

The First-Year Faculty Experience of Belonging at UVM

Presenters:

Jane E. Okech, *Professor of Counselor Education & Supervision (CESS); Vice Provost for Faculty Affairs*, Division of Faculty Affairs (DOFA).

Nicole Conroy, *Kroepsch-Maurice Provost's Faculty Fellow for Faculty Affairs; Associate Professor & Program Coordinator*, Department of Counseling, Human Development and Family Science (CESS).

Getting Started # 1



What does the phrase “**belonging**” at UVM mean to you?



What specific factors or conditions do you need in order to feel a **genuine sense of belonging** at UVM?

Know UVM'S Our Common Ground.

How does this contribute to belonging?

Our Common Ground:

Respect, Integrity, Openness,
Innovation, Justice, &
Responsibility

It's critical to think about how
UVM's aspirational values
connect to your work and
UVM's culture

You will hear references to Our Common Ground Often

Speakers will assume you know it, value it, and are committed to upholding it

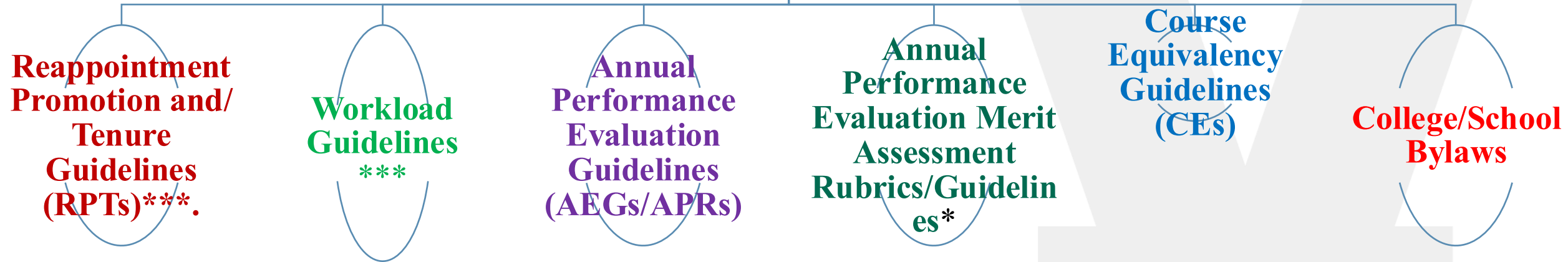
You will be expected to reference it in all kinds of proposals, programs, & reports

All applicants to UVM positions must address it

Know the Expectations for your Role and Responsibilities.

How does this contribute to a sense of belonging?

Each Academic unit has the following guidelines:



Know Your Workload Assignments & Percentages

**Review your
Unit Workload
Guidelines and
your own
workload
agreement per
academic year.**

Teaching: Peer/Student Course Evaluations, Inclusive excellence criteria where appropriate (Range from 20-100%)

Service: Indications of Service at Department/ College /University/ Professional Level; Inclusive excellence criteria where appropriate (Range from 5-20%)

Research/Scholarship: Reviews include indications of impact & responsiveness to feedback on your scholarship, including clarity of Publication status/record, Quality/Quantity (Range from 5-100%)

Internal/External Grants: Reviews include role (p1; co-pi; consultant etc.) assessment activity and success.

Student advising/ Mentorship: Reviews include the use of inclusive excellence criteria where appropriate and evidence of growth, development, and responsiveness to feedback. (Range from 10-20%)

Clinical/Extension/Library Work: Reviews usually conducted by clinical/extension supervisors see CESS/CNHS/LCOM/CALS/LIB Guidelines

Getting Started # 2

Which aspects of your belonging needs are currently being met by the university community?

