



The University of Vermont  
FACULTY SENATE

**Minutes**

Monday, January 24, 2022

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

Recording of this meeting is available on Microsoft Sharepoint

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

**Senators in Attendance: 70**

**Absent:** Senators Barry (Neurological Sciences), Calkins (Family Medicine), Feurzeig (Music), Terrien (Medicine), Maruti (Psychiatry), Mierse (Art & Art History), Read/Wildin (ERTC), Strum (Community Development & Applied Economics)

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

- One senator is needed to serve as a member of ad-hoc review committee for a proposal to move the Physics Department from CAS to CEMS. The review of this proposal will follow the same procedures as the School of the Arts (SoA) proposal, and most of the members of the SoA ad-hoc review committee have agreed to continue to serve for the Physics Department review. This work will entail 3 or 4 meetings over the next month. Senators interested in serving should contact [Thomas.Borchert@uvm.edu](mailto:Thomas.Borchert@uvm.edu).
- Materials presented during the Enrollment Management Update are not for public consumption and are not posted with the meeting materials. Email [Faculty.Senate@uvm.edu](mailto:Faculty.Senate@uvm.edu) to receive a copy of the materials presented.
- Senators are asked to encourage their departments and units to complete the Campus Climate Survey, which will be distributed soon.

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

- Minutes of the December 2021 Faculty Senate Meeting

**Motion:** President Borchert stated that the consent agenda came to the Senate moved and seconded by the Executive Council. A call was made for requests to pull any item off the consent agenda before the vote.

**Vote:** 57 approved, 0 opposed, 1 abstained. **The motion carried.**

**3. Nominations for Member at-Large to the Faculty Senate Executive Council** – Thomas Borchert reminded Senators that a call for nominations was distributed seeking nominations for one member at large to the Executive Council to complete the final semester of the 2-year term

being vacated by Kyle Ikeda. The at-large member term will begin immediately and end on June 30, 2022. Elected Faculty Senators are eligible to serve, and self-nominations are encouraged. Two nominations have been received. Senator Sharon Cote (Communication Sciences and Disorders) and Senator Matthew White (Physics) have accepted nominations. An electronic ballot will be sent to voting members of the Senate. The ballot will be open for one-week.

**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 (76)
- Arts and Sciences (121)
- Education and Social Services (23)
- Engineering and Mathematical Sciences (51)
- Graduate College (121)
- Grossman School of Business (29)
- Honors College (8)
- Nursing and Health Sciences (8)
- Rubenstein School of Environment and Natural Resources (23)

**Vote: 61 approved**, 0 opposed, 0 abstained. **The motion carried.**

#### **5. Resolutions in Memoriam:**

- Christopher Landry, John N. Pomeroy Professor of Chemistry, presented a Resolution in Memoriam for **Charles Hackett Bushweller**, Emeritus Professor of Chemistry. The resolution is attached to these minutes.

**Motion:** Christopher Landry moved to inscribe the Resolution in Memoriam for Charles Bushweller in the minutes of the Faculty Senate and to have a copy sent to his family.

**Vote: 60 approved**, 0 opposed, 0 abstained. **The motion carried.**

- David Massell, Professor of History, presented a Resolution in Memoriam for **William Metcalfe**, Emeritus Professor of History. The resolution is attached to these minutes.

**Motion:** David Massell moved to inscribe the Resolution in Memoriam for William Metcalfe in the minutes of the Faculty Senate and to have a copy sent to his family.

**Vote: 59 approved**, 0 opposed, 0 abstained. **The motion carried.**

**6. School of the Arts Proposal** – Thomas Borchert provided an overview of the process established for Senate review of proposals for administrative reorganization. A Faculty Senate Ad Hoc Review Committee was charged to review the proposal for a School of the Arts in the College of Arts and Sciences. The proposal was circulated for a two-week public comment period. After reviewing the proposal, the public comments, and meeting with the deans and chairs involved in the proposal, the Ad Hoc Review Committee produced a report and recommendation. The report from the Ad-hoc Committee of the Faculty Senate is attached to these minutes. Stephen Everse, Chair of the Faculty Senate Ad Hoc Review

Committee, reported that the committee reviewed the proposal and supporting documents, the 11 public comments received, held meetings with Dean Falls & Associate Dean Di Dio and the Chairs of Art & Art History, Music, and Theatre and Dance. At the conclusion of the review process the ad hoc committee voted to recommend that the SoA be implemented with the following condition:

Appropriate safeguards are in place to protect faculty, lecturers, and staff so that their positions, rank and tenure status are preserved prior to dissolving their departments. This implies that a Director of the SoA must be appointed before movement of faculty and staff begins.

