



The University of Vermont
FACULTY SENATE

DRAFT

Minutes

Monday, April 25, 2022

Online via Microsoft Teams 4:00 – 5:30 PM

Recording of this meeting is available on Microsoft Sharepoint

The meeting was called to order by Faculty Senate President, Thomas Borchert at 4:02 PM

Senators in Attendance: 67

Absent: Senators Tharp (Anesthesiology), Chiang (Business), DeMink-Carthew (Education), Calkins (Family Medicine), Weinstein (Family Medicine), Bose (Geography), Conroy (Leadership & Developmental Sciences), Feurzeig (Music), Conant (Pathology and Laboratory Medicine), Saia (Pediatrics), Bradley (Political Science), Hall (Psychiatry), Cushman (RSCA)

1. Faculty Senate President's Welcome Remarks – Thomas Borchert made the following remarks:

- A resolution focused on issues of teaching and researching divisive concepts is anticipated to be presented for considered at the May Senate meeting.
- Call for nominations was distributed to the elected Senators to fill one (1) open seat for **Member At-Large to the Faculty Senate Executive Council** for the two-year term beginning July 1, 2022 and ending June 30, 2024. Nominations were accepted by email or webform through 4:00 PM April 25, 2022, and Thomas Borchert called for additional nominations from the floor of the Senate. Louis DeRosset (Philosophy) accepted the nomination and was elected.

2. Consent Agenda – The following items were presented as a consent agenda:

- Minutes of the March 2022 Faculty Senate Meeting
- Curricular Affairs:
 - 1) Name Change of Natural Resources major to Sustainability, Ecology and Policy (RSENr)
 - 2) New Minor in Integrative Health (CNHS)
 - a) Terminate undergraduate Certificate in Integrative Health Care (CNHS)
 - 3) New Minor in Integrative Health & Wellness Coaching (CNHS)
 - a) Terminate undergraduate Certificate in Integrative Health & Wellness Coaching (CNHS)
 - 4) New PhD in Counseling & Counseling Supervision (GRAD/CESS)

Motion: President Borchert stated that the consent agenda came to the Senate moved and seconded by the Executive Council. No requests were made to pull items from the consent agenda.

Vote: 54 approved, 0 opposed, 0 abstained. **The motion carried**

3. Proposal to establish Department of Emergency Medicine (LCOM)

President Borchert stated that the [proposal to establish a Department of Emergency Medicine in the Larner College of Medicine](#) came to the Senate moved and seconded by the Faculty Senate ad hoc Review Committee. Discussion included support for the establishment of the Department of Emergency Medicine, concerns about potential overlap in undergraduate curriculum in the future, and statements from the College of Nursing and Health Sciences (CNHS) that the Initiative for Rural Emergency Medical Services (IREMS) is a robust undergraduate program in CNHS and there is potential for future collaboration or formal relationship between the new department, the Vermont EMS Academy, and IREMS.

Vote: 53 approve, 1 oppose, 3 abstain. **The motion carried.**

4. Reports that do not require a vote – Thomas Borchert called for comments or questions on the two reports presented: A) CAC APR report on Microbiology and Molecular Genetics Department (CALs/LCOM), and B) Report on Senate feedback on Art and Science Report with Recommendations from Executive Council. No comments or questions were received.

5. Reorganization Working Group Final Report - David Jenemann shared the [final Report of the Academic Reorganization Working Group](#) (available on the Faculty Senate website). The report includes changes made in response to feedback received from faculty and other members of the UVM community. Recommendations of the Art and Science group were also taken under advisement. Changes include: that future discussion of academic organization be part of the Academic Stewardship group's purview; improved integration of Diversity, Equity and Inclusion (DEI) concerns; clarification of the origins, activities and procedures of the Working Group; addition of recommended timeline of activities; adjusted language regarding current reorganization activities being undertaken by departments, colleges and programs independent of the Working Group; and adjusted language about IBB. Discussion included next steps. Thomas Borchert stated that the Faculty Senate will vote on the report and recommendations at the May Senate meeting and forward the results to the President and Provost. Provost Prelock noted that a plan has been made to meet with David Jenemann, Thomas Borchert and J. Dickinson after the semester to talk about the first two recommendations and work through the first steps forward. David Jenemann and Thomas Borchert clarified that this final report and recommendations establish a process for ongoing institutional improvement, which is an important shift from the language of dramatic, static change in the original Academic Reorganization documents.

