



The University of Vermont
FACULTY SENATE

Minutes

Monday, August 24, 2020

Online via Microsoft Teams 3:00 – 4:30 p.m.

Recording of this meeting is available on Microsoftstream:

<https://web.microsoftstream.com/video/a185187a-353e-40e5-960d-ef435faacc82>

The meeting was called to order at 3:02 p.m.

Senators in Attendance: 72

Absent: Senators Agnarsson (Biology); Pontius (RSENr); Prue/Delaney (Student Affairs Committee); Gorres (Plant and Soil Science); Calkins (Family Medicine); Mierse (Art and Art History); Mieder (German and Russian)

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1. **Faculty Senate President's Welcome Remarks** – Thomas Chittenden made the following remarks:
 - David Jenemann, chair of the committee looking at options for reorganization of the University, will present an update at the September Faculty Senate meeting. This committee was established after the Financial and Physical Planning Committee of the Faculty Senate initiated discussion on reorganization last year.
 - Welcome to 23 new Senators. Orientation for senators was held on Teams this afternoon.
 - Thomas Chittenden plans to provide advance comments via email update to Senators in advance of each scheduled Senate meeting.
 - The Year Ahead
 - a) All Faculty Senate meetings will be held on MS Teams
 - b) Due to the pandemic, there will be no thank-you tickets offered to senate members for athletic games or theatre performances this year.
 - c) Due to the pandemic, there will not be any provided catering form meetings this year.
 - d) Faculty Senate will continue to focus on General Education this year in order to meet accreditation requirements, and to speak with one voice on what it means to be a graduate of UVM. Updates from General Education working groups will begin at the September meeting of the Senate.

 2. **Consent Agenda** - The following items were voted as a consent agenda:
 - Minutes of the May 14, 2020 Senate Meeting

Motion: To approve the Minutes of the May 14, 2020 Senate meeting
Vote: 88% approve, 0% oppose, 12% abstain

3. Conferral of Degrees

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.

- Agriculture and Life Sciences (14)
- Arts and Sciences (58)
- Education and Social Services (9)
- Engineering and Mathematical Sciences (23)
- Graduate College (151)
- Grossman School of Business (17)
- Nursing and Health Sciences (6)
- Rubenstein School of Environment and Natural Resources (13)

Motion: To accept the degrees as presented

Vote: 100% approve, 0% oppose, 0% abstain

4. President & Provost Welcome Back and Looking Ahead

President Garimella welcomed new and returning members of the Faculty Senate. He provided an update on the return to campus plan describing it as one of the most rigorous and comprehensive plans in the nation. President Garimella acknowledged the months of careful work, research and input from hundreds of people, including faculty, staff, students, outside experts, and elected officials. He offered sincere thanks to the several volunteers from the Faculty Senate that supported the work of the UVM Strong working groups and subgroups. President Garimella and Provost Prelock offered the following:

- On campus vs at-home: Our students chose overwhelmingly to return to campus. Currently 1343 undergrads, and another 300 CDE and graduate students have chosen the at-home option. The deadline for choosing the at-home option is August 30th. Approximately 12,000 students (approximately 9,500 undergraduates) have chosen the on-campus option with full knowledge of the stringent testing and quarantine protocols, and strict requirements regarding their behavior on and off campus.
- Partnership with our neighbors is critical to a successful semester. UVM is working with the city of Burlington to support COVID-19 education. The *For our Vermont Neighbors* section of the UVM *Return to Campus* website is focused on the needs and concerns of our neighbors and includes a streamlined incident reporting form.
- Health screenings, testing and contact tracing for students and employees will be ongoing through this year. Over 10,000 UVM students ordered pre-arrival test kits. We have received over 4,000 test results, with only four positive tests– a .1% positivity rate and those 4 students are staying home until they are cleared to return. UVM has partnered with the Broad Institute for on campus testing. Since August 7th there have been over 1300 tests on campus with 2 positive results. UVM students will be among the most tested and closely monitored of any resident in the state of Vermont.
- Comprehensive set of safety measures including de-densified classrooms for 6-ft social distancing protocol, installed protective measures such as plexiglass shields and signage throughout campus, and developed public health campaigns and messaging. UVM is providing masks, face shields, and testing at no cost to our faculty, staff and students. Classes will end ahead of Thanksgiving to minimize travel to and from campus.

