



FACULTY SENATE

Retired Faculty & Administrative Officers
Executive Board Meeting
August 30, 2016
Minutes

Present: Jack McCormack, Bill Meyer, Helene Lang, Lee Thompson, Lou Izzo, Robert Lawson, Alan Gotlieb, Mary Jane Dickerson, Steve Cutler, Jill Tarule

Absent: Michael Gurdon

Call to Order: President McCormack, 12:30 pm in the Faculty Senate Conference Room

Announcements: None noted

1. **Minutes:** Minutes for 24May2016 Executive Board Meeting were approved.
2. **Report from the 8th Biennial AROHE Conference 2016/Seattle, 14-16 August 2016(Bill Meyer):** The conference was the biggest yet in terms of number of attendees and institutions represented. There was much of value to RFAO and to UVM. There was extensive discussion of the relevant issues for us as indicated in the outline attached as part of these minutes (see attachment).
3. **Fall Luncheon:** To be held October 17; Professor Emeritus of History Alfred Andrea will speak on "The Mogao Caves of Dunhuang: A Meeting Place in the Desert for Silk Road Travelers." We plan that our audiovisual provision will be improved with the assistance of specialists from the College of Medicine.
4. **Advising/Mentoring Initiative:** We are still seeking assistance for Jill Tarule; assistance could come from colleagues not necessarily on the Executive Board.
5. **Future Guests:** President Thomas Sullivan; Provost David Rosowsky; BOT Chair David Daigle; Representative of Union Faculty Retirees; UVM Foundation President Bundy.
6. **Alumni House:** There is an intention that books by retired faculty will be displayed in the new Alumni House. Clarification was sought on whether these would be housed in room for retirees or in the AH library and what monitoring provision might be provided.
7. **Other Business:**
 - a. As an example of the value of examining academic lineage Robert Lawson circulated a History of the Psychology Department.
 - b. Ideas for the Future (i) Panel of Retirees on retiree experiences. (ii) Panel of Alumni out more than 10 years on the impact of their professors.
 - c. Steve is continuing to work with Jean Shea on drafting and publishing the results of student interviews of retired faculty.

Respectfully submitted: Bill Meyer 18 September 2016

8th Biennial AROHE Conference 2016/Seattle – Report

ORIGINAL INTENT

1. BOT:
Cal State U – Fac member nominated by CSU Statewide Acad Senate, appointed by Governor.
See <https://www.calstate.edu/bot/overview.shtml> (what about SUNY, CUNY, Texas?)

Oregon/by statute – each college board must have one student, one faculty member

Georgia – in works, Advisory Committee of retirees to state board
2. Union issues: No apparent problems even on rehire, etc
3. Retiree advising/mentoring: Active issue on a number of campuses – not well developed
4. Benefits: Everywhere an issue
5. Social programs: Many more extensive than ours
6. Dues:
UW \$50
Kennesaw State \$15 no problem 400/600 belong – Dorothy Zinsmeister, ex-chair/Biology, close friend of Barbara/Alan McIntosh
7. Budgets/Sources, structure, control:
See MSU survey

TRENDS

8. Emeritus College:
Examples – Ucal/Emory/Az State
- Ucal System 11th campus document/[survey instrument](#)
9. Retirement Living:
See UW, SUNY – ERA, Belmont Village

LITERATURE

- A. Program and attendees
- B. AROHE stats
- C. AROHE briefs:
 - a. Associations
 - b. The Emeritus College
 - c. Retiree Centers
 - d. Staff Retirees
- D. Retirement Organizations – Michigan State University/Baldwin Demographics, Revenue Sources, Challenges, [survey instrument](#)
- E. Faculty Hiring
Cal – recall, Berkeley, UW – Encore: 43%, 40% of pre-retirement salary. Cincinnati figures time worth \$25/hr
Issues – liability, compliance (even for volunteers)

- F. Retirement Living
 - ERA Living – UW
 - Belmont Village – SUNY
- G. Winona State
 - Report and survey instrument
- H. Other
 - Wesleyan – Wasch Center
 - Stanford – Distinguished Careers Institute
 - UCSanta Clara

