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Damp But (Mostly) Undampened



Weathering the ceremony: Rain didn't stop many members of the Class of 2005 from enjoying Commencement. (Photo: Bill DiLillo)

The day should have been as luminous as the upturned faces of the university's Class of 2005 were at the moment they were formally sent off into the world as college graduates, but the weather did not cooperate and the UVM's 201st Commencement was a rainy, abbreviated affair.

FULL STORY ▶

PREVIOUS ISSUE

UVM Will Host a Job Fair May 25

Community Event on May 7 Celebrates Service

Faculty Members and Students Debate Vermont Secession

Lecture Promotes Asthma Awareness

A Cultured Man

Intercultural Connection

Hilberg Named to American Academy of Arts and Sciences

UVM Filmmaker to Screen First Feature Tonight

Field of Flags

May 25, 2005

Text Size: Sm | Med | Lg

THE WEEK IN VIEW

Student View Recent

graduate Laura Siegel

taught skiing, tutored

Writing Lab, acted in

bring a University of

Virginia professor to

speak, given tours of

participated in various clubs, all while studying

English and theatre.

Trustees Approve

Nondiscrimination

Language In their

May 19-21 meetings,

the Board of Trustees approved transforming

an unused building on

three-year, \$3.1 million

classroom renovation,

language about gender

identity and expression

and the inclusion of

nondiscrimination

in university

policies.

College Street into

academic offices, a

Renovations,

campus, and

fellow undergrads in the

two productions, helped

doesn't suffer from boredom. During her

student years she

May 26, 7 p.m.
Athletics: America
East Baseball
Championships.
Men's baseball hosts
Maine in first round.
Centennial Field.
Information:
Athletics

June 2-5, Reunion Weekend: Alumni from across the country will partake in reunion events throughout the weekend at various locations. Information: Reunion Weekend

June 5, 3 p.m.
Discussion: Join Bill
Davison and Bill
Lipke, emeritus
professors in the
department of art,
and Karen Hewitt,
toy designer and
educator, as they
share insights about
the creation of "The
Four Corners Series."
Fleming Museum.
Information: Fleming

June 10, 8 a.m.
Presentation: The
Vermont Cancer
Center presents a
free review of the
annual meeting of
the American Society
of Clinical Oncology
(ASCO). Wyndham
Hotel and
Conference Center.
Information: (802)
656-4414 or Cancer
Center



Text Size: Sm | Med | Lg

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NEWS BRIEFS



Resident Advisor Christen Faltermeier donates some food items to the university's "Move Out 2005" initiative. (Photo: Jon Reidel)

'Move Out' Donations Add Up For Local Charities

Christen Faltermeier, a resident advisor in Harris Hall, has a hunch that the students she encourages to put clothes, food, and household items in the 55-gallon bins placed in the lobbies of all residence halls by Solid Waste and Recycling aren't exactly sure who's waiting on the other end of their donations.

"I don't think they know which agencies they are helping, but they know it's going somewhere needed," Faltermeier says while putting boxed food in a bin on the last day of the semester. "Students donate for different reasons. I live in Seattle so it's cheaper for me not to take some things home, and this allows me to give to a good cause."

Two of the people who are waiting on the "other end" of the move-out donations are Leisa Pollander, executive director of the Sara M. Holbrook Community Center, and Sheryl Bellman, director of crisis services at the Howard Center. They represent two of the 10 local agencies that count on the 3.5 million tons of food and clothing collected each year during "Move Out Week" to distribute to thousands of area residents in need.

For the Holbrook Center, which serves as a food shelf, the end of the school year comes at a crucial time when food donations tend to be lowest. "This really helps us out. It carries us through the summer. A lot of families count on it," Pollander says. The Howard Center relies on sheets and towels from students to put on beds used in its detoxification program, Bellman says. Recycle North, Champlain Vocational Services and the Milton Family Community Center also

\$3.1 Million Classroom Rehab Approved

The Board of Trustees recently approved spending \$3.1 million over the next three years to renovate and modernize university classrooms with new chairs, paint, carpet and technology. The work begins this summer, with \$400,000 going into a first phase of the project focused on classrooms in Living/Learning, Angell and Votey.

"This is at the core of a whole lot of other things that have to do with the first-year experience and retention," says Lauck Parke, vice president for undergraduate education, of the three-phase project. "This is really a successful story and shows what can happen when everyone works together."

It's impossible, however, to tell that story without discussing the university's change to centralized scheduling three years ago.

The unpopular decision to assign classrooms through a central administrative process instead of at the college and school level boosted efficiency, and brought UVM into line with standard administrative practice at similarly sized institutions elsewhere, but spawned stories of faculty making long treks across campus to lackluster spaces. Instead of railing against centralization per se, members of the Faculty Senate's Financial and Physical Planning Committee decided to address the issue by pushing to improve classrooms and to have some of the worst rooms taken out of the teaching pool altogether.

"We didn't challenge central scheduling, but we felt like someone needed to know that certain classrooms were very undesirable," says Stephanie Kaza, professor in the Rubenstein School of the Environment and Natural Resources and a member of the committee. "The classrooms didn't match the needs of the faculty and the student body. We also felt like there was a lot of money being spent on new buildings that didn't include new classroom space."

The group invited Registrar Keith Williams, who implemented the centralized scheduling system; Lauck Parke; Bob Vaughan, director of capital planning and management; and Michael Gower, vice president for finance and administration, to hear their concerns.

What resulted were tweaks to smooth the scheduling process and a campus-wide inventory of all classrooms which indicated 70 of the 110 UVM classrooms were in need of some level of renovation. Twenty-four classrooms were targeted for a first phase of renovations that will be completed by next spring. The work will

rely on student donations.

The university has organized a donation system for more than a decade, but has streamlined it over the past three years under the direction of Erica Spiegel, solid waste and recycling manager. Under the new system, students place food, clothing and household items in separate bins donated by Ben & Jerry's at "donation stations."

The types of items left behind by students have changed over the years, according to longtime staff members such as Ted Goad, a solid waste specialist, who has picked up computers left by students. Another solid waste staffer found a DVD player in a donation bin. Larger items such as couches, vacuums and bookshelves are also common.

Spiegel said she has been pleased with the amount of giving by students, but would still like to reduce the amount of trash (50 tons during last year's move out) that goes in the landfill. "We have crews empty the donation barrels and bring them to Centennial Field where non-profits come at scheduled times to pick up what they need. It has worked really well, although it's frustrating that some students don't recycle. But it's getting better."

