Minutes
Monday, August 29, 2022
Waterman Memorial Lounge 4:00 – 5:30 PM

The meeting was called to order by Faculty Senate President, Thomas Borchert at 4:01 PM

Senators in Attendance: 67
Absent: Senators Tharp (Anesthesiology Rep2), Carson (Biomedical & Health Sciences), Schneebeli (Chemistry), Ramirez-Harrington (Economics), DeMink-Carthew (Education Rep2), Read (ERTC Chair), Calkins (Family Medicine Rep2), Terrien (Medicine Rep1), Kenny (Obstetrics, Gynecology & Reproductive Sciences), Conant (Pathology & Laboratory Medicine Rep1), Saia (Pediatrics Rep1), White (Physics)

1. **Faculty Senate President's Welcome Remarks** – Thomas Borchert welcomed the senate and opened the meeting with a reminder of the Common Ground Values that guide our meeting protocol: Respect, Integrity, Innovation, Openness, Justice, and Responsibility. With no objection, Thomas Borchert made two changes to the agenda. 1) the rules were suspended to allow President Garimella to make a brief announcement, and 2) the order of the agenda was amended to change item 6 to be placed after item 8.

2. **UVM Board of Trustees Chair, Ron E. Lumbra**
   Thomas Borchert invited Chair Lumbra to address the Faculty Senate to provide an overview of the Board of Trustee's (BOT) perspective on university matters. The BOT takes a medium to long-term view and has four areas of focus: strategic planning, financial stewardship, institutional policies, and appointment of the President. Chair Lumbra reported that the BOT is very pleased with many accomplishments of the past year, including the announcement that UVM research funding topped $250 million, and for the first time, UVM ranks among the top 100 public research universities in the country. Our faculty and students have earned many noteworthy academic awards, recognitions, and achievements. The momentum has been fantastic, and the BOT feels good about the trajectory and UVM's reputation. The BOT is nearly at parity in terms of gender diversity and has been intentional about the nominating governance process. The culture of the BOT is exceptionally strong and operates with respect and thoughtfulness. Chair Lumbra stated the BOT is contending with several big challenges and striving to balance the interests of all constituents. Challenges include:
   - demographics – although a strong incoming class, with over 50% from outside New England, there is concern about the declining percent of Vermonters, with just under 20% from VT.

- improving financial health - growing income by achieving R1 status and growing graduate programs
- housing - creative solutions are needed to address the housing crisis including public private partnerships focused on faculty, staff and graduate student housing;
- infrastructure and physical plant - the plan for the approved Multipurpose Center project was disrupted by the pandemic, costs, and structural issues. The BOT is working on this challenge to be sure that UVM's athletic programs continue to be strong and consistent with the quality of the institution.
- balancing cost of attendance and paying and treating our people the right way in terms of compensation and benefits. UVM is tuition dependent with 70% of our revenues directly from tuition, and we are at the top of public universities in terms of cost. Important to get the balance right for families in environment of serious inflation.

Chair Lumbra stated that culture matters, and although they are not involved in the day-to-day operation, the BOT is very mindful of what it is like to be in a post pandemic environment, and they pay attention to culture. The floor was opened for questions. There were no questions from the floor.

President's Distinguished Senior Lecturer Award
Thomas Borchert recognized President Suresh Garimella who announced that **Karen Benway**, Senior Lecturer in the Department of Mathematics & Statistics in the College of Engineering and Mathematical Sciences is the recipient of the 2021-2022 President's Distinguished Senior Lecturer Award. This award is presented annually to honor and recognize faculty for their distinguished accomplishments, outstanding teaching, scholarship, and service. Karen Benway has a background in Mathematics and Biostatistics, and research modeling the HIV/AIDS epidemic, HIV/AIDS and cancer clinical trials. There will be a reception later in the year to honor Dr. Benway.

3. **Consent Agenda** – The following item was presented as a consent agenda:
   - Minutes of the May 2022 Faculty Senate Meeting
   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: **53 approved**, 0 opposed, 7 abstained. **The motion carried**

4. **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.
   > Degrees:
   > Agriculture and Life Sciences (27)
   > Arts and Sciences (61)
   > Education and Social Services (11)

Engineering and Mathematical Sciences (18)
Graduate College (147)
Grossman School of Business (14)
Nursing and Health Sciences (6)
Rubenstein School of Environment and Natural Resources (13)
Vote: **62 approved**, 0 opposed, 0 abstained. **The motion carried**

