



The University of Vermont
FACULTY SENATE

Minutes

Monday, January 22, 2024

4:00 – 5:30 PM, on Teams

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

Senators in Attendance: 67

Absent: Senators: Vacant (Anesthesiology Rep2), Ramirez-Harrington (Economics), Vacant (Education Rep2), Vacant (Emergency Medicine), Read (ERTC Chair), Berns (Family Medicine Rep2), Phelps (History), Manacek (Nursing), Cepeda-Benito (Psychological Science Rep1), Tsai (Radiology Rep1)

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

- A review committee to consider campus safety and academic freedom has been established. Members are Thomas Borchert, Provost Prelock, Jennifer Strickler, Lizzy Pope and Tom Sullivan. The committee anticipates having a report for the Faculty Senate in February or March.
- The February and May meetings of the Faculty Senate will be held in-person in Waterman Memorial Lounge (a remote option will not be available). The February 26th meeting will include a round-table discussion for members of the Senate and their delegates only. The topic is to be determined by the Executive Council.
- Reminder to share Senate meeting information and materials with your units. Senators serve an important link in the communication between committees and the Senate and individual units.

2. **Notice for Call for Nominations** – Thomas Borchert announced that the Faculty Senate is seeking nominations for the following:

- A. Two (2) Members at-large to the Executive Council
- B. President Elect

Nominations will be accepted from the floor of the Faculty Senate on Monday, February 26th. Nominations may also be submitted online via nomination form on the Senate webpage no later than 4:00 PM on Monday, February 26th. The election will be held by electronic ballot distributed via email on Monday, March 11, 2024. The ballot will be open for seven calendar days.

Thomas Borchert also announced that the Faculty Senate is seeking a parliamentarian. The bylaws state that the parliamentarian shall be appointed by the Senate President and is not required to be a member of the Faculty Senate. The Parliamentarian, by virtue of experience and/or expertise and/or willingness, shall attend all Senate meetings and shall agree to advise the Senate on questions of parliamentary procedure during normal Senate business.

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

- A. Minutes of the December 2023 Faculty Senate Meeting
- B. Curricular Affairs Committee
 - 1) Proposal to change minimum credit for CGS and mCGS
 - 2) New BA, BS and Minor in. Geosciences
 - 3) New Minor in Childhood Studies
 - 4) New Minor in Sustainable Energy Engineering
 - 5) New Direct Entry Masters in Nursing
 - 6) Uncontested Deactivation of The Clinical Nurse Leaders Program
 - 7) New Minor in Military Leadership

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: 51 approved, 0 opposed, 1 abstained. **The motion carried.**

4. **Degree Conferrals**

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.

Degrees:

- Agriculture and Life Sciences (48)
- Arts and Sciences (124 BA, 27 BS)
- Education and Social Services (31)
- Engineering and Mathematical Sciences (31)
- Graduate College (104)
- Grossman School of Business (29)
- Larner College of Medicine (1)
- Nursing and Health Sciences (17)
- Patrick Leahy Honors College Scholars (4)
- Rubenstein School of Environment and Natural Resources (32)

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

5. **Resolution in Memoriam**

Hilary Neroni, Professor, Department of English, presented a Resolution in Memoriam for Frank Manchel, Professor Emeritus of English. The resolution is attached to these minutes.

Motion: Hilary Neroni moved to inscribe the Resolution in Memoriam for Frank Manchel in the minutes of the Faculty Senate and have a copy sent to his family.

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

6. Reports that do not require a Senate vote:

- A. Curricular Affairs Committee: Report of actions voted by CAC including revisions to Clinical & Translation Science MS, and revisions to Zoology and Biology Minors.