Faculty and Staff Campaign Participant Gives, Receives

Marcia Caldwell, an administrative assistant in The Rubenstein School of Environment and Natural Resources dean's office, is something of a legend at the school. Spending 39 years in the same place will do that.

"The school means a lot to me," she says. "That's why I'm still here."

And she means a lot to the school. The line of faculty, staff and students in front of her desk forms early and lasts late, as she deftly answers questions and fields multiple requests. Students appreciate her ongoing efforts so much that they named the school's annual award for dedication to students after her; of the award's surprise launch in 1997, she says, "I was really honored by the award, and it was the only time someone managed to pull the wool over my eyes."

Marcia Caldwell gives more than her time and talents to RSENR students. She is also a supporter of the Campaign for the University of Vermont, a \$250 million fundraising effort intended to help UVM seize "the greatness within our grasp" by raising funds for new scholarships, faculty support and improved facilities. Since 1999, she has given generously to the Lawrence Forcier Scholarship fund, which was created to honor the former dean's commitment to students.

"It's a very worthy fund," she explains. "Students pay a lot to get an education at UVM. Anything we can do to help with tuition is important to me. I finally found out, when this fund was established, that I could target my gift to a specific cause or school at UVM — one that I

include 11 rooms in Angell and Votey, and 13 rooms in Living/Learning. The upgrades will include new chairs, paint, tiles, carpet, media equipment and more. An increased maintenance fund will help keep the classrooms up.

Forever plotting ways to put teachers and students in the best available classrooms, Williams says accommodating the university's rising enrollment would be impossible without the upgrades. "It was a brave decision and has been backed up with real support," Williams says of the central scheduling move and the new renovation funding. "It's particularly important with the size of the new class coming in. This is a retention issue, something as fundamental as the chairs you're sitting in."

By using classrooms more efficiently, centralization permits for more course and discussion offerings, which is particularly crucial as the university adds students. Downsides of the change, in addition to occasional individual inconvenience, is that it reduced the incentive for deans to allocate funds to repair classrooms, contributing to the maintenance issues the \$3 million renovation program will address.

"The classrooms on campus didn't really have any owners, so no one was obligated to maintain them except the physical plant," explains Vaughan. "It was sort of hit it as you go. We did as well as we could without a dedicated budget."

The amount of new funds set aside for maintenance of the renovated rooms, which will eventually be used for all classrooms, has yet to be established, but the goal is to keep classrooms at the level of previous renovations in Layfayette, Delehanty and Mann halls.

New Graduates Win University Awards

Six graduating seniors received awards at Commencement on May 21. Short profiles of the winners follow:

Name: Eboni Booth, Burlington

Accolade: The Mary Jean Simpson Award, honoring the senior woman who exhibits the highest qualities of leadership, academic competence and character.

Studies: English, sociology

College: Arts and Sciences

Activities and Honors: Integrated Social Sciences Program; John Dewey Honors Program; organizing committee member of the Student Activist Conference; Alternative Summer Break; co-director of Alternative Spring break; actor in several UVM theater department productions; Writing Center tutor; student speaker for Arts and Sciences admitted students presentations; National Society of Collegiate Scholars, ALANA student with Academic Achievements; Sociology Major of the Year, Junior and senior years; Alpha Kappa Delta; Marion Allbee Award for Nonfiction

believed in."

The UVM Faculty and Staff Campaign Committee is working diligently to encourage more university affiliates to join in the campaign. The Faculty and Staff "Giving Back to Our Community" Campaign runs through June 30, and the primary goal of the effort is to encourage broad participation. Having the university's faculty and staff participate in the campaign, development staff say, is a powerful message to the university's other supporters that the people most familiar with the institution enthusiastically endorse the strategic vision and the campaign's focus on support for student scholarships.

The Campaign for the University of Vermont, through April, has raised more than \$190 million, or 76 percent of the campaign goal. Information: The Greatness Within Our Grasp and Faculty and Staff Campaign.

This article is based on a story by Shari Halik that originally appeared in *The Rubenstein School of Environment and Natural Resources Alumni News*.

Stormwater a Serious Threat for Burlington Bay

Burlington Bay is alive and mostly well, but faces some serious threats, according to a recently released study led by Professor Mary Watzin, director of UVM's Rubenstein Ecosystem Science Laboratory. Lake Champlain's most urban harbor meets water-quality standards and boasts a diverse mix of fish and aquatic life. However, stormwater pollutants make the water unsafe for recreation in some shoreline areas, and the presence of other pollutants and invasive species pose challenges for the bay's future, unless action is taken.

"Since the local community was concerned about water quality and healthy recreational use of the bay and its shoreline," said Watzin, whose lab is part of UVM's Rubenstein School of Environment and Natural Resources, "we built a project around these public concerns. We focused on stormwater flowing into the bay, toxins in the sediment, blue-green algae, and the invasion of zebra mussels. We also hoped to document any changes in the fish and other organisms that were occurring after the significant investments to clean up the inner harbor in the 1990s."

Although high levels of poisonous pollutants weren't found in stormwater, there were pulses of lower concentrations of a wide variety of contaminants, and there is residual pollution in the sediments in the harbor. Watzin says this pollution deserves additional research to determine if there are subtle effects on fish and other organisms that use the harbor. She also hopes to work with the city to help identify and reduce critical sources of pollution.

"However, the biggest changes we will see in the bay in the next decade may come from the expansion of zebra mussels across wide expanses of the bay's bottom, and the invasion Composition; Mary Jane Dickerson Scholarship; Phi Beta Kappa

Quote: "I have found that both English and sociology have given me the vocabulary and the tools for grappling with my issues and fears. Both fields require a closer look at the world — instead of shying away from that which is difficult and often hard to confront, it is better to rework complications into a framework that makes sense for what you are trying to do."

Name: Ethan Fechter-Leggett

Hometown: Sarasota, Fla.

Accolade: Keith M. Miser Leadership Award, which is presented in recognition of outstanding service to the university.

Studies: animal science, pre-veterinary

College: Agriculture and Life Sciences

Activities and honors: Repeatedly the winner of the American Society of Animal Science Award, Henderson Grant, Presidential Scholarship and the UVM Scholarship for Academics. Dean's List four times and received several other awards. In addition, Fechter-Leggett has been an office holder of the campus Free To Be organization and member of the UVM President's Commissions on LGBT Equity and on Diversity and Inclusion. He is co-founder and chair of the Translating Identity Conference held on campus; attendance at the conference has swelled to more than 700 attendees and international presenters since its inception three years ago. His website, which tracks his transition from being a woman to being a man while at UVM, has been recommended by educators as a resource on transgender issues.

