



The University of Vermont
FACULTY SENATE

Minutes

Monday, January 30, 2023
On Microsoft Teams 4:00 – 5:30 PM

The meeting was called to order by Faculty Senate President, Thomas Borchert at 4:00 PM

Senators in Attendance: 72

Absent: Senators Vacant (Anesthesiology Rep2), Ikeda (Asian Languages & Literatures), Vacant (Chemistry), Conroy (Counseling, Human Development & Family Science), Calkins (Family Medicine Rep2), Terrien (Medicine Rep1), Spees (Medicine Rep 2), Lach (Radiology Rep1), Ali (Radiology Rep 2), Clark (Religion)

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

- The Board of Trustees meeting is scheduled for February 10th and 11th. These are public meetings, and the materials will be available on the UVM BOT website, www.uvm.edu/trustees
- A roundtable discussion is being considered for the February Faculty Senate meeting to provide a space for Senators to share their views with the Executive Council. The topic of the roundtable has not yet been determined.

2. Notice for call for nominations (first announcement) – Thomas Borchert announced the following Senate leadership positions will be up for election:

- Faculty Senate Vice President (2-year term) – elected by entire faculty
- Two members at large (two-year term) – elected by senators
- One member at large (one-year term to complete term of retiring senator) – elected by senators

The formal call for nominations will be distributed one-week prior to the February Faculty Senate meeting. Nominations will be accepted from the floor of the Faculty Senate on Monday, February 27, 2023, and may also be submitted online via webform no later than 6:00 PM on Monday, March 6, 2023. The election will be held by electronic ballot, distributed via email in March.

3. Reports that do not require a Senate vote:

- The Curricular Affairs Committee provided a report of actions taken by the CAC that do not require a Senate vote. The CAC approved substantial revisions to the Global Studies Major and Minor in the College of Arts and Sciences

4. Consent Agenda

- A. Minutes of the December 2022 Faculty Senate Meeting
- B. Curricular Affairs Committee materials
 - 1) No-contest Termination European Studies Major
 - 2) No-contest Termination Russian and Eastern European Studies Major
 - 3) No-contest Termination Latin American and Caribbean Studies Major

Thomas 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: 65 approved, 0 opposed, 0 abstained. The motion carried

5. 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 (67)
- Arts and Sciences (181)
- Education and Social Services (17)
- Engineering and Mathematical Sciences (46)
- Graduate College (94)
- Grossman School of Business (23)
- Larner College of Medicine (1)
- Nursing and Health Sciences (9)
- Rubenstein School of Environment and Natural Resources (34)
- Honors College (15)

Vote: 65 approved, 0 opposed, 1 abstained. The motion carried

6. Resolution to accept the proposal to establish Institute for Agroecology

Resolution to Establish the Institute for Agroecology

Whereas in AY 2021 the Office of the Vice President for Research (OVPR) established a competition to support the development of transformative research ideas at the University of Vermont; and

Whereas a proposal to create a center focused on Agroecology put forward by Dr. Ernesto Mendez of the College of Agriculture and Life Sciences was chosen as one of these transformative research ideas; and

Whereas Dr. Mendez with the support of the OVPR developed a proposal to establish an Institute for Agroecology (IFA); and

Whereas the University Manual states that "Proposals to establish, substantially change or eliminate academic centers and institutes must be approved by the Board of Trustees, upon recommendation of the President and Provost following application of appropriate governance protocols, the latter to include Faculty Senate approval" (University Manual, 204.5); and

Whereas the Research, Scholarship, and Creative Arts Committee of the Faculty Senate reviewed the proposal to establish the IFA on behalf of the Faculty Senate and recommends that the Faculty Senate accept the proposal to establish the IFA (recommendation attached);

Therefore be it resolved that the Faculty Senate of the University of Vermont agrees with and accepts the proposal to establish the Institute for Agroecology at the University.

President Borchert read the resolution and opened the floor for discussion. There were no comments or questions on the resolution.