6. Ad hoc DEI committee/Faculty Women's Caucus – Thomas Borchert reminded the Senate that the ad hoc Diversity, Equity & Inclusion Committee was proposed and established in March 2021 in response to the Faculty of Color Retention resolution passed by the Senate in February 2021. Evan Eyler, chair of the DEI ad hoc committee, provided an overview of the

committee, its work, and recommendations. The presentation slides are attached to these minutes. Evan Eyler introduced Lisa Holmes and Jeanne Shea for a presentation on behalf of the Faculty Women's Caucus (FWC) regarding results of the FWC 2021 Survey. The presentation slides and the Abstract/Executive Summary are attached to these minutes. The [full report of the FWC 2021 survey](#) is available on the Faculty Senate website. Evan Eyler stated that there is a tremendous amount of positive movement and is optimistic. VP Diversity Equity & Inclusion, Amer Ahmed commented that a report from the 2022 Campus Climate Survey will be completed soon.

- 7. University Finances Update** – Richard Cate, VP Finance & Administration provided an update on the budget. The FY20-21 budget closed on June 30, 2021, slightly ahead as a result of many factors, including budget cuts, enrollment efforts, and dollars associated with the pandemic. A positive outcome is anticipated for the current fiscal year. Although the entire university budget will be balanced, there are challenges expected in the College of Arts and Sciences. Looking ahead for FY22-23, enrollment looks relatively strong, but capacity is limited by availability of housing. Housing is the biggest deterrent to significant growth, and inflation will be a challenge. VP Cate meets regularly with the Faculty Senate Financial and Physical Planning Committee (FPPC) and stated that he has agreed to set a schedule of meetings with the FPPC based on the predictable financial calendar to discuss items ahead of time and allow the FPPC to weigh in and ask questions before decisions are finalized. Discussion topics included: flat tuition rates in a time of increasing costs; the FPPC request for disaggregated budget actual numbers; the affiliate relationship between UVM and UVM Medical Center; and the need and ongoing efforts to provide additional housing for undergraduate and graduate students.

8. New Business – none at this time.

President Borchert reminded senators that the May meeting will be held on Thursday, May 19th, from 3:00 – 4:30 p.m. on Teams.

The meeting adjourned at 5:31PM

Faculty Senate
ad hoc DEI Committee
Report to the Faculty
Senate

A Evan Eyler on
behalf of the Faculty
Senate ad hoc DEI
Committee

April 25, 2022

Faculty Senate ad hoc DEI Committee

- ▶ Academic year 2021-22
- ▶ Faculty of Color Retention Efforts Faculty Senate Resolution, 2/1/21
- ▶ “FS recommends the creation of a Faculty Affairs or DEI Subcommittee to specifically address faculty concerns.”
- ▶ Ad hoc committee to formulate recommendations regarding membership and scope of such a committee.

Members

- ▶ Luben Dimov, RESNR, Forest Ecology
- ▶ Evan Eyler, LCOM; Vice President, Faculty Senate
- ▶ Kyle Ikeda, CAS, Asian Languages and Literatures
- ▶ Lynn Schimoler, CAS, Theatre and Dance
- ▶ Sara Solnick, CAS, Economics
- ▶ Laura Webb, CAS, Geology

Ad hoc Committee Process Steps

- ▶ Review of the existing DEI related policy development structures at UVM.
- ▶ Consultation with Amer Ahmed, Sherwood Smith, Alex Yin, others.
- ▶ Liaison with the standing Faculty Senate committees regarding DEI-related projects or concerns.
- ▶ Review of the Campus Climate Survey (just prior to launch)
- ▶ Policy Review and Policy Development

Ad hoc DEI Committee Conclusions-1

- ▶ Extensive DEI-related activities at UVM, but the concerns of faculty are not always included.
 - ▶ Requested Faculty Senate membership on the University Diversity Council
 - ▶ Faculty Senate DEI committee >> meet at Allen House
- ▶ Significant potential for a Faculty Senate DEI committee to support the other standing committees re: DEI concerns.
 - ▶ RSCA: Decolonizing Research
 - ▶ FPPC: Economic structure, recruiting of a diverse faculty
- ▶ Substantial role for additional faculty input into the processes used in promoting equity and inclusion.
 - ▶ Campus Climate Survey: identifiers and logical flow.

