



The University of Vermont  
FACULTY SENATE

**Minutes**

Monday, October 19, 2020

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

Recording of this meeting is available on Microsoftstream:

<https://web.microsoftstream.com/video/c76b6e32-5479-410c-a02b-744dfbf2fe1c>

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The meeting was called to order at 4:01 p.m.

**Senators in Attendance: 76**

**Absent:** Senators Read/Wood (ERTC); Oldinski (Mechanical Engineering); White (Physics)

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1. **Faculty Senate President's Welcome Remarks** – Thomas Chittenden made the following remarks:
    - a) Kyle Ikeda, Associate Professor, Asian Language and Literatures Department, College of Arts and Sciences has been elected to serve as at large member to the Executive Council for the two-year term ending June 30, 2022.
    - b) Ombudsperson Vacancy – A Senator has expressed interest in serving as Ombudsperson. Thomas will facilitate a meeting with the candidate and the former Ombudsperson, later this week, and hopes to have an official appointment soon.
    - c) Survey Results – Thomas shared three take-aways from the results of the short survey regarding Faculty Senate meeting frequency, length, management and agenda time allocations: 1) There is not a clear majority interest for longer or more frequent meetings; 2) There is openness to finding ways to connect Faculty Senators with our standing committees more; 3) There is a lot of interest in distributing more materials for agenda items well in advance of our meetings and to allow for more time at meetings for discussion with less time for presentations of information that could/should be shared in advance.
    - d) Agenda Item 7 (UVM Re-organization Committee Preliminary Report) has been moved to the November Senate agenda. The Re-Org Committee has shared the preliminary report with the President and Provost, and the report will be ready for broad distribution and a full discussion at the November meeting.
  
  2. **Consent Agenda** - The following items were voted as a consent agenda:
    - Minutes of the September 21, 2020 Senate Meeting

**Motion:** To approve the Consent Agenda  
**Vote:** 95% approve, 0% oppose, 5% 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.

- Graduate College (39)

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

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

### 4. **Resolution in Memoriam for Charles J. Goodnight, Professor of Biology**

Ingi Agnarsson, Associate Professor Department of Biology, presented a Resolution in Memoriam for Charles Goodnight, Professor of Biology, College of Arts and Sciences. The resolution is attached to these minutes.

**Motion:** Ingi Agnarsson moved to inscribe the Resolution in Memoriam for Charles J. Goodnight in the minutes of the Faculty Senate and to send a copy to the family.

**Vote:** 99% approve, 0% oppose, 1% abstain

### 5. **Liberal Arts General Education Requirements** – Pablo Bose, Faculty Senator and Provost's Faculty Fellow for General Education presented the next stage in the adoption of the General Education Framework. The presentation slides are attached to these minutes, which included the Guiding Principles, the timeline, and an overview of the General Education categories. The Liberal Arts General Education Requirements are being presented for vote at this meeting. The Core Skills and Common Ground Values categories will be presented for vote at the November Senate meeting. Senators are asked to review the language of the Core Skills and Common Ground Values categories and submit comments and feedback to be considered to [Pablo.Bose@uvm.edu](mailto:Pablo.Bose@uvm.edu) or [Jennifer.Dickinson@uvm.edu](mailto:Jennifer.Dickinson@uvm.edu). The refined descriptions and approval criteria for the Core Skills and Common Ground Values categories will be distributed to Senators in advance of the November Senate meeting.

**Motion:** Pablo Bose moved to approve the proposed requirement language, including description, approval criteria, and student learning outcomes for the Arts and Humanities, Social Science, Natural Science, and Pure Mathematics Catamount Core General Education requirements.

