EDUCATIONAL POLICY AND INSTITUTIONAL RESOURCES COMMITTEE
BOARD OF TRUSTEES
UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

A meeting of the Educational Policy and Institutional Resources Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Friday, May 20, 2011 at 1:00 p.m. in the Livak Ballroom, 417-419 Dudley H. Davis Center.

MEMBERS PRESENT: Chair Donna Sweaney, Co-Vice Chairs Bill Botzow and Jeffrey Davis, Christopher Bray, Frank Cioffi, Kyle DeVivo, Daniel Fogel, John Hilton, David Potter, Dale Rocheleau, Bill Ruprecht, and Jeanette White

TRUSTEES ABSENT: None

OTHER TRUSTEES PRESENT: Harry Chen

REPRESENTATIVES PRESENT: Faculty Representative Cathy Paris, and Susan Crockenberg; Staff Representative Lesley Boucher; Alumni Representative Ted Madden; Student Representatives Daniel Filstein and Whitney O’Brien, and Graduate Student Representative Sarah Surgala

REPRESENTATIVES ABSENT: Faculty Representative Richard Galbraith, Staff Representative Amanda McIntire, and Alumni Representative Krissy Pisanelli

PERSONS ALSO PARTICIPATING: Jane Knodell, Senior Vice President and Provost; Fayneese Miller, Dean of the College of Education and Social Services; Bernard “Chip” Cole, Dean of the College of Engineering and Mathematical Sciences; Domenico Grasso, Vice President for Research and Dean of Graduate Studies; Bob Vaughan, Director of Capital Planning and Management; Wanda Heading-Grant, Chief Diversity Officer; Brian Reed, Associate Provost for Curricular Affairs; Rick Morin, Dean of the College of Medicine; Chris Lucier, Vice President for Enrollment Management

Chair Donna Sweaney called the meeting to order at 1:10 p.m.

Chair Sweaney welcomed new student Trustee Kyle DeVivo and Staff Representative Lesley Boucher and acknowledged and thanked all the undergraduate and graduate student representatives who were completing their terms of service.

Approval of Minutes

A motion was made, seconded and voted to approve the minutes of the February 4, 2011 meeting.
Provost’s Report

Provost Jane Knodell acknowledged Rachel Johnson for her work as Associate Provost for the past two years and for providing a remarkable level of responsiveness and service with regard to faculty affairs. Associate Provost Johnson is the first faculty member in the College of Agriculture and Life Sciences to have been awarded the Robert and Lee Bickford, Jr. Green and Gold Professorship. She will be returning to the College of Agriculture and Life Sciences on July 1.

Provost Knodell gave a brief overview of the current Provost Office academic initiatives and the actions brought forth to the Committee.

Report by the Faculty Senate Curricular Affairs Committee Chair

Cathy Paris, Faculty Senate Curricular Affairs Committee Chair, discussed several action items for Committee consideration:

- The creation of a new Ph.D. program in Educational Leadership and Policy Studies in the College of Education and Social Services. Chair Paris explained that the proposed PhD. Program is a research degree intended for those who wish to pursue academic positions as faculty, policy analysts, and researchers, in contrast to the current Ed.D. program which is an applied research and leadership doctorate for professionals in education, healthcare, law enforcement, and social service. This new program was approved unanimously by the Curricular Affairs Committee and the full Faculty Senate. CESS Dean Fayneese Miller explained how this program fits in with the Transdisciplinary Research Initiative. She also stated that because the perception of the Ed.D. is not as good as the Ph.D., it puts graduates who are focused on research in the same playing field as other Ph.Ds. Both Dean Miller and Vice President for Research and Dean of Graduate Studies Domenico Grasso assured the Trustees that they are being very conscious of the cost factor. Vice President Grasso reported that all the Ph.D. programs are being moved toward an externally funded model. Provost Knodell added that in this case, it is a reallocation from the Ed.D. to the Ph.D.

- The establishment of a Ph.D. in Bioengineering which is joint proposal from the Graduate College and the College of Engineering and Mathematical Sciences (CEMS) and the College of Medicine (COM). The new program links closely to the Transdisciplinary Research Initiatives spires: Complex Systems and Neuroscience, Behavior and Health and somewhat to the Food Systems spire. College of Medicine Dean Rick Morin stated that a tight connection currently exists between the COM and CEMS. Research funds will support the students; and in terms of funding, Dean Morin stated that they do exceedingly well in federal funding. He added that the next source is corporate funding and they just hired someone in corporate funding research. CEMS Dean Chip Cole added that it’s about how well we can compete for dollars and this program is well positioned to compete.

