies affirm the following:

- 1. Public and private universities serve the public good and contribute to the U.S.'s national and global excellence, through teaching, research, and service.*
- 2. Cuts to research funding in higher education will undermine scientific innovation, health, societal progress, and the U.S.'s leadership position, with long-lasting detrimental impacts.*

3. *Academic scholarship and research, through peer review and professional accreditation, lead to evidence-based expertise, not partisan viewpoints.*
4. *We support academic freedom and free speech, and those who exercise their rights thereto, citizens and non-citizens alike.*
5. *We oppose the targeted harassment of faculty members for their expertise.*
6. *We support the First Amendment of the U.S. Constitution which guarantees the right of people to peaceably assemble. All community members who engage in peaceful assembly, regardless of viewpoint or citizenship status, should have the opportunity to do so without retaliation.*
7. *We agree with the Department of Education that discrimination based on race, color, or national origin (Title VI), sex (Title IX), and disability (ADA) is reprehensible, affirming our legal and moral obligation as educational institutions not to discriminate based on these or other identifying characteristics. Initiatives that help to reduce such discrimination, when grounded in best practice, increase opportunities and ensure real meritocracy for all.*
8. *We affirm the essential role of transparent and collaborative shared governance in maintaining the integrity of our universities, and commit to its continued strengthening.*
9. *Lastly, we call upon faculty, students, staff, alumni, and community partners of our universities to unite in support of the core mission, values, and academic freedoms of higher education in the U.S.*

Agenda item 7b - The resolution on a mutual defense compact. Thomas Borchert presented the following resolution from the New England land grant faculty senates. The resolution has been endorsed by URI, UMASS Amherst, and UCONN. UNH and Maine did not bring the resolution to their faculty senates for endorsement due to the current political environment in their states.

Resolution to Establish a Mutual Defense Compact for the Universities of the Northeast Academic Alliance in Defense of Academic Freedom, Institutional Integrity, and the Research Enterprise

Whereas, recent and escalating politically motivated actions by governmental bodies pose a significant threat to the foundational principles of American higher education, including the autonomy of university governance, the integrity of scientific research, and the protection of free speech;

Whereas, the Trump administration and aligned political actors have signaled a willingness to target individual institutions with legal, financial, and political incursion designed to undermine their mission, silence dissenting voices, and/or exert improper control over academic inquiry;

Whereas, the Northeast Academic Alliance represents a longstanding tradition of academic collaboration;

Whereas, the Northeast Academic Alliance includes over 370 universities and colleges;

Whereas, the preservation of one institution's integrity is the concern of all, and an infringement against one member university of the Northeast shall be considered an infringement against all;

Be it resolved that, the University of Vermont Faculty Senate urges the President of the University of Vermont to formally propose and help establish a Mutual Academic Defense Compact (MADC) among all members of the Northeast Academic Alliance;

Be it further resolved that, under this compact, all participating institutions shall commit meaningful funding to a shared or distributed defense fund. This fund shall be used to provide immediate and strategic support to any member institution under direct political or legal infringement;

Be it further resolved that, participating institutions shall make available, at the request of the institution under direct political infringement, the services of their legal counsel, governance experts, and public affairs offices to coordinate a unified and vigorous response, including but not limited to: Legal representation and countersuit actions; strategic public communication; amicus briefs and expert testimony; legislative advocacy and coalition-building; related topical research as needed.

Be it finally resolved that, this resolution be transmitted to the leadership of all Northeast universities and their respective governing boards and shared governance bodies, and that the President of the University of Vermont take a leading role in convening a summit of Northeast academic and legal leadership to initiate the implementation of this Compact.

Motion: Tony Julianelle moved to endorse the Resolution to Establish a Mutual Defense Compact for the Universities of the Northeast Academic Alliance in Defense of Academic Freedom, Institutional Integrity, and the Research Enterprise. The motion was seconded. Discussion: Thomas Borchert confirmed that this resolution is not amendable. Discussion included concerns about the potential impacts of the compact, the possible complications and dangers, and the desire for and value of mutual support for targeted members.

Motion: Ilyse Morgenstein Fuerst called the question.

Vote: 42 approve, 3 oppose. **The motion passed and debate ended.**

Thomas Borchert called the vote on the main motion: to endorse the resolution to Establish a Mutual Defense Compact for the Universities of the Northeast Academic Alliance in Defense of Academic Freedom, Institutional Integrity, and the Research Enterprise.

Vote: 30 approve, 16 oppose, 1 abstain. **The motion carried.**

8. Old Business – Petitioned Resolutions postponed from the April meeting – Resolutions on Academic Freedom and Inclusive Excellence from UVM faculty

Resolution on Freedom of Speech and Academic Freedom

Motion: Ken Allen moved to table the Resolution on Free Speech and Academic Freedom indefinitely. The motion was seconded.

Vote: 40 approve, 4 oppose. **The motion carried.**

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

Motion: Ken Allen moved to table the Resolution in Support of the Continued Commitment to Diversity, Equity, and Inclusion indefinitely. The motion was seconded.