- The cost is estimated at \$25 to \$30 million, which will exceed any relief funding that UVM receives. The pandemic has also increased the demand on financial aid, but we believe strongly that educating our students and continuing our important and often lifesaving research is worth the expense.
- Seven Teams Live events for faculty, and 12 faculty digests have communicated plans and preparations with faculty throughout the summer. The Provost's office will continue monthly faculty Live Events and weekly digests to ensure that all faculty have the most up to date information.

President Garimella and Provost Prelock expressed thanks and appreciation for the faculty commitment to a successful and safe return to campus, and acknowledged the pressures, tension and fear created by uncertainty. UVM students, including about 3600 Vermonters, have put in the hard work, and are hoping to benefit from coming to UVM in person. Today we welcome 42 new faculty hires from psychology, chemistry, computer science, engineering, anthropology, nursing, mathematics, life sciences, education and libraries. President Garimella believes that working together, we can have a safe return to campus, and successful semester for our students.

- 5. President's Distinguished Lecturer and President's Distinguished Senior Lecturer, University Citizenship Award.** President Garimella announced the recipients of three awards presented annually to honor and recognize the distinguished accomplishments of faculty members. The President's Distinguished Senior Lecturer and Lecturer Awards honor and recognize outstanding teaching, scholarship and service. The President's Distinguished University Citizenship and Service Award acknowledges exceptional service by a UVM faculty member who is recognized as a true university citizen for contributions to institutional building at UVM. The 2019-2020 award recipients are:

 - **President's Distinguished Lecturer Award – Laura May-Collado**, PhD, Lecturer, Department of Biology, Life Science Scholar Program Director, in the College of Arts and Sciences.
 - **President's Distinguished Senior Lecturer Award – Amy Seidl**, PhD, Senior Lecturer, Environmental Studies, Associate Director, Environmental Program, Rubenstein School of Environment and Natural Resources.
 - **President's Distinguished University Citizenship and Service Award – Jan Carney**, MD, MPH, Professor of Medicine, Associate Dean for Public Health and Health Policy, and senior advisor to the Dean of the Larner College of Medicine.
- 6. Childcare Working Group Update** – Chris Burns – presented an update on childcare working group which was charged by the Provost in June shortly after the closure of the Campus Children's School. Two presentation slides are attached to these minutes, including a list of the working group members and the charge of the committee. The working group held a number of meetings over the summer to get a better sense of the childcare landscape around the state and especially in Chittenden County. The working group is looking for volunteers to give feedback on a survey that is planned to go out to the campus community in the early Fall. Contact Chris Burns if you are interested in being a tester. Recommendations based on the survey results, will be included in the working group's report to the Provost and President, which is due at the end of the calendar year. Faculty are encouraged to participate in the survey. The working group will provide updates to the Faculty Senate as their work progresses. Chris Burns noted that the committee is charged with looking at big picture (long term) childcare issues for faculty, staff and students, and not with the

emergency issues families are facing right now. Many members of the UVM community are faced with serious childcare issues, and although the working group continues to discuss these issues, and how they intersect with and impact their work, it is not directly within their charge to work on these more immediate problems. Immediate issues are being addressed at the department level, by bargaining units, by HR, by Staff Council, and by the Provost's office. Chris Burns stated that the Faculty Senate should be considering pandemic related caregiving issues and their impact on RPT and workload. Chris also acknowledged and thanked the many UVM faculty, staff and students who developed and worked at the Campus Children's School over the years. Many thanks to the educators who provided high quality of care and educational experience.