**Vote:** 97% approve, 0% oppose, 3% abstain

### 6. **Faculty of Color Recruitment & Retention Efforts on Campus** – Jim Vigoreaux provided an update on the efforts of the Office of the Provost around recruitment, transition, retention and re-engagement throughout the arc of the career. The presentation slides are attached to these minutes. Professors Jinny Huh, Ernesto Mendez, Melissa Pespeni, and Cynthia Reyes represented the UVM Faculty of Color Group (FOC), and their presentation slides are attached to these minutes. The FOC is a collective representing faculty of color across campus to address issues of diversity, equity, inclusion and anti-racism. The FOC presented three requests to the Faculty Senate and noted that they hope to bring a resolution to the Faculty Senate for vote in November. The three requests from the FOC are:

1. Request for Faculty Senate to commit to accomplishing the Academic Success Goals (ASGs), specifically regarding DEI efforts. Making both administration and faculty involved makes both groups accountable and prevents FS to avoid accountability.

2. Request the Faculty Senate to create a Faculty Affairs Committee and/or a DEI Committee to specifically address faculty concerns, as related to DEI.
3. Request the Faculty Senate to create a Resolution that will revise RPT Guidelines to include DEI efforts/service as part of promotion.

Discussion included desire for more data on retention rates, building an intentional supportive environment, and efforts to move the dial to increase the percent of faculty of color at UVM to the national average.

7. **UVM Re-organization Committee Preliminary Report** – This item has been moved to the November Senate agenda.

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

The meeting was adjourned at 5:30 p.m.



The University of Vermont  
FACULTY SENATE

**Resolution in Memoriam  
Charles J. Goodnight  
Professor of Biology  
1955-2020**

**Presented by Ingi Agnarsson  
Associate Professor  
Department of Biology  
October 19, 2020**

The UVM Department of Biology is sad to report that a beloved colleague and friend, Dr. Charles Goodnight, Professor of Biology, passed away unexpectedly late September. He was beloved by everyone in his department, with a kind nature and optimistic spirit that we will sorely miss.

Charles was an evolutionary biologist who set out to get a Ph.D. at one of the most exciting times in the quantitative development of the field, and in probably the most exciting place for cutting edge thinkers debating the nature of quantitative genetics, natural selection, and evolutionary change: the University of Chicago. Charles was always attracted to underdog theories. He began his life's work on group selection, the idea that natural selection can promote traits at the level of entire groups in addition to those of individuals, and contributed significantly to the development of a rigorous theoretical and empirical investigation of this process with research funding from the National Science Foundation. Over the course of his career, he got the chance to watch as his work contributed to the steady and on-going revival of a theory that had been long ignored as unimportant. He joined the UVM Faculty in 1988 as an Assistant Professor, with promotion to Associate Professor in 1994 and Full Professor in 1999. After nomination by UVM colleagues, he was recognized as a University Scholar in 2002-2003 for sustained excellence in research, creative and scholarly activities. Charles was grateful to UVM for giving him the opportunity to freely pursue his research interests wherever they led. Through the many years he spent here he taught organismal biology, evolution, biostatistics, philosophy of science, and conservation biology to many hundreds of students from the introductory to the graduate level. His quantitative skills were formidable, and he enjoyed both proposing contrarian ideas and delving into the mathematical weeds to suss out their feasibility and importance.

In the last few years, Charles maintained an entertaining and informative blog on multilevel selection and evolution, <https://blog.uvm.edu/cgoodnig/>, which provided a wonderful medium for expressing his thoughts that formed the basis for his magnum opus book, "The Phenotypic Perspective in Evolution: A Postmodern Synthesis," under review right where it should be, the University of Chicago Press.

His colleagues both near and far will miss Charles' good humor, his infectious laugh, and his strong sense of community and fellowship.

