



## **Graduate Student Senate Meeting of the Whole–December 7th, 2018**

25 People in Attendance

Executive Council Attendees: Joey Campbell, Jessica Bocanegra, Aayudh Das, Mahafuza Aktar, and Kenna Rewcastle

Senator Attendees: Jeffrey Adams, Bexley Brown, Rosie Chapina, Erin Cullen, Jacquelyn Gillen, Tatiana Gladkikh, Johnny Gonzalez, Junru Guo, Humon Heidarian, Molly Hurd, Kayla Johnson, Rigo Melgar-Melgar, Jaspreet Singh Nagi, Rosy Neale, Sanish Paramadam, Berke Tinaz (represented by proxy Kayla Johnson), Ashley Waldron, Alissa White, Robert Worley

Representative Attendees: Camille Marcotte

GSS Recognized Club Attendees: ISA, NSA, SPG, RGSA

Attendance was taken via sign-in sheet during the meeting.

*Meeting was called to order by Vice President Jessica Bocanegra at 12:02 PM.*

### **Provost David Rosowsky**

#### **IBB Budget Model**

- IBB 2.0 (incentive-based budget) was just released and will be implemented during the next fiscal year. This revised budget model is the result of a revision process based on 4 years of performance under the original IBB model.

- Guiding principles for the operation of IBB: transparency, ease of operation and comprehension, reliable and predictable outcomes
- Provost believes this model fosters interdisciplinary collaborations, 7 new programs per year have been created since adoption IBB compared to 1 interdisciplinary program created per year in the old budget structure. The University has also seen an increase in receiving large grants greater than \$1 million
- No change in classroom utilization since implementing IBB
- No change in course credit allocation within and among colleges and departments (i.e. no evidence that departments are “poaching” students from other departments to increase enrollment in their courses)
- IBB has transitioned the responsibility to recruit and retain undergraduate students to the individual college units, has allowed them to be more selective in accepting better students
- Yield in PhD students (number of admitted students that accept their admission offer) has gone up 45%
- More innovative colleges (Business, Rubenstein, Nursing) are having greater success in terms of revenue generation and expense reduction. These units have more revenue that they can then invest in their priorities (innovative in terms of creating new and interdisciplinary degree programs across several colleges)
- 11% cost reduction in “support centers” (like Admissions, Parking, etc., non-administrative or academic units)
- Provost allocates his discretionary funds disproportionately to the arts and humanities programs that are not able to generate revenue as well as other colleges to subsidize any negative impacts of the current budget model.
- Biggest community responses to IBB that are incorporated as revisions in IBB 2.0:
  - Differentiate between administrative cost of full-time vs. part-time employees
  - University of Delaware releases normative cost of teaching each class, and then revenue allocated per credit hour is weighted according to the cost of teaching that course. IBB 2.0 unhooks from this weighting system (where departments with courses that cost less get paid less) and have established a different in-house method of normalizing cost:revenue ratios.
  - Space costs: university charges units for utilities based on square footage of occupied space; there was interest in differentiating these charges according to the energy efficiency of each building, but would cost \$2.2 million to invest in meters to track energy use across campus, and a review of energy efficiency ‘quality’ of buildings across colleges revealed really similar overall energy efficiency portfolios across colleges. The IBB Steering Committee therefore recommended keeping the flat rate for utility costs per square foot in IBB 2.0

- A senator asked about progress in terms of making the diversity trainings more robust and to build on the momentum that came from the diversity and inclusion actions that occurred last academic year.
  - Provost thinks that these changes are happening much more rapidly because of the work of the No Names for Justice group.
  - Diversity training programs are annual trainings for faculty members and many initiatives across campus are becoming more integrated (faculty, undergraduate, and staff trainings)
  - A senator mentioned that only faculty teaching diversity related courses (D1 and D2 courses) are obligated to participate in the diversity training, but the provost is working with the union that represents non-medical undergraduate faculty to expand this requirement to all faculty
  
- A senator inquired about who to contact regarding building more bus shelters on campus and GMT bus lines, the provost referred him to Tom Gustaffson who oversees budgeting for facilities and transportation

### **Research Facilities**

- The Provost gave some updates regarding a new bio-medical research space with updates to the medical campus and the relocation of several departments in really outdated facilities like Dewey.
- The Provost echoed Dean Forehand and President Sullivan in the plans to work with developers to build graduate student housing near the current location of Dewey.
- A senator raised interest in creating community garden spaces or at least establishing more green spaces on campus, especially incorporating green spaces in the plans for graduate student housing, the Provost expressed support for this idea.

