



The University of Vermont
FACULTY SENATE

Minutes

Monday, February 1, 2021

Online via Microsoft Teams 4:00 – 5:30 p.m.

Recording of this meeting is available on Microsoftstream:

<https://web.microsoftstream.com/video/dcfefbec-4f9c-4068-bf98-fe74d48c2a80>

The meeting was called to order at 4:02 PM

Senators in Attendance: 73

Absent: Senators Bailly (Classics), Spees (Medicine), Gorres (Plant & Soil Science), Moore (Pediatrics), Calkins (Family Medicine), Tharp (Anesthesiology)

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1. **Faculty Senate President's Welcome Remarks** – Christopher Burns made the following remarks:
 - **A Call for Nominations** – A special election is being held for member at-large to the Executive Council to complete the final 6-months of the 2-year term being vacated by Evan Eyler, as he takes on the responsibilities of Faculty Senate Vice President. The at-large member term will begin immediately and end on June 30, 2021. Elected Faculty Senators are eligible to serve. In keeping with our bylaws, no more than two of the members at-large may be from the same School or College. Because there are two members at large from CAS, Senators representing the College of Arts and Sciences are not eligible to fill this vacant seat. Two candidates have accepted the nomination: Tom Ahern (LCOM), and Chris Callahan (CALs). The floor was opened for nominations. No nominations were received from the floor. The deadline for nominations is 6:00 PM on Monday, February 1st. Nominations may be submitted to Faculty.Senate@uvm.edu, or online via webform on the Senate webpage. Candidate statements for the ballot are due on Wednesday, and the ballot will be distributed to elected senators via email during the first week of February and be open for one week.
 - **Comprehensive Bylaws Review Committee Report** – The Bylaws Review Committee has completed its report, which was attached to the agenda. Senators are asked to review the report and be prepared to discuss the recommended revisions at the March Senate meeting. Recommended changes provide clarity and address needed guidance for electronic meetings and voting. Major changes in Senate structure are not addressed at this time. The report includes a section detailing issues for future consideration by the Senate.
 2. **Consent Agenda** - The following items were voted as a consent agenda:
 - Minutes of the December 14, 2020 Senate Meeting
 - Curricular Affairs
 - a) No-Contest Deactivation MS in Athletic Training (GC/CNHS)
 - b) Name Change PhD in Bioengineering (GC/CEMS/LCOM)
 - c) No-Contest Termination MS in Bioengineering (GC/CEMS/LCOM)

Motion: To approve the Consent Agenda

Vote: 100% approve, 0% oppose, 0% abstain. **The motion carried.**

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 (67)
- Arts and Sciences (144)
- Education and Social Services (24)
- Engineering and Mathematical Sciences (60)
- Graduate College (93)
- Grossman School of Business (30)
- Honors College (9)
- Nursing and Health Sciences (13)
- Rubenstein School of Environment and Natural Resources (29)

Motion: To accept the degrees as presented.

Vote: 100% approve, 0% oppose, 0% abstain. **The motion carried.**

4. **Faculty of Color Retention Resolution** - Jinny Huh presented the following resolution:

Whereas the University of Vermont current Strategic Vision for UVM to Amplify our Impact¹ states “we must: provide an environment that fosters diversity of all kinds”;

Whereas according to the 2019 demographics, excluding LCOM faculty², there are 114 faculty of color out of 898 total faculty (12.7%) representing only a .7% increase from 2015 demographics;

Whereas the current 12.7% is a relative underrepresentation of the nation-wide average of about 25% for faculty of color³;

Whereas many faculty of color have left UVM in recent years citing competitive tenure track positions at institutions such as Arizona State, Yale, Penn State, Georgetown, Harvard, and University of Oxford;

Whereas UVM is the largest higher ed institution in the predominantly white state of Vermont;

Whereas the Academic Success Goals⁴ call for the use of “cluster hires” and to “identify key content areas for faculty development in diversity and inclusive excellence;”

Therefore, Be It Resolved that the University of Vermont Faculty Senate will support and commit to accomplishing the ASGs, specifically regarding DEI efforts, and asks that both senior and middle administration (President, Provost, Vice Presidents, Vice Provosts, and Deans) redouble their efforts in the following:

¹ <https://www.uvm.edu/president/amplifying-our-impact-strategic-vision-uvm>

² While part of the same campus community, faculty in LCOM and other UVM colleges have significantly different teaching, research and service responsibilities. LCOM has been particularly successful in recruiting FOC over the past five years. Thus, we seek to look at their experience as a model for increasing recruitment and retention across the rest of UVM. Given the differences in size, faculty responsibilities and contexts, we feel that it is useful to disaggregate LCOM and other UVM faculty numbers for the purpose of this resolution. According to 2019 OIR data, there are 865 faculty in LCOM (including 667 full-time) while there are 898 faculty across all other UVM colleges (685 full-time).