Resolution In Memoriam Charles J. Goodnight

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Thomas Chittenden  
President, Faculty Senate

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Suresh Garimella  
President, University of Vermont

# Refined General Education Framework

Pablo Bose  
Provost's Faculty  
Fellow for  
General Education



**CATAMOUNT CORE**  
CURRICULUM

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# Guiding Principles

- **Three curricular areas:** Liberal Arts, Core Skills, Common Ground Values
- **40 credit rule:** Students can “double dip,” but they must still take 40 credits of Gen Ed approved courses overall
- **Central Approval:** A university-wide Gen Ed Curriculum committee will approve courses; current Gen Ed committees will be folded into this larger committee
- **Criteria-based Approval:** All courses must be approved by the University General Education Curriculum Committee based on established approval criteria for each General Education requirement, not an offering department.
- **Multiple designations:** A course can carry multiple designations. In most cases, a course will carry no more than three designations. There are two types of cross-designation that are not allowed: MA courses cannot fulfill the QD requirement; and a single course cannot carry two different liberal arts category designations.
- **A Gen Ed Coordinator** will oversee the curriculum. Half-time, faculty position



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# Timeline - General Education at UVM

- Fall 2006 – first Gen Ed requirements (6 x diversity, either 6 x D1 or 3 x D1 and 3 x D2) established (revision of requirements in 2011, 2015 and 2020)
- Fall 2011 – SU requirements (x 3) added
- Fall 2013 – FWIL requirements (x 3) added
- Fall 2017 – QR requirements (x 3) added
- Spring 2019 - General Education Alignment Task Force formed; begins Gen ed alignment process and presents an initial set of requirements in early fall 2019
- Fall 2019 – Call for new general education requirements campus wide; 11 proposals received
- Spring 2020 – 8 proposal areas (incorporating new and old requirements) accepted/developed – faculty working groups established to refine and finalize criteria, language and assessment)
- Fall 2020 – Catamount Core General Education Framework finalized and approved by Faculty Senate





## CATAMOUNT CORE CURRICULUM: Revised April 2020

CATAMOUNT CORE is made up of 42 credits in courses distributed across three main areas: LIBERAL ARTS (21 credits); CORE SKILLS (9 credits); and COMMON GROUND VALUES (12 credits).

Students will be able to take courses that fulfill more than one category BUT they MUST still take at least 40 unique credits of courses that have been approved to fulfill CATAMOUNT CORE CURRICULUM requirements.

### LIBERAL ARTS

#### 21 CREDITS

- AH1, AH2 **ARTS AND HUMANITIES**  
6 credits
- S1 **SOCIAL SCIENCES**  
6 credits
- N1, N2 **NATURAL SCIENCES**  
6 credits
- MA **MATHEMATICS**  
3 credits

### CORE SKILLS

#### 9 CREDITS\*

- QD **QUANTITATIVE AND DATA LITERACY**  
3 credits
- WIL1 **COMMUNICATION 1**  
Foundational Writing and Info Literacy  
3 credits
- WIL2 **COMMUNICATION 2**  
3 credits from:  
Writing and Info Literacy Tier 2  
or  
Oral Communication

\*IA has been removed

### COMMON GROUND VALUES

#### 12 CREDITS\*

- D1 **DIVERSITY 1**  
3-6 credits
- D2 **DIVERSITY 2**  
0-3 credits
- SU **SUSTAINABILITY**  
3 credits
- GC **GLOBAL CITIZENSHIP**  
3 credits

\*SJ has been removed

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# Motion

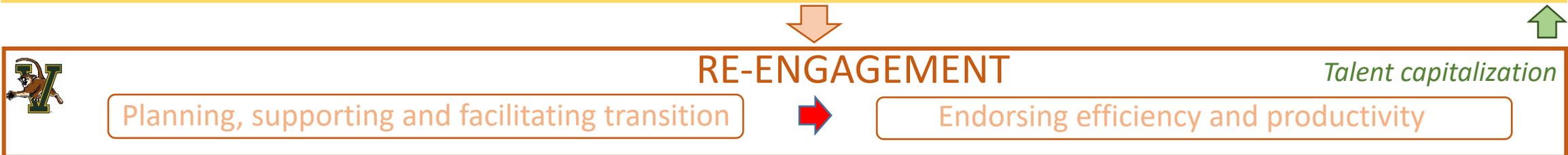
Motion to approve the proposed requirement language, including description, approval criteria, and student learning outcomes for the Arts and Humanities, Social Science, Natural Science, and Pure Mathematics Catamount Core General Education requirements.