Plans: He will pursue veterinary science at the graduate level and is considering Iowa State and the University of Illinois. This summer he working for UVM in conference and event services.

Quote: "I have learned that people are just waiting for a leader to show them how to improve their communities. For years I have patiently and persistently lobbied for the addition of the phrase 'gender identity and/or expression' to the university non-discrimination policy. It was a great graduation present that it finally happened."

Name: Nathaly Filión, New York

Accolade: The Class of 1967 Award, which is presented to the senior who best exhibits leadership, academic competence and character and who has earned the respect of faculty and fellow students.

Studies: integrated natural resources ("outdoor education"), vocal music performance

of non-native fishes. The Lake Champlain ecosystem is resilient, but to understand and manage these changes, we will need to continue to investigate their impacts," she said at a May 11 press conference.

The five-year UVM study was funded by Green Mountain Power Corporation and other companies and individuals as part of an agreement related to the remediation of the Pine Street Barge Canal Superfund site. The Environmental Protection agency ruled that GMP was among those named responsible for the canal contamination and in 1998, the EPA directed the responsible parties to pay \$4.3 million to implement a remedy that included containing canal contamination with an underwater cap, restoration of wetlands areas at the site, and long-term maintenance and monitoring. In a separate voluntary agreement crafted by the Lake Champlain Committee and local citizens, GMP agreed to fund \$3 million in additional projects to improve the greater Burlington environment, including the Burlington Bay research project.

"One of the best ways to avoid the Superfund sites of tomorrow is to understand the environmental threats to our natural resources today. The Burlington Bay project was designed to assess the current state of the Bay and highlight problem areas so that we can act," said Lori Fisher, an original coordinator of the citizen group that played a part in the Pine Street Barge Canal clean-up. Fisher is now executive director of the Lake Champlain Committee.

"Green Mountain Power was fortunate to work closely with an enlightened group of organizations to create an innovative, first-in-thenation community solution to a Superfund site, as well as to support other special projects addressing local environmental concerns," said Steve Terry, senior vice president of Green Mountain Power. "We all recognized the importance of protecting our natural resources that sustain us now and for future generations."

State of the Bay

- Water quality is generally good and meets state criteria.
- The concentration of phosphorous in stormwater is very high. This stimulates algae growth, especially at the places stormwater enters the lake.
- Stormwater carries high levels of coliform bacteria, making it unsafe to swim along the waterfront except at public beaches.
- With the exception of road salt in winter, scientists did not find high levels of poisonous pollutants in the stormwater.
- Toxic blooms of blue-green algae occurred in 1999 and 2000, but there have been no toxic outbreaks in the last several summers in Burlington Bay.

College: Education and Social Services

Activities and Honors: President of Alianza Latina; committee president of Alianza Latina's first and second annual Latino Heritage Month celebrations; director of La Casa Hispanica Living/Learning program; ALANA peer mentor; national anthem singer for sporting events; AdvoCat; Resident Advisor for the Spirit & Leadership floor in Harris/Millis; University of New Hampshire's EcoQuest program participant; Lufuno Tshikororo Award; The Dodge Family Scholarship; USDA scholarship

Quote: "My experiences as a student and student leader at UVM have laid the foundations I need to bring about social change in the world."

Name: Chong Kim

Hometown: Torrington, Conn.

Accolade: The Class of 1967 Award, which is presented to seniors who best exhibit leadership, academic competence and character, and who have earned the respect of faculty and fellow students.

Studies: Secondary education, history, psychology

College: Education & Social Services and Arts and Sciences

Activities and honors: Active in the Asian-American Student Union, Advocat tour guide and co-founder and active member of Students Promoting Education Ethnic Diversity among other memberships. Kim was inducted into the Mortar Board Honor Society and TOWERR Honor Society, and received these awards: ALANA leadership, Emerging Student, Student of the Year for the College of Education and Social Services in addition to academic excellence recognition and UVM Dean's List 2004.

Quote: "We have to expose students to diversity, different cultures and differences, in order for students to learn to accept differences. It is essential to confront issues of homophobia, racism, sexism, discrimination and ignorance."

Name: Romolo Marcucci, Bedford, N.H.

Accolade: F. T. Kidder Medal, honoring the senior man ranking first in character, leadership and scholarship.

Studies: economics

College: Arts and Sciences

Activities and Honors: Coordinator for the Food Salvage program sophomore, junior and senior

years; a frequent participant in Volunteers in Action-sponsored activities including the Prison Project, Adaptive Ski and Sports and Alternative Weekends; intramural sports; the Ski and Snowboard Club; Phi Beta Kappa; John Dewey Honors Program; Boulder Society; Omicron Delta Epsilon; Presidential Scholar; National Collegiate Honor Society.

Quote: "Raising your hand and filling someone's stomach seem like two simple acts. However, through these two simple acts, I hope to (have) changed both the campus and community I'm a part of."

Name: Wesley J. Rodriguez

Hometown: The Bronx, N.Y. Accolade: The Elmer Nicholson Achievement Prize, which recognizes students whose campus experiences indicate great promise for major contributions in their fields.

Studies: human development and family studies and political science

College: Education and Social Services

Activities and honors: Judicial officer for UVM Office of Judicial Affairs, team member and orientation leader for Student Life, vice president for Student Affairs Advisory Committee, guest speaker for Undergraduate Office of Admissions, National Association of Student Personnel Administrators' Minority Undergraduate Fellowship and Catch a Rising Star Award, MUFP student affairs internship, Patrick M. Brown Leadership Award, ALANA Student Center Alan B. Urgent Award, President's Commission on Racial Equality Campus Climate Award.

Plans: "I have been developing a true passion for student affairs in higher education. I have attempted to learn as much about this field as possible, and am ready to formally begin my career in student affairs. I become excited when I think about where this field will lead me because I know I will be doing something that I really enjoy." This summer Rodriguez will intern at the University of Utah admissions office. He is pursuing admissions job leads at Vermont institutions.

Quote: At first, "I just wanted to get away from the Bronx and become the first person in my family to earn a college degree. I came to UVM with enough energy to power Las Vegas, but I lacked the know-how to disburse it... I am very grateful to have had so many wonderful experiences while at UVM."