UVM Faculty of Color by College

| Year | CALS | CAS | GSB | CESS | CEMS | RSENR | LCOM | CNHS | Ag. Ext. | Library | TOTAL |
|------|------|-----|-----|------|------|-------|------|------|----------|---------|-------|
| 2019 | 14 | 57 | 4 | 9 | 14 | 5 | 95 | 8 | 2 | 1 | 209 |
| 2015 | 13 | 58 | 5 | 3 | 14 | 7 | 59 | 7 | 1 | 0 | 167 |

³ Data is from the National Center for Education Statistics. <https://nces.ed.gov/fastfacts/display.asp?id=61>.

⁴ <https://www.uvm.edu/provost/academic-success-goals>

1. Faculty Senate recommends the creation of a Faculty Affairs or DEI Subcommittee to specifically address faculty concerns;
2. Faculty Senate recommends all faculty, Chairs, and Deans help increase faculty of color demographics to, at minimum, 25% *in each academic unit* in the next 3-5 years as identified in the Academic Success Goals (ASGs);
3. Faculty Senate recommends the Provost provide larger start-up packages for faculty of color to remove some of the additional burdens regarding grants expected of junior faculty and the extra advising/mentoring/service work that faculty of color are often asked to do beyond the norm;
4. Faculty Senate recommends the Provost develop and use dual hire and opportunity hire programs (academic and non-academic hires) for recruitment and retention of faculty of color;
5. Faculty Senate recommends the Provost provide annual resources of \$25,000 to the Faculty of Color group that aides in such recruitment and retention efforts including the annual retreat, social and community-building gatherings, professional development, etc.;
6. Faculty Senate recommends that all Chairs and Deans support and incorporate expectations and evaluation of Diversity, Equity, and Inclusion (DEI) work in tenure and promotion guidelines and annual activity reports to value and incentivize DEI work for all faculty;
7. Faculty Senate recommends the President and Provost identify, support, and resource faculty of color leadership development and advancement;
8. Faculty Senate recommends that the Provost and Deans support and create an independent body of elected representatives (1 BIPOC representative from each College) who will provide input to administration regarding how aforementioned recommendations are carried out as well as monitor and make accountable the implementation of said efforts.

The resolution was seconded, and discussion began with a presentation (attached to these minutes) from the authors of the resolution, including Jinny Huh, Ernesto Mendez, Cynthia Reyes, Pablo Bose and Melissa Pespeni. Senators questioned the exclusion of the Larner College of Medicine in the data presented, and it was confirmed that all colleges and schools are included in the “be it resolves” of the resolution. Provost Prelock confirmed that several of the elements in the resolution are already part of the academic success goals, and work will continue towards meeting these goals. Chris Burns called a vote on the resolution. **Vote: 97% approve, 0% oppose, 3% abstain. The resolution passed.**

5. **Child Care Working Group Update** – Rocki-Lee DeWitt, co-chair of the working group, provided an update. The presentation slides were attached to the meeting agenda, and are attached to these minutes, and include the background, issues, assumptions, emerging options, and next steps. Professor Dewitt reported that the working group has identified underlying issues, brainstormed and evaluated numerous options against the ability to address issues. They have been mindful of the state and federal regulatory context as well as the shifting context at UVM. The working group has submitted their report to the Provost. The next steps after receiving more clarity around the possible dimensions of action, include gathering additional information before moving forward with a survey. The floor was opened for discussion. Senators shared their experiences and perspectives. Chris Burns stated that childcare is a critical topic that will require further discussion in the Senate.
6. **Academic Freedom Policy** – deferred to the March Faculty Senate meeting
7. **New Business** –None at this time.
The meeting was adjourned at 5:35 PM.