### **Old Business**

- The minutes for the November 2<sup>nd</sup> meeting were unanimously approved.

### **Announcements and Updates**

#### **Vice President Updates**

- The Senate winter retreat will be held on January 19<sup>th</sup> from 10:30 am to 1:30 pm in the Livak Ballroom.
- Bylaws revisions will be voted on at the winter retreat.
- An email will be sent out containing instructions to register for UVM Connect, Sarah Lenex will be joining us at retreat to go over how to use UVM Connect.

### **Treasurer Updates**

- The Treasurer presented the status of GSS spending and our budget. GSS is operating well within the confines of our stated budget.
- Senators were asked to propose ideas for Spring social events: something in collaboration with SGA, cruise on Lake Champlain, cross country ski outing
- Aayudh Das will circulate an email with the details he needs from senators who are interested in proposing an event.

### **Committee Updates**

- Parking Committee: The Parking committee proposed \$1,000 in support of Safe Ride Home with Green Cab initiative: Parking committee propose \$1,000 support for initiative and allow us to be part of the discussion regarding how to fund this initiative in the long-term through the use of a student fee; students will receive three free rides in a 4-mile radius of campus from Green Cab per semester. SGA is currently raising \$35,000 to cover a pilot program that will be launched next semester.
  - A motion was made to contribute \$1000 to the Safe Rides pilot program and was unanimously approved by the Senate.
- Student Research Conference Committee (Jessica Bocanegra): The program for the SRC will be available in the Compass app this year. Invited sessions where faculty organize sessions around a specific theme and invite speakers will be featured. Discussion also surrounded the idea of instituting a poster/presentation competition where presenters would compete in beginner/intermediate/advanced categories.
- Stipend Committee (Jaspreet Singh Nagi): Edits were made to the graduate student stipend survey, and the survey will be distributed through the graduate student mailing list early in the spring semester.
- Maternity and Family Leave Action Committee (Molly Hurd and Kayla Johnson): Following a meeting with Dean Forehand to discuss the development of an MFLA policy, the committee will be completing research on the MFLA policies for graduate students that are present at other comparator universities and peer institutions. While completing data collection, the committee also hopes to meet with an HR representative to clarify the benefits that UVM graduate students currently receive and how a new policy would affect our employment status and benefits.

*Meeting was adjourned at 3:33 pm.*

## **Addendum: Notes from Winter Senate Retreat January 19<sup>th</sup>, 2019**

### **Campus Climate Survey Steering Committee: Dr. Alex Yin**

- Survey was last performed 2011 to aid President Sullivan in his transition into his new role at the university, 2019 survey results will likewise help the new president.
- No Names for Justice protests also raised awareness for the need for a campus climate survey.
- Steering Committee both designs the survey and builds infrastructure to prepare to utilize the results to improve the campus climate.
- From this point forward, survey will be administered on a three-year cycle.
- Survey structure will mirror the structure of the 2011 survey in order to gauge progress in areas assessed in that survey.
- Partnering with CIE and Prism Center to make sure questions about citizenship status, gender identity, etc. are appropriate and are not too invasive.
- 2011 survey had 32% response rate, lower response rate limits the ability to use the data to assess climate in individual programs and departments (resolution too high for the sample size).
- Survey will be released February 4<sup>th</sup>, ideally survey will end March 8<sup>th</sup> but based on response rates, survey deadline might be extended.
- GSS plays a role in holding survey committee accountable to using data that comes from survey to improve graduate student experience at UVM.
- Separate survey will also be administered to faculty and staff with questions tailored to this group.
- Committee is going to set up kiosks in Davis Center to encourage students to take survey. Committee is also sending representatives to major governing bodies across campus to talk about the importance of the survey, offering incentives for survey takers to try to improve the overall response rate.
- As GSS Senators, we should be encouraging our respective program members to take the survey so that our needs are well represented in the results.
- Dr. Yin treats the confidentiality of the data with great seriousness, data will not be released because of some of the sensitive data that individuals trust the committee to protect.
- Results of survey will probably be released in the Fall; the new president will have the opportunity to see the results of the survey first.
- One of the biggest initiatives that came out of the 2011 climate survey was the requirement for all departments to complete an inclusive excellence assessment.
- The point was brought up that with the three-year frequency of the survey, many PhD students and undergraduates will take the survey twice, but masters students will only be surveyed once. Dr. Yin acknowledged this disadvantage of the proposed survey frequency, but also mentioned that a three-year time interval is really the minimum length of time over which survey results can be

analyzed and initiatives can be developed in response to the survey to drive longitudinal improvements.