Faculty Senate Sends Off Gurdon

In his final meeting as head of the faculty senate on May 19, Professor Michael Gurdon thanked his colleagues and reflected on the recent accomplishments and future challenges of the body.



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"My overall message, then, is that the Senate can give itself a pretty good grade on its accomplishments," the professor of business administration said in his address. "I came in an optimist (after all, I believed that change was possible) and I leave an optimist. Winston Churchill observed that 'the optimist sees the opportunity in every difficulty'... As for the future, the greatest certainty is that there will be difficulties to keep the optimists among you busy. I see the central one the same as four years ago — the existence of two faculty organizations and the related complication of the Senate encompassing members within the bargaining unit and members outside of it."

Gurdon listed a number of accomplishments that he believes the senate should take pride in. Chief among those was the 2002 switch to a representative senate, in which only elected senators have a vote. Gurdon also lauded the body for its approval of the Honors College, adoption of a better system for evaluating administrators, gathering of constructive feedback on central classroom scheduling, development of procedures to terminate academic programs and more.

After Gurdon spoke, senate president-elect Justin Joffe, professor of psychology, and vice president Judith Cohen, professor of nursing, rose to offer a resolution expressing "deep appreciation" to Gurdon for his "creative, energetic and dedicated leadership."

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Fleming Discussion Examines Artist's Vermont Series

Three influential members of Burlington's art community will share their insights regarding artist Frank Hewitt's creation of "The Four Corners Series" on June 5 at the Fleming Museum

This one-time event features open discussion with Bill Davison and Bill Lipke, both professors emeritus of art, and Karen Hewitt, toy designer, educator and Hewitt's widow. They will talk about how the series, which began after native Vermonter Frank Hewitt returned to the state to teach at UVM, signals his imaginative reexploration of Vermont.

The series consists of four large canvases, each defining a specific land area: the Hewitts' hilltop retreat, Corinth town and Orange County, in which the property is located, and the state of Vermont. In the separate quadrants of each work, Hewitt applied paint that he made from samples of dirt taken from the four corners of the defined area. The effect is subtle and engaging. Lipke has called these abstract works "presentational" landscapes because they exhibit the actual material of the land, instead of its likeness.

Information: Fleming Museum

Three Seminars Upcoming in Pharmacology

The Department of Pharmacology's seminar series, which runs throughout the year, continues with three upcoming presentations.

Seminars take place at 4 p.m. in 200 Health Science Research Facility unless otherwise noted. Upcoming times and topics are:

Gardener's Supply Chief, Tom's of Maine Founder Featured in Sustainable Business Lecture Series

An innovative five-day summer institute in sustainable business offered through Continuing Education will teach managers how to apply new principles of design, organization and management based on sustainability. A free, public evening lecture series will accompany the course.

Lectures will take place in Memorial Lounge, Waterman Building. Times and topics are as follows:

- June 8, 7 p.m. "Ecological Economics," with Donald DeHayes, dean of The Rubenstein School of Environment and Natural Resources, and Will Raap, CEO, Gardener's Supply Company.
- June 9, 7 p.m. Event: "Fostering a Values-Led Internal Culture," with Jeffrey Hollender, Seventh Generation, and Tom Chappel, Tom's of Maine and the Saltwater Institute.
- June 10, 7 p.m. "Sustainable Marketing," with Phillip Coupe, The Saltwater Institute.
- June 11, 7 p.m. "Corporate Environmental Reporting," with Jay Falk, SRI World Group, and Michael Dupee, Green Mountain Coffee Roasters.
- June 12, 7 p.m. "Sustainable Business in Action," with Phelan Fretz, ECHO at the Leahy Center for Lake Champlain, and Melinda Moulton, Main Street Landing.

Information: <u>Sustainable Business Summer</u> <u>Intensive</u>

Fleming Discussion Examines Artist's Vermont Series

 May 26, "The Myofilament in Failing Myocardium," with Dr. Martin LeWinter, professor of medicine.

 June 2, "Building a functional neuron: trophic regulation of ion channel expression," with Miguel Martin-Carabello, assistant professor of biology.

 June 9, "Nicotinic Signaling and Cell Death," with Rae Nishi, professor of anatomy and neurobiology. Lecture will take place in 300 HSRF.

Information: Pharmacology Seminar Series

Three influential members of Burlington's art community will share their insights regarding artist Frank Hewitt's creation of "The Four Corners Series" on June 5 at the Fleming Museum

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Information: Fleming Museum

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FROM THE UNIVERSITY OF VERMONT

May 25, 2005

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Awards and Honors

Laura Azzarito, assistant professor of physical education, won Louisiana State University's outstanding doctoral dissertation award. Azzarito's thesis is titled "Students' Construction of the Body in Physical Education." This study is a sociological evaluation of the way in which students perceive their bodies and how these perceptions influence their participation in physical education. Azzarito recently traveled to LSU to accept the award.

Four of the **College of Agriculture and Life Sciences**'s top awards were presented at its 12th annual alumni and friends dinner April 30 at the Inn at Essex. Three alumni received the 2005 Bickford Keystone Award: **Catherine Donnelly** ('78), **Christopher Smart** ('05) and **Tyler Curran** ('(06). New graduate **John Pigott** took home the Lawrence K. Forcier Outstanding Senior Award and **Willow Smart** ('92) received the New Achiever Alumni Award. Three alums were named outstanding this year: **David Abbott** ('73), **Steven Briggs** ('76) and **Tammy Fesche** ('79).

More than 100 faculty, staff and friends of the **Rubenstein School of Environment and Natural Resources** turned out at the ECHO Lake Aquarium and Science Center for the school's Community Celebration on May 4. Receiving awards at this event: The Holcomb Natural Resources Prize to **Nathaniel Burr Morse**, Lola Aiken Award in Natural Resources to **Stephen Russell Midway** and **Alicia Turner**; Graduate Student Award for Outstanding Service to **Daniel Laven**; Graduate Student Award for Outstanding Research and Scholarship to **Emilian Geczi** and **Robert Long**; Kate Svitek Memorial Award to **Gwendolyn Lyons** and **Matthew Getz**; Alan W. McIntosh Scholarship to **Kristen Simard**; Marcia Caldwell Award to **Jon Erickson** and New England Outdoor Writers Association Award to **Chris Jager**. Several other awards were presented in the field concentrations.

