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 18, 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*, Richard Gamelli, Dennis Mahoney, David Potter, Dale Rocheleau, and Jeanette White

TRUSTEES ABSENT: Frank Cioffi and Bill Ruprecht

OTHER TRUSTEES PRESENT: Interim President John Bramley, ex-officio and Vice Chair Harry Chen

REPRESENTATIVES PRESENT: Faculty Representatives Stephanie Kaza* and Cathy Paris; Staff Representatives Lesley Boucher and Amanda McIntire; Alumni Representatives Penrose Jackson and Ted Madden

REPRESENTATIVES ABSENT: Faculty Representative Richard Galbraith, Student Representatives Gavin Caster and Tyler Wilkinson-Ray; and Graduate Student Representatives Jude Paul Dizon and Ashley Gunn

PERSONS ALSO PARTICIPATING: **Senior Vice President and Provost Jane Knodell, Dean of Continuing Education Cynthia Belliveau, Dean of Extension Douglas Lantagne, Assistant General Counsel Jennifer Papillo, Associate Dean of the Graduate College Cynthia Forehand, Associate Provost for Curricular Affairs Brian Reed, Faculty Senate President Julie Roberts, Professor Charlotte Merhtens, Vice President for Research and Dean of the Graduate College Domenico Grasso, UVM Foundation President and Chief Executive Officer Richard Bundy, Director of Capital Planning and Management Robert Vaughan

*departed the meeting at 12:00 p.m.
**joined the meeting at 1:35 p.m.

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

Chair Sweaney welcomed new members Trustees Richard Gamelli and Dennis Mahoney, and Alumni Representative Penrose Jackson.

Approval of Minutes

A motion was made, seconded and voted to approve the minutes of the February 3, 2012 meeting.
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 an online Post-Baccalaureate Academic Certificate of Study for Speech-Language Pathology Assistants and also a new online Certificate of Graduate Study in Public Health. Both programs will address societal needs, and with the certificates offered online, these programs have a national reach. Providing innovative ways to extend the resources of the University beyond the traditional scope of degree programs is consistent with the University’s mission and long-range planning goals. Cynthia Belliveau, Dean of Continuing Education, reported that the financials have not yet been worked out but funds for development are clear. Funds collected from tuition are not clear yet. The Curricular Affairs Committee also approved a proposal to create a new minor in Astronomy which is expected to appeal to a variety of students, from Physics majors seeking a B.A. to Secondary Education majors.

Action Items

Chair Sweaney presented the consent agenda for approval and offered an opportunity for discussion:

Resolution Approving On-Line Post-Baccalaureate Academic Certificate of Study for Speech-Language Pathology Assistants

RESOLVED, that the Board of Trustees approves the creation of an on-line Post-Baccalaureate Academic Certificate of Study for Speech-Language Pathology Assistants as approved and advanced by the Provost on April 18, 2012 and the President on April 20, 2012.

Resolution Approving On-Line Certificate of Graduate Study in Public Health

RESOLVED, that the Board of Trustees approves the creation of an on-line Certificate of Graduate Study in Public Health as advanced by the Provost and the President on May 17, 2012.

Resolution Approving a New Astronomy Minor

RESOLVED, that the Board of Trustees approves the creation of a new Astronomy Minor as advanced by the Provost and President on May 17, 2012.

Resolution Approving the Vermont State 4-H Foundation, Inc. as an Affiliated Organization

RESOLVED, that the Board of Trustees hereby approves the Vermont State 4-H Foundation, Inc. as an affiliated organization of the University of Vermont in support of 4-H programs administered by UVM Extension Services, subject to the execution of a
Memorandum of Understanding pursuant to the University’s Affiliated Organization’s Policy.

BE IT FURTHER RESOLVED, that the President is authorized to enter into such a Memorandum of Understanding for a term of three years.

Resolution Reaffirming Equal Opportunity Statements

RESOLVED, that the Board reaffirms the Equal Employment Opportunity/Affirmative Action Policy Statement as amended and attached hereto as Appendix A, and the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement, attached hereto as Appendix B, both effective as of May 19, 2012.