Ad hoc DEI Committee

Conclusions - 2

Substantial role for DEI-focused faculty review of UVM policies

- ▶ Review of UVM policies regarding names/gender identity
- ▶ Crucial role in policy development
 - ▶ Faculty Senate resolution regarding race/racism/CR theory
 - ▶ Inclusion of other protections in teaching and scholarship
 - ▶ Academic Freedom
- ▶ Support for DEI-related initiatives
 - ▶ Dean Schadler - HHMI grant application re: DEI in STEM
- ▶ Liaison with other DEI faculty groups
 - ▶ Support of initiatives, foster inclusion, keep FS focused

Recommendations-1

- ▶ A Faculty Senate DEI-focused presence is needed, both within the Faculty Senate and within the University on behalf of the Faculty Senate (and faculty generally).
- ▶ Therefore - A Faculty Senate Standing Committee should be developed to address DEI concerns within and on behalf of the UVM faculty.
- ▶ This should include Faculty Senate access to the DEI-related structures already in place or being developed within the University, eg:
 - ▶ Faculty Senator on University Diversity Council
 - ▶ Faculty Senate representation in structures developed by UDS or office of Vice Provost for DEI

Recommendations-2

- ▶ Faculty Senate DEI Committee (Standing Committee):
- ▶ One member from each of the other Standing Committees of the Faculty Senate (6 members, 7 with Gen Ed) plus 3 members chosen from the Faculty Senate and its committees.
- ▶ Meet in the Allen House dedicated DEI-related space, in order to promote inter-group interaction.
- ▶ Report to the Faculty Senate.

Recommendations-3

- ▶ Liaison with/support for the other Faculty Senate Committees regarding DEI concerns
- ▶ Liaison with faculty groups representing BiPOC faculty, LGBTQ+ faculty, and the Faculty Women's Caucus in order to facilitate bringing concerns to the Faculty Senate.
- ▶ Liaison with Faculty Senate and University leadership regarding faculty concerns.
- ▶ Review of Campus Climate Survey and other data, recommend policy and procedure updates.
- ▶ Review of UVM policies, policy recommendations that are referred to the Faculty Senate or its leadership.
- ▶ Policy development initiatives and support.
- ▶ Proposal re: next steps in May.

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the frame, creating a modern, layered effect. The central area is a plain white space.

Thank you.

Faculty Women's Caucus Survey Report and Recommendations

Presented to the Faculty Senate

University of Vermont

April 25, 2022

FWC 2021 Survey

- In response to member concerns, in Spring 2021 the FWC developed a survey on campus climate and working conditions for women-identified, LGBTQ+, and BIPOC faculty at UVM.
- Survey circulated for two weeks in April 2021 on faculty listservs of FWC, GSWS, BIPOC faculty network, and UA.
- 108 UVM faculty responded to the survey, including faculty from all of UVM's colleges, although more from CAS than others.

FWC 2021 Survey Sample

- Of the 108 UVM faculty respondents, the vast majority identified with historically underrepresented categories, including woman, LGBTQ+, BIPOC, and/or working-class backgrounds.
- The numbers broke down as follows:

Woman:	94	LGBTQ+:	11
Gender Queer/Non-binary:	2	BIPOC:	14
No Response on Gender:	8		
Man:	4	Working-Class Background:	45

FWC 2021 Survey Results

- A majority of the 108 respondents gave UVM a rating of *fair or poor* for **campus climate, working conditions, and equity**.
- Of the 108 respondents, the following percentages rated **current campus climate** *fair or poor* for the following types of faculty:

BIPOC faculty: 89%

Untenured and NTT faculty: 83%

Women faculty: 65%

Tenured faculty: 53%

LGBTQ+ faculty: 48%

FWC 2021 Survey Results

- More than half of the respondents stated that **campus climate and working conditions** had *worsened* in the past couple years.
- Of the 108 respondents, the following percentages noted *worsening in* climate and conditions for the following faculty types:

BIPOC faculty:	56%	Untenured and NTT faculty:	85%
Women faculty:	66%	Tenured faculty:	66%
LGBTQ+ faculty:	27%		

FWC 2021 Survey Results

- More than half of respondents rated UVM as *fair or poor* in terms of **equitable treatment** of women, LGBTQ+, and BIPOC faculty.
- Of the 108 respondents, the following percentages rated UVM *fair or poor* in equitable treatment of the following faculty types:

BIPOC faculty: 74%

Women faculty: 72%

LGBTQ+ faculty: 60%

FWC 2021 Survey Results

- A large majority of respondents (81%) rated **recent university administration decisions** *as having had a large negative effect* on campus climate and working conditions.
 - In the 20 pages of qualitative comments, lack of respect for faculty, insufficient support for the university's educational mission, severe understaffing of faculty and staff positions, disproportionate service and advising loads placed on under-represented faculty, the pushing for cuts and reorganization under pandemic conditions, and the closing of the Campus Children's School were frequently mentioned as having a large negative effect.
- 72% said that **faculty voice** had *not been valued or respected* or *only rarely so* in deliberations about future directions for the university in recent years.
- 51% of respondents were **leaving or considering leaving** UVM in the near future.

Conclusions

- Although modest in sample size, the survey includes the voices of an important cross-section of under-represented faculty at UVM.
- The results indicate a crisis of worsening conditions at the university experienced as disproportionately affecting women, LGBTQ+, and BIPOC faculty. While the pandemic was a factor, respondents pointed to neglect of faculty voice and negative effects of university administration actions and decisions as playing a large role.
- To promote the current and future health of the university, UVM needs to make good on our stated commitment to diversity, equity, and inclusion and to invest in our faculty and staff on the frontlines of teaching and research activities.

Thank You!

We would like to thank the Faculty Senate for inviting us to share our survey results and recommendations and for the Senate's continuing efforts to bring faculty voices to the table and to promote the health of the university.

Questions or comments? Send to Lisa.Holmes@uvm.edu (co-facilitator for the FWC)

Report on Faculty Women's Caucus 2021 Survey Executive Summary

Faculty Women's Caucus Working Group, May 5, 2021
FWCSteering@list.uvm.edu

Abstract:

In April 2021, 108 faculty responded to a survey by the Faculty Women's Caucus (FWC) at the University of Vermont regarding the campus climate and working conditions for women-identified, LGBTQ+, and BIPOC faculty. A majority of respondents gave UVM a rating of fair or poor for climate, working conditions, and equity. A large majority reported worsening conditions for BIPOC and non-tenured faculty as well as a large negative effect from recent administrative decisions such as closing the Campus Children's School and pushing for cuts and academic reorganization in a pandemic. Of major concern is that more than half of respondents seek to leave UVM in the near future with one third attributing their plans to recent trends at UVM. Respondent comments showed clear dissatisfaction with the current university administration's failure to address campus climate, working conditions, and equity issues that impact the work and lives of faculty women and LGBTQ+ and BIPOC faculty. The FWC provides specific recommendations to correct the injustices of the current system.

Introduction

In April 2021 the Faculty Women's Caucus (FWC) at the University of Vermont (UVM) surveyed faculty about current campus climate and working conditions at the University of Vermont. In line with its focus since its founding in 1992, the FWC focused the survey on the experiences of women-identified faculty, LGBTQ+ faculty, and BIPOC faculty. This summary shares the survey methodology, the major findings of particular concern to the Faculty Women's Caucus, and selected recommendations.

