![The University of Vermont Faculty Senate logo]

Minutes
Monday, September 24, 2018
Memorial Lounge   4:00 – 5:30 p.m.

The meeting was called to order at 4:00 p.m.

Senators in Attendance: 64

Absent: Senators Alstead (CAC), Varhue (Electrical & Biomedical Engineering), Toolin (ERTC), Mieder (German & Russian), Sidiropoulos (Pathology), Saia (Pediatrics), Cuneo (Philosophy), Gorres (Plant & Soil Science), Dickerson (Psychiatry), Peters (Rehabilitation & Movement Science), Comerford (Social Work), Carleton (Theatre)

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1. **Approval of Minutes of the May 17, 2018 meeting**
   Motion: To approve the minutes of the May 17, 2018 meeting
   Vote: 77% approve, 0% oppose, 23% abstain

2. **Presentation 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.

   >   Agriculture and Life Sciences (30)
   >   Arts and Sciences (65)
   >   Education and Social Services (9)
   >   Engineering and Mathematical Sciences (16)
   >   Grossman School of Business (29)
   >   Honors College (1)
   >   Nursing and Health Sciences (8)
   >   Rubenstein School of Environment and Natural Resources (10)

   Motion: To accept the degrees as presented
   Vote: 100% approve, 0% oppose, 0% abstain

3. **Faculty Senate President's Remarks** – President Cathy Paris made the following remarks:
    - The first New Senator Orientation and Reception was hosted by the Senate Office and the Senate Executive Council. The event provided a chance for incoming senators to learn the structure and function of the UVM Faculty Senate.
    - The Senate and Executive Council will have the opportunity to engage in the process for selecting a new UVM President, Associate Provost for Academic Affairs and Deans of CALS and the Libraries
    - The Senate welcomes to the Executive Council two new at large members, Susanmarie Harrington, Professor of English and Timothy Stickle, Professor of Psychological Sciences, both in the College of Arts and Sciences
    - This is President Paris's final year as President of the UVM Faculty Senate. On July 1, President-Elect Thomas Chittenden, faculty member in the Grossman School of Business, will take the helm.
    - Three objectives for the year: 1) to increase active participation in the Faculty Senate, especially as relates to communication between senators and the departmental colleagues they represent; 2) to protect and strengthen the role of the Senate in the governance of the University, especially with respect to the academic affairs of the University; and 3) to bring visibility and cohesiveness to the UVM General Education Curriculum.

4. **UVM Provost's Remarks** – Provost David Rosowsky welcomed the faculty with best wishes for a great semester, and provided the following remarks:
    - Provost Rosowsky and President Sullivan are pleased with the Senate objective to raise the profile of UVM's General Education curriculum with the goal of providing a unified curriculum of superb quality. This aligns with President Sullivan's priority for seeking cohesion in our General Education Curriculum.
    - The Class of 2022 has set a new academic high bar. The Orientation, move-in weekend, and the week of welcome were all successful.
    - The launch of the Residential Learning Communities (RLC) has been successful – 86% of first- & second-year students are engaged in RLCs. Retention rate for students in RLC is 89%, and 83% for students not in RLC. Together that makes the retention rate 87% for first year students. Structure for the RLC is in place, and in the coming year we will refine content, looking at common elements and reaffirming the academic emphasis and content in the courses.
    - Welcome three new senior leaders: Simeon Ananou, Chief Information Officer, Linda Schadler, Dean of College of Engineering & Mathematical Sciences, and Rick Page, Dean of the Larner College of Medicine.
    - There are four leadership searches taking place: Dean of the Honors College, Associate Provost for Academic Affairs, Dean of the College of Agriculture and Life Sciences, and Dean of the Libraries. The searches for the Deans of CALS and Libraries will be open to external candidates.