The University of Vermont

# Multilevel Recruitment and Retention Strategy to Develop a More Diverse and Inclusive Faculty

Office of the Provost  
Fall 2020





# RECRUITMENT

*Talent acquisition*

## OUTREACH

Long term effort to build pool through enhanced visibility, partnerships and networking



### What's new?

- Exploring Faculty Careers Program
- Partnership with McKnight Fellows Program
- Building partnership with JSU (HBCU)

## HIRING

Process, short term pool development, team effort, selection



### What's new?

- Advertising language requirement
- Application material requirement
- Search process elements and approval
- *Hiring for Excellence* – an institutional faculty recruitment rubric

## YIELD

Competitive offer – career promise, partner/family accommodations



### What's new?

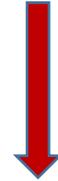
- GW Henderson New Faculty Program



## TRANSITION

*Talent Cultivation*

*Receiving* - Facilitating entry, providing welcoming environment into campus community and institutional culture



### What's new?

- Search Committee blueprint
- Early access
- Onboarding communication and action plan
- CWFC, NFO and New to the Faculty Brown Bag Series

**PROFESSIONAL DEVELOPMENT**

Building skills and fostering excellence in teaching, service, and scholarship – towards *Reappointment*

**What's new?**

- HHMI Driving Change competition
- Faculty Development Unit partnerships
- NCFDD institutional membership
- Inclusive Learning Environment Faculty Cohort
- Provost's Diversity Fellows

**ADVANCEMENT**

Supporting and promoting successful navigation of tenure and promotion policies and processes

**What's new?**

- RPT: Expectations and Responsibilities to OCG, DEI
- Provost Funds (Special Events, FPD, Special Requests)

**SATISFACTION**

Addressing sense of belonging; *Recognizing and Rewarding* success, and contributing to Institutional identity

**What's new?**

- New internal awards
- Strategies for external awards
- Language on all faculty awards that recognizes contributions to DEI



## RE-ENGAGEMENT

*Talent capitalization*

Planning, supporting and facilitating transition



Endorsing efficiency and productivity



# Faculty of Color (FOC) Dialogue with the UVM Council of Deans

## Agenda

[Ernesto Méndez Facilitates]

1. Introductions [5 minutes]
2. FOC Intro and meeting objective [5 minutes]
3. Elaboration of Our Earlier Recommendations [15 minutes]
  - Spousal support [4 mins - Melissa Pespeni]
  - Support for mid-career and leadership advancement [4 minutes-Cynthia Reyes]
  - Resources for FOC initiatives and coordination across colleges [4 minutes- Jinny Huh]
  - Cluster hire and large setup packages [4 minutes- Pablo Bose]
4. Key Questions for the Council [15 minutes]
  - How are you proactively creating a community of support and belonging for FOC?
  - What are your unit's top 2-3 biggest hurdles to FOC recruitment/retention?
5. Next Steps [5 minutes]
  - Information sharing with the FOC about resources allocated for Diversity, Equity, and Inclusion in their colleges and position descriptions of DEI staff.
  - FOC develops cross-campus coordination strategies and shares with the Council
  - Schedule another conversation?

# Meeting Objective

To start an on-going collective dialogue between the Faculty of Color (FOC) group and the Council of Deans, in order to more effectively address Diversity, Equity, Inclusion and Antiracism across UVM.

