



FACULTY SENATE

Minutes
September 9, 2013

Senators in Attendance: 47

Absent: Achenbach (Psychiatry), Alexander (English), Ambaye (Pathology), Chan (Philosophy), Couch (Surgery), D'Amico (Pediatrics), Danigelis (Sociology), Dempsey (Business Administration), Eastman (CDAE), Feldman (Political Science), Green (Radiology), Hehir (Neuroscience), Hutchins (Communications Sciences), Liptek (Chemistry), Mierse (Art), Neiweem (Music), Okech (Leadership & Developmental Sciences), Pinder (Engineering), Schapiro (Anesthesiology), Spitzform (Libraries), Tyzbir (Nutrition & Food Sciences), Vanden Bergh (Business Administration), Weiss (Medicine), Wilcox (Pathology), Wu (Rehabilitation & Movement Sciences), Kaza (Vice President), Prue (SAC), Rodgers (PSC)

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- 1. Approval of the Minutes.** The minutes of May 16, 2013 were approved with corrections.
 - 2. Senate President's Remarks & Introduction of New Senators.** President Roberts began her remarks by welcoming the new and returning Senators. She informed the Senate of the new student intent to leave survey which is new. This survey will be given to students when they intend to leave the University. It is intended to be a tool to help collect data on why students are leaving and also to notify advisors so they may intervene when appropriate.

President Roberts also noted that the President has approved the new Walk Policy as set forth by the Faculty Senate. The delay in the approval process was so that the administration could collect more data before finalizing their decision on the matter.

Other updates from across campus included the installation of the new Career Services Hub in the Davis Center and the new and much improved *online* course change form. The course change form is now online with a feature that enables progress tracking throughout the process. Thank you to Kerry Castano for the work on this, the process is much easier.

Finally, the Senate has done some work to encourage the advancement of qualitative research on campus and is excited to see that Princeton Anthropology Professor Rena Lederman will be coming to campus to speak about issues related to the Institutional

Review Board on Monday, September 30, 2013 in Memorial Lounge from 4:00 to 6:00pm.

- 3. UVM President's Remarks.** President Sullivan began his remarks by introducing and welcoming Louis Garcia, the new Dean of the College of Engineering and Mathematical Sciences.

President Sullivan also took this opportunity to share information about the student body this year. Currently there are 9,970 undergraduate, and 1,305 graduate students. The Honors College has the highest ever enrollment with 205 students, and there is a record number of international students on campus. Other trends that are improving include the retention rate which has risen to 86%, and the percentage of first year students who identify themselves as ALANA or students of color has risen to 14%. He also noted that today is an important date because it is the last day for students to add and drop courses meaning that enrollment numbers may be verified after this period is over. Over the next week the administration will be able to verify the scholarship and financial aid budgets which will help to better inform the FY15 budget discussions.

The next item of business President Sullivan wanted to present to the Senate was the introduction of a new budget model. Last academic year he had asked the University community to engage in the process of assessing the current budget model. The result of that assessment led to the introduction of the Incentive Based Budgeting (IBB) model. A representative steering committee has been put together to guide the campus through this transition. He also mentioned that we all need to work together and continue to work on improving communications during this change. The overall goal of this move is to take the priorities of the University and make sure that we are investing where we should, and that UVM has a viable and sustainable budget model and process that ensures future success.

Finally, President Sullivan introduced the new acting Provost, David Rosowsky.

- 4. UVM Provost's Remarks.** Provost Rosowsky began his remarks by thanking President Sullivan for the introduction. He also informed the Senate that there is a letter on the Provost's website that outlines the goals he has for the University during his first year in his new role. One of the most important being encouraging an environment of academic excellence across campus in terms of quality, integrity, assessment, value, and impact. This includes elevating the visibility and the reputation of programs across campus.
- 5. Incentive Based Budget.** Provost Rosowsky gave a presentation to the Faculty Senate regarding the basics of the IBB model and timeline for transitioning the budget. This presentation can be found on the Provost's website (http://www.uvm.edu/provost/IBB/?Page=presentations_ibb.html). Also available here is information about the Steering Committee, the Subcommittees of the IBB planning and transition process, the project timeline, a collection of communications to the campus community about the transition, and a list of links to informational resources.

Highlights of the IBB model include but are not limited to:

- Links the strategic plan with stability in the budget through encouraging incentives
- Continually growing and evolving, with a regular assessment period to ensure the budgeting process is meeting the needs of the University
- Empowers academic leadership
- Increases transparency and communication
- Encourages innovation and entrepreneurship
- Moves to a proactive multi-year planning process

Professor Judy Cohen asked about how deferred maintenance costs would be addressed through the new model. The Provost answered that there will be a subcommittee to address not just current but also deferred maintenance costs.

Another question that came up during the discussion period was how the IBB model encouraged collaboration rather than competition. Professor Wemple suggested that there be a subcommittee to address interdisciplinary programs on campus so that those programs don't suffer unintended consequences as a result of oversight during the planning process. President Sullivan answered that this would be another good area for a subcommittee to explore so that interdisciplinary programming is incentivized under the new model because these programs benefit the entire UVM community.

Finally it was questioned if there is a trajectory that can show that IBB models at other institutions are performing in a better way than other models. The Provost replied that this is all a part of the steering committee's work.

6. General Education. Faculty Senate President Julie Roberts provided a brief history of the General Education Initiative and its work within the Senate. This included a vote by the Senate on May 19, 2011 that approved in principle the proposed General Education outcomes and that the Faculty Senate continue the work of the Joint Committee on General Education to:

- Refine the outcomes as needed
- Inventory current offerings and determine where and to what extent the proposed outcomes are already being achieved
- Draft phased implementation and assessment plans
- Determine resources needed to implement the plans
- Plan faculty development opportunities and incentives for course and curriculum design and outcomes assessment
- Bring a detailed implementation and assessment proposal to the Faculty Senate for approval

This proposal was subsequently approved by the administration. This was the last vote taken on the outcomes and the process. After this point the Joint Committee chose to focus on communication and information literacy and since then they have planned, implemented, completed and assessed a pilot program in first year writing outcomes. That group is now working on addressing writing in years 2-4. Two other working committees have started work (diversity and sustainability) by committees that were formed around faculty interest. The process has been followed as voted on, but the proposal has not been revisited as a whole. There were no questions or concerns from the

Senate. There was a sentiment that there was no need for a vote on the entire proposal due to the language in the May 2011 motion. Though it is important to note that some members of the Senate thought it may be nice to vote on the more fractured approach that has been taken to remove any ambiguity there may remain.

7. Timeline for New Programs. This item of business was postponed and will appear on the October Faculty Senate Agenda.

8. New Business. Professor Pechenick inquired if there was a location on the Provost's website to submit general questions. Currently there isn't but there will be in the future. She also asked if the Senate minutes could be available earlier than a week before the meeting so that they may be shared at department meetings.

Vice President for Finance and Treasurer Richard Cate also gave a brief update regarding the Travel Policy. There seems to be some confusion as to the process and he would be happy to answer questions and concerns. The new Travel Policy is centralized through the Administrative Business Service Center (ABSC) meaning that the individual colleges work with the ABSC to coordinate faculty travel. The goal of this move is to reduce faculty time spent on processing travel paperwork. Under the new process associates in the ABSC will process this paperwork acting as an advocate for the faculty member rather than the faculty member doing this themselves. The new system will be up and running by October 1st. VP Cate will check in with the Senate for feedback once the new process is up and running.

The meeting was adjourned at 5:27 pm.