Vote: 65 approved, 0 opposed, 0 abstained. The motion carried

7. Resolution to accept the proposal to create a School of World Languages and Cultures – Resolution to Establish a School of World Languages and Cultures in the College of Arts and Sciences

Whereas the Dean of the College of Arts and Sciences put forward a proposal to establish a School of World Languages and Cultures (SWLC) which would create a school by combining four language departments (Asian Languages and Literatures, Classics, German and Russian, and Romance Languages and Cultures) into a single school inside the College of Arts and Sciences; and

Whereas the University Manual states that “The establishment and elimination of academic units, enrollment units, instructional units, and degrees must be approved by the Board of Trustees, upon recommendation of the President and following appropriate governance protocols” (University Manual 204.1); and

Whereas the Faculty Senate established procedures for the establishment, reorganization, and elimination of a school within a college in October 2021 as a guideline for following the governance protocols called for in the University Manual (available [here](#)); and

Whereas the President of the Faculty Senate convened an ad hoc committee to review the proposal to establish the SWLC; and

Whereas the ad hoc committee reviewed the proposal, met with the proposers and the chairs of the affected departments; and

Whereas the ad hoc committee recommends that the Faculty Senate accept the proposal to establish the SWLC;

Therefore be it resolved that the Faculty Senate of the University of Vermont accepts the proposal to establish a School of World Languages and Cultures in the College of Arts and Sciences, eliminating four independent language departments.

President Borchert read the resolution and opened the floor for discussion. Topics of discussion included appreciation for the review process, concern about lack of metrics for measuring the aspirational benefits of establishing the School, lessons learned from the process of building the School of the Arts, the time pressure and desire to systematically address the increase in language study needed when the CAS begins requiring all students to take a language, and the desire to even out the service burden on very small departments.

Vote: 60 approved, 3 opposed, 3 abstained. The motion carried

8. Discussion about meeting modality – Thomas Borchert reminded senators that the August 2022 meeting was held in person and included a discussion and poll about meeting modality. After that meeting, the Executive Council decided to hold the remainder of the Fall 2022 Senate meetings on Teams and re-visit the question of meeting modality for the Spring 2023. Before opening the floor for discussion on the question “Shall the Faculty Senate continue to meet remotely for the remainder of the Spring 2023 semester?”, President Borchert noted that the choice is to meet on Teams or in-person. There is no real hybrid option for Faculty Senate meetings, as we do not have the infrastructure and human capacity to run a hybrid meeting. The floor was opened for comments. All comments received were in favor of remote meetings. Reasons cited in favor of remote meetings included health concerns, the chat feature enhances deliberativeness, participation is more vibrant, remote Senate meetings have had 200-300 people participating during contentious issues, and easier logistics for Senate staff to record attendance and votes. An in-person reception after the May meeting was suggested.

A non-binding poll was held on the question “Shall the Faculty Senate continue to meet remotely for the remainder of the Spring 2023 semester?” 60 Yes, 7 No.

9. SIS Systems update – Simeon Ananou, Chief Information Officer provided an update on the major information systems at UVM and the efforts to support and improve administrative processes. The presentation slides are attached to these minutes. The Learning Management System (LMS) and the Facility Management System (FMS) are currently undergoing some replacement. The LMS change from Blackboard to Brightspace will be fully live in September. The FMS change from FEMIS to PlanOn will begin the first phase live in May. The Student Information System (Banner), Human Resources Information System (PeopleSoft) and the Financial Information System (PeopleSoft) are under review. CIO Ananou presented the process and timeline for review of these three information systems. The outcome of the review will inform the decision. Three potential outcomes are 1) maintain status quo, 2) perform some systems and business process adjustments, or 3) perform major systems and business process overhaul. In addition, CIO Ananou reported that the MyUVM web portal is about to reach its end of life and will no longer be supported. A contract has been negotiated with the provider of the current MyUVM to upgrade to the new generation of technology. The project is expected to be completed this summer, and because the newer technology is underlying, the end user will not see much of a difference. The floor was opened for discussion. Questions and comments included a desire to involve the faculty and Associate Deans who do curricular work in the information system review, clarification that Banner is not being replaced – it is under review, the importance of both historical perspective and looking ahead when defining requirements for the information systems, stability of Banner, and the desire to be more efficient as an institution.

10. New Business – none at this time.

Stephen Everse moved to adjourn the meeting at 5:19 PM. The motion was seconded and there were no objections.

13 January 2023

Dear President Borchert,

The Research Scholarship and Creative Arts (RSCA) committee voted on the 12th January 2023 to strongly recommend that the Institute of Agroecology be recognized by UVM and approved by the Faculty Senate. This decision was based on our reading of the proposal, public comments from the UVM community, and discussion with the Institute's proposed Director Ernesto Méndez (Department of Plant and Soil Science). The idea for an Institute of Agroecology came as the result of a direct call from the Office of the Vice President of Research (OVPR) for proposals in AY21. The OVPR review process led to an invitation to form the proposed Institute of Agroecology with funding for at least three years, and provided commitment to finding a shared space for its activities and key personnel at UVM.