- A joint proposal received from the Graduate College and the College of Engineering and Mathematical Sciences (CEMS) and the College of Medicine (COM) to establish a “terminal master’s” in Bioengineering. This Master of Science (MS) in Bioengineering is needed as a
fallback option for students who complete the coursework and engage in master’s level research but who fail to pass the qualifying exam for admission to candidacy for the Ph.D.

- A proposal to merge the Departments of Anatomy & Neurobiology, a basic science department, and Neurology, a clinical science department, into a newly created Department of Neurological Sciences. Cathy Paris informed the Trustees that merging these departments will result in efficient resource use; and with each department headed by a chair past retirement age, there will be one new chair to head the new department. She added that this is not a new program but a new entity. Provost Knodell explained that since this proposal just went to the Faculty Senate yesterday, there was no information included in the Board materials. Dean Morin stated that some resources will be spent for laboratory renovation. Concerning hiring faculty, Dean Morin informed the Committee that these faculty are not lines; they are three to five-year term appointments and then the faculty have to earn their own way.

- Changes to the Faculty Senate Bylaws, highlighted for the Committee by Faculty Senate Vice President Susan Crockenberg.

Approval of Soccer/Lacrosse Turf Field

Bob Vaughan, Director of Capital Planning and Management, gave a brief overview of a proposal to install a new synthetic surface to the athletic field. The proposed upgrade will enable both soccer and lacrosse games to be played on the improved field. The project will be financed by 100% of non-debt funding in the form of a gift.

Reaffirmation of the Equal Employment Opportunity/Affirmative Action and Equal Opportunity in Education Programs and Activities and Non-Harassment Policies

Chief Diversity Officer Wanda Heading-Grant gave an overview of the resolution. Following a brief discussion, the resolution was tabled pending further clarification of proper inclusion of civil unions and/or marriage in either document.

General Education Program

Associate Provost for Curricular Affairs Brian Reed distributed copies of the Premises and Motion to Endorse General Education which had been distributed at yesterday’s Faculty Senate Meeting. Provost Knodell gave a brief introduction followed by Associate Provost Reed’s explanation that it has taken two years to develop the proposal that was voted on at yesterday’s Senate meeting. This is a faculty-led process and a continued joint process. Referring to the timeline, Associate Provost Reed told the Committee that the first year would be spent getting the infrastructure in place followed by six years of development, allowing potentially one year for each phase.
Academic Program Review

Provost Jane Knodell and Associate Provost Reed gave an overview of the Academic Program Review proposal informing the Committee that the revised APR system will demand greater rigor, mandate an external review, require that reviewers be selected from peer and aspirant institutions, provide external benchmarking, be forward looking, will fit in with the larger University’s initiatives; as well as provide better guidance for academic programming and planning, clarify roles and responsibilities, and improve administrative efficiency.

College of Medicine (COM) Faculty Handbook

College of Medicine Dean Rick Morin reported that the proposed COM Faculty Handbook is supported by the COM Faculty Senators and was unanimously approved by the entire Faculty Senate at its March meeting. The Handbook is more reflective and supportive of the unique characteristics of non-union medical faculty appointments.

Program Viability Review Process

Provost Knodell explained that while the Academic Program Review (APR) is on an eight-year cycle, the APR system is not suitable for ongoing identification of at-risk programs and well informed, timely decision-making with regard to viability. There is a need for a process by which at-risk programs can be systematically identified and reviewed for viability in a timely manner. Provost Knodell explained that on an annual basis, the Office of Institutional Research (OIR) will provide data on the number of graduates in academic programs using a three-year average. Thresholds for graduation rates will be established by the Provost after consultation with the Deans and the Faculty Senate Executive Council. Every year the OIR will provide a list of all academic programs that do not meet the established thresholds. Provost Knodell explained that this is a program to make sure that we are taking responsibility for the curriculum and to ensure the efficient use of the University’s limited resources in support of its mission, vision and priorities. Results will be regularly reported to EPIR.

Internationalization

Provost Knodell and Vice President for Enrollment Management Chris Lucier reported on the International Engagement Campaign. Internationalization is tied to all of the University’s strategic objectives and is critical to realizing UVM’s vision, but care must be taken that an increase in diversity through international efforts will not be at the expense of domestic diversity. Concerning resources, Vice President Lucier informed the Committee that at net revenue per student, there is greater net revenue for international students. Provost Knodell reported that capacity has been created in the Provost’s Office by adding the internationalization component in the form of the new Associate Provost position.