Methods and Sample

Designed by faculty with expertise in survey research, the survey of 45 questions was distributed to university listservs serving faculty who identify as women, LGBTQ+, or BIPOC. Respondents included faculty from each of UVM's eight colleges with about half tenured and half untenured or non-tenure track. While the survey was only distributed to and filled out by a subset of UVM faculty, this sample captures the observations of historically underrepresented faculty.

Key Quantitative Results of Concern

Note: The survey also garnered over 20 pages of responses to the open-ended questions posed. We urge readers to consult the full report for those responses to contextualize the below quantitative results.

Current campus climate and working conditions: Asked to choose from excellent, very good, good, fair, or poor, the situation was rated the worst for BIPOC and non-tenure-track and untenured faculty, with 89% of respondents rating climate and conditions as fair or poor for BIPOC faculty and 83% rating them fair or poor for untenured faculty. 65% of respondents rated climate and conditions as fair or poor for faculty women, and 48% rated them as fair or poor for LGBTQ+ faculty.

Change in campus climate and working conditions: 66% of respondents reported that climate and conditions have worsened for faculty women in the past two years. 85% of respondents reported worsening climate and conditions for untenured or nontenure-track faculty.

Equity: Understanding equity to include “compensation, workload, work assignments, working conditions, service expectations, recognition, evaluations, and promotion,” more than 72% of respondents rated UVM as fair or poor in equitable treatment of faculty women and BIPOC faculty. 60% of faculty rating UVM fair or poor in equitable treatment of LGBTQ+ faculty.

Effects of administrative decisions: 81% of responses rated recent university administration decisions as having a large negative effect on campus climate and working conditions. In open-response answers, respondents specifically described the impacts of recent university decisions included budgetary decisions, program cuts/mergers, job cuts/hiring freezes, staffing cuts, and restructuring/reorganization plans. Less than 3% noted on balance more positive effects.

Transparency and faculty voice: 91% of respondents rated UVM as fair or poor in transparency, defined as “sharing with faculty key information about important matters under deliberation at the university.” 72% said that faculty voice has either not or rarely been valued or respected in recent deliberations about UVM’s future with more than 80% reporting that they feel somewhat unsafe or very unsafe voicing ideas and concerns about current conditions at or future directions for UVM.

Plans to Leave UVM: Most concerning, 51% of respondents plan or will seek to leave UVM in the near future with 32% of respondents reporting that they are doing so “in order to pursue another job elsewhere due to recent trends at UVM.”

Conclusions and Recommendations

The survey results show that the university is at a crisis point with worsening conditions and negative trends in administrative decision-making driving many faculty to seek work elsewhere. To promote the current and future health of the university, UVM needs to make good on our stated commitment to diversity, equity, and inclusion and to invest in our faculty and staff on the frontlines of teaching and research activities. Recommendations the FWC urges be put into practice include:

- **Investment in improving campus climate and working conditions** for women, LGBTQ+, and BIPOC faculty, both tenure-track and non-tenure-track;
- **Measurably improved equity** for women, LGBTQ+, and BIPOC faculty including a public review of faculty hiring, compensation, workload, and promotion practices;
- **A campus childcare facility** for faculty and staff that will not just replace but go beyond the care that the disbanded children’s school was able to offer;
- **An automatic one-year extension of the tenure clock** of all pre-tenure faculty in relation to the pandemic distinct from and additional to any parental leave owed to such faculty;
- **Improved financial and institutional transparency** including university budgetary and financial audit information, important matters under deliberation at the university, and opening more Board of Trustees meetings to the public with more detailed notes of these proceedings;
- **Alteration of the Board of Trustees’ membership to include faculty and staff** with better representation by women, BIPOC, LGBTQ+ people;
- **Recommitment to the value of shared governance and respect for faculty voice** so that the Faculty Senate as a whole is openly consulted about major deliberations before decisions are made or publicized beyond UVM and so that faculty do not fear reprisal for voicing their ideas or concerns regarding current conditions and future directions for the university;
- **Return of the Black Lives Matter flag** to the Davis Center, to be flown as a matter of course.

For a full list of urgent recommendations, we encourage readers to consult the full report.