The RSCA committee had a few questions on the structure and functioning of the proposed Institute during their December 2022 meeting that we felt were sufficiently addressed by Dr. Méndez.

1. We sought clarification on the role of the internal and external Advisory Committees. We were advised that these committees would act as sounding boards that could help with periodic reviews and be the voice of communities (e.g. non-profit agencies and small farms owners) that will potentially be impacted.
2. It was suggested that it might be useful to more explicitly tie the budget line items to either the International Agroecology/Global Agroecology Knowledge Alliance program or the Activating Agroecology in Vermont program. The distinctions are implied but not made explicit.
3. There was a question as to how much of the UVM community would be able, or have the desire, to participate in the Institute given that only three faculty were mentioned. We learned there is a much longer list of faculty that want to participate. Furthermore, since socializing of UVM to the idea of an Institute of Agroecology probably only extended to 70% of departments, there is the potential for getting further faculty interested. Finally, it is likely that the proposed Institute will be smaller in reach than some other UVM Institutes (e.g. the Gund), but might expand over time.
4. A member of the RSCA inquired as to whether the Institute of Agroecology would be competing for funds with the Gund Institute. Dr. Mendez recognized that continued communication and joint ventures would be required to stymy overlap between the Agroecology Institute, Gund, and Food Systems program. However, given that he is on the Gund Steering Committee, he doesn't think this will be an issue. He also pointed out that these three entities currently have very different funding models (e.g. the Gund runs from an endowment), suggesting little internal competition for funding. There is also huge interest from external sources (e.g. the Kellogg Foundation) for funding Agroecology specifically.

We would be happy to answer any questions about the above information.

Sincerely,
Jill Preston
Mary Cushman
RSCA Co-Chairs

MEMO

To: Thomas Borchert, President of the Faculty Senate
From: Catherine Paris (Co-Chair), R. Chase Cockrell (Co-Chair), Colby Kervick, Mildred Beltre, Anne Clark, Scott Van Keuren, Teri Cahill-Griffin, Louis Henry de Rosset, Bridget Levine-West
Date: 1/9/2023
Re: Review of the School of World Languages and Cultures Proposal by the College of Arts & Sciences

Executive Summary

As required by Senate *Procedures Related to the Establishment, Reorganization, and Elimination of Colleges and Schools*, we have reviewed a proposal submitted by Dean Falls for the creation of a School of World Languages and Cultures (SWLC) within the College of the Arts & Sciences. The School would move faculty, staff, and students from the Departments of Asian Languages and Literatures; Classics; German and Russian; and Romance Languages and Cultures into a unified *school* comprising six *programs*: Asian Languages and Literatures; Classics; French and Italian; German, Russian, and Hebrew; Linguistics; and Spanish. A director of the school, appointed by the Dean, will be selected from the participating faculty; current department chairs will become *program directors*, who will report to the *director*. A *language coordinator* will be appointed for each language within a program not taught by the program head. Faculty positions, ranks, and tenure would be transferred to the SWLC, as will all staff positions; future decisions on rank, promotion, and tenure will be handled by the programs in which the affected faculty are located. Current general funds from the affected departments, totaling approximately \$88,000, will be transferred to the SWLC and divided equally among the programs. Any proposed curricular changes would be voted on by the program that they would affect. With Board of Trustee approval, faculty and staff would be transitioned to the SWLC on July 1, 2023.

Our review of the SWLC proposal included the following actions:

- Study of the proposal and supporting materials
- Review of public comments received ($n=5$)

- Meeting with Dean Falls and Associate Dean McGowan
- Meeting with the Chairs of Romance Languages and Literature (who also represented Classics), German and Russian, and Asian Languages and Literature

At the conclusion of the review process, the ad hoc Committee voted (8 For, 0 Against, 0 Abstain) to recommend that the SWLC be implemented, with the strong suggestion that efforts be made to solicit participation from the American Sign Language program in the College of Education and Social Services.