Thomas Borchert opened the floor for discussion. Discussion topics and questions received from the floor included:

- Concern about Senate representation. Thomas Borchert stated that representation for the coming year will not change and reminded senators that a resolution for reconsideration of the allocation of Senate representation was passed by the Senate in December 2021. The Senate Executive Council will consider the processes by which faculty representation is determined and allotted within the Senate and bring a report to the full Senate no later than the October 2022 meeting.
- Questions were raised about the need for the recommended safeguards. Stephen Everse responded that the committee wanted to emphasize the importance of having a Director in place because the Director will be responsible for faculty evaluations, all RPT issues, and eventual staff changes. Dean Falls confirmed that the plan is to submit new reappointment letters immediately after the proposal is approved by the BOT to state that effective July 1, 2022, appointments will move from the current department to the School of the Arts and there are no other changes in the conditions of employment.
- Administrative structure, appointment, and review of the Associate Director of the SoA and the programs were not a focus for the Ad Hoc Review Committee. Dean Falls stated that the selection of the Director of the SoA will follow the procedures for selecting department chairs, and one of the first charges of the director will be to talk with faculty about establishing additional governance structure and evaluation.
- The proposal is forward looking. Pamela Fraser, Chair of Art and Art History, stated that two immediate benefits of the SoA include an improved workload for chairs by separating the personnel piece, and the creation of interdisciplinary intermediate classes.
- Kelly Di Dio, Associate Dean CAS, stated that the SoA provides a structure that brings faculty strengths together.

**Motion:** To approve the School of the Arts Proposal as recommended by the Faculty Senate ad hoc Review Committee

**Vote: 51 approved, 1 oppose, 7 abstain. The motion carried.**

7. **Resolution in Support of the Library Budget.** Mary Cushman, Co-Chair of the Faculty Senate Research, Scholarship and the Creative Arts Committee (RSCA), presented a resolution passed by both the RSCA and the Student Affairs Committee (SAC) at their January meetings.

### **Resolution in support of Library Budget**

Passed by the Research, Scholarship & the Creative Arts Committee and the Student Affairs Committee of the Faculty Senate at their January 2022 meetings

The Faculty Senate calls on the leadership of the University of Vermont to support and fund the UVM Libraries to an extent commensurate with our peer and aspirant universities and that supports growth to an R1 level because of the critical intellectual infrastructure that the libraries represent.

Discussion included clarification that the intent of the resolution is not to encourage the library to go back to Elsevier, nor specify the use of funding for any other product.

**Vote: 58 approved, 0 opposed, 3 abstained. The motion carried.**

8. **Update from Enrollment Management** – Jay Jacobs, Vice Provost for Enrollment Management, presented this year’s application pool and Enrollment Management strategic plan. The topics included the current applicant pool, demographic data including in-state and out-of-state applicant numbers. A full report of the data is available upon request to the Faculty Senate office. The Enrollment Management team has been working on a strategic enrollment plan. The plan is focused on four central tenants and each tenant has goals, strategies, and key performance indicators. The four tenants are pricing and affordability, marketing and communications, recruitment and admissions, and student success. The full strategic plan is available upon request to the Faculty Senate office.
  