Vote: 43 approve, 2 oppose. **The motion carried.**

9. Reports that do not require a Senate vote:

- a) Annual Reports from Faculty Senate Standing Committees
- b) 2025-2026 Senate meeting modality
- c) Faculty Senate President report to Board of Trustees
- d) ~~Faculty Senate letter to President-Elect Tromp~~ – Thomas Borchert will distribute this item to Senators when it is written.
- e) Curricular Affairs Committee (CAC) Report – APR and Subject Code Approval

10. New Business – none

11. Closing Remarks

- **Interim President Prelock** expressed appreciation for work of the Faculty Senate and stated that it has been a privilege and a pleasure to be partners in shared governance with the thoughtful leadership of Thomas Borchert and Evan Eyler.
- **Thomas Borchert** reflected on the goals and accomplishments during his past four years as Faculty Senate President. His goals included ensuring faculty involvement when decisions are being made in long-term planning processes and budgetary discussions. President Borchert highlighted some of the Faculty Senate Accomplishments, including making Test Optional permanent, establishing the Co-Major credential, regularizing the processes for faculty roles in reorganization and the Senate Executive Council's role in working with the academic leadership team of the Provost on the Academic Planning Committee. Tom expressed appreciation for the members of the Executive Council and stated that they are the backbone of the work of the Faculty Senate. He acknowledged four members who are cycling off the Executive Council: Tony Julianelle, Steve Gove, Carolyn Bonifield, and Jen Hurley. Special thanks to Evan Eyler for being an invaluable partner in his work as Senate Vice President. Evan will continue to serve as the elected senator for the Department of Psychiatry. Tom also thanked Interim President Prelock for her thoughtful leadership and partnership, Abigail McGowan for stepping into the role of Faculty Senate President, and Tiera Porter and Laurie Eddy for their support for the work of the Senate.

12. The meeting adjourned at 4:51 PM



**University
of Vermont**

Faculty Senate

Resolution in Memoriam

Robert Orville Sinclair

Dean

College of Agriculture

1922-2025

Presented by Kate Finley Woodruff

Associate Dean

College of Agriculture and Life Sciences

MAY 15, 2025

The UVM College of Agriculture and Life Sciences mourns the loss and celebrates the life of a beloved colleague, Robert Orville Sinclair, Dean of CALS. Bob passed away on February 14th at the age of 102. Born in 1922, Bob was a sixth-generation Vermonter raised on a dairy farm in Johnson, Vermont.

Dr. Sinclair graduated from the University of Vermont in 1944 with a B.S. in Animal Husbandry. He then served as a Washington County Agricultural Agent continuously until 1953, except for his 17-month service in the Navy. He earned his M.S. degree at UVM and his Ph.D. degree at Michigan State University in 1958.

He built a legacy here at UVM, and rose through the ranks as an instructor, assistant professor, professor, department chair, and finally dean of the college. He conducted research in dairy and land use and served as a member of the Governor's Council of Economic Advisors under both Governor Salmon and Governor Snelling. He retired in 1987 after 34 years of distinguished service to UVM in teaching and research.

Many students, staff, and faculty remember Bob fondly as a mentor and friend. He led by example and exemplified the UVM land grant mission through his deep commitment to our communities. He will be remembered for his kind smile, warm heart, and his love for Vermont, his family, and his dear wife, Dolly.

Faculty Senate Meeting: Federal response update

May 15, 2025

Patricia A. Prelock, Ph.D.

Interim President

External Actions

- Maintained membership in the Association of Public & Land-Grant Universities (APLU) & the Association of American Universities (AAU); these organizations (along with the American Council on Education - ACE) are plaintiffs in **3 separate lawsuits** challenging recent actions of the NSF, NIH, & the U.S. Department of Energy.
- Provided data for two lawsuits regarding F&A cap for NIH and NSF funding
- Supported and/or signed selected advocacy letters from federal officials and national organizations
- Signed Call for Constructive Engagement by AAC&U
- Working with ESPCoR states to negotiate better F&A rate
- Regular meetings with APLU & America East presidents
- Regular meetings with APLU & Northeast OVPRs
- Biweekly contact with VT federal delegation
- Bipartisan bill co-sponsored by Senator Welch to refocus national hydrology research
- Stories on external impact of our research at:

<https://www.uvm.edu/uvmnews/research-public-good>

Internal Actions

- Forums & Information Sessions

- Executive Orders
- Immigration
- Research & Research Resilience Webinar
- Academic Freedom
- Graduate Student Research Forum

- Series of regular updates/communications

- President's weekly messages
- OVPRs research messages
- OIE student messages

- Website & FAQs

- Federal actions
- Immigration
- Protecting personal information webpage
- New discrimination/harassment video

- Formed Federal Action Operations Teams

- Our common ground
- Faculty affairs
- Research
- Immigration

Information on Federal Actions Webpage:

<https://www.uvm.edu/uvmnews/federal-actions>

- Federally funded research, grants & programs
- Subpoenas, warrants, government agent & law enforcement visits
- Inclusive excellence & LGBTQA+
- UVM Operations Teams for federal response
- Community messages
- International students
- Protecting personal information
- Support resources
- FAQs

UVM Operations Team for Federal Response

Our Common Ground CHAIR: Katie Shepherd	Faculty Affairs CHAIR: Jane Okech	Research CHAIRS: Sara Cahan & Kate Tracy	Immigration CHAIRS: Pablo Bose & Jamie McGowan
<i>Directives associated with DEI and antisemitism</i>	<i>Impact of research funding reduction/delays on faculty career trajectories</i>	<i>Reductions/delays in research funding, shifting agency priorities, reductions in F & A, impacts on faculty/staff & general fund budgets</i>	<i>Directives associated with travel bans, VISAs & enforcement</i>
Review of Inclusive Excellence Action Plans	Revised RPT & annual review guidelines	Research Resilience Initiative	Immigration forums & college meetings
Draft interview questions based on Our Common Ground	Academic freedom forums & college meetings	Research forums & college meetings	FAQs & Website https://www.uvm.edu/oie/2025-common-immigration-questions
Inclusive excellence statement for recruiting		Scenario planning	Translation of major communications SEVIS visa status monitoring