5. **Resolution in Memoriam**
Thomas Macias, Professor of Sociology, presented a Resolution in Memoriam for **Roberta Pfeufer Kahn, Associate Professor Emerita of Sociology**, College of Arts and Sciences. The resolution in attached to these minutes.
Motion: Thomas Macias moved to inscribe the Resolution in Memoriam for Roberta Pfeufer Kahn in the minutes of the Faculty Senate and to have a copy sent to her family.
Vote: **62 approve**, 0 oppose, 0 abstain. **The motion carried.**

6. **Discussion of Meeting Modality** – Thomas Borchert opened a discussion of meeting modality for the Faculty Senate. The Faculty Senate has been meeting remotely on Microsoft Teams since March 2020. The August 2022 meeting was held in-person with a remote option offered to voting senators with health concerns. Discussion topics included:
   - **Hybrid Option** - Support and concerns included: voting technology concerns; the suggestion to use iclicker cloud to conduct voting during hybrid meetings; hybrid provides the most flexibility for all participants; concern that the majority would choose to participate remotely in a hybrid meeting
   - **Remote Meetings** - Support and concerns included: the desire to offer protection for immunocompromised faculty, accommodate people with health concerns or long commutes, and to be more climate friendly if it allows faculty and staff to work from home. Faculty reported that remote meetings have been very effective when used by national governance and professional associations. Concerns that the chat on Teams has been very distracting.
   - **In-Person Meetings** - Support and concerns included: the important sense of community that develops from in-person meetings, and the suggestion that in-person meetings may allow for fuller conversation; the suggestion to meet in a larger room; the suggestion to consider having one or two in-person meetings

   Thomas Borchert conducted a straw-poll on preference for meeting modality for the 2022-2023 Faculty Senate meetings.
   Non-binding Vote: 15=in-person, 22=remote, 19=hybrid
   President Borchert and the Executive Council will take this discussion into consideration when deciding the meeting modality for the 2022-2023 Faculty Senate.

7. **Faculty Senate Orientation and Committee Introduction -** Thomas Borchert provided an overview of the structure of the Faculty Senate, including the Executive Council and the six standing committees. Presentation slides are attached to these minutes. President Borchert introduced the chairs of the six standing committees, who presented the goals for their committee for the academic year.

Curricular Affairs Committee (CAC) – Co-Chairs Colby Kervick and Stephen Everse. In addition to the ongoing review of curricular proposals and academic program review, the CAC will continue to partner with the unit level curriculum committees.

Educational Research Technologies Committee (ERTC) – Chair Helen Read – Thomas Borchert reported that the ERTC is concerned with the intersection of the technological tools and the educational processes. Chair Read expects the ERTC to be working on aspects of the transition to the BrightSpace learning management system.

Financial and Physical Planning Committee (FPPC) – Co-Chairs Jane Knodell and Guillermo Rodriguez. – The FPPC provides information to the administration about the needs and priorities of the faculty in connection to the management of the physical plant and budget building each year. The FPPC will be reviewing the IBB model, the Board of Trustees budget summary, the enrollment management variables including financial aid, and tuition changes.

Professional Standards Committee (PSC) – Chair Carolyn Bonifield – The PSC serves as advisory to Provost on all matters related to reappointment, promotion, and tenure (RPT) decisions, as well as on sabbatical applications.

Research, Scholarship, and The Creative Arts Committee (RSCA) – Co-Chairs Mary Cushman and Jill Preston – The RSCA considers matters that are relevant to supporting the success of research, scholarship and the creative arts for faculty and students. They meet regularly with campus leaders including the VP for Research, the Dean of Libraries, the Sponsored Program Administration, and the Dean of the Graduate College, to help the faculty achieve their success. The RSCA is interested in interdisciplinary research and building bridges across the campus for collaboration for research and scholarly activity. Last year, the RSCA hosted a brown bag lunch conversation around decolonizing research, and plans to continue to raise visibility and discourse on the topic this year

Student Affairs Committee (SAC) – Co-Chairs Terrence Delaney and Jennifer Prue – The SAC focuses on issues related to the student experience on campus. The SAC recommends policy around issues that impact students. Recently the SAC has addressed pandemic related issues, including test-optional admissions. Topics that are anticipated to be addressed this year include increasing transparency through enhanced course descriptions, and out-of-class expectations. Items for consideration can be brought to the SAC by students, the Student Government Association, or other student groups, faculty, colleges, or administrative offices.