### **UVM Connect**

- The UVM Alumni Association has launched the UVM Connect platform as a way to connect UVM alumni with each other and with current students. Features in the platform are geared to connecting UVM students to professional mentors and to create networking and job search opportunities within the UVM alumni community.
- Jessica Bocanegra will be sending out an RSVP for a UVM Connect introduction workshop hosted by Sarah Lenos from Alumni Affairs on February 13<sup>th</sup> from 11-12.

### **Changes to Senate Meeting Structure**

- There was discussion regarding whether to extend meetings to two hours to allow Senators to interact with invited administrators during meetings and to address Senate business in the same session. As an alternative, Jessica Bocanegra proposed limiting four senate meetings per semester to one hour each where only senate business will be discussed, with two separate meetings per semester where administrators would be invited to participate in dialogue with graduate students.
- Jessica Bocanegra will send out a short survey to senators where they can nominate administrators to be invited to these two dialogue meetings.

### **End of Year Banquet and Awards Ceremony**

- The GSS End of Year Banquet will be held on May 10<sup>th</sup> from 6-9 at the Alumni House in collaboration with the President's Office.
- The GSS Executive Committee has decided to establish additional awards related to Senator and Committee Member engagement increase recognition of Senators and Representatives and the work that they do for the graduate student community. Suggested awards: Best Committee Chair, Committee of the Year, multiple Senator of the Year awards, and separate recognition for Committee Chairs at the banquet.
- Given the variation in the priorities, purpose, and longevity of each committee, committees will be assessed on the overall impact of their work and their progress towards achieving their established goals.

### **Proposed Revisions to Bylaws and Constitution Regarding Committee Structure**

#### Section A: Membership

- Clause 1: A Senator may join or leave a committee by notifying the Chair of the committee.

- Clause 2: A non-Senator graduate student may serve on a committee by notifying the Chair. The Chair may decide to set a maximum number of non-senator members on a case-by-case basis.
- Clause 3: If a Senator misses 3 meetings without notifying the Chair of the committee, they are removed from the committee.

Comments:

- Suggestion to add language stating that someone who misses 3 meetings (Clause 3) cannot rejoin the committee based on Clause 1. Suggestion to state that a member that has been dismissed is prohibited from rejoining that committee or another committee for one semester.

Section B: Chair of Committee

- Clause 1: The Chair of the committee is nominated and voted on by the committee as outlined in Bylaws Article V Section C Clause 2.
- Clause 2: The Chair is responsible for organizing committee meetings, as well as monitoring the progress and activity of the committee. They are also responsible for keeping attendance of the committee, as well as ensuring that committee minutes are sent to the GSS Vice President in a timely manner.
- Clause 3: If a committee Chair is not fulfilling their duties, the committee may vote to remove the chair. A unanimous vote of the committee is required to remove the Chair. If a Chair is removed, the Executive Council representative will serve as acting Chair until a new Chair is elected.

Section C: Vice Chair

- Clause 1: A committee can elect a Vice-Chair as needed, following the same voting method decided on for electing the Chair.
- Clause 2: The duties of the Vice-Chair are flexible and consist of aiding the Chair as needed.
- Clause 3: If the Chair cannot be present for a meeting, the Vice-Chair assumes the responsibilities of the Chair for that meeting.

Comments:

- Would it make more sense to establish Vice Chair as Acting Chair if the Chair is removed instead of an E-Board member?
- It was brought up that not every committee has a Vice Chair. The Bylaws Committee can add language saying if there is a Vice Chair, the Vice Chair will transition to Acting Chair in the event a Committee Chair is removed.

Section D: Structure of the Committee

- Clause 1: The nature of ad-hoc committees requires varied structure for each committee. As such, only loose structure is discussed here.

- Clause 2: A committee is required to meet a minimum of 6 times in the academic year.
- Clause 3: To resolve disagreements within the committee, the problem is presented to the Senate for deliberation. The resolution is decided by the Senate with a majority vote.
- Clause 4: Once per semester, committees are encouraged to advertise a meeting in the GSS Newsletter. This meeting will be open to all graduate students.

Comments:

- Requiring that committees meet 6 times per academic year essentially requires committees to meet about once per month.
- Committees can book rooms for larger committee meetings through Jessica Bocanegra.
- Meetings are loosely defined on purpose so that meetings with relevant administrators would count.
- These amendments are meant as guidelines to help ensure that committees are relevant, active, and have a purpose and require the senate to investigate the necessity of committees that do not meet these requirements.