Many UVM students and faculty were recognized at the annual dinner and induction into the Sigma Xi international honor society for scientific research on April 28 at St. Michael's College. Civil and environmental engineering students Alaina Dickason, Jennifer Gagnon, Brendan Kennedy and Tracy Owen; physics majors Jonathon Bessette, Carrie Black, Stephen Redman, Cameron Rodriguez and Zuzana Srostlik; mathematics and statistics major Ryan Keane and electrical and computer engineering student Jane Zurn were among 28 new members inducted into the Vermont Chapter of Sigma Xi by Professor Emeritus Fred Evering, Jr. UVM faculty inducted into the society were Donna Rizzo, Brian Mitchell and Daniel Savin.

Senior medical students majoring in surgery presented scholarly projects and were recognized for their work on May 5 at the Department of Surgery's 35th Annual Surgery Senior Major Scientific Program at the College of Medicine. Zechariah Gardner received first prize for his manuscript, titled "Evaluation of a Protocol for Tight Blood Glucose Control in Critically III Patients." Christopher Lee received second prize for his manuscript, titled "Pilot Design of Reproducible Graded Traumatic Aortic Injury in a Porcine Model." Jacob Lilly and Nathan Richardson tied for third prize for their manuscripts, respectively titled "Pressure-Induced Changes in Matrix Metalloproteinase and Tissue Inhibitor of Matrix Metalloproteinase Ratios in Coronary Artery Bypass Conduits" and "Three Dimensional Comparison of Intramedullary Nail Fixation of Supracondylar Femur Fractures in Osteoporatic Bone." Coordinated by Michael Ricci, professor of surgery, the program is designed to provide each student with the opportunity, through a library search, a patient chart review and/or laboratory investigation, to complete a scholarly project, assemble and prepare the data in the form of a scientific article acceptable for publication in a professional journal, and to present this research at a scientific seminar.

Sheila Weaver, senior lecturer of statistics, was recognized at the United States Conference on Teaching Statistics held in Columbus, Ohio May 19-21. Her "Song in Statistics" presentation was deemed "most unique" by conference organizers. The event was the first of its kind held in the US. It focused on curriculum and pedagogy as well as research.

Publications and Presentations

John Burke, professor of political science, published an article in the June issue of *Presidential Studies Quarterly* examining the impact of the "neutral" or "honest" broker in presidential decision-making, specifically looking at the role of the National Security Council adviser. Burke believes honest brokers make a positive and continuing contribution, and discuses the benefits and risks of expanding the role with additional tasks. "Effective brokerage especially establishes conditions of interpersonal trust and confidence in the integrity of the decision process that may permit the introduction of some forms of policy advocacy, public visibility, and other additional activities. But the latter must be carefully weighed against their effects on the broker role," Burke argues.

Michael Giangreco, research professor, and **Susan Yuan**, research assistant professor at UVM's Center on Disability and Community Inclusion, with coauthors Barbara McKenzie, President of Ohio Schools are for Everyone, Patricia Cameron, Massachusetts Department of Education, and Janice Fialka, of Early On Training, Michigan, published the article "'Be careful what you wish for...:' Five reasons to be concerned about the assignment of individual paraprofessionals," in the journal *Teaching Exceptional Children*, May/June 2005.

Garrison Nelson, professor political science, presented two papers April 29-30 at the New England Political Science Association Meeting in Portland, Me. — "A Damaged Presidency?: Echoes and Images in Presidential Selection" and "Hiring Presidents: Continuities in Class, Connections and Careers." He also chaired the Roundtable on "Can New England Lead the Nation Again?" and delivered the eulogy for Professor Robert Wood of Wesleyan University, a past president of the association and former Secretary of Housing and Urban Development in the Johnson administration.

Hilary Neroni published her first book, *The Violent Woman: Femininity, Narrative, and Violence in Contemporary American Cinema* in May with the State University of New York Press. The publisher describes the book as an effort to bring psychoanalytically informed film theory to bear on issues of femininity, violence, and narrative in contemporary American cinema. The book looks at such films as *Thelma and Louise, Fargo, Natural Born Killers* and *The Long Kiss Goodnight*, to explore why American audiences are so fascinated — even excited — by cinematic representations of violent women, and what these representations reveal about violence in our society and our cinema.

Appointments

S. Abu Rizvi, associate professor of economics, was named associate dean of the Honors College. He begins the half-time position on July 1. Rizvi was one of the instructors for the Honors College's first-year seminar, which he will continue to teach next year. He is the author (with David Levine) of the forthcoming book *Poverty, Work and Freedom: Political Economy and the Moral Order* (Cambridge).

May 4, 2005

Awards and Honors

Healthy Farms, Healthy Agriculture: Protecting the Health of Animal Agriculture, a 20-minute video that grew out of a UVM biosecurity project, will be recognized as a national winner for communications by the National Association of County Agricultural Agents at its meeting in July. The program, highlighting key areas for dairy farms to focus on when developing animal biosecurity plans, is the work of Extension Dairy Specialist Julie Smith. The effort was part of a biosecurity education project funded by USDA at the request of Sen. James Jeffords and built on Smith's previously published booklet distributed to Vermont farmers.

Dr. **Robert Johnson**, professor of orthopaedics and rehabilitation, received a lifetime achievement award from the International Society for Safety in Skiing. Johnson was recognized for his major contributions in the area of ski injury and safety research, which has led to a 90 percent reduction in ski-related fractures over the last 30 years and has helped stabilize the rate of knee injuries over the past 10 years.

Kent Martin, a senior majoring in plant and soil science, was presented the Vermont Association of Professional Horticulturists achievement award on April 22. The award is presented to a student who shows great promise in the landscape horticulture field. Martin was also selected by the American Society for Horticulture Science as Outstanding Undergraduate Horticulture Student for 2005. After a summer internship with the prestigious Bailey Nurseries in Yamhill, Oregon, Martin says he intends to launch his own nursery in Vermont.

Dr. Christopher Morris, associate professor of radiology, was inducted as a Fellow of the American College of Radiology at a formal convocation ceremony on April 10 during the organization's 82nd annual meeting in Washington, D.C. Only 10 percent of American College of Radiology's 32,000 members are selected for fellowship. Nominees are considered based on their service to organized medicine; significant accomplishments in scientific or clinical research in the fields of radiology, radiation oncology or medical physics; exemplary performance as a teacher; and their outstanding reputation among colleagues and the local community.

