



The University of Vermont  
FACULTY SENATE

**Minutes**

Monday, October 28, 2019

Memorial Lounge 4:00 – 5:30 p.m.

The meeting was called to order at 4:02 p.m.

**Senators in Attendance: 69**

**Absent:** Senators Pontius (Environment & Natural Resources, Rep2), Mieder (German & Russian), Sherriff (Libraries, Rep2), Yang (Mathematics & Statistics, Rep 2), Moore (Pediatrics, Rep2), Comerford (Social Work), Prue (Student Affairs Committee)

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**1. Faculty Senate President's Welcome Remarks** – Thomas Chittenden's opening remarks included:

- As a small thank-you for their service, members of the Faculty Senate have been offered two free tickets to a UVM Athletic or Theatre event. A reminder email was sent to members today. The deadline to request tickets is Friday, November 1<sup>st</sup>.
- New Business Follow-up: At the September meeting, Professor Meaghan Emery addressed the Senate about her concerns with the basing of the F35 jets and asked that the issue be addressed by the Faculty Senate.
  - The issue was considered by the Senate Executive Council at their October 14<sup>th</sup> meeting.
  - The Executive Council unanimously passed the following motion: *The Faculty Senate Executive Council, mindful of the concerns raised by Professor Emery at the September Faculty Senate meeting, declines to place the basing of the F35s at the Burlington International Airport on the agenda because we do not view the matter to fall under the Senate's stated authority.*
  - Professor Emery was notified of the decision, and of the options outlined in the Senate bylaws for getting items placed on the Senate agenda.
  - The Senate has been notified by Professor Emery that she has a petition signed by ten percent of the members of the Faculty Senate asking to have the issue placed on the Senate agenda.
  - This matter will likely be on November Agenda, and Senators are encouraged to connect with their constituency to gain an understanding of where the faculty they represent stand on the issue.

- At the November Senate meeting, the Residential Learning Community Ad Hoc Committee will provide another update on their work. Questions and concerns can be addressed directly to the co-chairs, J. Dickinson and Chris Burns.
- At the November Senate meeting, Pablo Bose, chair of the Diversity Curriculum Review Committee (DCRC) will provide a final draft of competency revisions. Comments on the current draft should be sent to [Pablo.Bose@uvm.edu](mailto:Pablo.Bose@uvm.edu).
- At the December Senate meeting, the new Dean of Libraries, Bryn Geffert, will present on the topic of Journal Publishing, Pricing, Affordability and Open Access.
- A Consent Agenda is being presented to streamline the regular business of the Senate. The approval of minutes, and the non-controversial items from Curricular Affairs are being presented in a single motion for vote. These items are still open to discussion. Simple questions are permitted after the motion for approval is made, and before the vote. If more discussion and debate is desired, a member may request the item be moved from the Consent Agenda. If an item is removed, it will be placed later on the Senate agenda.

## 2. Consent Agenda

The following items were voted en bloc as a consent agenda:

- a. Minutes of the 5/16/19 Faculty Senate Meeting
- b. Minutes of the 9/23/19 Faculty Senate Meeting  
*Curricular Affairs*
- c. Name change for the major and minor in Ecological Agriculture to Agroecology (CALs)
- d. Report Out: Revised Policy Documents (“Research Endeavor” removed from document titles and introductory paragraphs)

**Motion:** To approve the consent agenda as presented.

**Vote:** 95% approve, 2% oppose, 3% abstain

## 3. Presentation of Graduate 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.

Graduate College (38)

Larner College of Medicine (1)

**Motion:** To accept the degrees as presented.

**Vote:** 98% approve, 2% oppose, 0% abstain

4. **Advising and EAB Navigate** – Thomas Chittenden provided background on how this item came to the Senate. In early October, the Senate Executive Council, the President and Provost were presented with a petition of 85 faculty signatures regarding concerns related to the advising program EAB Navigate. President Chittenden reported that the Student Affairs Committee took up the issue and passed the following resolution at its October 3<sup>rd</sup> meeting:

*In light of faculty concerns regarding the Navigate advising platform as currently configured, the Student Affairs Committee calls on the Provost's office to refer the questions of student data privacy and safety to a standing Faculty Senate committee and to suspend the Navigate advising platform until the concerns have been resolved to the satisfaction of the full Senate.*

To address the concerns, Interim Provost & Senior Vice President, Patricia Prelock and Associate Provost of Academic Affairs, J. Dickinson presented slides (attached to these minutes), and then answered questions from the members. The presentation outlined the goals for the implementation of EAB Navigate, guiding principles that were established, and some background. The presentation addressed each of the concerns raised in the faculty letter, and provided an explanation of how each concern has been addressed, as well as next steps for training and support. Provost Prelock announced the development of a new Advisory Committee including Student Services Professionals and Faculty to determine the ongoing training needs and implementation strategies for Navigate. Questions and comments from the floor included the following topics:

- The difference between Can, Should and Won't, and the trust in staff and faculty to honor their role.
- Chief Privacy Officer, Tessa Lucy, addressed FERPA and the privacy framework. UVM is complying with FERPA by setting technology controls layered with policy regarding access. When an individual misuses access, they individually are violating FERPA.
- The efficiency of Navigate in facilitating retention. On average, schools using Navigate have reported a 2% increase in retention. One of the benefits of the software is that it provides the analytics that help to move to student interventions sooner.
- Upon request, Navigate will investigate concerns of inappropriate use in the last 30-days. More robust auditing capabilities are anticipated in the future.
- Under FERPA, student consent is required for the release of directory information only. Students cannot restrict access for legitimate educational purpose.
- The desire for more student government involvement, and alternative ideas for student control over who is allowed access to their information, including notification when their information is accessed.

5. **General Education Alignment Task Force** – Associate Provost for Academic Affairs, J. Dickinson provided an overview of the goals of the General Education Alignment Task Force, the framework for their work, and a detailed timeline for the work of the task force, and a tentative timeline for implementation. Presentation slides are attached to these minutes. Questions and comments should be directed to [Jennifer.Dickinson@uvm.edu](mailto:Jennifer.Dickinson@uvm.edu).

6. **New Business – none at this time**

7. **Adjourn – 5:27 p.m.**

## Curricular Affairs Committee of the Faculty Senate

### MEMO

**To:** The UVM Faculty Senate  
**From:** Curricular Affairs Committee of the Faculty Senate, Laura Almstead, Chair  
**Date:** October 3, 2019  
**Re:** Approval of a request by the College of Agriculture and Life Sciences to change the names of the Major and Minor in Ecological Agriculture

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On October 3, 2019, the Curricular Affairs Committee approved the actions recommended in the following memo.

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The Curricular Affairs Committee approved a request from the Department of Plant and Soil Science in the College of Agriculture and Life Sciences (CALs) to change the names of the major and minor in Ecological Agriculture to a major and minor in Agroecology. The proposed name changes received support from the department faculty, the CALs Curriculum Committee, the CALs faculty, and Jean Harvey, Interim Dean of CALs.

Since 2004, when the major in Plant and Soil Science was split into a major in Ecological Agriculture and a major in Sustainable Landscape Horticulture, significant changes have occurred in the field of ecological agriculture. The term “agroecology” is increasingly used nationally and internationally to describe the theory and practice of applying ecology to agricultural systems. Within the Department of Plant and Soil Science at UVM, there are now two faculty research groups that focus on agroecology as well as a Certificate of Graduate Study in Agroecology. In addition, two of the primary courses for the major include the term agroecology in their name (PSS 021 Introduction to Agroecology and PSS 212 Advanced Agroecology).

The department believes that changing the names of the major and minor in Ecological Agriculture to a major and minor in Agroecology will reduce confusion among present students, better align the curriculum with an internationally recognized discipline, and improve marketing to new prospective students.

The name change has no effect on the curriculum in either program, course numbers, or course prefixes. The department is requesting a change in the current major code, ECAG, to AGRO.

# EAB Navigate Update

**Patricia A. Prelock, Ph.D.**  
**Interim Provost & Senior Vice President**

**Jennifer Dickinson, Ph.D.**  
**Associate Provost for Academic Affairs**

Presented at the October 28, 2019  
Faculty Senate Meeting



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# Principles Guiding our Implementation of Navigate

We must have a shared commitment to provide advising that:

- supports student success throughout the institution
- reflects best practices, including integrating and coordinating student supports
- addresses accreditation (NECHE) concerns on consistency of advising
- promotes responsible use of student data, while allowing advisors information required to meet the advising needs of our students

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# Background

**2014:** Student Services Professionals explored software to support coordinated advising

**2017:** Deans identified the lack of university-wide advising software as an obstacle to retention and graduation rates

- A competitive proposal process led to a contract with EAB to implement Navigate
- EAB Navigate is widely used across higher education institutions to support and coordinate student advising

**2018:** Phased implementation of Navigate: Student Services Professionals in 4 pilot units

**2019:** Remaining units and >70 faculty advisors added by Spring 2019

Early Fall training for all faculty advisors to prepare for November registration

# User Roles within Navigate

## Staff Role

Professional Advisors in colleges/schools, Academic Dept Administrative Coordinators, staff in units such as Admissions, Registrar's Office, Student Financial Services. This role has **query access to all students**

## "Professor" Role:

Instructors who teach but do NOT advise students. This role has **access only to students taught; currently no access to Banner categories such as registration holds or group characteristics (e.g. First Generation)**

## Faculty Advisor Role:

Instructors who both teach AND advise students. This role has **access to students taught, advisees, and query access to all students**



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## Addressing Concerns: Roster information is too broad

**Reason for access:** both instructors and advisors may need access to student information in order to provide advising, support and referrals to other services

**Adjustments to system:** Category information no longer visible to faculty who do not advise; working with EAB to adjust the classlist view for advisors

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## Addressing Concerns: Personal Information

**Reason for access:** Currently, Banner gives instructors and advisors access to permanent address and other information like preferred pronoun as important, “need to know” information.