# UVM Faculty of Color Group (FOC) Current Listserv Count: 80



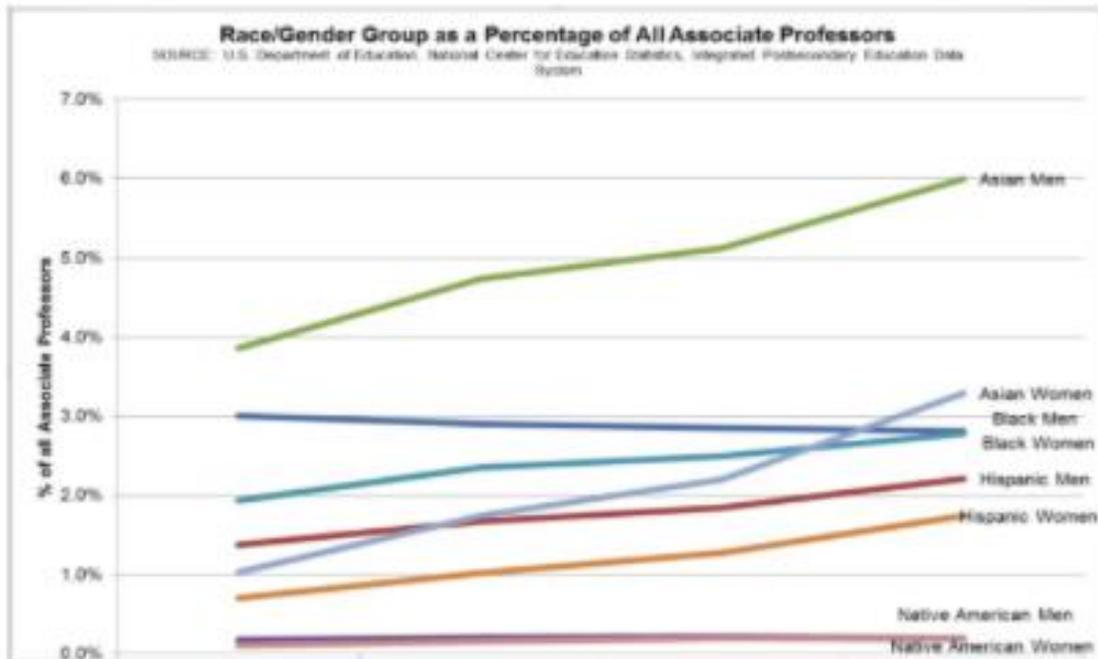
YEAR	ACTIVITY/EVENT
<b>2017</b>	FOC Listserv created
	Inaugural FOC Retreat at Clemmons Family Farm
	FOC Holiday Gathering
<b>2018</b>	Meeting with President Sullivan re: Student Protests/NoNames for Justice
	Second Annual Retreat including several BIPOC staff
	FOC Dinner
<b>2019</b>	Writing Retreat
	Third Annual Retreat with regional BIPOC faculty and staff from Dartmouth, Middlebury, St. Michael's College, Champlain College
	Meeting with President Garimella
<b>2020</b>	UVM Faculty of Color Letter re: FOC 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