Detailed Committee Report

UVM School of World Languages and Culture, Description and Rationale

For the past two years, a group of language chairs and faculty have been working with the CAS Dean's office to develop a proposal for a School of World Languages and Culture. Broadly speaking, the goals of the resulting proposal are to address difficulties faced by smaller departments, such as administrative inefficiencies and limited visibility on campus. Given the breadth of programs to be incorporated into the SWLC, the structure of a school has been deemed preferable to that of a department.

Goals

The goals for the SWLC, as articulated in the proposal, are to:

- raise visibility of language study on campus;
- combine resources to advocate for languages;
- widen research and teaching networks;
- streamline administrative loads;
- increase student recruitment;
- strengthen existing learning areas;
- increase language students' awareness of career paths open to them; and
- advance fundraising efforts for language study at UVM

We note that some members of the ad-hoc committee were unconvinced that the formation of the SWLC is likely to advance these goals, especially with respect to raising the visibility of languages on campus, increasing student recruitment, and streamlining administrative loads. We do however expect that the formation of the SWLC will enhance the viability of smaller programs through distributing their administrative load throughout the school, thereby lessening the current service demands on their faculty.

School Structure

The SWLC will create a new administrative structure in CAS. The Dean will appoint a Director from among the faculty whose departments are being incorporated into the school. Individual units within the school will be referred to as programs. These programs will be Asian Languages and Literatures; Classics; French and Italian; German, Russian, and Hebrew; Linguistics; and Spanish. Each program will be overseen by a program director, who will be responsible for the curriculum of associated majors and minors. These program directors will be selected from their respective programs in a manner similar to that by which department chairs are currently selected. In addition to the director, each language within a program will be assigned a language coordinator if the program director's expertise lies outside that language. Language coordinators will be responsible for addressing student issues, proposing hiring plans, and assisting the program director with curricular changes. While program directors will receive a stipend and a course release, the duties of a language coordinator will be regarded as part of the normal faculty service load; if a tenure-track faculty member is not available to act as a language coordinator, a non-tenure-track faculty member will be compensated to do so.

Impact

With respect to impact on students, the proposal asserts that the SWLC will provide enhanced visibility through "coordinated efforts with admissions, clear messaging to CAS and UVM audiences, and stronger community partnerships to attract prospective students." Additionally, the SWLC will develop a focus on professional development such that the students are well prepared for subsequent employment or graduate school.

With respect to the staff, all positions will be maintained; simultaneously new strategies will be developed to combine staff resources to increase the efficiency of administrative processes. A yet-to-be-created staff committee will formalize the plan to define and achieve these efficiencies.

With respect to the faculty, the proposal asserts that there will be no "change in or threat to conditions of employment."

Budget

The number of course releases will remain as it is currently, with nine releases total. They will be allocated such that the Director of the SWLC will receive three course releases and the program directors will each receive one. The budgetary changes are minimal and limited savings would be expected. Each program will receive a lower stipend than they currently

receive under the department system, with the remainder going to the school itself, to be overseen by the director.

Information Learned from Comparisons to Other Institutions

In the Fall of 2021, a planning group compiled information about similar organizational structures for the academic study of language, including schools and multi-language departments, from ten academic institutions ranging broadly in size, structure, and resources. The planning group determined that the school structure was appropriate for UVM languages, informed to a significant extent by the recent formation of the School of the Arts in CAS.

Evaluation Metrics to be Used with the UVM SWLC

The school's success will be evaluated by the Dean's office in CAS according to three primary indicators: 1) student credit hour major/minor strength; 2) increase in philanthropic support; and 3) increase in visibility for languages. Quantitative metrics to rate these areas were not provided.

Summary of Committee Actions

The Ad-Hoc Review Committee for the SWLC proposal was charged by Senate President Thomas Borchert. The committee first met on November 14th to discuss the proposal, review submitted comments and develop an action plan and questions for the authors of the proposal. On November 30th, the committee and President Borchert met with CAS Dean Falls and Associate Dean McGowan to communicate our questions and concerns. Subsequently, on Dec. 9th, the committee and President Borchert met with John Yin, Asian Languages and Literature, Joseph Acquisto, Romance Languages and Literature (also representing the Classics department), and Helga Schreckenberger, German and Russian. In this meeting, the department chairs communicated the opinions and concerns of their faculty to the committee. The committee and President Borchert again met on Dec. 12th; upon discussion it was determined that we had insufficient information to make a recommendation about the proposal and therefore requested an additional meeting with Associate Dean McGowan, which was scheduled for Dec. 16th. Following the conversation with AD McGowan, the committee voted 8-0-0 (one member was absent) in favor of recommending the formation of the SWLC.