- Presidential search has been launched. A Search Committee has been formed by the Board of Trustees, and a website has been created. There are scheduled opportunities for input.
- The Move Mountains campaign crossed the $500 million threshold. Move Mountains is scheduled to end in May, and work has already started to vision and scope the next campaign. Of the $500 million raised to-date, the largest amount is for academic programs, followed by student scholarships, faculty endowed professorships and chairs, and capital projects.
- Several notable achievements and significant advances toward the highest priorities articulated in the Academic Excellence Goals and the president's Strategic Action Plan include growth in our graduate programs; 25% increase in yield of PhD students; 30% increase in Accelerated Master's Program students.
- Significant successes in extramural research support as a result of strategic focus and investments in faculty; new staff to support grant writing, submission, and management; investments in facilities and equipment; seed grants, matching funds and support for center grants. Examples of successes: (1) increase in "large" grants (greater than $1M) led by UVM faculty investigators; (2) greater cross-college collaboration on grants; (3) increased engagement with Corporate and Foundations staff (UVMF) leading to large grants to support faculty research, creation of new programs, and funding for graduate students; (4) two new COBRE grants (very large) in the biomedical sciences; (5) the Gund Institute for Environment (now in Year 2, on a great trajectory); and (6) a new Center of Excellence, made possible by a significant industry gift/partnership, in data sciences which will be announced in the next two weeks
- We are on-track for the NEASC site visit in March, with thanks to those involved in developing the self-study report and preparing faculty and departments for the site visit.
- Congratulations to Dean Sanjay Sharma and the Grossman School of Business faculty on being the #1 ranked Green MBA in the Nation, and to Dean Patty Prelock and the College of Nursing and Health Sciences faculty on being in the top-30 undergraduate online health sciences program.
- During the Weekend of October 5-7, you are all invited to three building dedications: 1) Ifshin Hall in the Grossman School of Business, 2) Cohen Hall for the Integrative Creative Arts, and 3) the renovated and restored Billings Library now home to several humanities-related centers and UVM Libraries' Special Collections.

5. **Introduction of Dr. Simeon Ananou, UVM's new Chief Information Officer** – Dr. Ananou has been on a listening tour to hear from colleagues about the pressure points, and gain appreciation for any proficiencies/deficiencies, or places where we should take action. Enterprise Technology Services (ETS) exists as a service organization to support UVM and propel it to its next level of excellence. Dr. Ananou would like to form partnerships that will allow all of us to concentrate on specific and tangible results. A few areas of desired partnership include: 1) technology to engage a new generation of learners, 2) research computing and growing research facilities, 3) analytics to understand the trends and patterns that are impacting our students in their learning

activities to predict success rates, 4) digital backpacks designed to package instructional material for students and faculty and move away from computer labs.

6. **Revised Language, Proposal for an Online Course Evaluation Platform** – Thomas Chittenden, Co-Chair of the Student Affairs Committee, provided an update on the efforts to move forward on the implementation of the myUVM-integrated online course evaluation platform that was passed by Senate vote on October 23rd, 2017. A slide presentation and report are attached to these minutes.

   Since the Faculty Senate passed a resolution in support of the platform, additional presentations were made across campus which generated additional letters and emails of support. As outlined in the resolution, the Provost charged a Request for Proposal Committee to execute the action called for in our resolution with a deadline of February 2019 for a recommendation. A draft Request for Information (RFI) document was developed and technical questions were identified.

   Concerns were raised on some of the language of the resolution; three specific changes are proposed:

<table>
<tr><td>Approved Language:</td><td>Revised Language:</td></tr>
<tr><td>Functional units or departments on campus would not be under any obligation to use this integrated platform for course evaluations, and that the determination to do so rests with the governance structures in place within each functional unit/department;</td><td>Governance and decision making over course evaluation platform, use, and data – including when, how, and whether to implement - would continue to rest with the governance structures in place within each college, school, or department;</td></tr>
<tr><td>This platform would place full autonomy and control of the questions, responses, and managed access to the responses solely with the functional units or departments on campus currently responsible for managing course evaluations;</td><td></td></tr>
<tr><td>Any implemented system would include data access and access attempt auditing to maintain verifiable integrity over the departmentally controlled responses to these course evaluations.</td><td></td></tr>
<tr><td></td><td>ADD:

WHEREAS there is documented widespread support across the University of Vermont from faculty, associate deans, and deans for the development of a sophisticated, integrated, and online course evaluation platform to improve the quality, completeness, and dimensional depth of collected responses. 5</td></tr>
</table>

After discussion, the following language changes (illustrated below) were put to vote: 1) Retain the original language in paragraphs one and two, 2) strike the suggested revised

language, 3) delete paragraph three regarding auditing language, and 4) add the WHEREAS statement regarding documented widespread support.