# Resources Related to Dual Academic Hires to Increase Faculty of Color

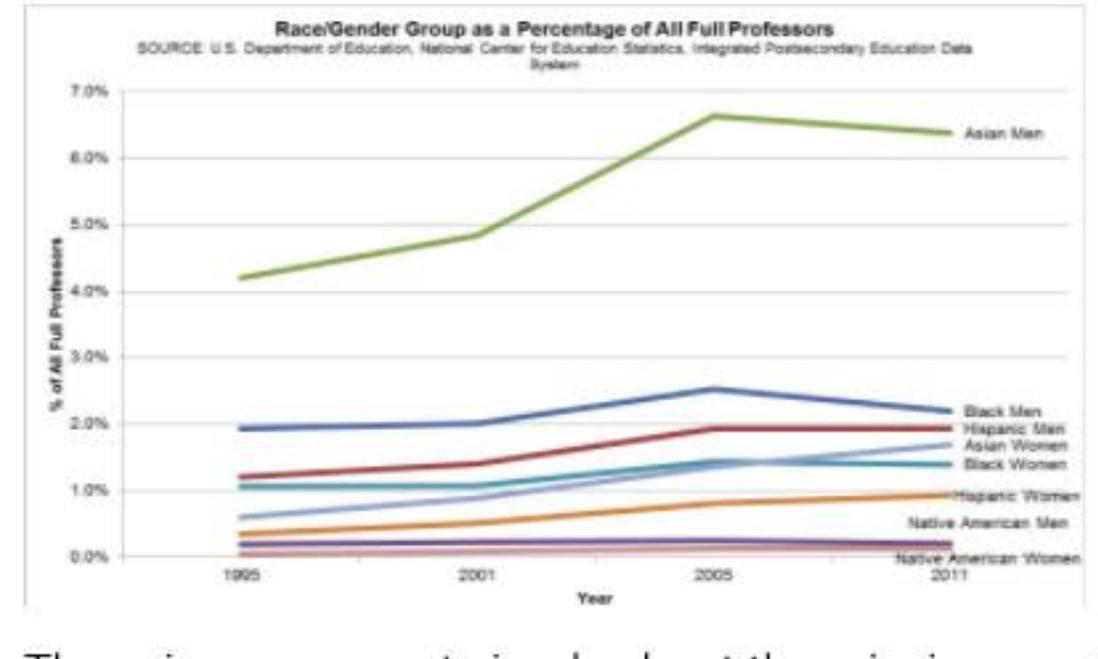
- **Dual-Career Hiring for Faculty Diversity: Insights from Diverse Academic Couples**  
[https://proctor.gse.rutgers.edu/sites/default/files/Proctor\\_Report.pdf](https://proctor.gse.rutgers.edu/sites/default/files/Proctor_Report.pdf)
- **Article and Interview on the above study:** <https://diverseeducation.com/article/187299/>
- **Report from Stanford University on Dual Hires**  
[https://gender.stanford.edu/sites/g/files/sbiybj5961/f/publications/dualcareerfinal\\_o.pdf](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