7. Proposed change to attendance policy: out of class expectations – Scott Van Keuren and Steve Gove of the Student Affairs Committee (SAC) presented the following proposed addition to the ‘Attendance Policy’ subsection of ‘Student Rights and Responsibilities’ section of the Undergraduate Catalog (p. 478-79) – Approved by SAC on 1/10/24:

There is clear value in academic activities, such as lectures, workshops, conferences, clinical rotations, service learning, field trips or other educational opportunities that occur outside of the scheduled meeting pattern; however, faculty should be mindful of other student academic and non-academic responsibilities and ensure that students are advised of these requirements. In courses or programs of study that include an *expectation or requirement* for students to attend such activities outside of the standard meeting time (as defined in the SOC), and those activities are scored or applied to the final grade, the following apply:

- These expectations or requirements should be made clear to the student *prior* to registration through the Expanded Section Description (ESD) and then *detailed* in the course syllabus and/or other materials distributed prior to, or during, the first week of class.
- In cases where out-of-classroom activities conflict with other courses as outlined in the attendance policy above, the student’s regularly scheduled courses take precedent.
- In the case of off-campus events, the academic unit should comply with the “Reasonable Accommodation” guidelines in UVM’s Accessibility Policy (v.7.14.1/V.4.32.1). If the location is not accessible to all students, an alternative or makeup activity must be made available.

Thomas Borchert opened the floor for discussion. No questions or comments were offered. The proposed change will be placed on the Senate agenda for vote at the February meeting.

8. Howard Hughes Medical Institute Teacher Training Grant – Jennifer Dickinson, Vice Provost for Academic Affairs and Student Success reported that UVM was chosen as one of six institutions to receive a Driving Change grant this year. UVM was chosen to with the goal of becoming a model for other Predominantly White Institutions with our efforts to create an inclusive and welcoming climate on campus. The presentation slides, “Fulfilling the Promise of Our Common Ground: Transforming UVM’s Culture” are attached to these minutes.

9. New Business – none

Joan Rosebush moved the adjourn the meeting at 5:06 PM. The motion was seconded and carried without objection.



The University of Vermont
FACULTY SENATE

Resolution in Memoriam
Frank Manchel
Professor Emeritus of English
1935-2023

Presented by Hilary Neroni
Professor
Department of English
January 22, 2024

The UVM Department of English is sad to report that a beloved colleague and friend, Dr. Frank Manchel, Professor Emeritus of English, passed away on December 6, 2023. Frank joined the faculty at the University of Vermont in 1967 at the rank of associate professor and was promoted to full professor in 1971, and, in 1977, he became Associate Dean of the College of Arts & Sciences, a post he held until 1988. He also created a thriving film minor that became the foundation for UVM's current Film and Television Studies program.

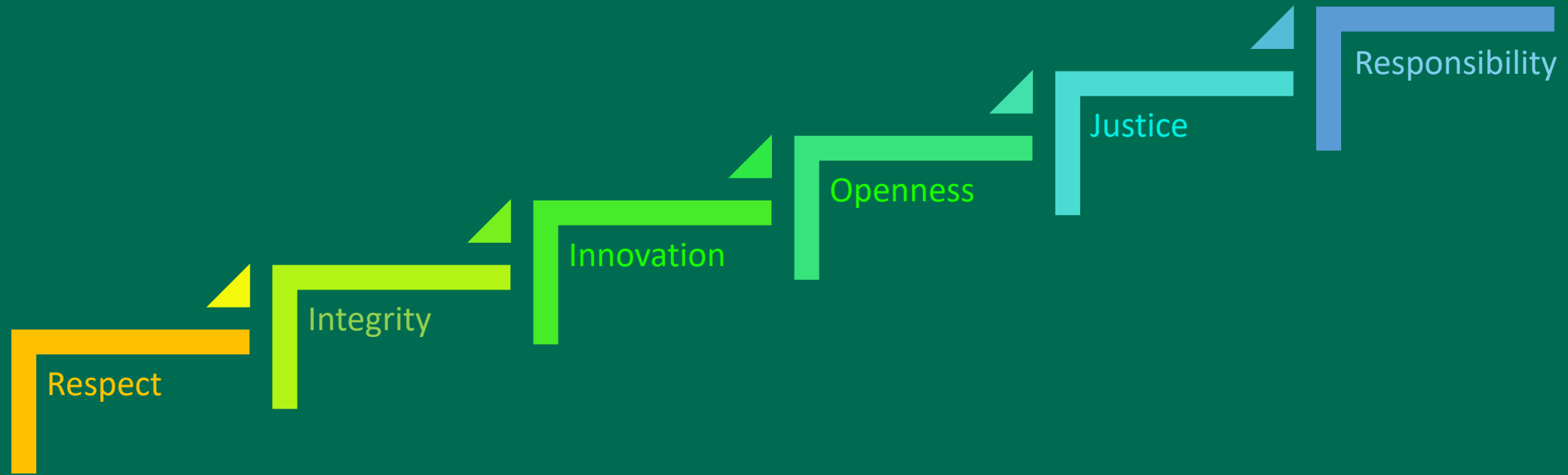
Frank was the author of eighteen books, numerous articles, and book chapters. His scholarship on film was critical in establishing the credibility of what was then a new field of academic studies. He was one of the founding members of the Society for Cinema Studies and of the University Film and Video Association. In the mid-1970s he chaired the American Federation of Film Societies Council, and for much of the 1980s, Frank served on the George Foster Peabody Advisory Board.