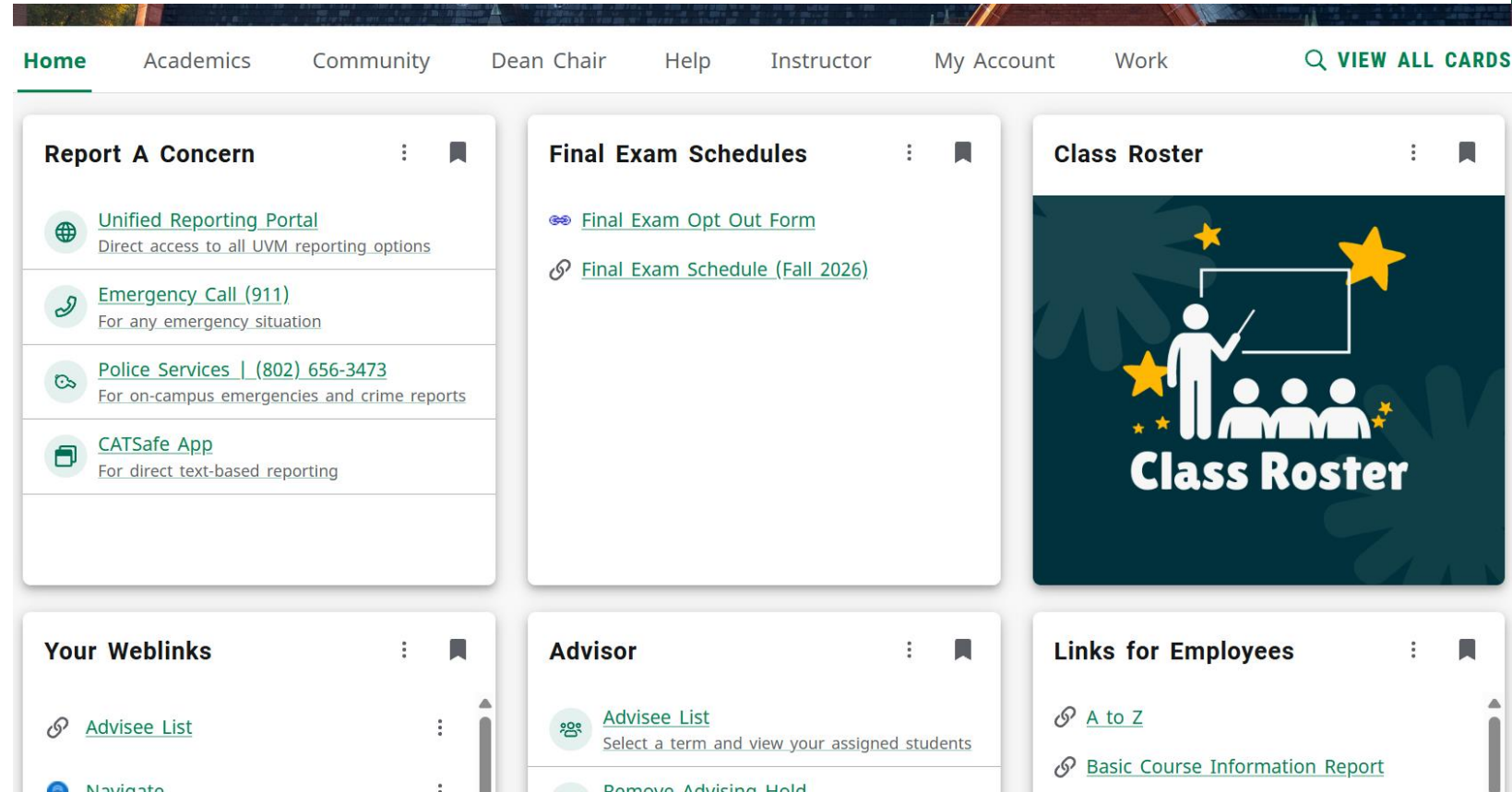
Which aspects of your belonging needs remain unmet or inadequately addressed?

What specific suggestions do you have for how UVM could better meet new faculty's needs for belonging and community connection?
(Discuss with Neighbor)*

Know UVM Systems that Impact Your Work

myUVM

An individualized webpage that gathers information and links to information for Students, Faculty, and Staff at UVM.



BrightSpace

University-supported Learning Management System

See All Courses or filter by type with the tabs under “My Courses.”