9. **New Business**
  - Stephanie Seguino, Economics Department, reported that there is a national campaign to encourage Faculty Senates across the country to pass resolutions defending academic freedom to teach and research race, gender, justice and critical race theory, and requested that the UVM Faculty Senate consider a motion to adopt a similar resolution. The template provided can be modified and includes both defending the appropriateness of teaching critical race theory and gender and racial justice, but also in support of K-12 schools that do and are under attack.  
<https://docs.google.com/document/d/1XbYF3KscDXmJyckjPc0CZlocJxk1hJd7/edit>

The meeting adjourned at 5:34 PM



The University of Vermont  
FACULTY SENATE

**Resolution in Memoriam  
Charles Hackett Bushweller  
Professor Emeritus of Chemistry  
1939-2021**

**Presented by Christopher Landry  
John N. Pomeroy Professor  
Department of Chemistry  
January 24, 2022**

It is with sadness that the Department of Chemistry reports that Dr. Charles Hackett Bushweller, Emeritus Professor of Chemistry, passed away at his South Burlington home on November 21, 2021 after a short battle with cancer. Hack, as he was affectionately known to family, friends, and colleagues, was born in Port Jervis, New York in 1939. His innate scientific curiosity and intelligence led him to Hamilton College, where he received his B.S. in Chemistry. Later, he took just three years to complete his Ph.D. at the University of California at Berkeley—a remarkable feat in any field.

After receiving his Ph.D., Hack worked briefly at the Mobil Oil Company in New Jersey before transitioning to an academic career at Worcester Polytechnic Institute, the University of Michigan, and the State University of New York at Albany. He came to UVM in 1978, and served as Chair of the Department of Chemistry for twenty years, from 1978 to 1998. Hack's research was focused on the application of dynamic nuclear magnetic resonance spectroscopy (NMR) to elucidate thermodynamic and kinetic properties of both organic and inorganic molecules. His contributions include fundamental thermodynamic parameters of six-membered rings which serve as a foundation for understanding and making predictions of six-membered ring reactivity. Hack was the recipient of funding from the National Science Foundation and published 75 articles in scholarly journals. One of Hack's three sons, John, is a well-known Professor of Chemistry at the University of Virginia.

Hack's family and friends remember him as someone who loved music and dancing, building and construction, and outdoor activities of all kinds, and his colleagues recall his high level of scholarship and his steady leadership of the Department through good times and bad. His kind spirit and dry sense of humor will be remembered fondly.



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**Resolution in Memoriam  
William Metcalfe  
Professor Emeritus of History  
1935-2021**

**Presented by David Massell  
Professor  
Department of History  
January 24, 2022**

The UVM Departments of History and Music are grieved to report that a beloved colleague and friend, Dr. William (Bill) Metcalfe, Emeritus Professor of History, passed away on November 22, 2021. Born in Toronto, Ontario, Bill earned his B.A. in History from the University of Toronto. He completed his Ph.D. in history at the University of Minnesota in 1967.

By that point, Bill had joined the UVM History faculty, in 1963, with a specialization in English history and a homegrown passion for Canada. During his 35-year career at UVM, he served as Chair of both the History and Music departments, as well as Director of the Canadian Studies Program. Bill was instrumental in promoting the study of Canada in the United States as longtime editor of the *American Review of Canadian Studies* and a leader of the Association for Canadian Studies in the United States. In 1993, that Association awarded him the Donner Medal for “distinguished achievement, scholarship and program innovation in the area of Canadian Studies in the US.”

Bill’s leadership as public intellectual of Canada was matched by his remarkable impact as a conductor on the Vermont music scene. He co-founded the Vermont Mozart Festival, and founded the UVM Baroque Ensemble, Vermont Gilbert & Sullivan Players, and the Oriana Singers of Vermont. Together with his wife, harpsichordist and pianist Elizabeth, the Metcalfes touched the lives of thousands and shaped the cultural life of the state. In 2015, the Vermont Arts Council awarded Bill and Liz the Walter Cerf Medal for Outstanding Achievement in the Arts.

The multi-talented Bill also played a good game of tennis and softball, holding down first base for the “Histrelits”, made up of members of the History, Religion, and English departments in the UVM summer league. Bill’s colleagues and friends will sorely miss his generous mentorship, hearty laugh and wry wit.