Frank was dedicated to his students, several of whom have had successful careers in the film industry, notably the screenwriter David Franzoni (who wrote *Amistad*), the producer Jon Kilik (who produced the *Hunger Games*), and cinematographer Robert Richardson (who has worked on many films by Oliver Stone, Martin Scorsese, and Quentin Tarantino). All of these former students have remained close to their teacher, mentor, and friend. They consulted him as a source of guidance up until his death.

Frank was also very proud of his family. He and his wife Sheila were a vibrant couple who enjoyed each other and their life with their sons, Steven and Gary, daughter-in-law Sharon, and grandchildren, Benjamin and Harrison.

Frank's colleagues and friends will remember him fondly for his generous spirit, his passion for film, and his lively weekly film reviews.

I MOVE that this resolution in memoriam be inscribed in the Minutes of the Faculty Senate and that copies be sent to his family.



Fulfilling the Promise of *Our Common Ground*: Transforming UVM's Culture

HHMI Driving Change Grant Awarded to UVM

Co-PIs: Linda Schadler, Jennifer Dickinson

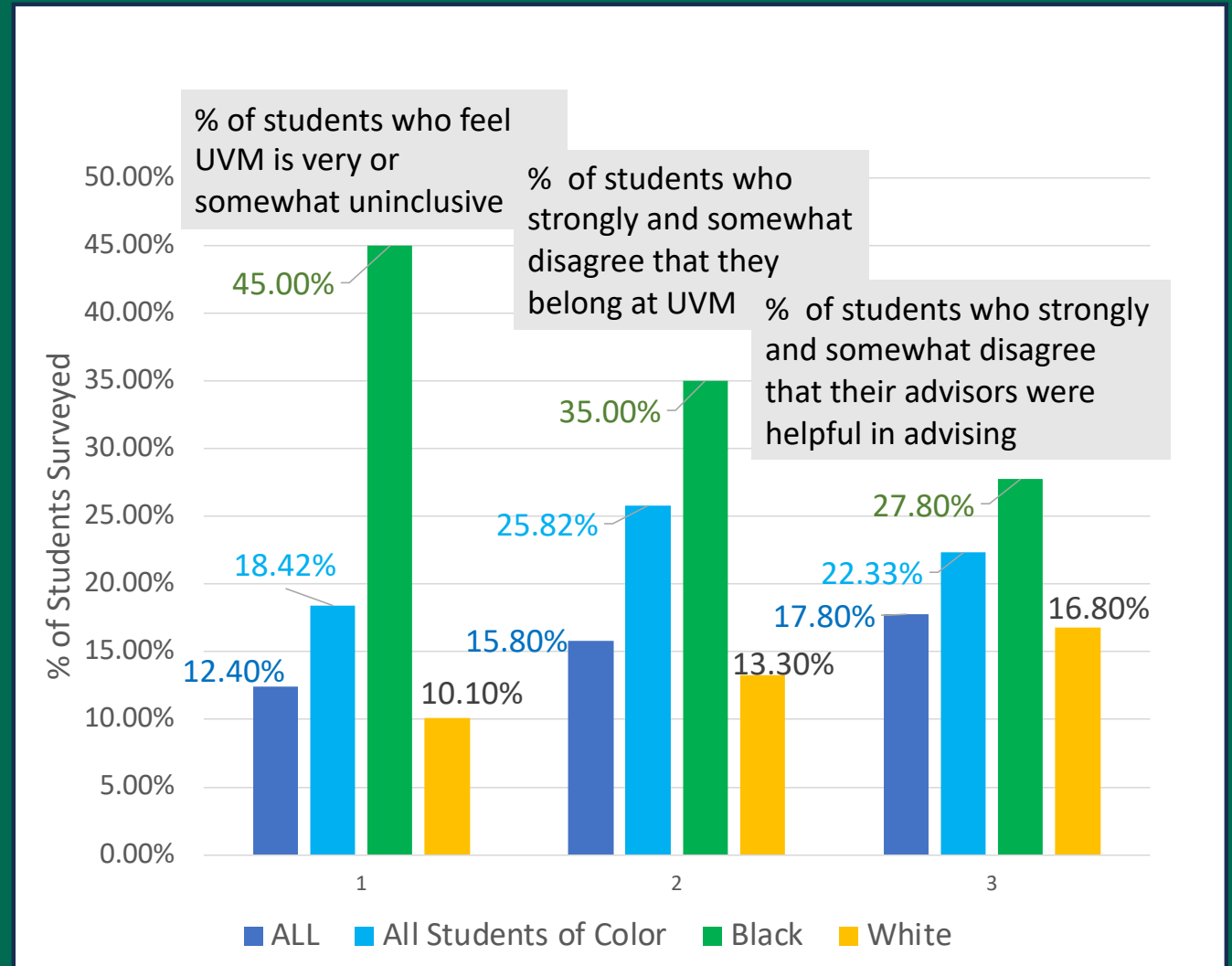
Faculty Senate, 1/22/24



The University of Vermont

Why UVM? Why now?

UVM was chosen as only one of six institutions to receive a Driving Change grant this year. One reason we were chosen is so that we can become a model for other Predominantly White Institutions (PWIs) with our efforts to create an inclusive and welcoming climate on campus.



Our Hopeful Outcomes

- A vision of UVM as a welcoming academic and social environment
- Parity in retention / graduation rates for BIPOC and white students
- An earned reputation as welcoming to all students leads to improved recruiting outcomes
- Improved faculty recruiting results in greater faculty diversity
- Better sense of community and inclusion reported by students, faculty and staff in our 2025 and 2028 climate surveys