The screenshot shows the Brightspace interface for a user named Ines Berrizbeitia. At the top, there is a navigation bar with the University of Vermont logo and a green menu bar containing links like 'My Home', 'Calendar', 'Quick Eval', 'Discover', and 'Help & Resources'. Below this is a large banner with the text 'Welcome to Brightspace!'. The main content area is divided into two sections: 'My Courses' and 'Announcements'. The 'My Courses' section has tabs for 'All', 'Pinned', 'Fall 2023', 'Migrated', 'Non-Credit', and 'Sample'. It displays two course cards: 'CTL0123C: Brightspace Essentials' and 'CTL123J Learning Brightspace from the Student Perspective'. The 'Announcements' section shows a welcome message for Ines. Red arrows point to various features: 'My Courses' (pointing to the 'All' tab), 'Course Selection Waffle' (pointing to the grid icon in the top right), 'Profile, Notifications and Account Settings' (pointing to the user profile icon), 'Import & Copy link' (pointing to the gear icon), and 'Pin your current courses' (pointing to the pin icon on the course cards).

Pin your current courses

This will make the ones you need currently to float to the top of the page. To unpin, just click on the pin again.

1. Hover over the course's image to see the 3 dots.
2. Click them and

Navigate 360

Undergraduate Advising Portal and
communication system

UNIVERSITY OF VERMONT

 **Navigate360 | STUDENT SUCCESS**



Course Management

ADD NEW LINK

Standard Meeting Patterns

ADD NEW LINK

Navigation

Registration Overview

Academic Policy

Weathering P&G

FAQ

Enter or Display Final Grades

Grading Information

Grading Policy

Navigate360

GO TO Dashboard

Help for Advisors

Resources for Advisors

Current / User Support

Employee Tools

Check Handovers

Postures at Work

Records

Learned Learning

Library

Parking Services

Campus Service Center

Communications Request

Course Catalogue

Memory usage: 530 MB



Actions

I want to...

[Issue an Alert](#)

Quick Links

Take me to...

Staff Home ▼

Students

Appointments

My Availability

Appointment Queues

Assigned Students

List Type: Assigned Students ▼

Term: Fall 2026 (Default Ter... ▼

Relationship Type: All Relationship Types ▼

Actions ▼

☐	NAME	ID	STUDENT LIST	CATEGORY
--------------------------	------	----	--------------	----------

UVMClick

Submit grant applications and IRB
protocols, IACUC Protocols, IBC
Registrations, COI Disclosures, Proposal
Submissions, Awards and Agreements.



Hello,

Dashboard

IRB

IACUC

Safety

Grants

Agreements

COI

UVM Institutional Policies



Explore



Policies

University Operating
Procedures

Policies

Policy	Policy #	Review Year	Responsible Official
Accepting Payment Cards and eCommerce Payments	4.1.3	2026/2027	Senior Vice President for Finance and Administration
Accessibility	7.14.1	2024/2025	Chief Human Resource Officer
Administrative Policy for Sponsored	6.8.1	2026/2027	Vice President for Research

Source for official, approved, and most recent versions of University Policies, University Operating Procedures (UOPs), and University Guidelines.

Banner

Administrative system for storing student information (academic, financial, etc.)

UVM Software

Source of approved UVM software/ free access for active faculty

UVM Knowledge Base

Support library for technical instructions, service setups, and troubleshooting

In Process:
UVM Comprehensive Faculty Affairs
Platform

Getting Started # 3

How can your
colleagues help
you build a sense
of belonging at
UVM – and how
would they know
what you need?

Know Your Colleagues

Your Program/Department/ College Colleagues

Your Department Chair/Equivalent in Stand Alone Schools (GSB; RSENr)

Your Unit Support Staff (PDFs, RPT support, Grant Submissions, etc.)

Your Unit Leaders: Dean, Associate Deans, Staff and their intersection with your role

Your University Leaders: President, Provost; Vice Provosts, and Vice Presidents and their impact on your faculty role and responsibilities

Be intentional about this relationship

Be intentional about these relationships

Getting Started # 4

How can your
students help you
build a sense of
belonging at
UVM?

