

Larner College of Medicine Faculty Meeting
12:00 – 1:00 pm
April 5, 2021
Zoom Meeting

Meeting was convened at 12:00 by Dean Page. Attendance 154

Dean Page welcomed everyone.

- Took poll of faculty to record or not record the meeting; decision not to record this meeting to enable an open discussion.
- LCME Site visit is in 7 days (April 12 – 14)
 - Preliminary findings will be received one week after.
 - Reminder the UVM Reorganization is not a done deal.
 - Introduced Mary Cushman, M.D. as serving on the working group to develop an academic reorganization plan for UVM.

Dr Cushman:

- Reviewed the aim of the Reorganization Working Group
 - To enhance Student Experience/Academic Alignments/Research Productivity/Justice, Equity, Diversity and Inclusion.
 - To reduce complexity/Redundancy/Barriers to Student/Faculty Success/Administrative Cost.
- There is a Campus-Wide working session April 15th 12:00 – 2:00 for more input.
- May 20 - Reorganization Committee report to Faculty Senate.
- By November 1 - presentation of proposals to campus.
- Overall theme: What will UVM look like in 2050 and how best to serve the students?
- Four Models were discussed – These are available in the reorganizational website:
<https://www.uvm.edu/provost/academic-reorganization>
 - Model 1 – Keep the Status Quo
 - Model 2 – Colleges evaluate programs independently
 - Model 3 – “Administrative” Reorganization
 - Model 4 – Colleges aligned with Amplifying Our Impact and Academic Success Goals and possibly create Doctoral Programs

There is no favored plan or preconceived result. For purpose of discussion, we will refer to Model 4 since it impacts LCOM the most. Discussion was opened as moderated by Dr. Cushman:

What do you see as opportunities/positives?

Positives:

- Administrative overhead reduction. Ability already exists to collaborate cross campus. What will happen to Bio-Statistics?

Dr. Cushman: I see Bio-statistics staying as is but can't say anything with certainty.

- Undergrad majors are currently a missed opportunity for LCOM and could be a positive.

- Undergrads request to spend time in labs over the summer.
- Neurological Sciences is very involved with undergrad research.
- Public Health, Bio-statistics. Expertise is here at the LCOM. Tremendous undergrad interest, lots of opportunity. LCOM Faculty is not acknowledged for their work with Undergrads.
- Honors College students frequently work with LCOM faculty. Need to consider how that could be acknowledged or grown.

What are the Negatives to Consider with Reorganized Structure:

- Bigger is not better in terms of individual Colleges.
- Who would be in charge if LCOM joins with CNHS?
- What is the benefit of a small number of large colleges with some small ones?
- Credentialing in Medicine, Nursing and other professional programs?
- What is the effect on recruitment? Based on a search very few if any colleges in the nation combine medicine & nursing?
- Medicine and nursing need a strong professional identity.
- Why does there need to be a reorg to increase cross campus interactions; we already do this.
- Maybe a reorganization would create bigger silos, not cross campus integration.
- Biggest concern is the scale. Making sure clinical faculty align with LCOM is hard in teaching undergrads. A lot of administrative overhead would need to be revamped.
- Referring to Slide #2 – How is this in the best interests of the students? IBB has been bad for students. We should not do it if it is bad for students.

How can we cultivate justice, equity, diversity and inclusiveness through structure?

- Need a strong focus/structure for JEDI. Without that reorganization will not help.
- Structure must be University wide and from top down. Existing structures are intra college and more supra college. Attitudinal change is needed.
- There are still great inequities. Incorporating undergrads will force the issue.

- It takes intentionality to bring in justice and equality. Large changes in UVM structure would allow the disruption to allow this change at the same time.
- Were deficiencies identified? What needs to change?
- UVM currently has no central diversity plan. Reorganization will not fix that. All the colleges will be doing their own thing.

Can you imagine a different or better model?

- Zoom is helpful for collaboration. Virtual program advertised campus wide should be here to stay.
- Do not see a need for reorganization. The time is bad. Continue to use technology to bring campus together.
- Agree. Furthermore, regardless of reorganization, we need to have some open discussion across campus as to why LCOM is so disparaged and has so much hostility directed at us.
- What is the real question/agenda? Money? How do we make more money across the institution? Need to speak to that issue without reorganization.
- Administration says reorganization is not expected to save money. Why this and why now?

Dr. Cushman: Cost savings are not huge. We all want to ensure that UVM is here in 2050. Is the current structure sustainable?

Dean Page closing remarks:

- People need to speak up and represent their point of view. LCOM has been perceived as being quiet in this process so far. Please attend the April 15 meeting.
- Announced and congratulated Margaret Tandoh for her now appointment on the Dean's Senior Advisory Group.
- 474 people responded to his third year review. More to follow.

Dean Page concluded the meeting at 1:00 pm