BIPOC Faculty Dialogue with the Faculty Senate

Agenda

[Facilitator: Ernesto Méndez

Professor and Chair, Dept. of Plant and Soil Science]

1. Introductions [5 minutes]
2. BIPOC faculty Intro and presentation objective [3 minutes]
3. Elaboration of Our Recommendations [12 minutes]
 - Dual/Opportunity Hire and DEI in promotion reviews [3 mins - Melissa Pespeni]
 - Support for mid-career and leadership advancement [3 minutes-Cynthia Reyes]
 - Resources for BIPOC initiatives and coordination across colleges [3 minutes- Jinny Huh]
 - Cluster hire and large setup packages [3 minutes- Pablo Bose]
4. Questions [10 minutes]

Meeting Objective

To seek Faculty Senate support for intentional BIPOC faculty recruitment and retention initiatives.

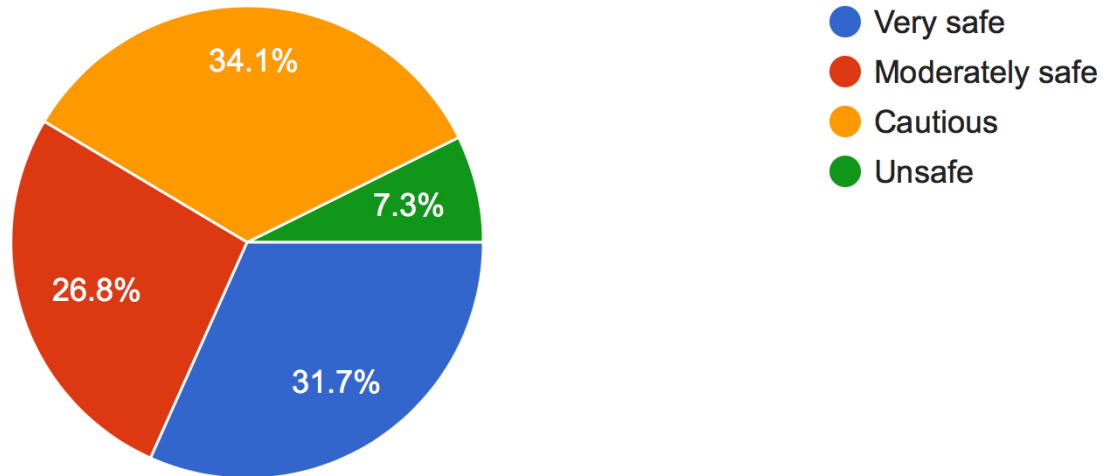
UVM BIPOC Faculty Group

Current Listserv Count: 80

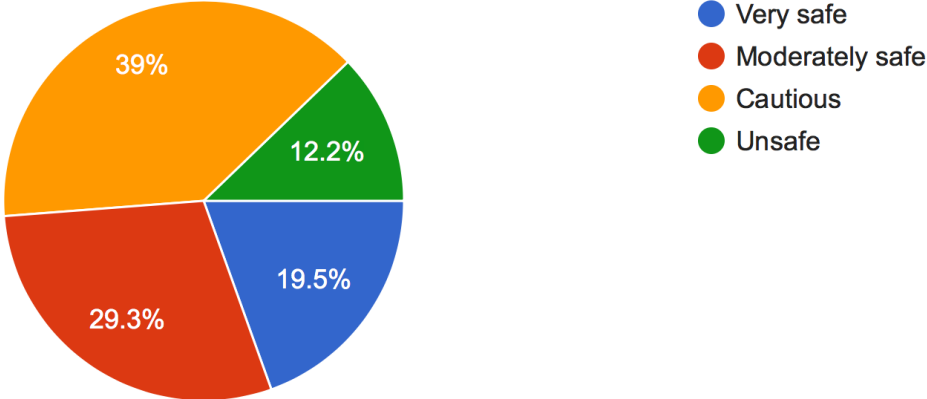


| YEAR | ACTIVITY/EVENT |
|------|---|
| 2017 | BIPOC Listserv created |
| | Inaugural BIPOC Retreat at Clemmons Family Farm |
| | BIPOC Holiday Gathering |
| 2018 | Meeting with President Sullivan re: Student Protests/NoNames for Justice |
| | Second Annual Retreat including several BIPOC staff |
| | BIPOC Dinner |
| 2019 | Writing Retreat |
| | Third Annual Retreat with regional BIPOC faculty and staff from Dartmouth, Middlebury, St. Michael's College, Champlain College |
| | Meeting with President Garimella |
| 2020 | UVM BIPOC Faculty Letter re: BIPOC Faculty Retention sent to BoT, President Garimella, Provost Prelock, Faculty Senate President & Vice President |
| | Fourth Annual Regional BIPOC Faculty and Staff Retreat |
| | Meeting with Faculty Senate President & Vice President |
| | UVM BIPOC Faculty and Staff Retreat |
| | Meeting with Council of Deans |

How safe do you feel to speak up on BIPOC issues in your unit?