## MEMO

**To:** Thomas Borchert, President of the Faculty Senate  
**From:** Stephen Everse (Chair), Vicki Brennan, Christopher Burns, Adrian Ivakhiv, Anthony Julianelle, Catherine Paris, Cory Teuscher, Timothy Tourville, and Scott Van Keuren  
**Date:** December 22, 2021  
**Re:** Review of the School of the Arts Proposal by the College of Arts & Sciences

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### ***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 the Arts (SoA) within the College of the Arts & Sciences. The School would move faculty, staff, and students from the Departments of Art & Art History, Music, and Theater & Dance into programs within the SoA, with Film & Television Studies and Creative Writing associated as affiliate programs. All faculty positions, ranks, and tenure would be transferred to the School, as would operating budgets and gift funds. A startup fund of \$50,000 would also be made available from the CAS Dean and the Provost's Office. A Director and Associate Director of the School would be appointed from the faculty while Chairs would become Program Directors within the school. There would be no curricular changes to any of the majors or minors in Art & Art History, Music, and Theater & Dance in the creation of the school. With Board of Trustee approval, faculty and staff would be transitioned to the SoA on July 1<sup>st</sup>, 2022.

Our review of the School of the Arts proposal included the following actions:

- Study of the proposal and supporting materials
- Review of public comments received (n=11)
- Meetings with Dean Falls & Associate Dean Di Dio and with the Chairs of Art & Art History, Music, and Theater & Dance
- Solicitation of answers to follow up questions from Dean Falls & Associate Dean Di Dio

At the conclusion of the review process, the ad hoc Committee voted (8 For, 0 Against, 0 Abstain) to recommend that the SoA be implemented with the following condition:

Appropriate safeguards are in place to protect faculty, lecturers, and staff so that their positions, rank and tenure status are preserved prior to dissolving their departments. This

implies that a Director of the SoA must be appointed before the movement of faculty and staff begins.

## **Detailed Committee Report**

### ***UVM School of the Arts, Description and Rationale***

Over the last three years, the CAS Deans Office and the Chairs of Art & Art History, Music, and Theater & Dance have worked together to develop the SoA proposal we reviewed. As described, the SoA "... aims to better support the excellence of our arts faculty and curricula, expand interdisciplinary courses and research opportunities for our students, stay more current with trends in the arts that are crossing disciplinary barriers, elevate and better promote the value of the arts as part of a liberal arts education, and communicate more effectively the importance of the arts for the enrichment of and engagement with diverse communities at UVM and beyond."

A School is preferable to melding all of the arts into a single department because it breaks down disciplinary walls while maintaining and supporting disciplinary identities. As proposed, the School aims to create new opportunities for greater visibility, strength, and excellence for students and faculty beyond traditional boundaries.

### **Goals**

The goals for the SoA (as articulated in the proposal):

- To bring together the arts units at UVM in a cohesive way, while also respecting and supporting our differences;
- To streamline efforts in raising awareness for arts related events on campus;
- To foster an artistic community that brings UVM arts faculty and students together in shared interests (Provost's Academic Success Goals 1.1, 2.1, 2.2);
- To align with UVM's land grant mission in serving and engaging the local community;
- To advance fundraising for arts units in the College of Arts and Sciences (Provost's Academic Success Goals 2.1).

### **School Structure**

The SoA will create a new administrative structure in CAS. The Dean will appoint a Director and an Associate Director from among the faculty. The Director will be responsible for personnel, student issues, and staff supervision. In addition, the Director will have a commitment to fundraising and stewardship, planning and programming for School-wide events, outreach to community partners, acting as an advocate for the arts with the administration, and ensuring that faculty are well supported in their scholarship and teaching. The Associate Director will help to manage the operations of the School, including facilities and programming. Internal units within the SoA will be called programs and will be led by program directors (PD). PD will focus on the curriculum of their respective majors and minors, instruction, and other area-specific needs.



Our committee was concerned about the dissolution of departments; we were assured that all faculty positions in the transitioning departments will be reappointed to the SoA at the same rank and tenure status. Under the new administrative structure, the faculty will report to the Director of the SoA, who will be responsible for all personnel issues (yearly evaluations as well as Reappointment, Promotion and Tenure (RPT)).

Additionally we were assured all current staff appointments will be maintained and will report to the Director. Efforts, however, are ongoing in the College to implement the more efficient handling of various administrative processes and are expected to also be applied to the SoA over time.