7. **Spring 2020 Academic Calendar Discussion** – Thomas Chittenden stated that the authority of the Faculty Senate as outlined in the Constitution and Bylaws includes approving the academic calendar prepared by the Registrar. The changes to the Fall 2020 calendar were confined within the original start and end date of the semester and motivated by health & academic contact hour considerations, so Thomas did not call a special Senate meeting for more formal approval to those temporary changes. The UVM Strong Faculty and Academic Affairs working group (FAA) is now wrestling with possible adjustments to the academic calendar for the Spring 2021 semester. Bill Falls, chair of the FAA, presented a slide (attached to these minutes) depicting the current Spring 2021 calendar. Currently there are 16 instructional weeks and 72 instructional days and 8 holiday/recess days. Ideas to consider include:
- **Starting the semester after January 19** would give a longer runway between winter recess and the start of classes and provide more time to safely bring students back to campus. UVM is required by accreditation to have 30 weeks of instruction. There are 15 weeks in this Fall semester, and 16 in the Spring semester. With this extra week of instruction that was originally built into the 2020-2021 calendar, we could begin classes on January 25th and be in compliance with our accreditation.
 - **Eliminating spring recess**, which is currently scheduled right in the middle of the academic calendar (March 8-12), would discourage students from traveling out of Vermont and returning to campus. If Spring recess was eliminated, and no other changes were made in the calendar, we would have 17 weeks of instruction. If we wanted to reduce instruction weeks to the minimum of 15-weeks, we could possibly start the first day of classes on February 1st.
 - **Adding single-day "mini-breaks" during the semester** if the decision is made to eliminate Spring recess, those five days could be distributed across the academic calendar to give faculty and students time to take a deep breath. For example, a day off on Tuesday one week, a Wednesday another week, and a Thursday a third week spread throughout the semester
- Discussion included additional factors around timeline for decision, and other concerns:
- Timeframe for finalizing the Spring calendar – can the decision wait until October or November? There is a benefit to UVM and the community at large to have a schedule determined early in order to plan and address ripple effects. The Spring course schedule build before November registration.
 - A mini-break schedule would create difficulty for scheduling lab courses
 - Delaying the start date will have implications for students dependent on financial aid disbursement to pay rent, etc.
 - Changing date of Commencement would have many implications for students, and on the system for submitting final grades, certifying and conferring degrees.

- Changing the date vs. eliminating Spring recess does not address the concern about students traveling out of Vermont and returning to campus. If classes moved to full-remote after the break (similar to Fall Thanksgiving recess) there would be implications for in-person exams, graduating students, and commencement.

Thomas Chittenden will create and distribute a webform survey to Senators to collect thoughts and feedback on the Spring 2021 calendar changes being considered in light of the COVID19 pandemic. Bill Falls stated that the FAA will continue this complex and challenging work, incorporating the feedback from the survey to bring a specific proposal for the Spring 2021 calendar back to the Senate at the September 21st meeting.

- 8. Faculty Senate Standing Committees and Comprehensive By-Laws Review Committee** –Thomas Chittenden provided an overview of the structure of the Faculty Senate, including the Executive Council, and the six standing committees. Presentation slides are attached to these minutes and include the charge of each committee, and the committee chair. Thomas reminded Senators that our bylaws outline three paths for items to be placed on the Senate agenda: 1) petition of the members of the Senate (Senators and Standing Committee Members), 2) Executive Council approval, and 3) resolution by a Standing Committee. The Executive Council consists of the chairs of the standing committees, and four elected Senators serve as members at large. Of the six standing committees, the Curricular Affairs, and the Professional Standards committees process a constant amount of work. The other four standing committees have some standing obligations but are able to be more reactive to matters and concerns routed to their committee.

Chris Burns provided an update on the Bylaws Review Committee. Charged by the Executive Council in April to convene during AY20-21, this committee will bring recommendations to the Senate by December for discussion. Bylaws revisions require a vote by the full faculty body, not just the Senate and requires 2/3 approval by those who vote. The committee workload may be altered due to demands on faculty caused by the pandemic. Four main issues they hope to address are:

- General cleanup of things that have changed since the last time the bylaws were revised, as well as areas that are unclear in the bylaws
- There is a proposal to create a standing committee on general education given the expanded scope of general education on campus
- Issues related to diversity equity and inclusion come up in all of the standing committees, but there are some gaps
- Big picture restructuring to ensure the Senate is working effectively. Do we have the right number of committees, and the right committees? Is the relationship between senators and senate committees working?

A slide of the committee member is attached to these minutes. One additional member is needed. If you are a member of the senate (senator or standing committee member) and are interested in serving on the committee, please contact Chris.Burns@uvm.edu.

