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, February 3, 2012 at 11:15 a.m. in the Livak Ballroom, 417-419 Dudley H. Davis Center.

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

TRUSTEES ABSENT:  John Hilton and Bill Ruprecht

OTHER TRUSTEES PRESENT:  Interim President John Bramley, ex-officio

REPRESENTATIVES PRESENT:  Faculty Representatives Richard Galbraith, Stephanie Kaza and Cathy Paris; Staff Representative Lesley Boucher and Amanda McIntire; Alumni Representative Ted Madden; Student Representatives Gavin Caster and Tyler Wilkinson-Ray; and Graduate Student Representative Jude Paul Dizon

REPRESENTATIVES ABSENT:  Alumni Representative Krissy Pisanelli and Graduate Student Representative Ashley Gunn

PERSONS ALSO PARTICIPATING:  Jane Knodell, Senior Vice President and Provost; Domenico Grasso, Vice President for Research and Dean of Graduate Studies; Mara Saule, Dean of Libraries and Learning Resources; David Todd, Chief Information Officer; Wanda Heading-Grant, Chief Diversity Officer; and Jane Kolodinksy, Chair of the Department of Community Development and Applied Economics

Chair Donna Sweaney called the meeting to order at 11:15 a.m.

Chair Sweaney announced that Alumni Representative Krissy Pisanelli will be stepping down following this meeting and expressed the Committee’s appreciation for her service.

Approval of Minutes

A motion was made, seconded and voted to approve the minutes of the October 21, 2011 meeting.

Provost’s Report

Provost Jane Knodell introduced Vice President for Research and Dean of the Graduate College, Domenico Grasso, who announced that after many years, five Ph.D. programs will be combined into one Ph.D. Program for Cellular, Molecular and Biomedical Science. Dean Grasso thanked
Chris Berger, Cindy Forehand, Mary Tierney, Rick Morin and Tom Vogelmann for their efforts in combining resources to create this new program.

**Report by the Faculty Senate Curricular Affairs Committee Chair**

Cathy Paris, Faculty Senate Curricular Affairs Committee Chair, gave a brief report highlighting that the Committee and the Faculty Senate have approved a proposal to create a Cross-College Master of Science Program in Food Systems. This program will serve as a vital intellectual center for the food systems transdisciplinary research initiative, bringing together graduate students and faculty from around the University for research seminars, service-learning projects, travel immersion courses, and other endeavors. The recent decision to make Food Systems the focus of a transdisciplinary Spire of Excellence underscores the opportunity for UVM to build a distinctive reputation for research and scholarship in this emerging field, and makes the creation of a Food Systems master’s degree both fitting and necessary. Provost Knodell acknowledged Steering Committee Chair of the Transdisciplinary Research Initiative Spire in Food Systems, Jane Kolodinsky, for her work in putting together the proposal.

**Action Items**

The Faculty Senate reviewed and approved the creation of a Cross-College Master of Science Program in Food Systems.

Chair Sweaney presented the following resolution for approval and offered an opportunity for discussion:

**Resolution Approving Creation of Cross-College Master of Science Program in Food Systems**

RESOLVED, that the Board of Trustees approves the creation of a Cross-College Master of Science Program in Food Systems, as approved and advanced by the Provost and the President on January 19, 2012.

A motion was made, seconded and it was unanimously voted to approve the resolution for recommendation to the full Board.

In recognition of Frank Livak’s leadership on the outdoor track and field facility, his generosity, his life-long relationship with the University, his history as a stand-out cross-country and track and field competitor and the scope of his philanthropy and impact at UVM, it is proposed that the outdoor track and field be formally named The Frank H. Livak ’41 Track and Field Facility.

Chair Sweaney presented the following resolution for approval and offered an opportunity for discussion:
Resolution Approving Naming of Outdoor Track and Field Facility

WHEREAS, the University’s new outdoor track and field facility was opened on October 15, 2011, at a cost of $2.6 million, and

WHEREAS, a generous leadership gift from Frank Livak ’41 made construction of the facility possible and punctuated a period of tremendous philanthropy from this individual;

NOW, THEREFORE, BE IT RESOLVED, that the new outdoor track and field facility shall be named “The Frank H. Livak ’41 Track and Field Facility.”

A motion was made, seconded and it was unanimously voted to approve the resolution for recommendation to the full Board.

