



**Faculty Senate
Minutes
Monday, September 22, 2025
3:00 – 4:30 PM, Waterman Memorial Lounge**

The meeting was called to order by Faculty Senate President Abigail McGowan at 3:02 PM

Senators in Attendance: 56

Absent: 24 Senators: Agriculture, Landscape, and Environment (Tracy), Biomedical & Health Sciences (Allen), CAC Chair (Everse), Computer Science (Near), Emergency Medicine Rep1 (Schlein), ERTC Chair (Read), Mathematics & Statistics Rep2 (Julianelle), Medicine Rep1 (Hagerty), Medicine Rep2 (vacant), Nursing Rep2 (Graziano), Orthopaedics & Rehabilitation (Shafritz), Pathology and Laboratory Medicine Rep1 (DeWitt), PSC Chair (Benson), Psychiatry Rep2 (Klemperer), Radiology Rep1 (vacant), Radiology Rep2 (Brennan), RSENr (Danks), SAC Chair (Prue), School of the Arts Rep1 (Lehner), School of World Languages & Cultures Rep2 (Levine-West), Social Work (Melekis), Surgery Rep1 (Tranmer), Surgery Rep2 (vacant)

1. Faculty Senate President's Welcome Remarks – Abigail McGowan made the following remarks:

- A. In response to recent external events, including political assassinations, attacks on universities, and free speech, President McGowan is focused on community building by fostering a supportive environment and respectful dialogue. Faculty are encouraged to participate in opportunities to build community at UVM:
 - a) Dialogue Skills Training Series hosted monthly by Erika Lala
 - b) Safety Week events
 - c) New Strategic Plan development
 - d) Installation ceremony of Dr. Tromp
- B. President McGowan introduced the Faculty Senate Ombudsperson, Keith Burt, Associate Professor of Psychological Science. As Ombudsperson, Keith is a designated neutral party, operating confidentially and independent of the Faculty Senate office, and the administration. The Ombudsperson serves as a resource to faculty who have concerns, complaints, conflicts with colleagues, supervisors, or administration. He can assist faculty in determining the institutional channels most appropriate for the resolution of a complaint and may facilitate the informal resolution of complaints through mediation. For more information visit the [Faculty Senate Ombudsperson](#) page on SharePoint. Keith may be reached at Keith.Burt@uvm.edu.

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

A. The minutes of the August 2025 Senate meeting

B. Curricular Affairs

a) New PhD in Computational Studies of Culture and Society

Motion: Abigail McGowan stated that the consent agenda came to the Senate moved and seconded by the Executive Council. Thomas Borchert requested to pull item 2B(a) for discussion. Abigail McGowan called the vote on item 2A.

Vote: 52 approve, 0 oppose, 1 abstain. The motion carried.

Discussion was opened on item 2B(a) the proposal from the Graduate College in conjunction with CAS and CEMS for a new PhD in Computational Studies of Culture and Society. Tom Borchert asked for clarification of the financing of the proposal. Pablo Bose reported that the two new faculty (Anthropology and Linguistics) have been hired and funded through the recently awarded SOCKS Vermont EPSCOR grant. The CAC report to the Faculty Senate outlines resource requirements and budget support for graduate students, the inaugural director, and program expansion through research grants and industry partnerships that offer fellowship opportunities.

Abigail McGowan called the vote on item 2B(a) the New PhD in Computational Studies of Culture and Society.

Vote on Minutes: 50 approve, 1 oppose, 2 abstain. The motion carried.

3. **University Strategic Planning** – Abigail McGowan introduced Katie Shepherd, Dean of the College of Education and Social Services, and chair of the UVM 2025 Strategic Planning Committee. Dean Shepherd provided an overview of the process and timeline for the strategic planning initiative. The presentation slides are attached to these minutes and include the list of committee members, details of the initial input phase, the structure of the plan, and draft statements for the four pillars/goals for long-term focus areas. Discussion focused on the process, listening session structure, UVM Foundation involvement. Suggestions for Faculty Senate involvement included a special listening session and returning to the Senate after synthesizing input into formal strategic goals to ensure alignment with Senate policy and practices. Comments emphasized the need for more specific language in pillars/goals to address UVM community well-being, resilience, strengths and success. Dean Shepherd appreciated the early comments and encouraged participation in the upcoming opportunities for feedback.