Dr. **Burton E. Sobel**, E. L. Amidon Professor and Chair of Medicine, was named president elect of the Council of the Society for Experimental Biology and Medicine at its annual meeting in April 2005. Founded in 1903, the SEBM is a not-for-profit scientific society formed to promote investigation in the biomedical sciences by encouraging and facilitating interchange of scientific information among disciplines. SEBM publishes the journal *Experimental Biology and Medicine*.

UVM's faculty union awarded its annual United Academics Jeffrey Brace Book Award for 2005-2006 to four students: **Samantha Robin**, a sophomore geology major; **Jillian Prentiss**, a sophomore social work major; **Elizabeth Greene**, a sophomore political science major; and **Kaoru Nakai**, a junior social work major. The students, who received \$500 scholarships, were recognized for having demonstrated an awareness of the power and privilege of education. The award is named after Jeffrey Brace, a black Vermonter, who was a slave, Revolutionary War veteran, farmer and memoirist.

April 27, 2005

Awards and Honors

Declan Connolly, associate professor of education, has been appointed chair of the National Strategic Health Initiatives Committee, a joint effort of the Centers for Disease Control and the American College of Sports Medicine. The committee is responsible for providing guidelines for the national health objectives and works to produce documents such as "Healthy People 2010" and, shortly, "Healthy People 2020."

Jane Kolodinsky, professor and chair of community development and applied economics, was named this year's recipient of the Hubert Vogelman Outstanding Research Award given in the College of Agriculture and Life Sciences. Kolodinsky is currently pursuing work on nutritional labeling and obesity and rural development.

Kathleen Manning, associate professor education, received a "pillar of the profession" award from the National Association of Student Personnel Administrators. The award was presented at the association's 2005 national conference in Tampa, Florida.

Second-year medical student **Gulnar Pothiawala** has been accepted by the National Institutes of Health to participate in the Howard Hughes Medical Institute/NIH Research Scholars Program for 2005-06. Also known as the Cloister Program, the effort is designed to give outstanding students at U.S. medical schools the opportunity to receive research training at the NIH. Scholars spend a year working as part of a research team in a laboratory at the NIH's main campus in Bethesda.



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UVM HOMEPAGE

Damp But (Mostly) Undampened

By the view Staff
Article published May 24, 2005



Weathering the ceremony: Rain didn't stop many members of the Class of 2005 from enjoying Commencement. (Photo: Bill DiLillo)

The day should have been as luminous as the upturned faces of the university's Class of 2005 were at the moment they were formally sent off into the world as college graduates, but the weather did not cooperate and the UVM's 201st Commencement was a rainy, abbreviated

It was the second time since 1962 that the event has been held on

the historic university green, and also the second straight year of rain. But the estimated 6,000 attendees — and the 2,400 or so graduates — stocked up on umbrellas and hot chocolate, snapped up the towels and disposable rain jackets handed out by event staff and heartily cheered the graduates' accomplishments.

If the graduation-day climate, sadly, wasn't novel, the event did mark, President Daniel Mark Fogel said, a year of noteworthy "firsts" for the university.

Commencement, he said, included the first graduates from UVM's innovative partnership with Christopher Columbus High School in the Bronx, New York. The day also saw the first class of 18 Green and Gold Scholars graduating — the program, endowed by the estate of Burlington resident Genevieve Patrick, awards a full scholarship from the top student from every high school in the state. Other firsts the day included was the first graduate with a degree in Vermont studies; the first commencement in which the new Honors College banner joined those of the other colleges and schools; and, of course, the graduation of the core of the first UVM team of student athletes to win a game at the NCAA Men's Basketball Tournament.

Fogel conferred degrees on an estimated 1,819 undergraduates, 490 graduate degrees (including 59 doctorates), 87 medical students and 16 fifth- and sixth-year certificate students. The class of 2005 represents 44 states, and 51 international graduates come from 16 countries and includes 144 ALANA graduates. Approximately 1,073 graduates are from Vermont.

Ruth Simmons, president of Brown University, prepared a powerful speech describing how education — and a favorite early teacher, Miss Ida Mae — shaped her life from her start as the SIXTH child in a poor Texas sharecropping family to her current role as a leader of an Ivy League university. The weather didn't permit her to give the full speech, so she simply wished the graduates well.

"Whatever we do in universities today, one thing I know," Simmons wrote in her prepared text. "Learning makes possible the most daunting and elusive change. If you have not discovered that yet, you will learn it in myriad ways over the coming years. Because you have enlarged your reach through

Student View

Recent graduate Laura
Siegel doesn't suffer from
boredom. During her
student years she taught
skiing, tutored fellow
undergrads in the Writing
Lab, acted in two
productions, helped bring
a University of Virginia
professor to speak, given
tours of campus, and
participated in various
clubs, all while studying
English and theatre.

Trustees Approve Renovations, Nondiscrimination Language

In their May 19-21 meetings, the Board of Trustees approved transforming an unused building on College Street into academic offices, a three-year, \$3.1 million classroom renovation, and the inclusion of language about gender identity and expression in university nondiscrimination policies.

learning, you will have the opportunity to influence others in the way teachers changed my life. The light that shone from Miss Ida Mae has lit my path for over forty years.

"What is the light that you will shine for others? By the way the education you received at UVM guides you? By the way you respect yourself and others. By the way you care for your family? By the openness you have to difference? By the gratitude and humility you show for what you have been given? By the winning spirit that you bring to everything you do?"

The rest of her prepared text is here.

Accolades and send-offs

In addition to Simmons, the university awarded honorary degrees to four individuals:

Lillilan Baker Carlisle, a well-known local historian, author and antiques appraiser, who enjoyed a long working relationship with Electra Havermeyer Webb at the Shelburne Museum. A state representative from 1969 to 1970, Baker Carlisle was also a founding member of the Chittenden County Historical Society and founded "Heirloom Appraisal Day" at the Fleming Museum. She earned her UVM bachelor's degree in history at age 69 in 1981, and followed with her master's in 1986.

F. Herbert Bormann, professor emeritus at Yale University, is a pioneering ecosystem ecologist who has devoted much of his career to the study of New England's forests. He is co-founder of the famed Hubbard Brook Ecosystem Study in New Hampshire and his research played a critical role in establishing the threat of acid rain to ecosystems in North America. As a visiting professor and adjunct faculty member, he has long worked with and helped to shape The Rubenstein School of Environment and Natural Resources.

