



The University of Vermont
FACULTY SENATE

Minutes

Monday, April 24, 2023

On Microsoft Teams 4:00 – 5:30 PM

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

Senators in Attendance: 71

Absent: Senators Vacant (Anesthesiology Rep2), Vacant (Chemistry), Conroy (Counseling, Human Development & Family Science), Neumann (Education Rep2), Calkins (Family Medicine Rep2), Terrien (Medicine Rep1), Saia (Pediatrics Rep1), Todd (Pediatrics Rep2), Dickerson (Psychiatry Rep2), Clark (Religion)

1. **Faculty Senate President's Welcome Remarks** – Thomas Borchert

- The final Faculty Senate meeting of the academic year is on Thursday, May 18th, 3:00 – 4:30 PM on Teams
- The consent agenda includes a no contest termination of the Special Education Minor with Endorsement, which is tied to items reported in Agenda item 5: Reports that do not require a Senate vote. The termination is related to the Substantial Revisions to the Early Childhood Special Education Major and approval of reactivation of the Major reflecting the approved changes.
- A call for nominations was distributed to elected senators on April 17th for one open seat for member at large to the Executive Council. An election will be held in May for a one-year term to complete the term currently held by Cathy Paris upon her retirement. No nominations were received from the floor. Nominations will be accepted via webform until 6:00 PM April 24.

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

- A. Minutes of the March 2023 Faculty Senate meeting
- B. Curricular Affairs
 - i. No-contest Termination Special Education Minor with Endorsement (CESS)
 - ii. New Undergraduate Minor in Global Public Health (CNHS)
 - iii. New Undergraduate Minor in Public Health Equity and Advocacy (CNHS)
 - iv. New Undergraduate Certificate in Gerontology (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, 2 abstained. **The motion carried**

3. Resolution on Open Access and Open Science – The following resolution was approved by the Faculty Senate Research, Scholarship, and the Creative Arts Committee (RSCA) April 13, 2023, and presented to the Faculty Senate for vote:

Whereas the University of Vermont is a land grant institution whose mission is to “create, evaluate, share, and apply knowledge” (<https://www.uvm.edu/mission-and-vision>); and

Whereas “Our Common Ground” calls on members of the University community to abide by the values of Innovation which calls for us to “address important community and society needs,” and Openness which calls for the “open exchange of information and ideas” (<https://www.uvm.edu/president/our-common-ground>); and

Whereas the free exchange of research and scholarly information is also a matter of equity and consistent with the values of Our Common Ground; and

Whereas the University of Vermont is a member of the Higher Education Leadership Initiative for Open Scholarship (HELIOS), “a cohort of colleges and universities committed to collective action to advance open scholarship within and across campuses...to promote a more transparent, inclusive, and trustworthy research ecosystem” (<https://www.heliosopen.org/>); and

Whereas the White House Office of Science and Technology Policy has changed guidelines requiring that federally funded research be made publicly available (<https://www.whitehouse.gov/ostp/news-updates/2022/08/25/ostp-issues-guidance-to-make-federally-funded-research-freely-available-without-delay/>)

Therefore, be it resolved that the Faculty Senate calls on the different colleges and schools of the University to develop policies and procedures promoting open access sharing of scholarly output by:

Educating faculty and students to promote literacy on the importance of open access publishing and open science and facilitating faculty participation in open access and open science practices; and

Be it further resolved that the Faculty Senate calls on colleges, schools and departments of the University to review their incentive structures in hiring, reappointment, promotion, and tenure to ensure alignment with open scholarship requirements of major research funders and acknowledge the value added in each discipline through open access publishing, open science, and/or other openly available products of scholarship; and

The Faculty Senate calls on the administration of the University of Vermont to encourage open access and open science practices by providing institutional resources to this end and supporting departmental review and development of incentive structures; and

The Faculty Senate calls on individual members of the faculty to incorporate open access principles into regular practice, as for example by depositing preprint or postprint publications, as permitted by author agreements, and other work into open access repositories at no cost such as that of the University of Vermont Libraries or by writing open access funds into grants where appropriate.