The Committee approved a motion in support of exploring the options under which we could successfully execute an increase in the enrollment of international students as one component of a larger internationalization initiative.
Action Items

Chair Sweaney presented the consent agenda of the following resolutions for approval:

**Resolution Approving Creation of Ph.D. in Educational Leadership and Policy Studies**

RESOLVED, that the Board of Trustees approves the creation of a Ph.D. in Educational Leadership and Policy Studies, approved and advanced by the Provost on April 18, 2011, and the President on April 20, 2011.

**Resolution Approving Creation of Ph.D. and Masters of Science Degrees in Bioengineering**

WHEREAS, in June 2009, the Faculty Senate approved the Curricular Affairs Committee recommendation to create Ph.D. and Masters of Science degrees in Bioengineering; and

WHEREAS, at that time the administration deferred action to allow time to determine whether the degree programs in Bioengineering would be congruent with the strategic directions resulting from the Transdisciplinary Research Initiative; and

WHEREAS, it has now been determined that the Ph.D. and Masters of Science in Bioengineering programs will support the goals of two of the identified Spires of Excellence (“Complex Systems” and “Neuroscience, Behavior and Health”); and

WHEREAS, both the Curricular Affairs Committee and the Faculty Senate Executive Council re-examined the proposal on May 4, 2011 and reaffirmed their support for moving the proposal forward;

BE IT RESOLVED, that the Board of Trustees approves the creation of Ph.D. and Masters of Science degrees in Bioengineering, as approved and advanced by the Provost on May 29, 2009, and the President June 3, 2009.

**Resolution Approving Merger of Departments of Anatomy & Neurobiology and Neurology into the Department of Neurological Sciences**

RESOLVED, that the Board of Trustees approves the merger of the Department of Neurology and the Department of Anatomy and Neurobiology in the College of Medicine into the Department of Neurological Sciences, as approved and advanced by the Provost on May 19, 2011, and the President on May 19, 2011.

**Resolution Approving the Changes to the Faculty Senate Constitution and Bylaws**

RESOLVED, that the Board of Trustees approves the changes to the Faculty Senate Constitution and Bylaws as approved and advanced by the Provost on March 10, 2011, and April 18, 2011, and the President on March 11, 2011, and April 20, 2011, and attached hereto as Appendix A.
Soccer/Lacrosse Turf Field Resolution

WHEREAS, the Educational Policy and Institutional Resources Committee has carefully reviewed the program, scope, and preliminary estimate of $1,500,000 for the proposed installation of the Soccer/Lacrosse turf field and finds it an institutional priority, consistent with the Strategic Capital Plan, and worthy of further review;

THEREFORE, BE IT RESOLVED, that the Educational Policy and Institutional Resources Committee hereby endorses the project and remits it to the Budget, Finance, and Investment Committee for financial review and approval.

Resolution Approving Phase I of a System of General Education at the University of Vermont

WHEREAS, on April 12, 2011, the Student Government Association unanimously endorsed the General Education proposal; and

WHEREAS, on April 14, 2011, the Faculty Senate Curricular Affairs Committee unanimously endorsed the General Education proposal; and

WHEREAS, the Curricular Affairs Committee of the Faculty Senate submitted to the Executive Council of the Faculty Senate the General Education proposal that it endorsed on April 20, 2011; and

WHEREAS, on May 19, 2011, the Faculty Senate endorsed the General Education proposal;

THEREFORE BE IT RESOLVED, that the Board of Trustees approves the General Education proposal as presented in Appendix D, as approved and advanced by the Provost on May 19, 2011, and the President on May 19, 2011.

Resolution Approving Revisions to the Academic Program Review Process

WHEREAS, the Faculty Senate Curricular Affairs Committee and the Provost’s Office have collaborated to revise and amend the existing Academic Program Review process in effect since academic year 2001; and

WHEREAS, the revisions reflect experienced gained through utilization of the existing Academic Program Review process over the last ten years and the inclusion of best practices; and

WHEREAS, the Board of Trustees acknowledges the importance of routine and comprehensive assessment and evaluation of academic programs to ensure that the University of Vermont offers the highest quality academic programs;
THEREFORE BE IT RESOLVED, that the Board of Trustees approves the revision to the Academic Program Review Process as presented in Appendix E, as approved and advanced by the Provost on April 8, 2011, and the President on April 8, 2011.