**Adjustments to system:** At the request of students, information on DOB and age have are being removed from student information

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## Addressing Concerns: Too much information is provided

**Reason for Access:** This additional information is necessary to provide the level and quality of advising we aim for. This is “need to know” for advisors and is covered by FERPA.

**Adjustments to training:** Expanded training and information for faculty regarding responsibilities under FERPA; development of Navigate Advisory Committee

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## Addressing Concerns: Unintended Views; Unconscious Bias

**Reason for access to categories for advisors:** All students should have advising that recognizes and meets their needs; categories provide key information to advisors.

**System feature:** Active clicking/scrolling is required to see some information. Queries are required to find non-advisees not in your classes.

*Unconscious bias is present for all of us; we must be mindful of this and how we interact with our students and one another.*

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# NEXT STEPS for Training and Support

- **Meet** with Student Services Professionals and Lead Trainers to review and assess training
- **Develop** a new Advisory Committee including Student Services Professionals and Faculty
  - Determine ongoing training needs & implementation strategies for Navigate
  - Develop training materials & training sessions
- **Create** a process for UVM community members to recommend changes to the system or the trainings
- **Establish** a communication and training plan that supports our goals for Navigate at UVM, including ensuring that all students have access to excellent advising

# Update: Gen Ed Alignment Task Force

J. Dickinson  
Associate Provost  
Academic Affairs



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# Gen Ed Alignment Task Force

- Formed to carry forward work started by the Educational Stewardship Committee in anticipation of NECHE accreditation; we are out of compliance with NECHE standards on Gen Ed
- The Task Force has been working since June to bring a plan to leadership and Faculty Senate in January
- The Task Force will create an initial plan that meets NECHE requirements and then incorporate suggestions made by faculty through the additional category proposal and category refinements processes

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# What is our goal? A Gen Ed curriculum that:

- Is “coherent and substantive. It embodies the institution’s definition of an educated person and prepares students for the world in which they live.” (Standard 4.16)
- “Informs the design of all general education courses, and provides criteria for its evaluation, including the assessment of what students learn.” ((Standard 4.16)
- Shows “a balanced regard for what are traditionally referred to as the **arts and humanities, the sciences [and] mathematics**, and the **social sciences**.” (Standard 4.17)
- Has “**students complete at least the equivalent of 40 semester credits** in a bachelor’s degree program.” (Standard 4.18)



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# Initial Gen Ed Framework

- Humanities and Arts, Social Sciences and Natural Sciences will be categories
- The Task Force is proposing a capstone-like requirement (Integration and Application of Knowledge in the Major)
- Current Gen Ed requirements are retained
- Additional categories or components will be added based on the proposal process
- Students can “double dip,” but they must still take 40 credits of Gen Ed approved courses overall

# Detailed Timeline for AY 19-20

June 2019	UVM team attends AACU Gen Ed Institute
August 2019	Gen Ed Alignment Task Force begins work
September 2019	Task Force members present at faculty meetings
October 2019	Initial framework and call for additional category proposals
November 15, 2019	Deadline for additional category proposals
December 2019	Revised framework discussed in Curricular Affairs meeting
January 2020	Final Draft Framework discussed with senior leaders
January 27, 2020	Review of framework at Faculty Senate meeting; call for nominations for ad hoc committees to refine Gen Ed category criteria
February 2020	Ad hoc committees empaneled and working (up to Spring Break)
March 23, 2020	Revised Gen Ed categories/framework presented for discussion
April 20, 2020	Continued discussion and vote on Gen Ed Framework
May 2020	Gen Ed curriculum presented to Board of Trustees

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# TENTATIVE Implementation Timeline

Academic Year	Implementation Goals
2020-2021	Establish Gen Ed Curriculum Committee; begin course approvals for all categories. Units address curriculum and catalogue changes to align with Gen Ed
2021-2022	Phase 1 adding in Humanities and Arts, Social Sciences, Natural Sciences categories for class of 2025. Ongoing assessment of capacity based on course approvals for new categories.
2022-2023	Goal to begin phase 2 implementation for class of 2026.
2023-2024	Assessment of progress, and opportunity to make some revisions to the curriculum. Spring 2024 5-year interim report to NECHE.

# Questions?



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