Our committee questioned the move from a departmental structure to a School with programs and PDs. The proposers believe that a School with programs is preferable for several reasons. First, a school of departments with a Director adds an additional layer of bureaucracy and raises the question of who the arts chairs should report to – the CAS Dean or the SoA Director. Second, it was acknowledged that it has been challenging to identify faculty willing to serve as department chair in the arts because most faculty do not wish to oversee personnel actions. The proposed SoA structure moves personnel actions to the Director. Third, the proposed structure was suggested by the Arts Chairs themselves as being most feasible at UVM. And finally, when Dean Falls consulted with the Provost on this question, she expressed the opinion "... that a school with departments not only adds a layer of bureaucracy, but was not in keeping with other schools at UVM which are comprised of programs."

### ***Impact***

The proposal asserts that the SoA may attract more students because of the greater visibility generated from increased marketing following the formation of the School, coordinated efforts with admissions, and stronger community partnerships. Expanded internships and professional development opportunities are imagined, as are professional development workshops and student/alumni panels to further prepare arts students for the job market and/or graduate school. There are no curricular changes planned, therefore no change to any existing major or minor in the School.

This summer the CAS Dean's office and Provost's office demonstrated their commitment to the arts by hiring three Harris fellows (one each in Dance, Art, and Studio Art), hiring of a new lecturer each in Theater and Art & Art History, and movement of two lecturers in Dance to tenure track.

### ***Budget***

There will be no change in financial resources – all operating budgets and gift funds will shift to the School but remain allocated to the areas to which they currently support. A one-time start-up fund of \$50,000 from the CAS Dean and the Provost's Office will be available to the Director. It is imagined that increased fundraising efforts will help form a pool from which future projects and programming can be supported.

The proposers believe that there will be a modest cost savings in the formation of the School as current course releases and stipends allocated for chairs will be reduced. The Director will be compensated in line with CAS extra-large departments, the Associate Director will be compensated in line with chairs of medium-sized departments, and the program directors for Theatre and Dance, Music, and Art and Art History will be compensated comparably to large programs in CAS that have majors (FTS, GRS & Neuroscience).

### ***Information Learned from Comparisons to Other Institutions***

In the summer of 2019, a group of CAS faculty surveyed existing schools of the arts at universities from across the US, and a subset of their leaders were interviewed. The survey revealed a good deal of variation in size, structure, financial resources, student numbers, and number of programs included; the structure of a School or College of Arts within a larger College and/or University was found to be common.

### ***Evaluation Metrics to be Used with the UVM School of the Arts***

As articulated in the proposal, UVM's Dean of CAS will use the following areas to evaluate success of the new SoA:

- Scholarly metrics: increase in productivity as defined by the units, increased applications for external and internal grants and awards;
- Student credit hour/major/minor increases;
- Increase in philanthropic support: donor support for arts initiatives, research funding, scholarships, facility upgrades, etc;
- Increase in public engagement: more collaboration with greater Burlington and Vermont arts organizations, more community-engaged events and learning opportunities.

Dean Falls indicated that if over time the SoA is unsuccessful, he would be willing to dissolve the SoA and return a departmental structure, as was done in the UVM College of Engineering and Mathematical Sciences in 2016.

### ***Summary of Committee Actions***

This Ad-Hoc Review Committee for the School of the Arts proposal was charged on October 31<sup>st</sup> by Senate President Thomas Borchert. The committee met on November 15<sup>th</sup> to discuss the submitted proposal and comments collected thus far. Following that meeting, we requested audiences with Dean Falls and Associate Dean Di Dio and with the Chairs of Art & Art History, Music, and Theater & Dance.; a list of questions for each group was distributed

prior to the meetings. The entire committee and President Borchert met with the Deans on December 6<sup>th</sup>. Dean Falls addressed questions that we were not able to cover in the meeting time allotted in a follow-up memo. Eight of the committee members and President Borchert met with all three Chairs on December 9<sup>th</sup>. The committee met again on December 14<sup>th</sup> to determine next steps. At this meeting we recognized that we still had questions remaining. These were submitted to Dean Falls and Associate Dean Di Dio on December 14<sup>th</sup>; their responses were received on December 16<sup>th</sup>.

### ***Final Recommendations***

We recommend that the Faculty Senate approve the School of the Arts in the College of Arts & Sciences with the following condition:

- Appropriate safeguards are in place to protect faculty, lecturers, and staff so that their positions, rank and tenure status are preserved prior to the dissolution of their departments. This implies that a Director of the SoA must be appointed before the movement of faculty and staff begins.