Approved Language:	Revised Language:
Functional units or departments on campus would not be under any obligation to use this integrated platform for course evaluations, and that the determination to do so rests with the governance structures in place within each functional unit/department;	*~~Governance and decision making over course evaluation platform, use, and data – including when, how, and whether to implement - would continue to rest with the governance structures in place within each college, school, or department;~~*
This platform would place full autonomy and control of the questions, responses, and managed access to the responses solely with the functional units or departments on campus currently responsible for managing course evaluations;	
~~Any implemented system would include data access and access attempt auditing to maintain verifiable integrity over the departmentally controlled responses to these course evaluations.~~	
	ADD:
	WHEREAS there is documented widespread support across the University of Vermont from faculty, associate deans, and deans for the development of a sophisticated, integrated, and online course evaluation platform to improve the quality, completeness, and dimensional depth of collected responses. [5]

Motion: To approve the language changes as revised above and presented at this afternoon's meeting.
Vote: 69% Approve, 19% Oppose, 13% Abstain

7. **Proposal for a More Efficient Review Process for Incoming Administrators with Faculty Appointments**. Jim Vigoreaux, Associate Provost for Faculty Affairs, presented a proposal for an expedited review process for incoming administrators with faculty appointments (for which the underlying position is full professor), including president, provost, deans, and some chair positions. Currently the candidate is subject to university greensheet review and faculty approval processes. Associate Provost Vigoreaux's proposal, attached to these minutes, seeks to eliminate this process as it is redundant, impractical and an inefficient use of faculty time. After discussion regarding the purpose and process, a motion was made to postpone until the October Senate meeting.
Motion: Evan Eyler moved that this discussion be postponed until the October meeting of the Faculty Senate, and that a mechanism for further faculty feedback be created so that additional information can be presented at that time. The motion was seconded and carried.

8. **Update from the IBB 2.0 Steering Committee** – Provost David Rosowsky reported that IBB 2.0 started last January, continued over the summer, and is on schedule to conclude

this fall. The IBB Steering Committee has been expanded to 23 members, and includes several representatives from the Faculty Senate. The Steering Committee reviewed feedback received from the campus community (all feedback is posted on the IBB website) and identify three areas of focus for refinement; these areas were taken up in the following order:

1) Algorithm 7 (Support Center Pools), focusing on (a) the headcount cost driver, and (b) whether or not the algorithm can be simplified.
2) Algorithm 1 (Undergraduate Net Tuition), focusing on (a) weightings, and (b) whether the 85/15 split should be revised;
3) Algorithm 6 (Facilities), considering whether the current methodology can/should be revised to account for space weighting by functional use, deferred maintenance obligations, or utility costs;

Progress to-date:

- Algorithm 7 - The preliminary recommendation is to reduce the part-time faculty/staff assessment (head tax) to half of the full-time assessment. This recommendation was transmitted to President Sullivan, and communicated in IBB Campus Update #8.
- Algorithm 1 – the preliminary recommendation is being drafted and will be sent to President Sullivan this week. It will be shared in IBB Campus Update #9 next week.
- Algorithm 6 – will be taken up in the first two weeks of October.

Once the President accepts the recommendations, the implementation process will begin immediately. The Steering Committee will then move to work on other items, including: the role and authority of the Educational Stewardship Committee; whether and how to incorporate 4-year graduation and retention into the model; whether refinements to the metrics currently in use to evaluate the efficacy of the model are warranted; and an exercise that maps all of the elements of the model to one or more of the President's Strategic Action Plan Pillars and/or the Academic Excellence Goals. The Steering Committee will continue to meet and monitor progress and impacts this Spring and the next academic year.