4. **Faculty Senate Committee Updates:**

- A. **Financial and Physical Planning Committee (FPPC)** – Guillermo Rodriguez, Chair presented an overview of the committee charge, and issues on their agenda this academic year. The presentation slides are attached to these minutes. Guillermo polled the Senate on the following questions, and will use the feedback to inform the work of the FPPC:

- 1) In your opinion: which is/are the main budgetary concern(s) in your unit?
- 2) How well do you feel you understand UVM's current financial situation?
- 3) What topics/areas of the budget do you need to know more about to better understand UVM's overall financial situation?

B. Catamount Core Curriculum Committee (CCCC) – Kat Scollins, Chair, presented an overview of the Catamount Core framework, and the charge and work of the CCCC. The presentation slides are attached to these minutes. Kat polled the Senate on the following questions:

- 1) How well do you understand the process for getting a course approved for Catamount Core?
- 2) How well do you know where to find the deadlines for submitting a course for Catamount Core designation?
- 3) How do faculty in your unit stay informed about Catamount Core deadlines and processes?
- 4) What would make it easier for your or your department to stay current with Catamount Core requirements?

5. Reports that do not require a Senate vote:

- a) Curricular Affairs Committee (CAC) Report – APR reports & revisions to the proposal template for new minors). Colby Kervick, CAC Co-Chair, stated that current versions of proposal guidance are posted under [Curricular Resources](#) on the Faculty Senate SharePoint site.

6. New Business - none

7. Old Business - none

Kat Scollins moved to adjourn. With no objection the meeting adjourned at 4:15 PM.

University of Vermont 2025 Strategic Planning

Process, timeline, and feedback overview

Introduction

The Strategic Planning Committee and process seeks to:

- Utilize current data to gather community perspectives and develop a strategic vision for UVM's future
- Honor and uplift Vermont's distinctive character and its support of its rural communities
- Engage in a process characterized by transparency, trust, and open engagement with a wide variety of people and perspectives
- Gather feedback through direct communication that integrates digital and interpersonal interactions to foster meaningful connections and promote constructive progress

Timeline

Launch Phase (August–September)

Objective: Establish foundational structures and communicate the process.

Initial Input Phase (September–October)

Objective: Gather input from all constituent groups.

Drafting and Community Refinement Phase (November)

Objective: Synthesize input and finalize strategic goals.

Finalization Phase (December-February Board Meeting)

Objective: Approve and prepare for implementation.

Committee Members

Committee Leaders:

Katie Shepherd, Dean, College of Education and Social Services

Ian Davis, ETS, Senior Systems Engineer

Vicki Gilwee, LCOM, Senior Executive Assistant to Dean Richard L. Page, MD

Committee Members

Chris Callahan, Extension Associate Director; Extension Professor

Paul Deslandes, CAS, Associate Dean for Student Success

Jessica Strolin-Goltzman, CESS, Professor and University Scholar

Matthew White, Graduate College, Associate Professor, Director-Faculty

Andrey Ukhov, Grossman School of Business,, Associate Professor

Rosemary Dale, CNHS, Clinical Professor and Chair

Jan Carney, LCOM, Associate Dean for Public Health

Dan DeSanto, Howe, Library Associate Professor

Brendan Fisher, Rubenstein, Professor, Director, Environmental Program

Nick Stanton, Office of Equal Opportunity, Director

Ingrid Barcelo, OVPR, Team Lead for Unit-Level Research Development and RD Programs

James Ross, Intercultural Centers, Senior Director

Moses Murphy, Division of Enrollment Management, Director of Admissions

Blake Reilly, Center for Health and Well-Being, Executive Director

Sarah Heath, Career Center, Director

Joseph Gervais, Athletics, Associate Athletic Director

Amanda Clayton, Facilities Management, Executive Director

Maggie Lambert, PACE, Senior Program Developer

Kim Hughes, CAS, Academic Advisor Supervisor

Jacob Leopold, CEMS, Director of Operations

Tiffanie Spencer, CESS, Assistant Dean

Genevieve Anthony, Patrick Leahy Honors College, Business Operations MG2X

Eric Gagnon, LCOM, Director of Facilities Administration

Samantha Dickey, ETS, Business Operations Manager

Kennedy Connors, SGA, President

Collin Coil, GSS, Graduate Student Senator

Deb Mignucci, President, UVM Alumni Association Board of Directors



Initial Input Phase

Planned listening sessions:

- Faculty, Staff, Students, Alumni, University leaders, Community leaders
- Open and invited sessions, facilitated by Strategic Planning Committee members
- Sessions listed on website and Inside UVM