How safe do you feel to speak up about BIPOC issues at UVM?



Resources Related to Dual Academic Hires to Increase Faculty of Color

- **Dual-Career Hiring for Faculty Diversity: Insights from Diverse Academic Couples**

https://proctor.gse.rutgers.edu/sites/default/files/Proctor_Report.pdf

- **Article and Interview on the above study:** <https://diverseeducation.com/article/187299/>

- **Report from Stanford University on Dual Hires**

https://gender.stanford.edu/sites/g/files/sbiybj5961/f/publications/dualcareerfinal_o.pdf

- **How to Diversify the Faculty**

Smith, Daryl G. *Get beyond the myths and adopt new hiring practices if you want to add significant numbers of minority group members to the faculty.*

[PDF](#)

- **How one university has diversified its faculty**

<https://www.insidehighered.com/views/2020/01/20/how-one-university-has-diversified-its-faculty-opinion>

- **Diversity increases novelty and impact of scholarship in STEM**

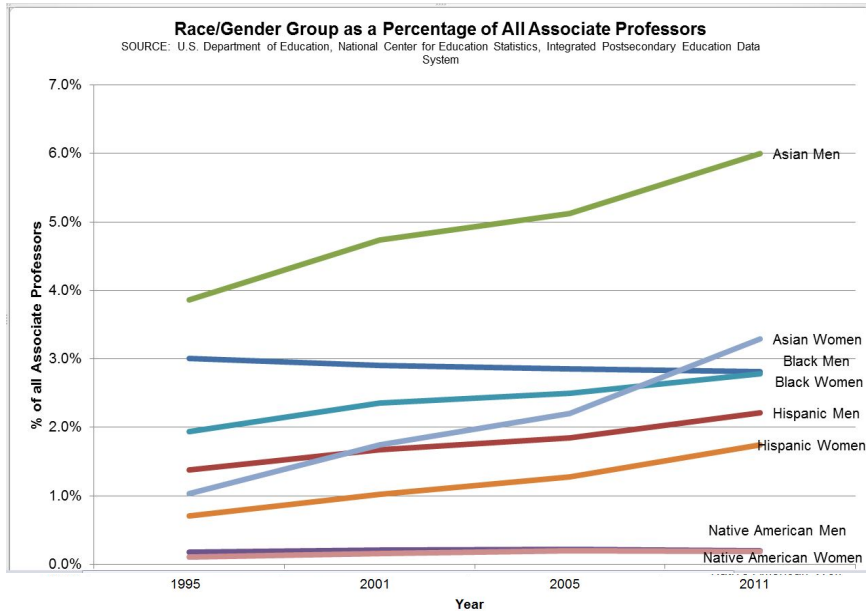
The Diversity–Innovation Paradox in Science

Bas Hofstra, Vivek V. Kulkarni, Sebastian Munoz-Najar Galvez, Bryan He, Dan Jurafsky, and Daniel A. McFarland

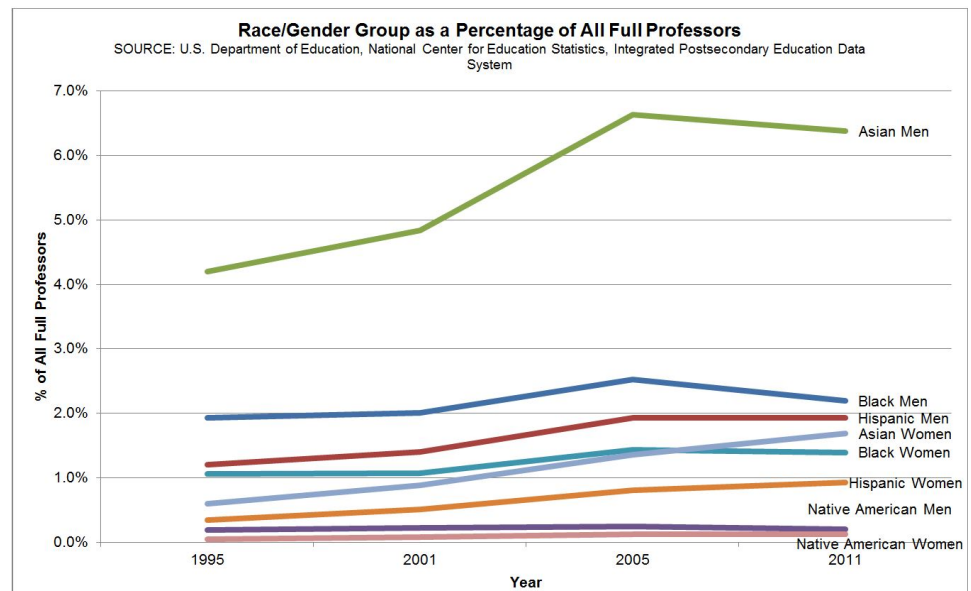
[PNAS April 28, 2020 117 \(17\) 9284-9291](#)