9. **Roundtable Discussion: Vision for UVM's 27th President**. Time constraints did not allow the Senate to engaged in a roundtable discussion on the qualitites and attributes of the next president of the University of Vermont. President Paris requested that the Senators submit responses to any one of the following five questions, via email to Faculty.Senate@uvm.edu no later than Monday, October 1, 2018. The feedback will be compiled without identifying information and forwarded to the Presidential Search Committee. Responses were solicited to the following five questions:

- What opportunities do you see facing the University of Vermont in the next ten years?
- What challenges do you see facing the University of Vermont in the next ten years?
- What professional qualifications/experiences should the next president possess?

- What personal leadership characteristics should the next president possess?
- What other considerations should the Presidential Search Committee bear in mind as we initiate the process?

10. **Adjourn**. The meeting adjourned at 5:34p.m.

Student Affairs Committee and Educational Research Technology Committee Faculty Senate Report on the Resolution Passed on Course Evaluations
August 28th, 2018

Background: On October 23rd 2017 the Faculty Senate passed with 80% approval a resolution on "Departmentally Controlled myUVM Portal Integrated Online Course Evaluation Platform." (Appendix A). Since then, additional efforts have been conducted on behalf of the Faculty Senate.

Update: The Provost has charged a committee of eight individuals to execute the action called for in our resolution with a deadline of February 2019 for a recommendation. Appointed members of this committee:

- Penny Bishop, Associate Dean for Innovation and Technology, College of Education and Social Services;
- Jamie Benson, Chair, Academic Affairs Committee, Student Government Association;
- Michael Cannizzaro, Associate Professor, Department of Communication Sciences and Disorders;
- Thomas Chittenden, Co-Chair, Faculty Senate Student Affairs Committee;
- Andrew Hendrickson, Information Technology Administrator, College of Arts and Sciences;
- Rachel Seremeth, Director, Enterprise Application Services;
- Regina Toolin, Chair, Faculty Senate Educational and Research Technologies Committee;
- Rachel Grace Trowbridge, Associate Registrar.

Departmental Presentations:
Per the request of the Provost, UVM department chairs and directors were contacted including a full presentation to the CAS Directors & Chairs body in February of 2018. These presentations generated additional letters and emails of support to further identify a solution to improve how course evaluations are conducted at UVM.

Administrative Staff Discussions:
To translate our resolution into action, staff in ETS, SAA and the Registrar's office were consulted. A draft Request for Information (RFI) document was developed and technical questions have been identified.
From these discussions, concerns have been raised on some of the language of the Faculty Senate–approved resolution. Three specific changes are proposed in response.

1. Revised language more concisely uses more broadly interoperable terminology rephrasing the original intent of the wording that decision making concerning course evaluation methods will continue to rest with our departments, schools, and colleges, as it does at present. It also acknowledges that control over course evaluation data remains with deans and department chairs, as it does now.
2. The new language eliminates reference to "auditing access attempts," which had unnecessary negative connotations.
3. It adds another "Whereas" clause referencing the support for online course evaluations at UVM evidenced with resolutions, letters and statements of support compiled over the past six years.

This is a report to the Faculty Senate that the following language revisions are being adopted by the newly appointed Request for Proposal Committee. We welcome your comments and concerns.

Language Approved by the Faculty Senate (10/23/17)	*Revised Language to be Used by the Request For Proposal Committee*
Functional units or departments on campus would not be under any obligation to use this integrated platform for course evaluations, and that the determination to do so rests with the governance structures in place within each functional unit/department;	*Governance and decision making over course evaluation platform, use, and data – including when, how, and whether to implement - would continue to rest with the governance structures in place within each college, school, or department;*
This platform would place full autonomy and control of the questions, responses, and managed access to the responses solely with the functional units or departments on campus currently responsible for managing course evaluations;	
~~*Any implemented system would include data access and access attempt auditing to maintain verifiable integrity over the departmentally controlled responses to these course evaluations.*~~	
	Add: *WHEREAS there is documented widespread support across the University of Vermont from faculty, associate deans, and deans for the development of a sophisticated, integrated, and online course evaluation platform to improve the quality, completeness, and dimensional depth of collected responses.*