Thomas R. Cech received the Nobel Prize for Chemistry in 1989 and has served as president of the Howard Hughes Medical Institute, a scientific and philanthropic organization dedicated to the conduct of basic biomedical research, since 2000. Cech's Nobel Prize was in recognition for his work in the discovery of ribozymes. His leadership at the Hughes Institute has been key to promoting programs such as the Hughes Endeavor for Life Science Excellence, which strengthen undergraduate science education by more deeply involving students in the research process. UVM is among a select group of institutions to receive on-going Hughes support for HELiX.

Adam Clymer's more than four decades in journalism include 26 years as *The New York Times*'s chief Washington correspondent, where he has covered Congress, the White House, and presidential campaigns. Since his retirement in 2003, Clymer has been a visiting scholar and political director of the National Annenberg Election Survey. Adam and Ann Clymer established the Jane emily Clymer Scholarship in the UVM College of Arts and Sciences in memory of their daughter.

The event included recognition of six students who won university-wide awards: Eboni Booth of Burlington, Vt; Romolo Marcucci of Bedford, N.H.; Chong Kim of Torrington, Conn.; Nathaly Filión, New York, N.Y.; Ethan Fechter-Leggett of Sarasota, Fla.; and Wesley J. Rodriguez of the Bronx, N.Y. See this article for more on the award winners.

Commencement also honored a dozen <u>retiring faculty</u>: Christopher Allen, chemistry; Daniel Bousquet, UVM Extension; Lydia Harvey, Extension; Robert Johnson, medicine; William Jokela, plant and soil science; Bruce MacPherson, pathology; Gil McCann, sociology; Willard Miller (late), philosophy; Mildred Reardon, medicine; Marga Susan Sproul, medicine; Alan Wertheimer, political science; Robert Wright, mathematics.

Laura Fishman, associate professor of sociology, gave the opening reflection. Jill Mattuck Tarule, the retiring dean of the College of Education and Social Services, offered closing words. Huck Gutman, professor of English and winner of this year's George V. Kidder Outstanding Faculty Award, accepted his honor and recited a passage from Walt Whitman's *Leaves of Grass*. His send-off for the graduates included these lines:



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Long have you timidly waded, holding a plank by the shore, Now I will you to be a bold swimmer, To jump off in the midst of the sea, rise again, nod

to me, shout, and laughingly dash with your hair.

This article is based on reporting by Cheryl Dorschner of University Communications.

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UVM HOMEPAGE

Student View Talking with the Class of 2005's Laura Siegel

By Matt Bushlow Article published May 25, 2005



New grad Laura Siegel won a leading role in a Royall Tyler production months after arriving on campus. Her activities grew from there. (Photo: Bill DiLillo)

Recent graduate Laura Siegel doesn't suffer from boredom. During her student years she taught skiing, tutored fellow undergrads in the Writing Lab, acted in two productions, helped bring a University of Virginia professor to speak, gave tours of campus, and participated in various clubs, all while studying English and theatre.

On a recent sunny late afternoon in the Billings North Lounge, Siegel laughs and shrugs off my version of the

Damp But Undampened

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Trustees Approve Renovations, Nondiscrimination Language

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ubiquitous questions about post-grad plans.

"I don't know. Live with my parents, save some money, right?" She laughs again as she delivers old answers to old questions. "I may try to get into grant-writing, maybe some advocacy work. Definitely tutoring. I love working on other people's writing." She smiles fully. "But you know, there's no place on job applications to write, 'Hey, by the way, I'm deaf!'"

We both crack up this time.

"Some people are afraid of making jokes. I don't care. Deaf culture is expressive, honest and blunt. So that's the way I talk."

Indeed it is: over the course of nearly 90 minutes, Siegel makes me laugh more than a box set of Simpsons episodes. She has plenty of material — most of which comes from living deaf in a hearing world.

Finding her place

It's not all jokes, though. Siegel also speaks honestly and with conviction about the long process that led her to choose to come to college in Burlington (her twin sister attended Columbia University). "I visited about 30 schools. Some were huge. I was worried a little bit about feeling isolated, even at UVM, but I felt at home here." She pauses for a moment. "I trust my gut."

She trusted her gut about campus, and she did her research about services. Though she reads lips and converses easily, attending class is a different experience than one-on-one conversation. So access to interpreters was important to her. During high school she had interpreters only in her courses. At UVM she's had American Sign Language interpreters in each of her classes, and access to interpreters outside the academic environment.

Her initial worries about isolation waned as Siegel spent time at UVM and threw herself into groups and activities. She rowed on the crew team her first year, an interpreter alongside her in another boat to help with the calls.

Around the same time, she auditioned and won a headline role as Helen Keller in a Royall Tyler Theatre production. As the years followed, more ideas, projects and contacts resulted.

"I always have to find something to do," she explains. "At first it helped me meet people. But sometimes it's hard to get out of a group. People like to hang out in their group, but not necessarily outside of it."

This is a familiar situation for Laura: she describes how the deaf community can be the same way: they often stay within the group, not hanging out with hearing people. "I feel it's like an identity issue, similar to race: people feel comfortable — there's a unity, a bond. But I feel it's important to spend time with all kinds of people. I try to move between both worlds."

Siegel believes the most significant of her extra-curricular efforts was helping to arrange a visit and lecture by University of Virginia Professor Christopher Krentz. "This is what I worked towards for a long time. As a deaf professor, he's advocating for universities to accept ASL as a foreign language and even consider it as a minor."

Siegel believes this would be incredibly beneficial for students applying to colleges, where a foreign language credit is almost universally necessary. Learning a foreign language, say Spanish, is a complex juggling game for deaf students, who often have to think in three languages, and shift their attention between a teacher, an interpreter, and their own thoughts.

All these angles are again coming into play as Siegel looks towards graduate or professional school. Several of the East Coast's best colleges are on her list, and her mind is on services again. "I wonder, 'Will they be as good? Will I feel as comfortable as I do now?'" she says.

Though her immediate plans involve living in Stowe with her parents and looking for that elusive post-graduation job, Siegel also thinks philosophically about the picture for other people, especially young people, who can't hear.

"There aren't a lot of deaf role models. Kids are growing up saying, 'I can't'," she says. Siegel pauses. "I like to ask people if they've ever met a deaf person or worked with one or tried to learn ASL, and of course most people haven't."

I offer the weak excuse that most people probably aren't even aware of their ignorance. She shoots back a response. "People claim ignorance. But can we change our ignorance? I think so."