Barriers

- Overwhelmingly white demographics
- White students' weak intercultural competency
- Lack of connected community for BIPOC students
- Classrooms that are not inclusive
- Advising that is not inclusive
- Shortfall in faculty & staff resources to invest in making change
- Policy barriers

Key Actions

- Well resourced faculty & staff communities of practice focused on inclusive teaching and advising
- Intercultural competency education for all students
- **OCG Leadership Program**
- Support for development of community that supports students underrepresented in STEM

Faculty and Staff Communities of Practice

- Groups of 8-10 Faculty or Staff led by DEI Fellows (n = 40-50 per year)
- DEI Fellows receive training in:
 - Intergroup dialogue (be able to lead difficult discussions)
 - Inclusive pedagogy and/or advising (help their Community of Practice develop self reflection and continuous improvement strategies)
 - Intercultural competencies
 - Help their Community of Practice identify connections between culture/identity and research/teaching/advising and apply insights to their work
- DEI STEM Faculty are paid for 3-week summer training and receive a course release; staff get modified duties to create room for training and to organize CoPs.
- STEM Faculty participants in a Community of Practice can apply to get a course release or summer salary to build an inclusive classroom
- Initial focus – transforming our first-year high DFW STEM courses

Student Body Intercultural Competency

- Online bias training module
- UVM GO pre-matriculation experiences
- Orientation discussions on Our Common Ground values and what that means for an inclusive environment
- Transformation of Learning Community Programming/DEI coordinator
- Required Coursework in the Catamount Core (Diversity, Global Citizenship)
- Intercultural Competency / Humility included in 1 credit first year STEM Courses
- Admissions essay option focused on equity and belonging