Additional feedback opportunities:

- Survey link on Strategic Planning website
- Feedback surveys available to participants in listening sessions
- Direct input with Committee members representing your college/unit

Structure of the Plan

Mission: Articulates the purpose of the institution and the objectives it aims to accomplish

Vision: Delineates the institution's strategic outlook for the future

Components:

- Pillars/Goals - long-term focus areas
- Strategies – methods for achieving pillar goals
- Tactics - actionable steps to execute the strategies
- Metrics - specific, measurable data points used to measure success

Draft Statements

Pillar 1 — Forge Bold Futures: Community, Purpose & Path for our Students

What we mean: Every student belongs, learns deeply with excellent teaching and out-of-classroom learning opportunities and develops a clear path beyond UVM—grounded in reflection, mentoring, and substantive experiences.

Pillar 2 — Study What Matters: Values Driven- Research & Teaching that Impacts the World

What we mean: UVM's people and scholarship in every field address and tackle real problems and serious questions—from Vermont's communities to global contexts—preparing our students to do the same.

Draft Statements

Pillar 3 — Open Every Door: Access, Engagement & Partnerships

What we mean: As Vermont's flagship and land grant- research university, UVM widens access, strengthens engagement, and partners with communities and organizations in Vermont and beyond—inviting learners from everywhere to become Vermonters by choice and contributors to the common good

Pillar 4 — Fostering Excellence: People, Systems & Infrastructure

What we mean: To realize these goals, we will mature our infrastructure—supporting people, improving digital and data foundations, and renewing spaces—to allow our community to focus their energies on the work that matters most.

Questions

1. What questions do you have about the process?
2. Are there other ways members of the Faculty Senate would like to be involved in the process?
3. What resonates with you about the draft Pillar statements? What is missing? What questions or concerns do you have?

Financial & Physical Planning Committee

Committee charge:

The FPPC is responsible for matters relating to **planning and use of the institution's physical resources** and for matters related to the **formulation of the University budget**

- 1) assist** in the formulation of the University budget so that this document **reflects** the **instructional, intellectual, and service priorities** of the institution
- 2) Inform** the administration of **educational priorities** and **needs** and see that **these are considered in all planning**
- 3) seek advice** from the various **academic units**
- 4) make recommendations** to assure effective and responsible use of resources

The FPPC has engaged in conversations with the administration about the following topics in the past:

- Impact of the **tuition-freeze policy**
- Budget challenges of the **R1 status**
- **Cost** of health care
- Faculty **hiring**
- Growth of the **Graduate College**
- **Athletics Program** budget
- **New Housing plans** for students and faculty
- Oversight of the **campus plan**

Some of the issues we plan to tackle this academic year are:

- The **Catamount Leap** initiative (search for “*efficiencies*”)
- The **UVM Foundation** and its budget
- The **Space-cost algorithm** of IBB
- **Faculty Benefits**
- **Enterprise Technology Services**

FPPC membership

Unit	Name
CALS	Lizzy Pope
CAS	Guillermo Rodriguez
CAS	Peter VonDoepp
CEMS	Greg Rowangould
CESS	Maureen Neumann
CNHS	Krista Shea
GSB	Andrey Ukhov
LIB	Erica Donnis
LCOM	James Wolf
LCOM	Constance Van Eeghen
RSENR	Eric Roy
Faculty Senate President	Abigail McGowan

CCCC is responsible for matters related to the Catamount Core Curriculum, UVM's undergraduate program of General Education.

Kat Scollins, Chairperson
kscollin@uvm.edu

Catamount Core Curriculum Committee





CATAMOUNT CORE CURRICULUM

CATAMOUNT CORE is made up of 42 credits in courses distributed across three main areas:

- Liberal Arts (21 credits)
- Core Skills (9 credits)
- Common Ground Values (12 credits)

Students will be able to take courses that fulfill more than one category, but they must still take at least 40 unique credits of courses that have been approved to fulfill CATAMOUNT CORE CURRICULUM requirements.