8. **Issues upcoming Fall 2022**
   Immediate work of the Fall
   - Review the proposal for the establishment of the Osher Center for Integrative Health. The Faculty Senate Executive Council is collecting and reviewing comments on the proposal and will bring a recommendation to the Senate for vote at the September meeting.
   - Approve procedures for the establishment and review of cross-unit academic centers and institutes
   - Review and provide guidance on a change to the Fleming Museum's location within the organizational structure as described in the University Manual

- Potential: a) review and vote on establishment of School of Languages in CAS (ad hoc committee; b) review and vote on establishment of Institute for Agroecology (process to be determined)

Longer term items that may require Senate feedback and/or action

- Discuss solutions to Reorganization Working Group, recommendation 1 (Academic Stewardship Committee) – providing mechanism for faculty to participate in long-term planning
- Review revise University Manual and (potentially) update the Faculty Senate Constitution and By-Laws

9. **Reports that do not require a Senate vote –** Thomas Borchert provided an overview of the report submitted by the Catamount Core Curriculum Committee for 2021-2022. The full report was included with the meeting agenda and is posted on the Senate webpage. No comments or questions were raised from the floor.

10. **Catamount Core Curriculum Committee (CCCC) Discussion.** Pablo Bose and J. Dickinson provided an update on the refined General Education Framework. The presentation slides were provided with the agenda and are attached to these minutes. The framework was passed by the Faculty Senate in 2021, and the CCCC, an ad hoc joint committee of the Office of the Provost and the Faculty Senate, was charged to create a structure and process to develop and implement the 40-credit general education curriculum. The CCCC has reviewed course proposals from across campus and the courses are being prepared to be valid as of 2023-2028, for the launch of the Catamount Core Curriculum. A few adjustments to the framework have been recommended, and Pablo Bose will be presenting the proposed changes to the Faculty Senate for consideration this Fall. Contact Pablo.Bose@uvm.edu with questions regarding the Catamount Core Curriculum.

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

The meeting adjourned at 5:32 pm

Resolution in Memoriam

Roberta Pfeufer Kahn
Associate Professor Emerita of Sociology
1941-2022

Presented by Lutz Kaelber, Associate Professor of Sociology
August 29, 2022

The Department of Sociology mourns the loss of our colleague, Associate Professor Emerita, Robbie Pfeufer Kahn on August 3rd, 2022. Professor Kahn was born and raised in New York City. She graduated from Brandeis University in 1963 with a bachelor's degree in English and American Literature, and completed her PhD in Sociology at Brandeis in 1988. Early in her career, Professor Kahn was a member of the Boston Women's Health Book Collective and contributor to the seminal book *Our Bodies Ourselves* on women's health.

Professor Kahn was a Professor of Sociology at UVM from 1990 to 2009 where she taught courses in Women's Studies, Feminist Perspectives on the Western Canon, the Sociology of Health and Medicine, and the Sociology of Reproduction, among many others. She was the author of *Bearing Meaning: The Language of Birth* (University of Illinois Press, 1995), winner of the 1997 Jesse Bernard Award of the American Sociological Association, and *Milk Teeth: A Memoir of a Woman and her Dog* (Rutgers University Press, 2008). In 2006, she won the Innovative Course Award from the Humane Society of the United States and the Center for Life and Environment.

She was a beloved colleague, valued mentor to junior faculty, devoted animal and nature lover, and good friend. She will be missed.

Agenda Item 7: Faculty Senate Orientation

Mission and Function

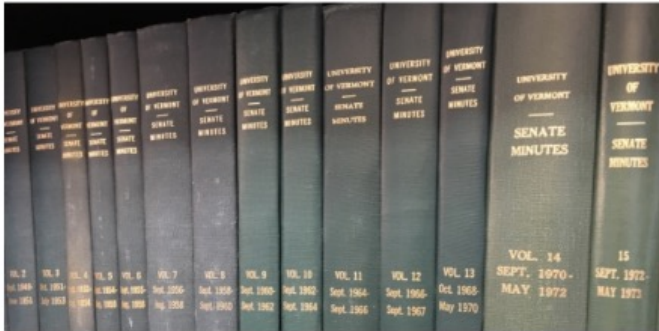Partners in Shared Governance

Structure of the Faculty Senate

Faculty Senators: Roles and Responsibilities

Introduction to the Senate Standing Committees

Questions and Discussion

The University of Vermont

Faculty Senate Constitution and Bylaws

CONSTITUTION AND BYLAWS, FACULTY SENATE

Last revised: October 2001. Approved by the Faculty Senate November 19, 2001. Approved by the Board of Trustees February 23, 2002.
Amended: May 1, 2006; March 14, 2011; April 23, 2012; February 13, 2014; November 12, 2015; December 23, 2015 , April 9, 2021

PREAMBLE

The administration and the Faculty Senate of the University of Vermont share responsibility for the effective management of the academic affairs of the University. Authority in matters related to the academic mission of the University is vested in the faculty by the Board of Trustees. This authority is exercised in the Faculty Senate by elected senators with voting privileges and by committees authorized to act on their behalf. Meetings of the Faculty Senate are presided over by a President and Vice-President and follow a town-meeting format at which all University faculty members have a voice. The activities of the Senate are overseen by an Executive Council.

