



FACULTY SENATE

**Executive Council**

September 10, 2018                      4:00 – 5:30 pm  
Waterman 427A

**Minutes**

**Present:** Professors Barnaby, Beckage, Burns, Carney, Chittenden, Eyler, Giangreco, Paris, Toolin

**Absent:** Professors Almstead, and Prue

**Guests:** Jim Vigoreaux, Alex Yin

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The meeting was called to order at 4:03 p.m. in Waterman 427A

1. **Approval of May 7, 2018 Minutes.** President Paris moved to approve the minutes as written. The motion was seconded and carried.
2. **Degree Corrections.** Laurie Eddy presented degree correction requests from the College of Arts & Sciences, Grossman School of Business, and the Honors College. The requests are attached to these minutes.  
**Motion:** Evan Eyler moved to approve the degree corrections as presented. The motion was seconded and carried.
3. **Chair's Remarks**
  - President Paris welcomed both the returning and new members. Introductions followed.
  - September 17<sup>th</sup> Reception and Orientation for new Faculty Senators. President Paris encouraged all Executive Council members to attend to help new Senators gain understanding of their role in the work of the Senate, and the relationship of the Standing Committees to the Senate, and the importance of their work.
4. **Review Process for Incoming Administrators with Faculty Appointments.** Associate Provost for Faculty Affairs, Jim Vigoreaux presented a proposal for consideration by the Faculty Senate that recommends that Incoming Administrators with rank of full professor at a comparable institution will be granted tenure at UVM. The Provost can invoke the regular faculty tenure-review procedure in situations when not clearly obvious.  
Concerns were expressed about the need for faculty vetting at the Department level. Knowing what other institutions are doing would also be helpful. Jim Vigoreaux will bring the feedback from the Executive Council to the Provost, and report back to Cathy Paris. This proposal will not be forwarded to the Faculty Senate at this time.
5. **Grad College proposal for August conferral of degrees.** Director of the Office of Institutional Research, Alex Yin presented a proposal (attached to these minutes) by the Graduate College in partnership with the Office of Institutional Research (OIR). The proposal addresses the issue of students

completing degree requirements in the summer having to wait until late September or October to have their degrees conferred. The proposed solution is to move the date for conferring degrees for both undergraduate and graduate students who complete degree requirements in the summer to the fourth Monday in August. Benefits of this change are to both the students and the University and are outlined in the attached proposal. President Paris proposed that the Executive Council could act on behalf of the Faculty Senate to confer the summer candidates via email vote, or in a short meeting on the fourth Monday of August.

**Motion:** Cathy Paris moved to institute a process for conferring August degrees for both undergraduate and graduate students as proposed by the Graduate College and the OIR. The motion carried.

6. **Update: Online Course Evaluations.** Thomas Chittenden reported on the additional efforts that have been conducted since the Faculty Senate passed the resolution on “Departmentally Controlled myUVM Portal Integrated Online Course Evaluation Platform” on October 23, 2017. The one-page memo (attached to these minutes) provides details about the RFP committee and the proposal for revisions to the language to be used by the Request for Proposal committee. The Executive Council discussed the appropriate next steps – should this come to the Senate as a report or as a vote?  
**Motion:** Cathy Paris moved to place the Online Course Evaluations update on the Faculty Senate agenda for the September meeting. Cathy Paris moved to call for a Senate vote on the proposal due to the language changes. Both motions carried.
7. **Review and discussion of the Academic Freedom Statement (Section 103, page 11 of the University Manual – attached to these minutes).** President Paris reported that the Board of Trustees requests the Faculty Senate Executive Council to review and comment on this statement every three years. The General Council has also reviewed and approved the statement. There were no comments, questions, or objections. President Paris will notify the Board of Trustees that the Executive Council approves the statement as written.
8. **Preparation for Wednesday Meeting with Presidential Search Firm Consultants.** Cathy Paris asked the Executive Council to think in advance about the five questions provided as the focus of the discussion.
9. **First-Year Experience, Residential Learning Community Courses.** This item was moved to the October agenda.
10. **Agenda for P&P Meeting Thursday, September 20, 1:30 – 2:30 p.m.** Items suggested for the agenda include:
  - Administrative Priorities for the new academic year
  - Administration’s response to issues raised in the recent *Seven-Days* article on declining enrollments
  - Bringing administrators to faculty (Cathy Paris will ask Gary Derr about the issues discussed before putting this topic on the agenda)
11. **Draft Agenda for Faculty Senate Meeting of September 24**
  - Minutes of the May 17 Senate meeting
  - Degrees
  - FS President’s Remarks
  - UVM Provost’s Remarks
  - Introduction of Dr. Simeon Ananou, UVM’s new Chief Information Officer
  - Revised Course Evaluation Language
  - Update from the IBB 2.0 steering committee, w/ Q&A
  - Roundtable Discussion: Vision for UVM’s 27<sup>th</sup> President
12. **Adjourn** – The meeting adjourned at 5:32 pm.