Respectfully submitted: Bill Meyer

30August2016



Retired Faculty and Administrative Officers
Executive Board Meeting
September 20, 2016

MINUTES

Present: Jack McCormack, Bill Meyer, Helene Lang, Lee Thompson, Lou Izzo, Robert Lawson, Alan
Gotlieb(Skype), Mary Jane Dickerson, Steve Cutler, Jill Tarule, Michael Gurdon

Absent: Nada

Call to Order: President McCormack, 12:30 pm in the Faculty Senate Conference Room

Announcements: Mary Jane Dickerson was congratulated by all for her election to the Vermont
Academy of Arts and Sciences.

1. Approval of Minutes: Minutes for 30August2016 Executive Board Meeting were approved.
2. Fall Luncheon: To be held October 17; Professor Emeritus of History Alfred Andrea will speak on
“The Mogao Caves of Dunhuang: A Meeting Place in the Desert for Silk Road Travelers.” We plan
that our audiovisual provision will be improved with the assistance of specialists from the
College of Medicine. The invitation process will change to email invitation with an undelivered
email invitation triggering invitation by regular mail.
3. Advising/Mentoring Initiative: Jill Tarule and Mary Jane Dickerson to meet with new central
administration officer on advising/mentoring.
4. Future Guests: President Thomas Sullivan on 10/20; others under active recruit – the Provost,
the union president plus David Shiman. Added to the list for consideration – Professor Lynne
Bond.
5. Alumni House: The issue of policy for display of post-retirement books by retirees in the Alumni
House retirees room and the AH “main” library was discussed. In-as-much as the AH grand
opening was by invitation only it was decided that we should organize our own “opening” for
our room.
6. New Executive Board Members: Fred Curran has agreed to join us. Connie Gallagher is
considering it. Sarah Burchard is busy with family and travel. Brooke Mossman is a possibility.
Lou will send out a list of members to Board for ideas re future Board members and possible
speakers.
7. Retired Scholars Grants program: We have 6 Applications for sure and time for more to come in.
8. Free Speech on Campus: Note was made of the thoughts expressed by Prof. Aaron Kindsvatter
re the Bias Response Team.

Respectfully submitted: Bill Meyer

12October2016



Retired Faculty and Administrative Officers
Executive Board Meeting
October 18, 2016

MINUTES

Present: Jack McCormack, Bill Meyer, Helene Lang, Lou Izzo, Robert Lawson, Alan Gotlieb(Skype), Mary Jane Dickerson, Steve Cutler, Jill Tarule, Michael Gurdon, Fred Curran

Absent: Lee Thompson

Call to Order: President McCormack, 12:30 pm in the Faculty Senate Conference Room

Announcements: Fred Curran was welcomed as a new member of the Board.

1. Approval of Minutes: Minutes for 20September2016 Executive Board Meeting were approved.
2. Report from the Senate (Michael Gurdon): The main items of interest were (a) renaming of the College of Medicine to The Robert Larner, M.D. College of Medicine subsequent to a \$100 million gift and (b) approval of UVM-wide Institute for the Environment, non-degree program, subject to Board of Trustees' approval. The full report is attached.
3. Advising/Mentoring Initiative: Jill Tarule and Mary Jane Dickerson are preparing to have a conversation with the new Director of the counseling Center.
4. Future Guests: Vice-President Wanda Heading-Grant on 11/15, President Thomas Sullivan on 12/20; Provost Rosowsky and Acting UA President John Forbes in early 2017, Board of Trustees Chair David Daigle (at his convenience which may differ from our usual schedule), and Professor Cynthia Forehand.
5. Health Plan Insurance Rates: Announcement of new rates I n hand. We need to find out from Harold Pierce about renegotiation of Delta Dental Plan.
6. Alumni House: The remarkably small size of the Retiree Room was noted, advisability of our board meeting at AH was discussed, we hope to hold reception there in the Spring, and the appointment of Andrea Van Houven as AH Director was noted.
8. Other Business: (a) We've received 8 applications for this year's Scholar's Awards. (b) Lou will look into interactions with AARP per Professor Fred Schmidt. (c) As part of our putative Social Program we should consider scholar talks.