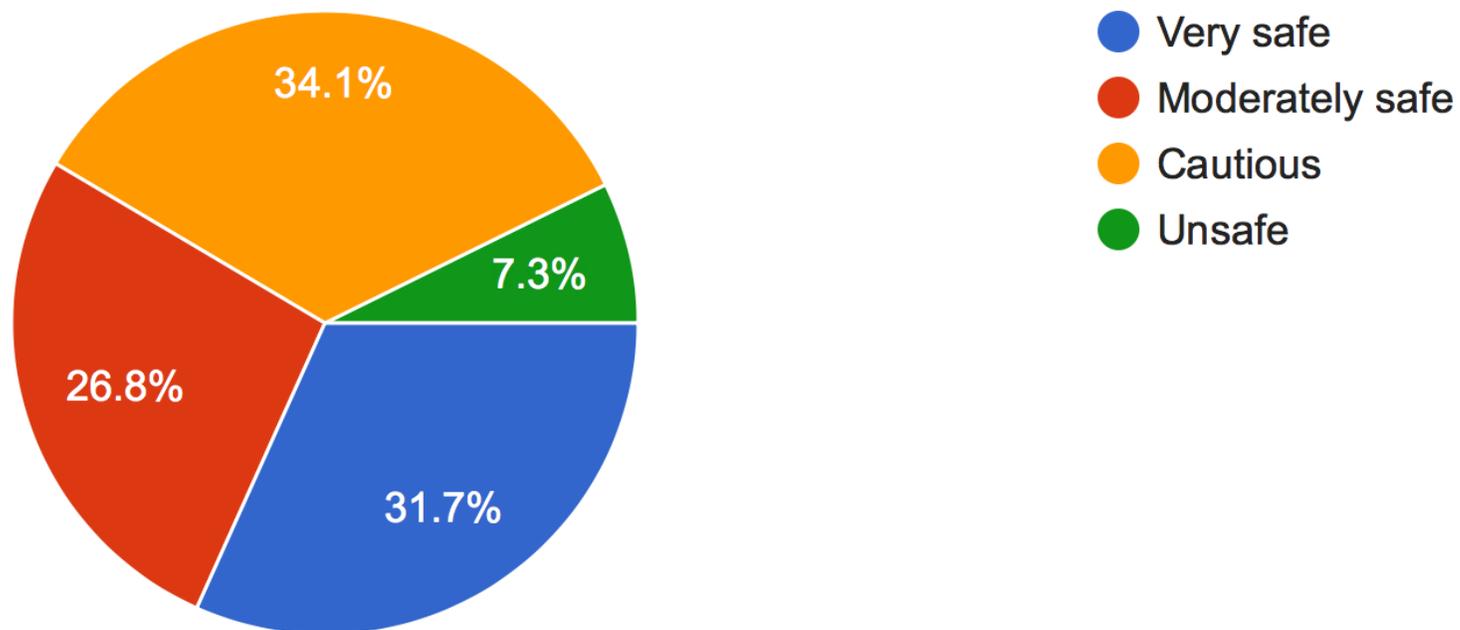


## % of Professors

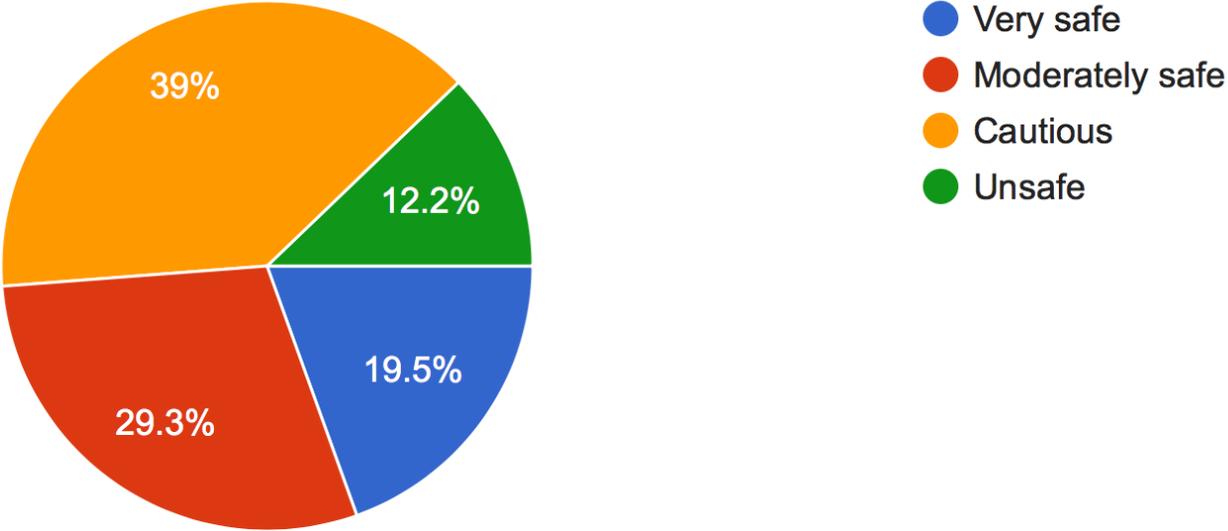


Misra, J. & Lundquist, J. (2015) Diversity and the Ivory Ceiling. Inside Higher Education. <https://www.insidehighered.com/advice/2015/06/26/essay-diversity-issues-and-midcareer-faculty-members>

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?



# Food for Thought

- Do you offer annual conversations with BIPOC faculty, staff, and students in your college to identify needs and concerns?
- How racially diverse are your committees (both departmental and college level)?
- What is the percentage of BIPOC Full Professors in your college?
- Is your senior leadership racially diverse?
- How much of your baseline budget is reserved for DEI initiatives?

# Key Questions for the Council

1. How are you proactively creating a community of support and belonging for FOC?
2. What are your unit's top 2-3 biggest hurdles to FOC recruitment/retention? To promotion?

# Next Steps

1. Council shares information with FOC about resources allocated for Diversity, Equity, and Inclusion and position descriptions of DEI staff.
2. FOC develops cross-campus coordination strategies and shares with the Council.
3. Schedule another conversation?