Final Recommendations

We recommend that the Faculty Senate approve the School of World Languages and Cultures; further, we recommend that efforts be made to offer affiliation to the American Sign Language program in the College of Education and Social Services.

Chief Information Officer Update on Major Information Systems

Faculty Senate Meeting

Monday, January 30, 2023



The University of Vermont



1. Help develop the Teaching & Learning Environment of the Future
2. Support Research, Scholarship and Creative Activities
3. Support and Improve Administrative Processes
4. Promote Information Security and Protection of Digital Assets
5. Improve Operational Efficiencies
6. Enable the Oneness of IT at UVM

Major Information Systems



Learning Management System

Blackboard to Brightspace



Facility Management System

FEMIS to PlanOn



Student Information System

Banner



Human Resources Information

PeopleSoft



Financial Information System

PeopleSoft



Technology Integration

Current State of Student Information System

Banner was implemented on-premise in 1995

- Student Record
- Schedule of Course & Grading
- Registration
- Class Roster
- Academic Management
- Financial Aid & Accounts Receivable
- Student Academic Progress
- Self-service Tools



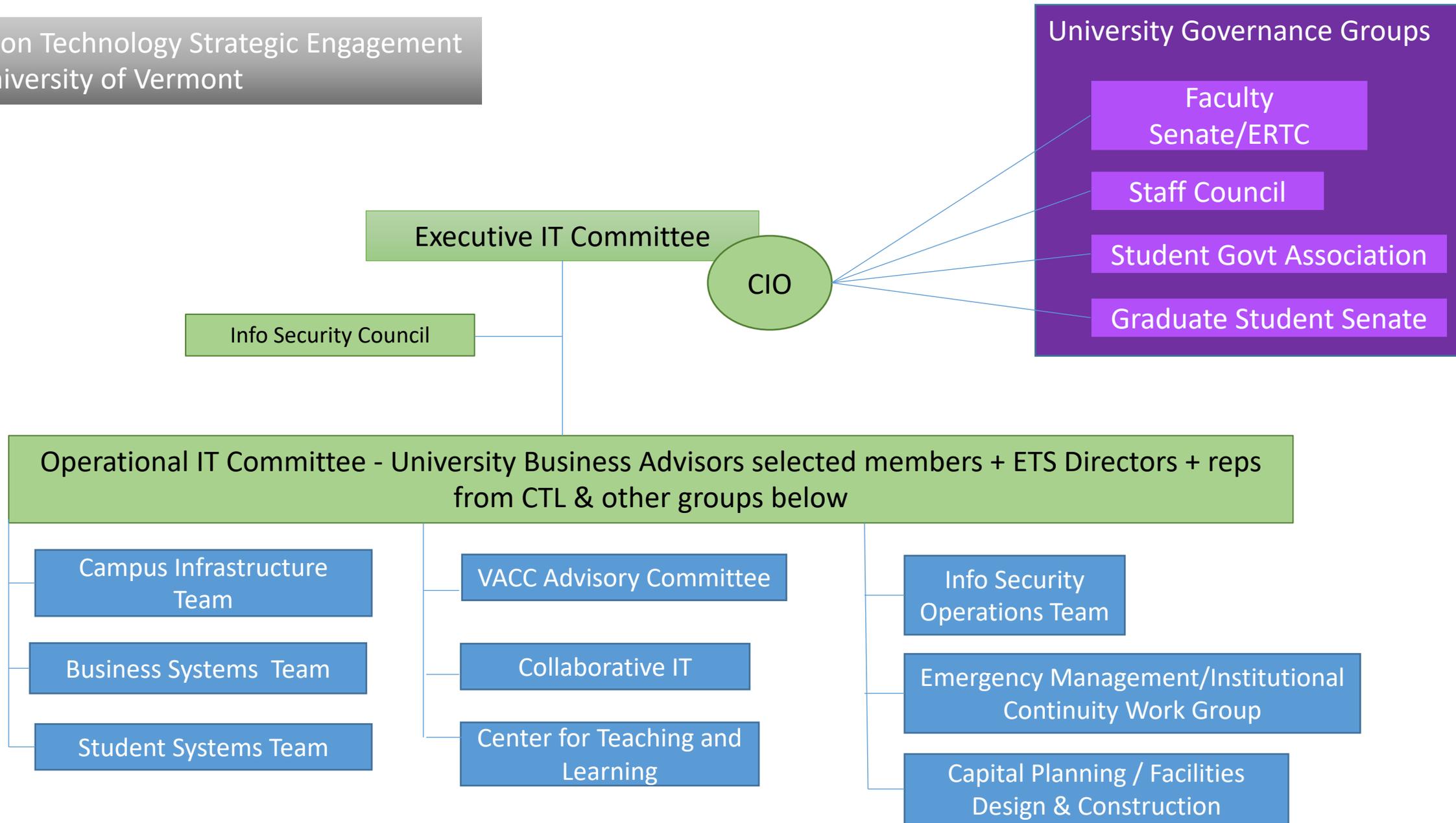
Catalysts for a Conversation

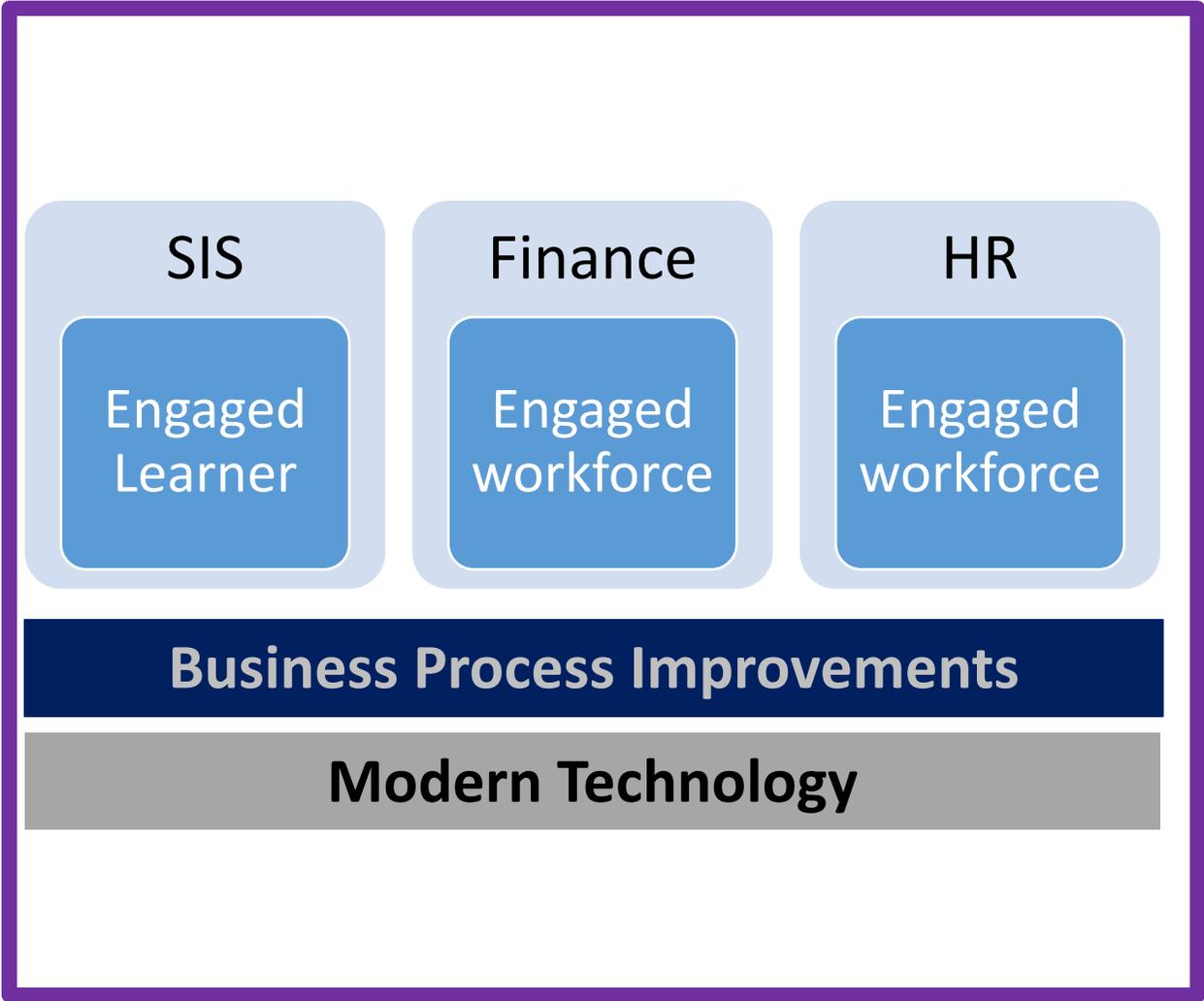
- Length of Contracts
- Age of the Systems
- Potential Risks
- Business Process Improvements