Attachment:

Respectfully submitted: Bill Meyer

15November2016

Faculty Senate Meeting on 26 September 2016.

1. A Resolution in Memoriam was read and adopted into the minutes for the late Dr. Donald Balch (Animal Sciences). Dr. Balch gained renown in the refinement of the Morgan horse breed.
2. UVM President Tom Sullivan offered his welcome. He highlighted the recent news about UVM receiving the largest gift ever to a public University in New England (adding up to an aggregate of \$100 million from the one donor), and the renaming of the medical school, which will now be known as The Robert Larner, M.D. College of Medicine at The University of Vermont (<http://www.uvm.edu/~uvmpr/?Page=news&&storyID=23418>). Sullivan also encouraged faculty to visit and use the new Alumni House that is open to all faculty for academic and social events (<http://www.alumni.uvm.edu/s/1690/alumni/index.aspx?sid=1690&gid=2&pgid=466>). He also mentioned the Inquiry magazine that all faculty received in their mailboxes (detailing the research and publication achievements of our UVM colleagues), and emphasized the importance of the first year student experience in interactions with these teacher-scholars.
3. Laurie Eddy unveiled the new Senate website (http://www.uvm.edu/faculty_senate) which is based on a Google platform. There is a highlighted emphasis on the Senate calendar --- how to easily find the times and agendas of the various Senate committees.
4. Laura Almstead, Curricular Affairs Committee, led the discussion of two motions: (i) an uncontested request to terminate the Continuing and Distance Education Certificate of Health Care Management, and (ii) a proposal to replace the former with a new Certificate of Graduate Study in Health Care Management and Policy. The latter would have a higher level of credentials and a greater emphasis on public policy. It is also unique in that it will be delivered entirely online. The Senate approved both motions.
5. The main event was a proposal to create a UVM-wide Institute for the Environment. The discussion was led by Cathy Paris (in her role as Environmental Institute Review Subcommittee Chair), Taylor Ricketts (Professor RSENR, Director of the Gund Institute, and Provost David Rosowsky).

This proposal reflects the culmination of work starting in 2012 that was carried out by three workgroups, including the initial Working Group 1 (Envisioning Environment, Working Group 2 (Envisioning the Institute), and Working Group 3 (Resourcing the Institute). Impetus was revived in June when a donor committed a significant gift towards the \$2 million needed to establish the institute. The administration then itself committed \$500,000 annually from the Strategic Initiatives Fund to support the new institute.

The three major elements of the Institute's strategy and purpose are to: 1) catalyze transdisciplinary research; 2) connect UVM with the state, national, and global communities; and 3) solve critical environmental problems. The Institute will provide support for faculty research, as well as support for graduate students, postdoctoral researchers, and visiting scholars (the Institute will not grant degrees or appoint faculty).

While the Senate was not required to vote on the proposal (because the Institute will not grant degrees, nor house any faculty), the donor desired to see sufficient faculty support. The Senate voted in favor of the proposal (77%, with 13% opposed, and 9% abstaining). It will now be subject to approval by the Board of Trustees at their October meeting.



The University of Vermont

**Retired Faculty and Administrative Officers
Executive Board Meeting
December 20, 2016**

MINUTES

Present: Jack McCormack, Helene Lang, Lou Izzo, Alan Gotlieb(Skype), Mary Jane Dickerson, Jill Tarule, Michael Gurdon, Robert Lawson, Lee Thompson, Steve Cutler, Fred Curran

Absent: Bill Meyer

Call to Order: President McCormack, 12:30 pm in the Faculty Senate Conference Room