A late draft of this story ended here. But exchanging fact-checking e-mails led to Siegel volunteering some editorial advice (remember, she's a writing tutor and likes the "bluntness" of deaf culture) on finding a better way to end the piece.

"Think of the overall conversation we had, what really stood out about my being a deaf individual — my challenges, my dilemmas — remember I don't look upon my deafness as a disability," she writes, encouraging me to try yet another revision. "It is just a part of who I am."

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Trustees Approve Renovations, Nondiscrimination Language

By University Communications Staff Article published May 25, 2005

In their May 19-21 meetings, the Board of Trustees approved transforming an unused building on College Street into academic offices, a three-year, \$3.1 million classroom renovation, and the inclusion of language about gender identity and expression in university nondiscrimination policies.

Trustees also elected Carl Lisman as board chair. He replaces James Pizzagalli, who was recognized for his service at the May 21 meeting. Lisman, a graduate of UVM and Harvard Law School, is president of Lisman, Webster, Kirkpatrick & Leckerling, a Burlington law firm. Lisman has been active both in many professional organizations and in the community, where he has served as chair of a number of nonprofit and charitable organizations, including the Chittenden County Chapter of the American Red Cross, the Baird Center for Children and Families and the Vermont Foundation for Children and Families.

The board approved several substantial capital projects, including a renovation and addition to a building at 438 College St., sprinkler and alarm upgrades to Given Medical Building and Rowell Hall and the classroom plan. Trustees also discussed architectural aspects of the campus master plan, refinements to the strategic financial model and related forecasting software, and heard from about 50 members of a group called "Put People in the Vision." A representative of the group of students, staff, faculty and union members was given time to speak and urged the university to become a "model employer" for the state and not interfere with efforts to organize a staff union.

The board's next meeting will take place August 25-27. Reports on the board's discussion and activities within its committees follow.

Finance and Budget Committee: Committee members agreed on a general fund operating budget of \$213.4 million for 2006 fiscal year and approved tuition increases of four percent for both in-state and out-of-state students.

A combined room and meal increase (annual rate comparisons are based on a double room and an average meal plan) of 4.5 percent was passed, bringing the cost of a double room to \$4,936 and an average meal plan to \$2,396. Approximately \$150 of a 13.9 percent increase in student fees (\$1,138 to \$1,296) agreed upon by trustees will be used to help fund the Dudley H. Davis Center

The price tag (tuition, room and board and student fees) for out-of-state students for the 2005-2006 academic year was set at \$32,266, an overall increase of \$1,384 over last year. Trustees were given a study comparing UVM's tuition increases with those at other public institutions within New England. Fogel pointed out that although the university's tuition is higher than most in the study, the comparatively modest tuition increases recently has narrowed the gap.

Academic and Student Programs Committee: Provost Bramley reported first-year, first-time enrollment for fall 2005 has reached 2,535, an impressive 22 percent increase over last year. Noting that first-year college enrollment commitments typically decline over summer, the university projects an incoming class of 2,300, the largest in school history. Additional housing needs created by UVM's enrollment success will be met largely by converting Mercy Hall on the Trinity Campus back to residential space. Other committee discussion focused on SGA activities and accomplishments, tuition exemption for senior citizens, a presentation on sensors as an example of high potential multidisciplinary research activity, and formation of a new Graduate Student

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Recent graduate Laura
Siegel doesn't suffer from
boredom. During her
student years she taught
skiing, tutored fellow
undergrads in the Writing
Lab, acted in two
productions, helped bring
a University of Virginia
professor to speak, given
tours of campus, and
participated in various
clubs, all while studying
English and theatre.

The committee approved the following action items:

- Restructuring and renaming the College of Engineering and Mathematics to become the College of Engineering and Mathematical Sciences comprising a School of Engineering, a Department of Mathematics and Statistics and a Department of Computer Science.
- Changing the name of the Department of Biomedical Technologies to the Department of Medical Laboratory and Radiation Sciences
- Terminating the master's degree in geography
- Renaming the licensure option in the M.Ed. Curriculum and Instruction Degree to a master of arts in teaching degree
- Terminating current MAT degrees (except in classics) and master of science in teaching degrees (except in biology) in the College of Arts and Sciences, the College of Engineering and Mathematics (except the MST in Mathematics), and the College of Agricultural and Life Sciences.

Facilities and Technologies Committee: The committee voted unanimous support for the renovation of 438 College Street into administrative and student support offices for the College of Arts and Sciences. The red brick building, often referred to as "The Nuns' House," was purchased by the university in 1997 and has been unoccupied since that time. Vice President J. Michael Gower told trustees that once the Arts and Sciences offices relocate, the project will free additional space for centralizing student services in Waterman Building. The \$3 million renovation of the College Street house, which will include an addition in the rear to make the building fully accessible, will begin this summer and is scheduled for completion in summer 2006.

The committee also endorsed two other capital projects related to building maintenance. Work will begin soon to replace and upgrade fire alarm and sprinkler systems in the Rowell and Given buildings. Also, a campus-wide plan for classroom renovations will get underway this summer. (An article about the plan's genesis is here.

Diversity Committee: The phrase "to prohibit discrimination on the basis of gender identity or expression," will become part of the University's Equal Opportunity and its Equal Employment Opportunity/Affirmative Action policy statements, thanks to a resolution unanimously passed by the committee during its May 16 meeting and later approved by the board as a whole.

The change — initiated by the President's Commission on Lesbian, Gay, Bisexual and Transgender Equity — is in line with steps taken by other institutions, committee chair Thomas Little said in prepared remarks. Previously, the phrase appeared as an annotation at the end of the policy statements.

The board-approved amended Equal Employment Opportunity/Affirmative Action Policy Statement reads as follows:

"The University of Vermont and State Agricultural College is committed to a policy of equal employment opportunity and to a program of affirmative action in order to fulfill that policy. The University will accordingly recruit and hire into all positions the most qualified persons in light of job related requirements, and applicants and employees shall be treated in employment matters without regard to unlawful criteria including race, color, religion, ancestry, national origin, sex, sexual orientation, disability, age, positive HIV-related blood test results, status as a disabled or Vietnam Era Veteran, or gender identity or expression, as these terms are defined under applicable law, or any other factor or characteristic protected by law.

"In addition, the University of Vermont recognizes that discriminatory harassment and sexual harassment are forms of unlawful discrimination, and it is, therefore, the policy of the University that discriminatory harassment and sexual harassment will not be tolerated."