Brand New Idea From the Reviewers' Comments

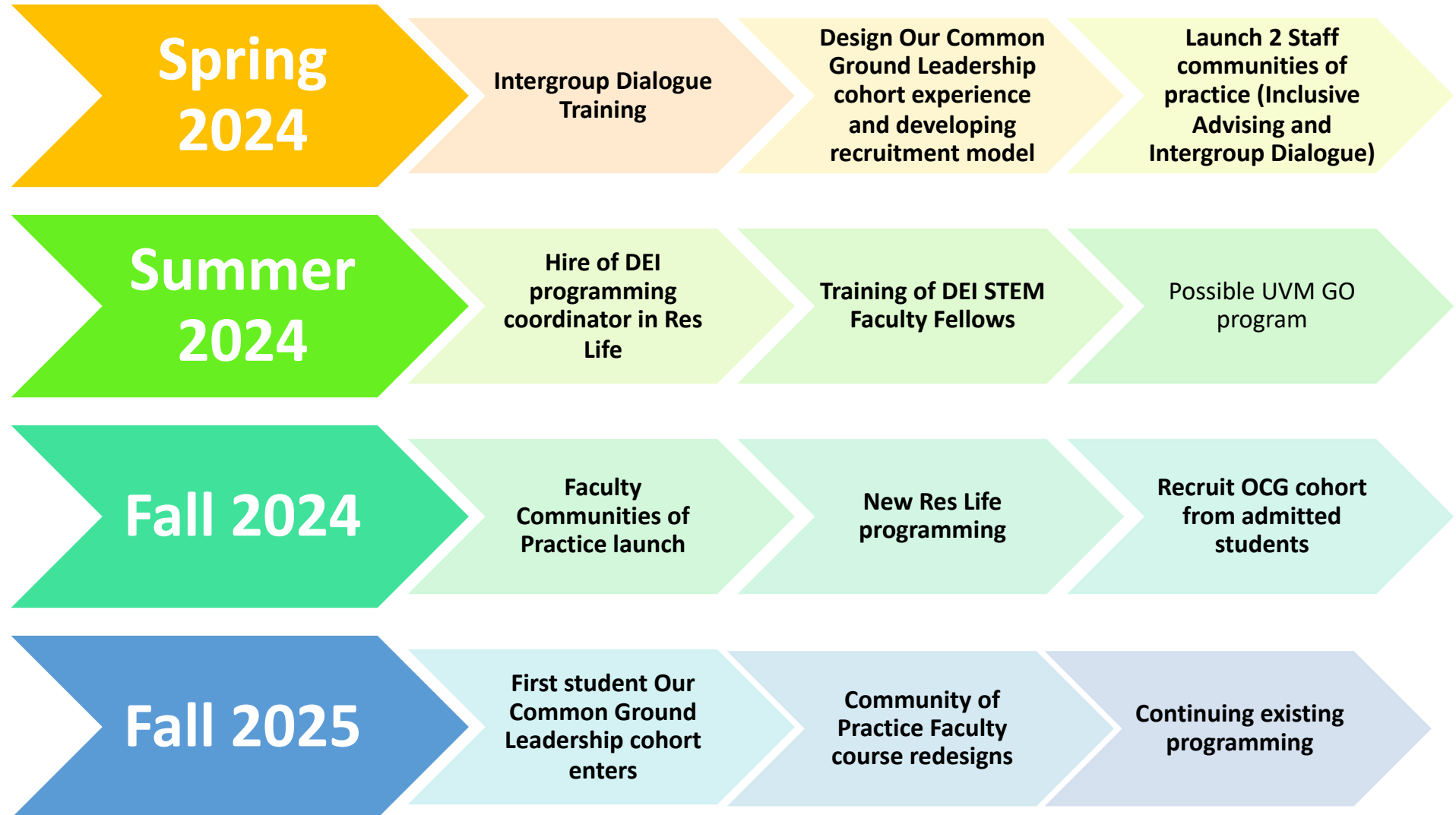
OUR COMMON GROUND LEADERSHIP PROGRAM

- 15 BIPOC students, 15 White students per year (n=120)
- Housed together, potentially in U. Heights South
- Create an action team of students and staff to plan the program

Potential components include:

- Bridge Program with Race and Dialogue Course
- Students develop towards peer leadership in learning communities and Student Life activities
- Additional programming and support for program participants

First two years



How can you get involved?

- **DEI STEM Fellows** application is now live:
<https://forms.microsoft.com/r/KkuVJ3eDaq>
- Interested in participating in a Community of Practice? There will be a call for participants early next Fall (STEM faculty)



DEI STEM Fellow application

All faculty:

- Consider getting involved in UVM GO or a Learning Community as a faculty affiliate
- Participate in Inclusive Pedagogy workshops from CTL
- Explore and look for ways to contribute to reaching the goals of your unit's Inclusive Excellence Plan.