1. Guest: (President Tom Sullivan: Focus on Strategic Goals/Initiatives for the University over the next several years and close attention to progress on Action Plans (e.g. Affordability for students; Faculty Recognition/Rewards; Continued Improvement of Facilities; Effectiveness/Efficiency of Institutional Management; Discussion of possible increment in funding for Retired Scholars Award Program)
2. Approval of Minutes: Minutes of November 15, 2016 meeting were approved with corrections
3. Report from the Senate (Michael Gurdon); November 28: The Comprehensive Campaign has reached 75% of its goal; Student Financial Aid represents 26% of expenditures
4. Report from the Senate (Michael Gurdon); December 19: A Student Affairs Sub-Committee is working on changes to the Code of Academic Conduct that include addressing due process protection for students. The Provost gave a presentation on Incentive-Based Budgeting (IBB) that included mention of rapid increase in cross-disciplinary course offerings and research.
5. Discussion of benefits for retirees including approval of following up on support for computer issues and exploration of hearing aid issues
6. Spring Luncheon Meeting: Venue – Doubletree

Respectfully submitted: Jack McCormack



The University of Vermont

**Retired Faculty and Administrative Officers
Executive Board Meeting
January 17, 2017**

MINUTES

Present: Jack McCormack, Helene Lang, Jill Tarule, Lou Izzo, Mary Jane Dickerson, Michael Gurdon, Fred Curran, Steve Cutler, Alan Gotlieb (Skype), Robert Lawson, Lee Thompson.

Absent: Bill Meyer.

Call to Order: President McCormack, 12:30 p.m., in the Faculty Senate Conference Room, 327 Waterman.

1. Minutes of 20 December 2016 meeting: approved as distributed.
2. Recognition of Barb Caron upon her retirement from the Office of the Provost, for her outstanding assistance to the RFAO, working with Tiera Porter, in assuring our smooth transition from the Faculty Senate Office to the Office of the Provost. A note of appreciation will be sent to her. Catherine Symans of the Office of the Provost will temporarily replace Barb in assisting us.
3. Continuing discussion of retirement benefits (Lou Izzo):
 - A. Hearing aids
Elizabeth Adams of the Luse Center responded supportively to Lou's inquiries. Elizabeth, Lou, Steve, and Harold Pierce (HS) will meet regarding the possibility of a plan to which retirees could subscribe for hearing aid insurance coverage. Unions might have to be involved; a report on this aspect would be useful.
 - B. Microsoft Office 365 software
Survey to gauge retiree interest in pressing for free or discounted software, given it is currently free to *active* faculty (but *not* staff). Results of survey: 75 responses received to date; 25% not interested, but 75% **were**. Lou is waiting for more responses.
Computer Depot's Andy Gingras says that Staples offers a 10% discount now. UVM already provides this software to any purchaser of a new UVM computer. Lou will pursue the question of who writes UVM contracts for a general software license, with particular attention to who is included.
4. Spring Luncheon Meeting
Date: options include May 1, May 8, and (if available, perhaps the least problematic date) May 15. Jack will keep us posted. Note that the board meeting is set for May 16.
Venue: DoubleTree.
Slate of Candidates to present at the luncheon:
Current Executive Board
President: Jack McCormack; Vice President: Jill Tarule; Secretary-Treasurer: Bill Meyer;
Statutory members: Fred Curran, Steve Cutler, Alan Gotlieb, Robert Lawson, Lee Thompson;

Ex-officio members: Helene Lang (Past President and AROHE representative), Mary Jane Dickerson, (*Hermes* newsletter co-editor with Jack McCormack), Lou Izzo (Information Officer), Michael Gurdon (Senate representative).

5. Other

Steve Cutler, about to take up a Visiting Professorship at the University of Bucharest's new Institute for Research (ICUB), will be overseas from late January into June. He therefore offered to resign from the Board. Reactions to this offer on email had been unanimous in congratulations and support of Steve staying on the Board, keeping in touch by email when possible. When Steve proposed absenting himself from the meeting in order to allow colleagues to discuss the matter candidly he encountered strong resistance. The Executive Board reaffirmed its preference that Steve Cutler stay one of our number throughout his absence.

Retired Scholars Award Program: there was enthusiasm for sending a letter to President Sullivan requesting his increasing the funds for annual awards to retirees in aid of scholarship and research projects.