Academic Technology Plan Status Update

Dean of Libraries & Learning Resources Mara Saule reported on the UVM academic technology planning process. Launched in the fall of 2010, the academic technology planning process has a two-fold purpose of identifying academic technology goals and specific objects that will advance the University’s commitment to academic excellence and align with the University’s strategic goals, and secondly, to identify and prioritize Technology Innovation Fund (TIF/student technology fee) investments in support of academic technology goals. The current planning process includes drawing upon campus surveys, focus groups, interviews, and benchmark data to draft an Academic Technology Plan. Ongoing priorities for investment include significantly expanding wireless, improving classroom technologies, and supporting students and faculty in optimally using University systems. In addition, three categories of objectives have emerged: Research Collaboration Infrastructure; Instructional Technology Infrastructure; and Technology Support and Innovation.

The next steps include analyzing implementation approaches and resource needs for the priorities in each of the three categories.

At 12:00 p.m., Chair Sweeney recessed the meeting.

At 1:30 p.m., the meeting reconvened.

Campus Climate Survey Results & Recommendations

Chief Diversity Officer Wanda Heading-Grant presented the results of the Campus Climate Survey which had been conducted in April 2011 among faculty, staff and students. Surveys were completed by 1,905 faculty and staff, and 2,791 students. The Center for Rural Studies was responsible for data and analysis. Highlights included several findings:

- Overall, satisfaction with UVM experience is high among faculty, staff and students; faculty, staff and students also feel that UVM is an inclusive place to work and study.
• Faculty, staff and students feel a sense of respect from students and staff, though less so from senior administrators and advisors.

• Very few faculty, staff or students reported having been sexually harassed in the past year; however, a large minority of faculty, staff and students has reported experiencing bias and/or discrimination during their time at UVM.

Dr. Grant made the following recommendations:

• Faculty, staff, and student focus groups be convened by the end of May 2012 and results shared at a future Board of Trustees meeting.

• A comprehensive diversity professional development plan for faculty, staff, students, and administrators be developed by May 2012 and implemented by Fall 2012.

• A working group of experts, scholars, and key University officials be immediately identified, and that group be charged with developing a three year assessment plan by May of 2012.

Referencing the Dashboard Indicators (Report H), Trustee David Potter expressed his concern with the number of “red arrows” concerning the satisfaction indicators. Dr. Heading-Grant responded that in terms of satisfaction and respect, the responses on the survey were high and that “satisfaction” means a lot of things to different people, e.g., salary, pay raises, environment, etc. Trustee Bill Botzow also expressed discouragement concerning the red arrows and pointed out that obviously there is a lot of work to do and inquired as to whether certain areas can be targeted. Dr. Heading-Grant responded that more information is needed in order to target certain areas. Provost Knodell also acknowledged that the additional training on diversity and civility that Dr. Heading-Grant referred to in her report and that training should start at the top in order to address the satisfaction concerns.

Provost Knodell commended Dr. Heading-Grant and Professor Kolodinsky for their work.

**Strategic Initiative Project**

Provost Knodell, having presented a full report at the Committee of the Whole in the morning, used the time to address any questions Committee members might have. Trustee Dale Rocheleau requested a copy of the risk assessment for internationalization document be sent to the Trustees again.

**Other Business**

Provost Knodell informed the Trustees that an update of the Strategic Initiatives Project will comprise a large part of the May agenda. A status report on internationalization will also be presented at that time.

In response to a question concerning identifying any areas of academic weakness that have been identified in the Strategic Initiatives Project, Provost Knodell pointed out that any areas of academic weakness would come out of the Strategic Value Assessment exercise which will be
discussed only in a *theoretical* way this spring in terms of what the criteria and metrics should be, and then next fall, interpretation of the results from the analysis will begin.

Trustee Bill Botzow asked the question, “Are people having fun?” Provost Knodell suggested asking the faculty, staff and students on the Committee to respond. After several faculty and student Committee members responded affirmatively, Staff Representative Amada McIntire reported that, working in Human Resource Services in employee relations, she works with faculty and staff regarding issues in the workplace and the biggest concern she has heard has been the post-retirement benefits issue. She said that people may not be necessarily having “fun,” but they are feeling hopeful and feel that the University is turning a corner particularly with the potential of changes in leadership and they are looking for some clear communication from the top down. Ms. McIntire thanked Trustee Botzow for asking the question.

**Adjournment**

There being no further business, the meeting was adjourned at 2:55 p.m.

Respectfully submitted,

Donna Sweaney, Chair