

## Address to UVM's BOT 10/29/22 by Eleanor Miller, UA President

My name is Eleanor Miller. I am a professor of sociology, former dean of the College of Arts and Sciences, and current president of United Academics, the faculty union

--If my words today had a title, it would be: "things we think you would want to know."

--that when UVM closed its childcare center it claimed a singular position: the only flagship research university without onsite childcare.

--that onsite childcare is a critical recruitment vehicle for young faculty, especially women.

--that dumping employee children into the market for childcare worsened a statewide problem that is already critical

--that UVM's liberal arts continue to be decimated by attrition as do the areas that produce members of the caring professions.

--that the College of Arts and Sciences is down 46 tenure-track faculty.

--that without social service professionals, teachers, and health professionals, UVM's efforts to encourage technological innovation and entrepreneurship will be severely hampered by a continuation of deficits in human-level infrastructure

--that initiatives like the School for the Arts and a similar arrangement for languages disguise the fact that many of the departments that make up those units were so small as to be no longer viable.

--that UVM used to teach Portuguese and Arabic.

--that one way to see the recent crisis surrounding antisemitism on campus is through the eyes of the Religion Dept, which survived an effort to close it, but where scholars in Christianity, Buddhism and Judaism have retired without replacement and where Jewish Studies is not well supported.

--that during this crisis the faculty who teach in Jewish Studies and Holocaust Studies were not consulted by UVM administration. Ask them.

--that the majority of BIPOC faculty in the U.S. who receive Ph.D.'s are in the liberal arts and caring profession so that when you shrink those areas, diversity suffers. Ask for the data.

--that UVM's most recent submission of salary data to AAUP shows a striking difference between remuneration for women and men at all levels except the lowest. Ask for the data.

--that salary compression is a major issue in need of attention at UVM. Ask for the data.

-that part time faculty have not received any raises in the past 2 years. (Part time faculty are often referred to as professors of practice; they teach courses in trombone, herbal medicinals, and real estate law.)

--that 10 months into bargaining a new contract that was supposed to go into effect this fall, UVM is still only offering part-time faculty 2 and 2.5 to 3 percent raises in a labor market where equivalent institutions are getting 5% raises.

-that part time faculty have no health insurance, no parental leave, and no retirement benefits and that UVM's stand was that, except for parental leave, these were areas it would not bargain even though comparable institutions offer some of these benefits.

-that part-time faculty declared impasse on October 6 and without a resolution will go to fact-finding.

In conclusion, UVM faculty will continue to press the legislature to place a selected number of its faculty on the Board as voting members. Organizations from the Onion River COOP to Cornell University have faculty on their boards. We request a meeting to discuss with you what we feel is an opportunity to make UVM a better place for all community members by augmenting the view you get from the top with a view from the ground up. Our question is: What have you got to lose?