"Authority in matters related to the academic mission of the University is vested in the faculty by the Board of Trustees. This authority is exercised in the Faculty Senate"

Mission & Function of the Faculty Senate Constitution and Bylaws

Authority: Under the authority of the Board of Trustees, the UVM

Faculty Senate is empowered:

1.1 To review and establish policy with respect to .. all curricular matters, research and scholarship, requirements for regular certificates and degrees, professional standards and criteria for positions accorded academic rank.

1.2 To review, recommend, and participate in the formulation of policy, e.g., institutional priorities; allocation and utilization of the University's resources; the establishment or elimination of colleges and departments; faculty appointment, promotion, tenure, dismissal, leaves, and economic benefits; admission procedures and quotas; student financial aid.

Mission & Function of the Faculty Senate Constitution and Bylaws - Preamble

The administration and the Faculty Senate of the University of Vermont share responsibility for the effective management of the **academic affairs of the University.**

Meetings of the Faculty Senate are presided over by a President and Vice-President and follow a town-meeting format at which all University faculty members have a voice.

The activities of the Senate are overseen by an Executive Council.

Partners in Shared Governance

The **administration**, led by the president and the senior vice president/provost, and the **Faculty Senate** share responsibility in managing the university's academic affairs.

The **Staff Council** works with the administration on issues and policies that affect university staff.

The **Student Government Association** and **Graduate Student Senate** also play advisory roles to the administration, as well as recognizing student clubs and organizations and allocating funding.

The University of Vermont

Structure of the UVM Faculty Senate

	Faculty Senate Executive Council (12 members)	
SENATE STAFF	**Voting Members of the Senate (80)**	Catamount Core Curriculum Committee (Gen Ed) (joint with the Provost's Office) Ad Hoc Committee for Diversity Equity and Inclusion
	Senate Standing Committees (78 members) • **Curricular Affairs** • **Educational & Research Technologies** • **Financial & Physical Planning** • **Professional Standards** • **Student Affairs** • **Research, Scholarship, & the Creative Arts**	

UVM Faculty Senate Representation

Each department or comparable budgetary unit elects one senator from its eligible faculty (FTE 0.10 or greater). Units with more than 25 full-time eligible faculty members elect two senators.

- 56 Departments/Schools/Libraries are represented by one elected senator

- 16 of those units elect a second representative

Voting members of the Senate also include:

- 1 representative of the retired faculty

- 6 chairs of the Senate Standing Committees

- The Senate President is a member without vote, except to break a tie

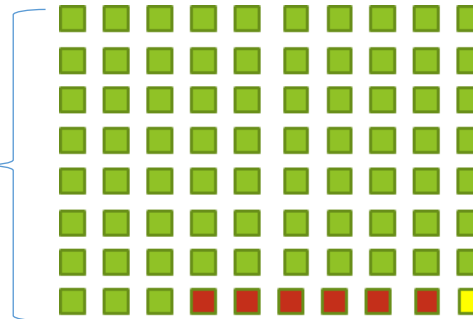The Senate VP is a member without vote.

Total voting members = 80

The Faculty Senate

Voting Members of the Faculty Senate ~80

Elected Faculty Senators (73)

Elected Chairs of our six (6) Standing Committees (SAC, PSC, ERTC, RSCA, FPPC, CAC)

In case of a Tie, Faculty Senate President

Role of the President

From our Constitution and Bylaws, the Faculty Senate President:

- ….s/he shall preside at meetings of the Faculty Senate;

- ….serve as the Faculty's spokesperson and consultant with the administration, the Staff Council, the student body, the Board of Trustees, and the extra-university community on matters within the jurisdiction of the Senate.

The University of Vermont

Faculty Senator Roles and Responsibilities

Prepare for Senate meetings by reviewing meeting materials posted online

Attend Senate meetings regularly, participate in discussion and voting

- Or send a Delegate

Carry information between the Senate and the unit you represent

Vote as the elected representative of your unit in all voting matters

Adhere to the UVM community values outlined in *Our Common Ground*

Faculty Senate Agenda

The Executive Council prepares the agenda from proposals submitted by faculty members, Faculty Senate committees, representatives of student governing bodies and administrative officials. Items presented in the form of a petition signed by ten percent of the full membership of the Faculty Senate or of five percent of the members of the eligible faculty must be included on the agenda.