FACULTY SENATE

September 10, 2018

**MEMO**

TO: William Falls  
Dean of the College of Arts & Sciences

FROM: Catherine Paris *cap*  
President, Faculty Senate

RE: Degree Correction Requests

The Executive Council has approved the following request to add the following student to the May 2014 Graduates List:

**Bachelor of Arts**

John Howison Schroeder Jr. Pittsburgh, PA

The Executive Council has approved the following request to add the following student to the January 2018 Graduates List:

**Bachelor of Arts**

Jacquelyn Lee Gillen Middletown, DE

cc: Veronika Carter, Registrar



The University of Vermont

September 4<sup>th</sup>, 2018

Faculty Senate President Paris, the following candidate from the College of Arts & Sciences has completed all requirements for his degree.

I move that the Senate recommend this candidate to the Board of Trustees for the awarding of the appropriate degree and consider him as a May 2014 graduate. After review of his record, he has completed all necessary graduation requirements. The rationale has been included below for this student.

The College of Arts Sciences strongly sponsors this request.

**Bachelor of Arts**

John Howison Schroeder Jr.

Pittsburgh, PA

This student had a grade change for a course from a previous semester that completed his remaining degree requirements. It was an administrative oversight that he was not included on the May 2014 graduation list.



The University of Vermont

September 4<sup>th</sup>, 2018

Faculty Senate President Paris, the following candidate from the College of Arts & Sciences has completed all requirements for her degree.

I move that the Senate recommend this candidate to the Board of Trustees for the awarding of the appropriate degree and consider her as a January 2018 graduate. After review of her record, she has completed all necessary graduation requirements. The rationale has been included below for this student.

The College of Arts Sciences strongly sponsors this request.

### **Bachelor of Arts**

Jacquelyn Lee Gillen

Middletown, DE

This student could have graduated at the close of the fall 2017 term and should have been put forward as a graduate at that time where she would have started her graduate studies in spring 2018. She did not realize that she could have graduated in January and then was still able to attend the May 2018 Commencement where the January date is the accurate reflection for finishing her degree.



*The*  
**UNIVERSITY**  
*of* **VERMONT**

FACULTY SENATE

September 10, 2018

**MEMO**

TO: Sanjay Sharma  
Dean and Professor of Management  
Grossman School of Business

FROM: Catherine Paris *cap*  
President, Faculty Senate

RE: Degree Correction Requests

The Executive Council has approved the following request to add the following student to the May 2018 Graduates List:

**Bachelor of Science degree in Business Administration**

Alissa Elizabeth Galligani  
Joyani Priya Ghosh

cc: Veronika Carter, Registrar



The University of Vermont  
GROSSMAN SCHOOL OF BUSINESS

MEMORANDUM

To: Cathy Paris  
Faculty Senate President

From: Sanjay Sharma  
Dean and Professor of Management  
Grossman School of Business

Date: September 5, 2018

Re: **ADD TO MAY 2018 GRADUATION LIST**

Please accept this request to add the following students to the May 2018 graduation list for the Grossman School of Business. After receipt of their transfer credits, both students have now satisfied the degree requirements to graduate with a Bachelor of Science degree in Business Administration.

**Alissa Elizabeth Galligani**  
**Joyani Priya Ghosh**

If there are questions or concerns, please contact the Grossman Center for Student Success at [CSS@bsad.uvm.edu](mailto:CSS@bsad.uvm.edu) or by calling 802.656.4015.