9. New Business – none at this time

The meeting was adjourned at 4:30 p.m.

Agenda Item 6:

Childcare Working Group Update – Chris Burns [10 min]

- Jes Kraus, Chief Human Resources Officer and Working Group Chair
- Chris Burns, Vice President, Faculty Senate
- Rocki-Lee DeWitt, Professor, Grossman School of Business
- Erin Dickinson, Executive Project Coordinator, Office of the General Counsel
- Caleb Gilbert, Training and Development Coordinator, Custodial Services
- Kimberly Meilleur, Associate Director, Student Financial Services
- Lori Meyer, Assistant Professor, Department of Education, College of Education and Social Services
- Tiffanie Spencer, Director of Diversity and Community Engagement, College of Education and Social Services

Childcare Working Group Charge

The Work Group will conduct a comprehensive review of the UVM community's child care needs, compile relevant data, and identify potential child care options that are inclusive, affordable, equitable, and sustainable. Members of the Work Group will consider Our Common Ground principles in the recommendations that come forward with a recognition that to be fair, the options should be potentially accessible to all employees (i.e., faculty, staff, student parents) who require access to child care. It is also important to recognize that UVM's current financial position does not allow us to subsidize a child care center. The committee's work should be reflective of the priorities of the entire UVM workforce (staff and faculty) and student parents. The potential options should enable strategic connections within the Chittenden county community (i.e., schools, centers, non-profit organizations, the UVM Medical Center) and the private sector.

The Work Group will prepare a report by December 31, 2020 for President Garimella's and my consideration. Following the meeting with the President and myself, a final report will be made available to the community.

Spring 2021 Calendar

Ideas to Consider

- Starting the semester after January 19
- Eliminating spring recess
- Adding single-day “mini-breaks” during the semester

Current Spring 2021 Calendar

Martin Luther King Holiday	Jan 18	M
First Day of Classes	Jan 19	T
Presidents' Day Holiday	Feb 15	M
Town Meeting Day Recess	Mar 2	T
Spring Recess	Mar 8-12	M-F
Last Day of Classes	May 7	F
Reading Days	May 8,9,12	Sa, Su, W
Exam Period	May 10-14	M-F
Exam Days	May 10,11,13,14	M, T, R, F
Commencement – Graduate	May 22	Sa
Commencement - Undergrad	May 23	Su
Commencement - Medical	May 23	Su

Spring Semester Attributes

Instructional Weeks	16
Instructional Day	72
Holiday/Recess Days	8

								Week	Instructional Days
	1	2	3	4	5	6	7		
January	3	4	5	6	7	8	9		
	10	11	12	13	14	15	16		
	17	18	19	20	21	22	23	1	4
	24	25	26	27	28	29	30	2	5
February	31	1	2	3	4	5	6	3	5
	7	8	9	10	11	12	13	4	5
	14	15	16	17	18	19	20	5	4
	21	22	23	24	25	26	27	6	5
March	28	1	2	3	4	5	6	7	4
	7	8	9	10	11	12	13	-	0
	14	15	16	17	18	19	20	8	5
	21	22	23	24	25	26	27	9	5
April	28	29	30	31	1	2	3	10	5
	4	5	6	7	8	9	10	11	5
	11	12	13	14	15	16	17	12	5
	18	19	20	21	22	23	24	13	5
	25	26	27	28	29	30	1	14	5
May	2	3	4	5	6	7	8	15	5
	9	10	11	12	13	14	15	16	0
	16	17	18	19	20	21	22		
	23	24	25	26	27	28	29		
	30	31							

	Instructional Days
	Exam Days
	Reading Days
	Commencement

Agenda 8:

- Faculty Senate Standing Committees & Comprehensive By-Laws Review Committee – Standing Committee Chairs [15 min]
- Three Paths for the Faculty Senate Agenda
 - Petition of the Members of the Senate (Senators and Standing Committee Members)
 - Executive Council Approval
 - Resolution by a Standing Committee (***Recommended for matters demanding Action***)