Possible visitors to Executive Board meetings this semester: Provost David Rosowsky; Associate Provost Jim Vigoreaux; Board of Trustees Chair David Daigle

Next meeting: February 21, 2017

Respectfully submitted,
Lee Thompson

Executive Board Meeting
Tuesday, February 21, 2017
12:30-2:00pm
Senate Conference Room
327 Waterman Building

MINUTES

Present: Jack McCormack, Bill Meyer, Helene Lang, Lou Izzo, Alan Gotlieb (Skype), Mary Jane Dickerson, Jill Tarule, Michael Gurdon, Fred Curran, Robert Lawson, Lee Thompson

Absent: Steve Cutler

Call to Order: President McCormack, 12:30 pm in the Faculty Senate Conference Room

1. Guest: Associate Provost for Faculty Affairs – Jim Vigoreaux: Announced our new support person from his office – Jennifer Diaz. Invited us to participate in the revised Faculty Development Program including foci on (a) young faculty, (b) mid-career leadership, and (c) more senior or nearing retirement faculty. There was discussion of panels we might participate in on post-retirement activity and “multi-mentoring.
2. Approval of Minutes: Minutes for January 17, 2017 were approved.
3. Report from the Senate (Michael Gurdon): The January meeting approved overwhelmingly a resolution reaffirming UVM values of being all-welcoming and approved a new minor in Public Policy Analysis.
4. Report from the Senate Executive Council (Michael Gurdon): Regarding “Common Ground” initiatives there was discussion of consideration of quantitative reasoning; future themes for discussion will relate to enrollment management, international students, and the first-year experience. Also discussed was the observation that too much time is spent on reporting and not enough on voting on issues, i.e. – the passivity of faculty involvement.
5. Retired Scholars Award Program: Our resources have been enhanced such that we can grant two more awards. Thus, we must concentrate on encouraging more applications.
6. Spring Luncheon Meeting: This is scheduled for Monday, May 15 at the Doubletree. There will be Election of Officers and 5 Board Members. We have been unable to elicit a response from the Burlington Police Chief so must look elsewhere for a speaker. Michael Gurdon agreed to contact Tim Brookes as a possible speaker.
7. New Board Member: Jim Burgmeier has agreed to join the Board.
8. Benefits/Hearing Aids (Lou Izzo): Lou will meet with Harold Pierce in early March to discuss this possible addition to our benefits package.

Respectfully submitted: Bill Meyer

March 21, 2017

Executive Board Meeting

Tuesday, 21 March, 2017
12:30-2:00 p.m.

Faculty Senate Conference Room

327 Waterman Building

MINUTES

Present: Jack McCormack, Helene Lang, Lou Izzo, Alan Gotlieb (Skype), Mary Jane Dickerson, Jill Tarule, Michael Gurdon, Robert Lawson, Lee Thompson, Jim Burgmeier

Absent: Fred Curran, Steve Cutler, Bill Meyer

Call to order: President McCormack, 12:30 p.m. in the Faculty Senate Conference Room

1. Approval of Minutes: Minutes for February 21, 2017 were approved.
2. Report from the Senate: (Michael Gurdon): Senators, whose terms were ending, were encouraged to run for re-election. President Sullivan's comments included a request for the State to provide level funding (\$42 million) for UVM as well as for \$1 million to attract students of low means. Curricular Affairs reports included establishment of a new Certificate Program, a change in a minor, termination of 2 minors and approval of a resolution for management of University research data.
3. Guest: Harold Pierce, Executive Director for Benefits and Employee Operations: Mr. Pierce provided commentaries on the health care landscape. Items discussed included the relation of UVM's plans to those of the Federal government, market impacts including costs of pharmaceuticals. Overall, in the current climate, there is not much change anticipated in terms of health care benefits in the short term.
4. Spring Luncheon Meeting: Doubletree, Monday May 15; Speaker will be Professor Tim Brooks (Champlain College): "**The Endangered Alphabets Project**". There was much appreciation that we have secured Professor Brooks for the speaker.
5. Panel topics for RFAO member contributions to Programs for current faculty sponsored by the Provost's Office: Programs for new faculty, faculty in mid-career and faculty approaching retirement were discussed briefly and there was enthusiasm for RFAO participation in such Programs.
6. Comprehensive Presidential Assessment/RFAO Comments: Comments included strong willingness of RFAO to contribute to the Assessment process as individual as well as a group.
7. Professor Stephen Cutler, Doctor Honoris Causa, University of Bucharest, March 29, 2017: Enthusiastically Unanimous acclaim for this signal honor for our distinguished colleague!