Thank you for making this correction.

cc: Registrar's Office



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FACULTY SENATE

September 10, 2018

**MEMO**

TO: Lisa Schnell  
Interim Dean, Honors College

FROM: Catherine Paris *cup*  
President, Faculty Senate

RE: Degree Correction Requests

The Executive Council has approved the following request to add the following student to the May 2018 Honors College List:

**Honors College Scholar**

Colby Snyder

cc: Veronika Carter, Registrar





The University of Vermont

June 8, 2018

TO: President Paris, Faculty Senate

FROM: Lisa Schnell, Interim Dean, Honors College

**Addendum to May 2018 Honors College List**

Please add Colby Snyder to the list of Honors College Scholars for May 2018. The Registrar's office has been notified.

Thank You

Lisa Schnell  
Interim Dean

**THE HONORS COLLEGE**

50 University Heights, Burlington, VT 05405-3470  
(802) 656-9100 • fax: (802) 656-9009

Equal Opportunity/Affirmative Action Employer

Date Created: 7/13/2018

Last Edited: 8/23/2018

## **Degree Conferral for Students Completing Requirements in Summer**

### **Purpose**

Move the date for conferring degrees for students who complete degree requirements in the summer so that it occurs before the official fall census date (currently add/drop day) so that student type can be properly classified in the fall census file. Allow graduate students who complete degree requirements in the summer to have their degree conferred at this earlier time (while still keeping the later graduate student conferral date as well).

### **Current Situation**

Undergraduate students completing degree requirements in the summer have to wait until late September to have their degrees conferred. This causes improper classification of student type for those who are continuing their education as a graduate student at UVM. These students do not have their student type changed to new graduate student until after the official fall census date. Thus, in official reports, they are seen as continuing student. Analysis regarding time to degree for graduate students are difficult because of improper student type classification.

Graduate students completing degree requirements in the summer have to wait until late October to have their degrees conferred. This later time (than undergraduate students) is required because graduate student who miss May graduation because of needing to complete and defend a thesis or dissertation need access to faculty for document review, committee meetings, defense dates and review of revisions to the thesis or dissertation. Those who have 9 month faculty advisors and committee members do not have access to these faculty in the summer.

### **Benefits**

- Graduate students graduating in August will also be summer graduates allowing those in professional programs who are seeking licensure to sit for licensure two months earlier than now possible.
  - For example, clinical psychology graduate students must complete a one year internship that is required by the APA before graduation, but not part of UVM curriculum per se. Each year some students complete that internship after the May graduation. They currently cannot sit for their licensing exam in some states until the degree is conferred, currently putting as much as a 5 month delay.
  - Note that we must keep the October option for graduation for graduate students as those with thesis and dissertation requirements who miss May graduation may not have sufficient access to their committee and advisors from the 9 month faculty over the summer to complete and successfully defend their thesis or dissertation over the summer.
- Proper analysis regarding time to degree and graduate student flow
- Undergraduates graduating in August would be considered true summer graduates allowing them to be counted as six-year graduates (see <https://surveys.nces.ed.gov/ipeds/VisFaqView.aspx?mode=reg&id=4&show=all#182>). This will help us with our US News and World Report rankings.

### **Possible Solution**

***Move conferring of degrees to the fourth Monday of August as opposed to fourth Monday of September***

#### Resources Needed

- Student service professionals need to validate degree confirmation by the fourth Monday of August in order for Faculty Senate to confer the degrees
- Faculty Senate process would need to change; possible scenarios:
  - Meet on the fourth Monday of August (which is generally the first day of classes) to confer degrees
  - Provisionally approve summer graduates at the last spring meeting.
  - Change process for approving this cohort of graduates

This solution reaps all benefits outlined in the benefits section of this proposal.

**Student Affairs Committee and Educational Research Technology Committee Faculty Senate Report on the Resolution Passed on Course Evaluations**

August 28<sup>th</sup>, 2018

**Background:** On October 23<sup>rd</sup> 2017 the Faculty Senate passed with 80% approval a resolution on “Departmentally Controlled myUVM Portal Integrated Online Course Evaluation Platform.” (Appendix A). Since then, additional efforts have been conducted on behalf of the Faculty Senate.