**Resolution Adopting College of Medicine Handbook**

RESOLVED, that the Committee hereby authorizes the adoption by the University, through its College of Medicine, of the College of Medicine Faculty Handbook, as summarized in the report made today by Dean of the College of Medicine Rick Morin.

A motion was made, seconded and it was unanimously voted to approve the consent agenda as presented.

**Adjournment**

There being no further business, the meeting was adjourned at 3:15 p.m.

Respectfully submitted,

Donna Sweaney, Chair
Appendix A

The Faculty Senate Constitution and Bylaws is amended to add Section 3.53 as follows:

3.53. Removal. Officers of the Senate can be removed from office for neglect of duties prescribed in the Constitution and Bylaws. Removal from office shall require two steps. First, written Charges of Neglect of Duties shall be made in the form of a Motion to Remove from Office as a warned agenda item at a meeting of the Faculty Senate. If approved by a 2/3 vote of the Faculty Senate present at the meeting, these charges shall be forwarded to the Parliamentarian who shall put the Charges of Neglect of Duties to a vote by referendum of the full faculty within 7 days. The Officer shall be removed from office if a majority of the referendum responses favor it, provided at least 25 percent of the eligible faculty members cast valid ballots in the referendum.

Section 7.151 Curricular Affairs Committee of the Faculty Senate Constitution and Bylaws is amended as follows:

This committee shall have responsibility for matters related to undergraduate and graduate educational policy and long-range academic planning, including items referred to in Section 1.1b, 1.13, 1.1f, 1.1g, 1.2a, 1.2c, and 1.2k. It shall review proposals to initiate, alter, or terminate programs from the Schools and Colleges. Actions taken by this committee and approved by the Faculty Senate will be sent to the Provost for action. It shall make recommendations for faculty members to serve on the joint Senate/Trustees Honorary Degree Committee. The Curricular Affairs Committee shall have double the numbers of members stipulated in 7.121a.

Section 7.152 Professional Standards Committee of the Faculty Senate Constitution and Bylaws is amended as follows:

This committee shall have responsibility for matters related to faculty professional standards and welfare, including items referred to in Sections 1.1a, 1.1h, 1.1i, 1.2b, and 1.2d. The Professional Standards Committee is advisory to the Provost on confidential personnel matters related to faculty reappointment, promotion, and tenure, as well as on the awarding of sabbatical leaves. Any eligible faculty member with no conflicting administrative responsibilities who holds the rank of Professor or Associate Professor, including Clinical, Extension, Library, or Research Professors or Associate Professors, may stand for election by his/her college or school to serve as its representative to the Professional Standards Committee. No member of the Professional Standards Committee shall be serving concurrently on the standards committee of his/her college or other unit specified in Section 7.121a.

The Faculty Senate Constitution and Bylaws is amended to add Section 7.3.1 as follows:

7.3.1 Ad Hoc Grievance Committee for non-represented faculty. The Grievance Committee shall consist of seven persons, all of whom shall be voting members. The Faculty Ombudsperson shall not be a member of the Committee, but may attend all meetings and hearings of the Committee unless excluded by Committee majority vote. Five members of the Committee shall be members of the faculty, appointed by the
Faculty Senate Executive Council (“Executive Council”). Two Committee members shall be administrators with academic experience, appointed by the Provost. The Grievance Committee shall elect a chair from among members appointed by the Executive Council.

Section 9.1 Membership [of the Board of Trustees] of the Faculty Senate Constitution and Bylaws will be amended as follows:

9.1 *Membership.*

a. Audit Committee: representative recommended by the Executive Council and appointed by the Senate President for a two-year term.

b. Budget, Finance and Investment Committee: the chair of the Financial & Physical Planning Committee and one additional representative recommended by the Financial and Physical Planning Committee and appointed by the Senate President for a two-year term.

c. Educational Policy and Institutional Resources Committee: the Senate Vice President, the Chair of the Curricular Affairs Committee, and the Chair of the Research, Scholarship & Graduate Education Committee.

d. Executive Committee: Senate President.

e. Socially Responsible Investing Workgroup: two representatives recommended by the Executive Council and appointed by the Senate President for two-year terms.

f. Honorary Degree Working Group: the Senate Vice President and one additional representative recommended by the Executive Council and appointed by the Senate President for two-year terms.