Respectively submitted: Jack McCormack

Executive Board Meeting

Tuesday, April 18, 2017

12:30-2:00 p.m.

Faculty Senate Conference Room

327 Waterman Building

MINUTES

Present: Bill Meyer, Helene Lang, Lou Izzo, Alan Gotlieb (Skype), Mary Jane Dickerson, Jill Tarule, Robert Lawson, Lee Thompson, Jim Burgmeier

Absent: Steve Cutler, Jack McCormack, Michael Gurdon, Fred Curran

Call to order: Vice President Jill Tarule, 12:30 pm in the Faculty Senate Conference Room

1. Guests: Provost David Rosowsky and Associate Provost for Faculty Affairs Jim Vigoreaux: *Via Across the Green* the teacher/scholar model is being promoted. The problem of deferred maintenance, currently at \$32 million, is being addressed beginning with the STEM initiative with a yearly set-aside of 1% for maintenance. We have again a balanced albeit lean budget as required by law. Starting in 2019 we will have a 30-month project of 80 million for facility upgrades for athletics and student wellness with 35 million from philanthropy and the balance from an increase in student fees. On-line courses set for 380 courses aimed in part to help with degree completion for participants. Our 4-year graduation rate is at 64 % compared to the public college average of 35% and the private college average of 90%. Five and a quarter million is budgeted to enhance our sabbatical awards program.
2. Approval of Minutes: Minutes for March 21, 2017 were approved.
3. Report from the Senate/Senate Executive Council: Postponed due to absences of our representative and alternate.
4. Spring Luncheon Meeting: This is scheduled for Monday, May 15 at the Doubletree. Our scheduled speaker is Professor Tim Brookes of Champlain College to describe his Endangered Alphabets Program. We need to encourage attendance including getting out an email reminder.
5. RFAO comments to the Comprehensive Presidential Assessment: Mary Jane Dickerson and Jill Tarule agreed to represent us in an interview.

Respectfully submitted: Bill Meyer, May 14, 2017

Executive Board Meeting

Tuesday, May 16, 2017

12:30-2:00 PM

Faculty Senate Conference Room

327 Waterman Building

MINUTES

Present: Bill Meyer, Helene Lang, Lou Izzo, Alan Gotlieb (Skype), Mary Jane Dickerson, Jill Tarule, Robert Lawson, Lee Thompson, Steve Cutler, Jack McCormack, Michael Gurdon, Fred Curran

Absent: Jim Burgmeier

Call to order: President Jack McCormack, 12:30 PM in the Faculty Senate Conference Room

1. Approval of Minutes: Minutes for April 18, 2017 were approved.
2. Report from the Senate/Senate Executive Council: Senate (Jack) – International student recruitment up about 2-fold and their graduation rate is good; projected effect of current administration in Washington is that indirect costs reimbursements from research grants may be decreased. Senate Executive Council (Michael) – There is continuing interest in being more involved in University decision making re academic programming.
3. Spring Luncheon Meeting: At the last minute the scheduled speaker was unable to attend and Mary Jane Dickerson filled in with a well-received poetry reading. Attendance was about 80. It is anticipated that Tim Brookes will be our Fall Luncheon speaker.
4. HERMES: Positive comments were received. We will continue to address problems in getting a copy to all members.
5. Retired Scholars Award: Call for applications will go out in early and midsummer. List of types of awards made will be circulated to academic chairs and deans with the help of Gary Derr.
6. Initiatives: Jill will liaise with administration RE: undergraduate mentoring/advising and the three-tiered faculty mentoring system being developed by Associate Provost Jim Vigoreaux. Hearing aid benefit – Lou and administration keeping an eye out for possible program.
7. Future RFAO Board guests: Elizabeth Adams, UVM Luse Center, September 19; Chair David Daigle, UVM Board of Trustees, October 17.

Respectfully submitted: Bill Meyer, August 8, 2017