Appendix A: Faculty Senate Passed Resolution on October 23rd 2017

WHEREAS the University of Vermont Faculty Senate passed a motion on online evaluations on April 9th 2012 (FS2012-174) supporting the creation of an online course evaluation platform for UVM courses; and

WHEREAS the University of Vermont Student Government Association passed a resolution supporting the revitalization and standardization of academic course evaluations on November 18th 2014 (SGA2014-04); and

WHEREAS the Student Affairs Committee of the Faculty Senate, the Educational Research & Technologies Committee of the Faculty Senate and the Student Government Association passed additional resolutions calling for an integrated course evaluation system to have the following operational and policy parameters:

- The anonymity of respondent submissions should be maintained in all presented results with specific attention to semantic security limiting multi-dimensional response parsing to only include sub-populations with a minimum number of five collected responses from that sub group;
- Such a platform would make available the course questionnaire to students to complete up until being able to view their final course grade, and that a prompt would ask students if they would like to opt out or in to completing the evaluation;
- If the student opts to complete the course evaluation, this would only occur before the final grade is viewable ensuring that students must complete the course evaluation before their grade is viewable through the online portal;
- Functional units or departments on campus would not be under any obligation to use this integrated platform for course evaluations, and that the determination to do so rests with the governance structures in place within each functional unit/department;
- This platform would place full autonomy and control of the questions, responses and managed access to the responses solely with the functional units or departments on campus currently responsible for managing course evaluations;
- Any implemented system would include data access and access attempt auditing to maintain verifiable integrity over the departmentally controlled responses to these course evaluations.

THERFORE BE IT RESOLVED that
- The University of Vermont Faculty Senate supports the implementation of a myUVM-integrated departmentally controlled course evaluation platform.; and
- The University of Vermont should charge a joint Administration/Faculty Senate committee to develop a Request for Information (RFI) to solicit vendor proposals on a course evaluation platform to meet the desired characteristics outlined above.

Course Evaluation Resolution Faculty Senate Report Out and Update

Student Affairs Committee
Fall 2018

Update

Since the Faculty Senate passed the resolution on 10/23/17…

- Additional presentations made across campus
  - CAS Directors & Chairs
  - Deans Council
  - Various Departments..

- Provost has charged a Request for Proposal Committee

- Language changes to the "Whereas" clauses desired

Course Evaluation Software Work Group Appointed Members

- Penny Bishop, Associate Dean for Innovation and Technology, College of Education and Social Services;

- Jamie Benson, Chair, Academic Affairs Committee, Student Government Association;

- Michael Cannizzaro, Associate Professor, Department of Communication Sciences and Disorders;

- Thomas Chittenden, Co-Chair, Faculty Senate Student Affairs Committee;

- Andrew Hendrickson, Information Technology Administrator, College of Arts and Sciences;

- Rachel Seremeth, Director, Enterprise Application Services;

- Regina Toolin, Chair, Faculty Senate Educational and Research Technologies Committee;

- Rachel Grace Trowbridge, Associate Registrar.

Resolution as passed

WHEREAS the University of Vermont Faculty Senate passed a motion on online evaluations on April 9th 2012 (FS2012-174) supporting the creation of an online course evaluation platform for UVM courses; and

WHEREAS the University of Vermont Student Government Association passed a resolution supporting the revitalization and standardization of academic course evaluations on November 18th 2014 (SGA2014-04); and

WHEREAS the Student Affairs Committee of the Faculty Senate, the Educational Research & Technologies Committee of the Faculty Senate and the Student Government Association passed additional resolutions calling for an integrated course evaluation system to have the following operational and policy parameters:

- The anonymity of respondent submissions should be maintained in all presented results with specific attention to semantic security limiting multi-dimensional response parsing to only include sub-populations with a minimum number of five collected responses from that sub group;
- Such a platform would make available the course questionnaire to students to complete up until being able to view their final course grade, and that a prompt would ask students if they would like to opt out or in to completing the evaluation;
- If the student opts to complete the course evaluation, this would only occur before the final grade is viewable ensuring that students must complete the course evaluation before their grade is viewable through the online portal;
- Functional units or departments on campus would not be under any obligation to use this integrated platform for course evaluations, and that the determination to do so rests with the governance structures in place within each functional unit/department;
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- Any implemented system would include data access and access attempt auditing to maintain verifiable integrity over the departmentally controlled responses to these course evaluations.

THERFORE BE IT RESOLVED that

- The University of Vermont Faculty Senate supports the implementation of a myUVM-integrated departmentally controlled course evaluation platform.; and
- The University of Vermont should charge a joint Administration/Faculty Senate committee to develop a Request For Information (RFI) to solicit vendor proposals on a course evaluation platform to meet the desired characteristics outlined above.

Approved Language:

Functional units or departments on campus would not be under any obligation to use this integrated platform for course evaluations, and that the determination to do so rests with the governance structures in place within each functional unit/department;

This platform would place full autonomy and control of the questions, responses, and managed access to the responses solely with the functional units or departments on campus currently responsible for managing course evaluations;

~~Any implemented system would include data access and access attempt auditing to maintain verifiable integrity over the departmentally controlled responses to these course evaluations.~~

Revised Language:

~~Governance and decision making over course evaluation platform, use, and data – including when, how, and whether to implement - would continue to rest with the governance structures in place within each college, school, or department;~~

ADD:

WHEREAS there is documented widespread support across the University of Vermont from faculty, associate deans, and deans for the development of a sophisticated, integrated, and online course evaluation platform to improve the quality, completeness, and dimensional depth of collected responses.

5

Reasons for Language Changes

- Deemed Now Ready for a 'Request for Proposal' instead of the more preliminary 'Request for Information'

- The passage with the term Audit had unnecessary negative and legal connotations.

- Governance varies across units; new language is more generalized and thus interoperable.

Revised 9/12/2018

DATE: August 1, 2018

TO: Cathy Paris
            President, Faculty Senate

FROM: Jim Vigoreaux
            Associate Provost for Faculty Affairs

RE: Review Process for Incoming Administrators with Faculty Appointments

Issue: The awarding of tenure for incoming administrators with faculty appointments, including president, provost, deans, and some chair positions (for which the underlying position is full professor), is subject to university review and faculty approval processes. We seek the Faculty Senate's advice on eliminating this process as it is redundant, impractical and an inefficient use of faculty time.

Redundant: The application for academic administrator positions require the rank of tenured professor (with the exception of some chair positions). The selection of academic administrators with faculty appointments follows a thorough and strongly vetted process that involves faculty from appropriate disciplines who evaluate the research/scholarly achievements of the candidate for evidence of professional stature.

Impractical: Requesting the chosen candidate to complete the greensheet process after rising to the top of a national search sends a conflicting signal that some candidates may find insulting and some external reviewers may find inappropriate. Administrative appointments are 12-month appointments (with the exception of some chair positions) that typically begin in the summer, at or near the beginning of the fiscal year. This requires convening faculty (department, FSC, PSC) for committee work during the summer, a process that has proven challenging and often generates resentment among those involved.

Inefficient use of time: I could find no record at UVM of an incoming administrator with faculty appointment whose tenure was not granted.

Recommendation: Administrator positions with faculty appointments, including department chair positions, will require an earned doctorate/terminal degree and an outstanding record of teaching and scholarship, as evidenced through earned promotion to full professor. At the time of hiring, the provost will seek the recommendation of the search committee and the home department or school as to the granting of tenure at UVM. In situations where the granting of tenure is not clearly obvious, the provost can invoke the regular faculty tenure-review procedure.

cc: David Rosowsky, Provost and Senior Vice President