Agenda

Introduction and agenda (Dave) [10 min]
Meeting facilitation (Ernesto) [5 min]
Presentation (Dave) [15 min]
Open discussion (Ernesto facilitates discussion, Linda and others monitor chat) [50 min]
Closing remarks/Next steps [10 min]
## Opportunities for Input

Faculty Groups by Themes (from the Career Services Interest Groups)

<table>
<thead>
<tr>
<th>Theme</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts, Media and Communication</td>
<td>March 2</td>
</tr>
<tr>
<td>Business &amp; Entrepreneurship</td>
<td>March 10</td>
</tr>
<tr>
<td>Education, Policy, and Social Impact</td>
<td>March 17</td>
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<tr>
<td>Food, Environment, and Sustainability</td>
<td>March 23</td>
</tr>
<tr>
<td>Health Professions</td>
<td>March 25</td>
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<tr>
<td>STEM</td>
<td>March 29</td>
</tr>
<tr>
<td>Campus-Wide Working Session</td>
<td>TBD</td>
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</tbody>
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Opportunities for Input

Groups we plan to hear from:

• Colleges
• Deans (3/8*)
• Associate Deans (3/10)
• Chairs (3/4*)
• SGA
• GSS
• Faculty Senate Executive Council (3/1)
• Staff Council
• Student Services Collaborative (3/17)
• BIPOC Faculty
• Affinity Centers
Aim of the Reorganization Working Group

Student Experience
Academic Alignments
Research Productivity

Administrative Cost
Complexity / Redundancy
Barriers to Student / Faculty Success

ENHANCE
REDUCE
REIMAGINING A UVM 2050

AGRICULTURAL, BIOLOGICAL & ENVIRONMENTAL SCIENCES

“Ensuring a healthy environment—meeting our needs without compromising our future.”

SOCIETAL HEALTH

“Promoting & delivering on our commitment to building healthy societies.”

ARTS, LETTERS & THE HUMAN EXPERIENCE

“A liberal education at our core—thinking critically and solving real problems.”

ENGINEERING, BUSINESS & TECHNOLOGICAL INNOVATION

“Entrepreneurship in responding to 21st Century needs for a healthy environment and society.”

CONSIDER POSSIBLE COLLEGES THAT MIGHT LOOK LIKE THIS . . .

FACILITATORS

- Interdisciplinary research institutes
- Land grant mission/engagement
- Nontraditional education
- Inclusion and equity
- Improved business/service practices

CATALYZING the impact of our students and our distinctive research and scholarly contributions,

PROMOTING a culture of inclusive collaboration across disciplines, and

SPURRING innovation at all levels.
How did we get to “UVM 2050”
Fall Working Group Analysis—Four Models

Model 1: Status Quo

Source: AORWG_REPORT_10_7_2020 [DRAFT]
Colleges evaluate program offerings independently (example—CAS)
Model 3 (a&b): “Administrative” Reorganization

Source: AORWG_REPORT_10_7_2020 [DRAFT]
Model 4

Colleges and programs aligned with “Amplifying Our Impact” and Provost’s Academic Success Goals

Source: AORWG_REPORT_10_7_2020 [DRAFT]
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Process Steps

President | Provost

Faculty Senate

ARWG - External Benchmarking | Alignments | Resources

ArtSci Internal/External Research for Strategic Positioning

Conceptual Framework

May:
Pres/Provost Senate Board
Academic Reorganization Working Groups

Tasks so far:
• Establishing Working Group Culture
• Reviewing Previous Working Group Materials
• Sharing Materials with all Working Group Members
• Creating a Website
• Identifying Stakeholder Groups (Internal and External)

• Developing Resources Tools
• Developing Guiding Questions
• Scheduling Input Sessions
• Reviewing Campus Survey Results
2020 UVM Reorganization Comments

2/24/2021
Highlights

• The Liberal Arts is central to the land grant missions, but so too is practical education
  • Lack of clarity regarding LGM results in a tension between liberal and practical education
  • This also manifests as a tension between STEM and non-STEM programs

• There was substantial feedback regarding operations and processes that needed to be improved as we think about restructuring the University (a majority of these comments came from staff)

• The UVM community recognize that change is hard and offered suggestions/expertise on change management. These include:
  • More transparency (i.e., what are the goals?)
  • Shared governance
  • Reasons/evidence to support the need for change

• There is a recognition that UVM is a siloed university – and a reorganization should help create a more unified university
Highlights—The Elephants in the Room

• Communication needs to be improved
• Proposed CAS cuts and future potential cuts have people upset
• The unsettled UA CBA is a point of contention
• People are anxious about what reorganization means—and will mean
• Trust is in short supply—on all sides
“There are plenty of smart, efficient, forward-thinking faculty at UVM. It’s always surprising that they never have a role in major decisions… – Member of the Faculty
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Others?

*tentative/to be confirmed
What we can promise:

• Transparency

• Openness

• Multiple opportunities to be heard

• A thorough, good-faith consideration of all ideas

• There is no pre-determined outcome for our group, or for UVM administration

• We will make recommendations in the best interest of the University for a durable and exciting University going forward
What we can’t promise:

- Consensus
- That everyone will get what they recommend
- That there will be no changes
- That our working group will stop program evaluations in CAS or other colleges
- That our recommendations will be different than that of each previous working group
Questions to guide us

*From the Perspective of Academic Reorganization...*

- What are the areas of our academic structure that work well? What are you proudest of?
- What are the key societal challenges we face that our programs should ensure our students are prepared for?
- If you could reinvent the University, what does your ideal UVM look like? What educational and research constellations would most effectively demonstrate our strengths?
- What are the current structural impediments to achieving our goals?
- How can we cultivate inclusiveness, justice, and equity through a restructuring process?
Questions/Input

• Raise Hands

• Keep remarks to 2 minutes or less

• Ernesto will call on participants again once everyone has had a first opportunity to speak

• Someone from the team will be monitoring chat and will bring up comments when relevant. If you do use the chat please keep comments brief.