Faculty Senate Executive Council

- Laura Almstead, Chair, Curricular Affairs Committee
- Helen Read, Co-Chair, Educational & Research Technologies Committee
- Marie Wood, Co-Chair, Educational & Research Technologies Committee
- Jane Knodell, Chair, Financial & Physical Planning Committee
- Michael Giangreco, Chair, Professional Standards Committee
- Mary Cushman, Chair, Research, Scholarship & The Creative Arts
- Jennifer Prue, Co-Chair, Student Affairs Committee
- Terrence Delaney, Co-Chair, Student Affairs Committee
- Brian Beckage, Member-At-Large (2020-2022)
- Evan Eyler, Member-At-Large (2019-2021)
- Jay Garvey, Member-At-Large (2020-2022)
- Thomas Borchert, Member-At-Large (2019-2021)
- Christopher Burns, Vice President
- Thomas Chittenden, President

https://www.uvm.edu/faculty_senate/faculty_senate_executive_council

Faculty Senate Committees

- **Standing Committees**

- Curricular Affairs – Laura Almstead
- Educational & Research Technologies – Helen Read & Marie Wood (Co-Chairs)
- Research, Scholarship, and the Creative Arts – Mary Cushman
- Financial & Physical Planning – Jane Knodell
- Student Affairs – Jennifer Prue & Terrence Delaney (Co-Chairs)
- Professional Standards – Michael Giangreco

Each Standing Committee includes at least one member from each academic unit.

Curricular Affairs Committee

Chair: Laura Almstead

- Review proposals to initiate, alter, or terminate academic programs
- Work in conjunction with the Provost's Office to carry out the university-wide Academic Program Review process
- Review matters related to undergraduate and graduate educational policy



Educational & Research Technologies Chair: Helen Read & Marie Wood

- Matters related to the development and implementation of educational and research technologies at the University that guide acquisition of information literacy by students and faculty.
- Review and recommend policies and procedures relating to the planning, introduction, and use of campus-wide technologies, including computers, communications, electronic data handling, and instructional media.
- Inform the administration of educational and research priorities and needs related to information literacy and see that these are considered in all planning.



Research, Scholarship, and the Creative Arts Chair: Mary Cushman

- Matters relating to research activities, scholarly work and the creative arts, including graduate and undergraduate education.
- Review, recommend, and participate in the formulation of policy with respect to resources related to RSCA including physical facilities, allocation of space, library resources, graduate and undergraduate RSCA programs;
- Make recommendations to assure effective use of these resources.



Financial & Physical Planning Committee

Chair: Jane Knodell

- Provide faculty perspective on matters relating to planning and use of the institution's financial and physical resources
- Make recommendations matters related to the formulation of the University budget
- Maintain close liaison with all appropriate subcommittees of the Board of Trustees as well as all appropriate administrative offices and committees in its areas of responsibility.



Student Affairs Committee

Co-Chairs: Jen Prue & Terrence Delaney

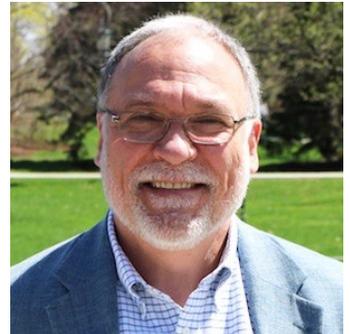
- Matters relating to student affairs, their effect on the educational process, and the academic climate of the University.
- Recommend policy with respect to honors programs, athletics, discipline, health service, housing, student activities, etc.
- In-depth and ongoing review of University admissions and financial aid policies, including their relation to projected enrollments.
- Establish policy in matters related to general admissions standards and prerequisites.
- Establish a continuing liaison with student government groups and with all appropriate administrative and academic offices.



Professional Standards Committee

Chair: Michael Giangreco

- Advisory to the Provost on confidential personnel matters related to **faculty reappointment, promotion, and tenure**, as well as on the awarding of **sabbatical leaves**.
- Matters related to faculty professional standards and welfare



Comprehensive By Laws Review Committee

- Members
 - Chris Burns – Vice President of the Faculty Senate
 - Laurie Eddy – Senate Coordinator
 - Evan Eyler – Executive Council of the Faculty Senate
 - Joan (Rosi) Rosebush – Member of the Senate
 - Cathy Paris – Faculty Member
 - Susanmarie Harrington – Faculty Member
 - OPEN for one more Member of the Senate