1995-Banner

2006-Peoplesoft

Information Technology Strategic Engagement At the University of Vermont





Consultation and Decision in 2022

Test the Market for 3 Major ERPs



Two Options for Testing the market

RFI – Request For Information	RFP – Request For Proposal
Preliminary document to obtain high level information based on high level requirements	Specific requirements for customized solution proposal
Higher level requirements requires less time to develop RFI document	Detailed requirements required to allow vendors to scope and estimate work
Requires less time from subject matter experts	Requires time to document requirements and workflows
Gain information on ballpark estimates	Detailed estimates provided for contracting
Responses should provide high level recommendations on overall strategy/approach	Detailed responses will identify implementation plan

➤ **Recommendation:** Begin with an RFI to facilitate UVM decision-making process



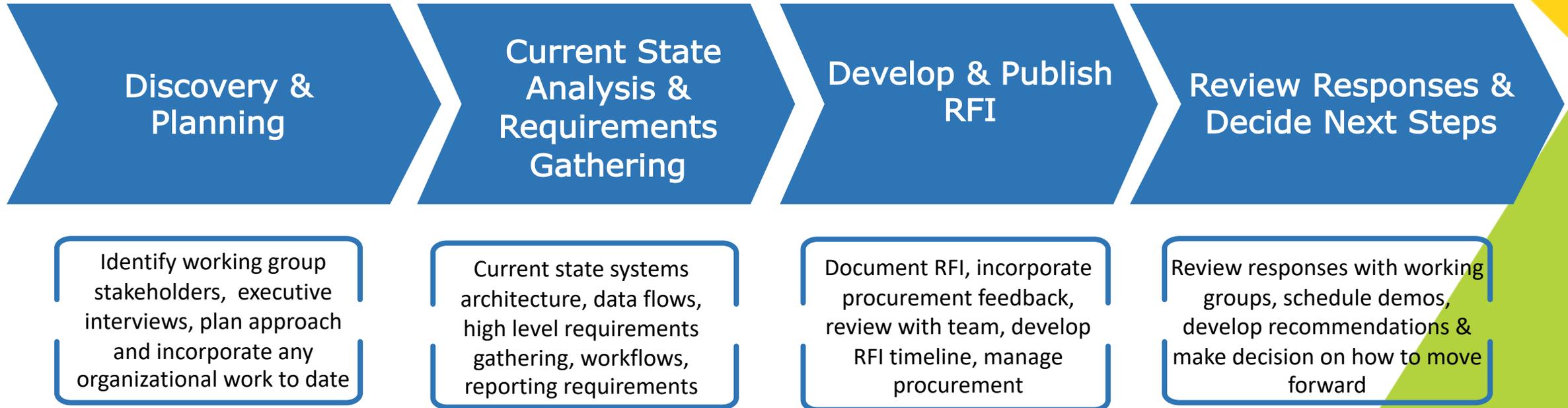
Purpose of the RFI

- **Bring professional project and change management support to the University in the enterprise applications space.**
- **Invite neutral entity to facilitate discussions and activities to support UVM in the creation of a Request for Information (RFI)**
- **Support the evaluation of the ensuing results to get to a decision about UVM's next steps.**

Proposed Timeline Initial Activities

Calendar Year	Jan - Mar	Apr - Jun	Jul - Sep	Oct - Dec	Jan - Mar 2023
Requirements Gathering		High Level – HR, Finance, SIS			
Seek Proposals		Develop, Publish, Manage			
Review & Identify Consultant				Review Responses, Decision	

Expectations and Next Steps...



Three Potential Outcomes



- **Maintain Status quo**
- **Perform systems and Business Process Adjustments**
- **Perform Major Systems and Business Process Overhaul**



Update on MyUVM Web Portal

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- **Luminis – End of Life**
 - **Negotiated Contract with Ellucian**
 - **Upgrade to the New Generation of Web Portal – Summer 2023**
 - **Like-for-like features and functionality replacement**

Future of MyUVM Web Portal



QUESTIONS