LIBERAL ARTS

21 CREDITS

AH ARTS & HUMANITIES
6 CREDITS FROM ANY OF THE FOLLOWING

AH1: Arts
AH2: Literature
AH3: Humanities

S1 SOCIAL SCIENCES
6 CREDITS

N NATURAL SCIENCES
6 CREDITS FROM ANY OF THE FOLLOWING

N1: Natural Science (no Lab)
N2: Natural Science (w/Lab)

MA MATHEMATICS
3 CREDITS

CORE SKILLS

9 CREDITS

QD QUANTITATIVE & DATA LITERACY
3 CREDITS

WIL1 WRITING & INFORMATION LITERACY 1
3 CREDITS

WIL2/OC WRITING & INFORMATION LITERACY 2
3 CREDITS

WIL2: Writing & Information Literacy Tier 2
- OR -
OC: Oral Communication

COMMON GROUND VALUES

12 CREDITS

D DIVERSITY
6 CREDITS (INCLUDING AT LEAST 3 D1 CREDITS)

D1: Race and Racism in the US
D2: Diversity of Human Experience

SU SUSTAINABILITY
3 CREDITS

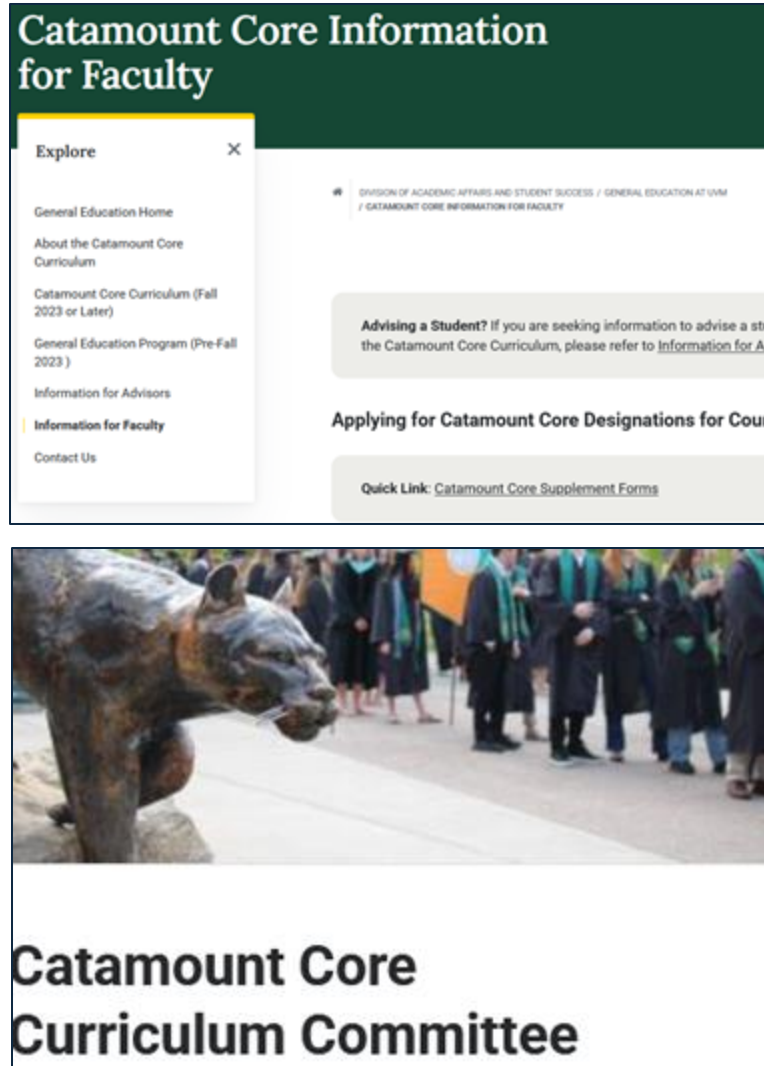
GC GLOBAL CITIZENSHIP
3 CREDITS

GC1: Global Systems & Problems
- OR -
GC2: Developing Global Citizens

What We Do:

- **Course Review & Feedback**
 - review courses for transfer credit
- **New or refined processes:**
 - last year: HCOL/CAS First-Year Seminars
 - this year: 5-year renewal process for SU, D1, D2
- **5-Year Assessment Cycle**
 - assess all 16 designations
 - assess Catamount Core framework, recommend changes to designations, descriptions, outcomes

Support for Faculty



- Website (with helpful tips & materials for faculty advising or applying for designations)
- Faculty Senate SharePoint Site
- CCC materials (such as approved applications) on Dept Teams Sites
- Dept Point-Person
- Dept visits/workshops

Questions?

CCCC Chair Kat Scollins kscollin@uvm.edu

CCCC Administrator John Sama jsama@uvm.edu