Thomas Borchert opened the floor for discussion. Topics included concerns about the financial implications for faculty and potential copyright violation in the Open Access process; clarification that pre-print, and sometimes post-print are free and allowed by publishers; UVM librarians can help faculty find free or low-cost options and determine their rights to share; clarification that the resolution is calling on faculty (not students) to engage in Open Access practices. Thomas Borchert clarified that the “University Community” in the second Whereas is language from the *Our Common Ground* statement. **Vote:** 54 approved, 3 opposed, 3 abstained. **The motion carried.**

4. **Academic Freedom Policy.** The Faculty Senate Research, Scholarship, and the Creative Arts Committee (RSCA) approved the attached revisions to the Academic Freedom Policy at their April 13th meeting. Thomas Borchert provided background on the reason for the proposed changes which were initiated by a request from United Academics to review the policy in relation to concerns about social media. A subcommittee of RSCA reviewed the policy, and after a long process of review by General Counsel, UA leadership, and the President and Provost, the RSCA has presented the attached policy change to the Faculty Senate for discussion. Discussion included the desire to have the UA look at the final version; a desire for clarification of the meaning of the AAUP statement “the very nature of the medium itself might warrant unusual restrictions”; and a desire for no restrictions when speaking or writing as citizens. The Faculty Senate will be asked to vote to approve the changes at the May meeting.
5. **Reports that do not require a Senate vote:**
 - a. The Curricular Affairs Committee (CAC) provided a report of actions taken by the CAC that do not require a Senate vote. The CAC approved APR Dept of Mathematical Sciences and Statistics; Substantial Revisions to the Early Childhood Special Education Major and approval of reactivation of the Major reflecting the approved changes.
6. **Update on Learning Management System (LMS) transition** –Wendy Verrei-Berenback, Assistant Director, Center for Teaching and Learning presented an update on the course migration process and the current and upcoming integrations into the Brightspace Learning Management System. The presentation slides are attached to these minutes, and include integration of third-party tools, feedback from faculty participating in the Spring pilot and faculty who teach large enrollment courses, a preview of upcoming work, and a plan for archiving Blackboard courses. The website includes upcoming trainings and course migration help <https://site.uvm.edu/brightspace/>
7. **Update on University Finance** – Richard Cate, Vice President for Finance and Administration responded to questions from Thomas Borchert regarding the funding of the next phase of the athletic facilities, and the factors involved in the tuition decision for AY 24-25. The Board of Trustees has challenged the administration, the Athletics Director and the UVM Foundation to identify non-debt resources to bridge the gap in funding the athletic facilities project. Director Schulman intends to report to the BOT in May regarding the funding

strategies. Options are being explored and it is expected that discussion will continue beyond the May Board of Trustees meeting. Regarding tuition, it is not a simple equation. Many factors are considered, including projections and estimates for admissions and enrollment, funding expected from the F&A from research awards, inflation, opportunities for savings, and the State appropriation. The floor was opened to questions and topics included the impact of holding tuition steady, housing challenges, the role of F&A, and the discount rate.

8. New Business –

- David Feurzeig stated that a resolution is being prepared to address concerns that UVM's response to the Department of Education's Office for Civil Rights report on antisemitic incidents is incomplete. Senators interested in discussing and helping to formulate this resolution are invited to attend a virtual meeting Friday 4/28. David Feurzeig hopes to bring the resolution to the Executive Council for consideration for the May Faculty Senate meeting, and that the President be invited to the May meeting to respond.
- Donna Harrington reported that students in the Student Government Association are interested in promoting retention of BIPOC faculty. They would like to have a conversation about incorporating some bias language in student evaluations.

The meeting adjourned at 5:31 PM.