Know Your Students

Keep Office Hours as per your Unit's Policies

- *Be accessible/ reachable and responsive*

Know Your Students & Let Them Know You

- *Their aspirations, identities (cultural & socioeconomic context), goals, and needs*

There are resources to support your students:

- *Such as the Center for Academic Success, ACCESS, CAPS, ETS, Identity centers, Graduate and UG Writing Centers, Tutoring centers, Student Accessibility Services, Student-Athlete Academic Support, the Office of Fellowships, Opportunities & Undergraduate Resources, etc.*

Resources to address concerns about your students:

- *e.g., Your Chair, [Code of Student Conduct](#), CARE Report, etc.*

Know Resources to Support Your Success #1

Professional Development Funds

Consult your CBA; Chair; Support Staff etc.

Teaching

CFMP, CTL, CELO, ETS, WID, etc.

Advising

Student Services Offices in your Unit /CFMP

Research/Scholarship

Participate in the CFMP/OVPR joint programming

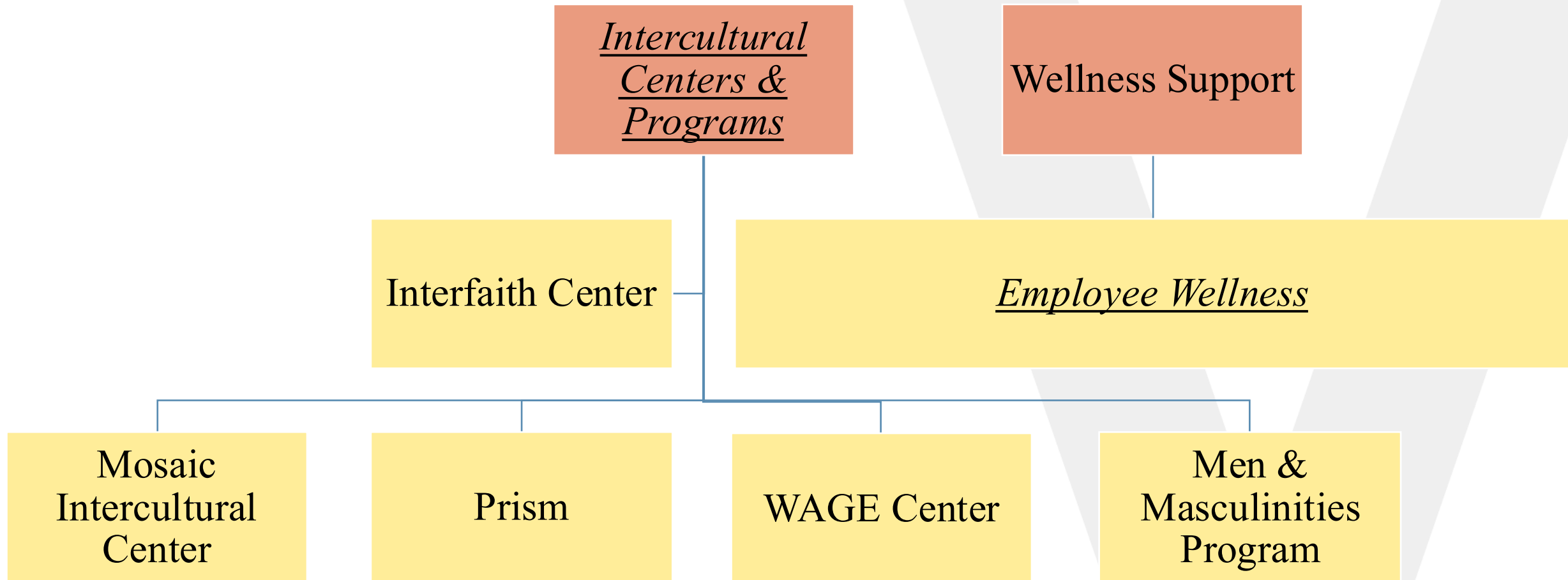
Service

Participate in the CFMP; Talk to your Chair, Mentors, etc.

Rights/ Protections

UVM Policies; CBA etc.

Know Resources to Support Your Success #2



Getting Started # 5

Which resource,
person, or place
will you connect
with first to build
your sense of
belonging?

Know Your Landmarks



Discussion/Questions

DOFA@UVM.EDU