Mid-Career BIPOC Faculty

% of Associate Professors



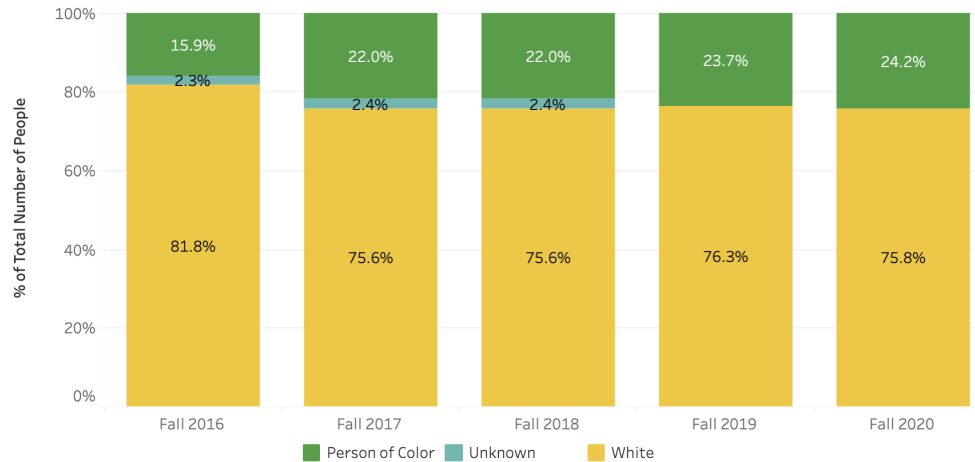
% of Professors



Misra, J. & Lundquist, J. (2015) Diversity and the Ivory Ceiling. Inside Higher Education. <https://www.insidehighered.com/advice/2015/06/26/essay-diversity-issues-and-midcareer-faculty-members>

Catamount Data: Office of Administration

Occupation Category = Officer of Administration/Full or Part Time = All



Faculty/Staff Race/Ethnicity Breakdown by Occupation Category:

Occupation Category = Officer of Administration/Full or Part Time = All

| | | Fall 2016 | Fall 2017 | Fall 2018 | Fall 2019 | Fall 2020 |
|------------------------|---|-----------|-----------|-----------|-----------|-----------|
| Grand Total | | 44 | 41 | 41 | 38 | 33 |
| Person of Color | Total | 7 | 9 | 9 | 9 | 8 |
| | Asian Officer of Administration | 2 | 2 | 2 | 3 | 3 |
| | Black or African American Officer of Administration | 1 | 2 | 3 | 3 | 3 |
| | Hispanic Officer of Administration | 4 | 4 | 3 | 2 | 2 |
| | Two or More Officer of Administration | 0 | 1 | 1 | 1 | 0 |
| Unknown | Total | 1 | 1 | 1 | 0 | 0 |
| | Unknown Officer of Administration | 1 | 1 | 1 | 0 | 0 |
| White | Total | 36 | 31 | 31 | 29 | 25 |

Key Questions for Faculty Senate

1. In what ways can Faculty Senate best create a community of support and belonging for BIPOC faculty?
2. Given the ongoing fluidity and instability of campus reorganization and associated crises, how do we as a campus address the ongoing and entrenched inequities in representation, voice, and relative power for BIPOC faculty at UVM?

Next Steps

1. Senate shares information with BIPOC faculty group about processes and responses post-Resolution.
2. BIPOC faculty develop cross-campus coordination strategies and shares with the Senate.
3. Schedule another conversation?