The agenda of each regular meeting is posted on the Faculty Senate website, and notice is emailed to Senate membership one week one week preceding the meeting.

The University of Vermont

Quorum

For action on **warned motions** (one week notice), a quorum is the majority of the total number of voting members of the Senate.

*41 of the 80 voting members must be present

For motions that **have not been warned** in advance, a quorum is three-quarters of the total number of voting members of the Senate.

*60 of the 80 voting members must be present

A motion is approved if a quorum is present, and a majority of those voting approve the proposal.

The University of Vermont

Faculty Senate Executive Council

Chairs of the 6 Standing Committees

- Stephen Everse & Colby Kervick, Co-Chairs, Curricular Affairs Committee

- Helen Read, Chair, Educational & Research Technologies Committee

- Jane Knodell & Guillermo Rodriguez, Co-Chairs, Financial & Physical Planning Committee

- Carolyn Bonifield, Chair, Professional Standards Committee

- Mary Cushman & Jill Preston, Co-Chairs, Research, Scholarship & The Creative Arts

- Terrence Delaney & Jennifer Prue, Co-Chairs, Student Affairs Committee

4 Members At-Large

- Louis deRosset (2022-2024)

- Cathy Paris (2022-2024)

- Tony Julianelle (2021-2023)

- Ignacio Lopez-Vicuna (2021-2023)

President & Vice President

- Thomas Borchert, President

- Evan Eyler, Vice President

Faculty Senate Committee Membership

Standing committees focus on the major continuing areas of faculty concern, including education, faculty welfare, student affairs, scholarly activity and research, finances, and physical facilities. …

Standing committees are authorized to act for and in the name of the Senate Such actions shall be reported promptly to the Executive Council and to the Senate and will stand unless the Senate, upon receiving such a report, takes jurisdiction of the matter for further consideration.

Membership:

- At least one member from each College/School/Libraries elected for a 3-year term

- Units with more than 200 full-time eligible faculty members may elect one additional member to each standing committee

- The Curricular Affairs Committee has double the number of members

Standing Committee members are **non-voting members of the Faculty Senate** unless also serving as an elected senator or chair of a standing committee
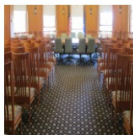
The University of Vermont

www.uvm.edu/faculty_senate

Refined General Education Framework

Pablo Bose
Provost's Faculty Fellow for the Catamount Core

CATAMOUNT CORE
CURRICULUM

The University of Vermont

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 Catamount Core Curriculum Committee (CCCC) will approve courses

- **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.

- More information: https://www.uvm.edu/generaleducation

CATAMOUNT CORE
CURRICULUM

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 2021 – 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 OC	COMMUNICATION 2 3 credits from: Writing and Info Literacy Tier 2 *or* Oral Communication	

*IA has been removed

COMMON GROUND VALUES

12 CREDITS*

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

*SJ has been removed

The University of Vermont

		Received	Approved	Rolled Back	Pending
Arts & Humanities	AH1	11	11		
Arts & Humanities	AH2	9	7	2	
Diversity	D1	9	7	2	
Diversity	D2	14	11	3	
Global Citizenship	GC1	7	3	4	
Global Citizenship	GC2	26	5		21
Math-QD	MA	16	16		
Math-QD	QD	8	8		
Natural Science	N1	3	3		
Natural Science	N2	0			
Social Science	S1	15	14	1	
Sustainability	SU	10	7	3	
WIL-OC	WIL1	0			
WIL-OC	WIL2	9	4	2	3
WIL-OC	OC	10	2	0	8

	Received	Approved	Rolled Back	Pending
CALS	6	2	4	
CAS	83	49	2	32
CEMS	25	22	3	
CESS	7	5	2	
CNHS	6	2	4	
GRAD	0			
GSB	0			
HCOL	12	11	1	
RSENR	5	5		
TOTAL	144	96	16	32

Proposed Changes

- 1-credit courses in stacked sequences (x3) to be approved (e.g. music and performance) for AH1

- Additional AH3 category for Literature (in addition to Arts and Humanities)

- OC to be adjusted to better accommodate language courses

- S1 to include applied social sciences as a competency (3 out of 4 to be met)

- Gen Ed curriculum as credit-bearing rather than experiential pathways

- HCOL regularly offered courses to be given expedited review

- Existing courses submitted after February 15 catalogue deadline to still be eligible for designation (not new courses)