**Update:** The Provost has charged a committee of eight individuals to execute the action called for in our resolution with a deadline of February 2019 for a recommendation. Appointed members of this committee:

- Penny Bishop, Associate Dean for Innovation and Technology, College of Education and Social Services;
- Jamie Benson, Chair, Academic Affairs Committee, Student Government Association;
- Michael Cannizzaro, Associate Professor, Department of Communication Sciences and Disorders;
- Thomas Chittenden, Co-Chair, Faculty Senate Student Affairs Committee;
- Andrew Hendrickson, Information Technology Administrator, College of Arts and Sciences;
- Rachel Seremeth, Director, Enterprise Application Services;
- Regina Toolin, Chair, Faculty Senate Educational and Research Technologies Committee;
- Rachel Grace Trowbridge, Associate Registrar.

*Departmental Presentations:*

Per the request of the Provost, UVM department chairs and directors were contacted including a full presentation to the CAS Directors & Chairs body in February of 2018. These presentations generated additional letters and emails of support to further identify a solution to improve how course evaluations are conducted at UVM.

*Administrative Staff Discussions:*

To translate our resolution into action, staff in ETS, SAA and the Registrar’s office were consulted. A draft Request for Information (RFI) document was developed and technical questions have been identified.

From these discussions, concerns have been raised on some of the language of the Faculty Senate–approved resolution. Three specific changes are proposed in response.

1. Revised language acknowledges that decision making concerning course evaluation methods will continue to rest with our departments, schools, and colleges, as it does at present. It also acknowledges that control over course evaluation data remains with deans and department chairs, as it does now.
2. The new language eliminates reference to “auditing access attempts,” which had unnecessary negative connotations.
3. It adds another “Whereas” clause referencing the support for online course evaluations at UVM evidenced with resolutions, letters and statements of support compiled over the past six years.

This is a report to the Faculty Senate that the following language revisions are being adopted by the newly appointed Request for Proposal Committee. We welcome your comments and concerns.

<i>Language Approved by the Faculty Senate (10/23/17)</i>	<i>Revised Language to be Used by the Request For Proposal Committee</i>
<p><i>Functional units or departments on campus would not be under any obligation to use this integrated platform for course evaluations, and that the determination to do so rests with the governance structures in place within each functional unit/department;</i></p>	<p><i>Governance and decision making over course evaluation platform use would continue to rest with the governance structures in place within each college, school, or department;</i></p>
<p><i>This platform would place full autonomy and control of the questions, responses, and managed access to the responses solely with the functional units or departments on campus currently responsible for managing course evaluations;</i></p>	<p><i>Control over course evaluation response data would continue to rest with department chairs and deans, as it does at present;</i></p>
<p><del><i>Any implemented system would include data access and access attempt auditing to maintain verifiable integrity over the departmentally controlled responses to these course evaluations.</i></del></p>	<p><i>Add:</i>  <i>WHEREAS there is documented widespread support across the University of Vermont from faculty, associate deans, and deans for the development of a sophisticated, integrated, and online course evaluation platform to improve the quality, completeness, and dimensional depth of collected responses.</i></p>

## **Appendix A: Faculty Senate Passed Resolution on October 23<sup>rd</sup> 2017**

WHEREAS the University of Vermont Faculty Senate passed a motion on online evaluations on April 9<sup>th</sup> 2012 (FS2012-174) supporting the creation of an online course evaluation platform for UVM courses; and

WHEREAS the University of Vermont Student Government Association passed a resolution supporting the revitalization and standardization of academic course evaluations on November 18<sup>th</sup> 2014 (SGA2014-04); and

WHEREAS the Student Affairs Committee of the Faculty Senate, the Educational Research & Technologies Committee of the Faculty Senate and the Student Government Association passed additional resolutions calling for an integrated course evaluation system to have the following operational and policy parameters:

- The anonymity of respondent submissions should be maintained in all presented results with specific attention to semantic security limiting multi-dimensional response parsing to only include sub-populations with a minimum number of five collected responses from that sub group;
- Such a platform would make available the course questionnaire to students to complete up until being able to view their final course grade, and that a prompt would ask students if they would like to opt out or in to completing the evaluation;
- If the student opts to complete the course evaluation, this would only occur before the final grade is viewable ensuring that students must complete the course evaluation before their grade is viewable through the online portal;
- Functional units or departments on campus would not be under any obligation to use this integrated platform for course evaluations, and that the determination to do so rests with the governance structures in place within each functional unit/department;
- This platform would place full autonomy and control of the questions, responses and managed access to the responses solely with the functional units or departments on campus currently responsible for managing course evaluations;
- Any implemented system would include data access and access attempt auditing to maintain verifiable integrity over the departmentally controlled responses to these course evaluations.

THEREFORE BE IT RESOLVED that

- The University of Vermont Faculty Senate supports the implementation of a myUVM-integrated departmentally controlled course evaluation platform.; and
- The University of Vermont should charge a joint Administration/Faculty Senate committee to develop a Request for Information (RFI) to solicit vendor proposals on a course evaluation platform to meet the desired characteristics outlined above.

### **103 Academic Freedom**

The Faculty Senate adopted the following statement on academic freedom on September 23, 1954 and was approved by the Board of Trustees on October 16, 1954 and revised and adopted by the Faculty Senate on November 20, 2008 and approved by the Board of Trustees on February 7, 2009:

#### **Academic Freedom and Responsibility**

We, the faculty of The University of Vermont and State Agricultural College, in the spirit and tradition of free universities throughout the world, are agreed upon the following statement of principles on academic freedom and responsibility. We believe that incorporation of these principles into the organization of The University of Vermont and State Agricultural College will re-emphasize the importance of academic freedom to the basic health of the University, and also serve as a statement of policy on the rights and responsibilities of faculty members at this institution. It has been our intent to state these principles in terms broad enough so that they may be valid not only in these critical times when academic freedom and personal liberty are in jeopardy both at home and abroad, but also in the future insofar as the future can be foreseen.

#### **The Necessity of Academic Freedom in Higher Education**

The main purpose of a university has always been, must always be, to stimulate the thinking and the creative powers of its students and its faculty. As an institution it deals in ideas, not only old and accepted ones but new ones that may be full of explosive power. If they are explosive, they are bound to be disconcerting, even painful, to some on the campus and to many beyond its borders.

Inevitably they will be called dangerous by the timid and short-sighted, but to those who really believe in the fruitfulness of human thought, the real danger would appear only if the flow of such ideas should cease. For then indeed sterility would have taken over our campus. Our faculty would no longer deserve the name of intellectuals and our students, regardless of degrees attained, could no longer claim to be educated. They would leave our campus accustomed only to the commonplace, satisfied with the mediocre, ignorant or afraid of ideas which catch fire.

Academic freedom is therefore not solely a right or privilege of the faculty but is the fulfillment of the obligation on the part of the university to provide an atmosphere in which intellectual growth may take place.

#### **Academic Freedom and Special Responsibilities of Faculty Members**

We subscribe to the 1940 Statement of Principles on Academic Freedom of the American Association of University Professors which provides:

a. Faculty are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the university.

b. Faculty are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject.

c. Faculty are citizens, members of a learned profession, and officers of the university. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the university.

In addition, there are recognized qualifications which must be attained and maintained before the privilege of being a member of the academic profession can be considered a permanent one: satisfactory performance as a teacher, scholarship, and high moral standards.

### **Responsibility of the Institution to the Faculty**

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 unhappy 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.

### **Academic Freedom and Tenure**

Tenure is an indispensable pre-condition for academic freedom. It is, in fact, a guarantee that the institution subscribes to the principle of academic freedom, and that its members may not be dismissed without adequate cause. Termination of tenure should occur only in cases of bona fide financial exigency in the University or when it has been demonstrated that the teacher lacks professional or moral fitness or competence as a teacher.

In the interpretation and the application of these principles we shall expect the University authorities to be quick to protect its heritage of academic freedom, in doubtful cases remembering that an excess of freedom is always less dangerous than an excess of constraint.