Report of the Child Care Work Group Faculty Senate 2/1/2021

Co-Chairs:

Rocki-Lee DeWitt, Professor, Grossman School of Business

Jes Kraus, Chief Human Resources Officer

Members:

Chris Burns, Vice President, Faculty Senate

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

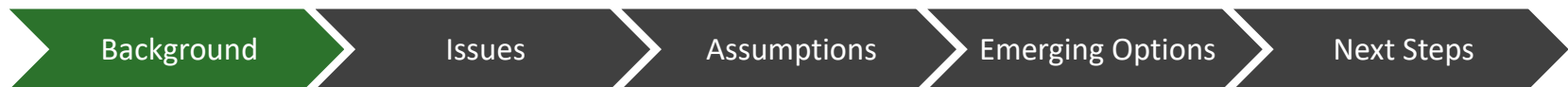
Tiffanie Spencer, Director of Diversity and Community Engagement, College of Education and Social Services

Jennifer Strickler, Associate Professor, Department of Sociology, College of Arts and Sciences

Attention to Child Care



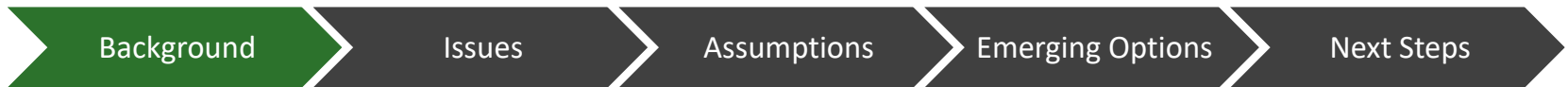
- Explore alternative child care options for the campus community (6/15/2020)
 - Comprehensive review of needs, compile data, identify options
 - Options should be fair, fiscally sound, community-collaborative
 - Consistent with “Our Common Ground”
- Context
 - Permanent closure of Campus Children’s School (CCS)
 - Temporary closure of CCS due to COVID-19
 - CCS evolves over time
 - Earlier Studies: Mothers bear the burden



Navigating a Moving Iceberg



- Regular meetings of workgroup
 - A variety of experts
 - Informed subsequent data gathering
- Attendance at community & state-level meeting
- Status of our work
 - Underlying issues identified
 - Brainstormed options
 - Evaluating options against ability to address issues
 - Dealing with fluidity of regulatory and funding context



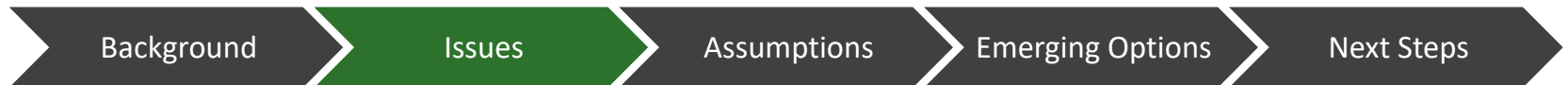
Difficult ... Seemingly Intractable



Providers
* Rules & Regulations
* Low Pay

Parents
• Availability
• Affordability

UVM
* Funding Challenges
* Large Employer
* Variation in Needs & Expectations



UVM & Child Care



- We need to pay attention year in and year out: it matters
 - Recruitment
 - Performance of work unit
 - Retention
- Vermont employers expected to participate – not clear in what:
 - ?? Paid family leave
 - ?? Payroll tax
- UVM as academic institution
 - Expertise in early childhood learning
 - Practices of other New England land grant institutions

Background

Issues

Assumptions

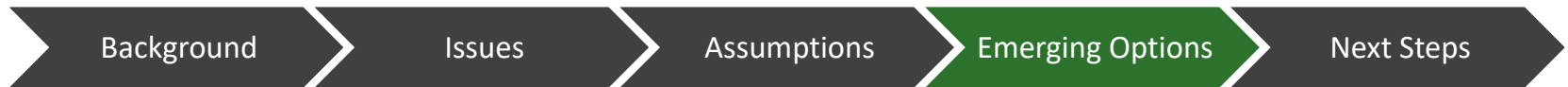
Emerging Options

Next Steps

Three Buckets of Ideas



- (1) Employee Support
- (2) Support of Child Care Centers
- (3) Advice/Counsel on Emerging Public Policy



COVID-19 & Beyond



- Short-run: work-unit support around remote work & family flexibility
- Intermediate term
 - Learn more about how child care providers handled drops in enrollment
 - Virtual listening sessions
 - Modification of draft survey to incorporate what was heard
 - Administer survey
 - Analyze results
 - Use results to inform action
- We have “hypotheses” about what matters – need to test them