A motion was made and an opportunity for discussion was offered.

Doug Lantagne, Dean of Extension, and Jennifer Papillo, Assistant General Counsel, explained that as the Vermont State 4-H Foundation is a legally separate 501(c)(3) entity, which will not rely on the University for its tax exempt status, the State Foundation sits squarely within the confines of the University’s Affiliated Organization’s Policy, which states that board approval is required to grant affiliated organization status to an entity established solely for the benefit and support for the University or a University unit, program or activity. As such, this matter is now before the Committee for appropriate approval.

There being no further discussion, the motion was seconded and it was unanimously voted to approve the resolutions for recommendation to the full Board.

Standardizing Graduate Education Credit Requirement Practices

Cynthia Forehand, Associate Dean of the Graduate College, reported that representatives from the Graduate College and a number of University offices with which graduate students intersect met to standardize and improve practices regarding graduate education. The initiation of these meetings was driven by the need to ensure compliance with federal regulations regarding financial aid eligibility. The changes included standardizing the definition of full-time and part-time students and varying the continuous graduate registration fee to reflect the students’ effort level and characteristics associate with each level.

Program Viability Review

Associate Provost for Curricular Affairs Brian Reed, reported on the status of the Program Viability Review initiative which was introduced to the EPIR Committee last spring. This review is essentially a quick way to identify programs that may be at risk on the basis of enrollments (rolling three-year average). By contrast Academic Program Review (APR), which reviews programs for quality, operates on an eight-year cycle.

Program Viability review is not being implemented at this time because the criteria and metrics for determining strategic value and financial attractiveness are still under development.
General Education Update

Faculty Senate President Julie Roberts with the assistance of Professor Charlotte Merhtens, provided an update on the General Education initiative. The Ad Hoc General Education Committee, under the leadership of Professors Susanmarie Harrington and Charlotte Merhtens, chose to focus on the implementation and assessment of writing and information literacy outcomes. In the fall, the Committee developed a draft statement of writing and informational literacy outcomes appropriate for foundational (first-year) courses and inventoried how faculty are already working to support student writing via existing undergraduate requirements. The committee co-chairs have worked with the Office of Institutional Research to determine what existing institutional data might help assess writing and information literacy. A pilot foundational writing program, under the direction of Professor Nancy Welch, is currently being developed and will be ready this fall. The pilot will be assessed before proceeding with additional programs.

Vermonters’ Access to UVM

Reminding the Committee of the growing concerns of the cost of higher education, retention and the value of higher education overall, Associate Provost Brian Reed reported on what the University of Vermont is doing to help Vermonters access higher education at UVM. Associate Provost Reed reported on current and planned actions to provide and publicize access routes to prospective students; UVM’s strong commitment to working with Vermont residents and high schools to publicize opportunities for students at UVM; and providing financial aid to Vermonters. Chair Sweeney recognized Vermont Representative Gary Gilbert who inquired why UVM and the Faculty Senate had not done more work concerning efforts at the unit level. Associate Provost Reed responded that the units had been asked to incorporate links from their websites to the resources noted in the Vermonters’ Access to UVM report.

At 12:30 p.m., Chair Sweeney recessed the meeting.

At 1:35 p.m., the meeting reconvened.

Collegiate Learning Assessment (CLA) Update

Associate Provost Brian Reed reported on UVM’s on a trial of the Collegiate Learning Assessment (CLA) during the fall 2011 semester. The CLA is a standardized examination that uses a “value added” model to examine a university’s contribution to student learning. The implementation of the CLA was a good faith effort to meet our commitments as a member of the Voluntary System of Accountability (VSA) of the Association of Public and Land-grant Universities. Of the three standardized tests recommended by the VSA, the Faculty Senate chose the CLA. The protocol is to administer the CLA to a cross sectional sample of first-year students in the fall of a given year, and a cross sectional sample of 100 fourth-year students in the spring of that same year. The difference in scores is supposed to reflect “value added”. The trial did not succeed because not enough first-year students could be recruited to participate voluntarily, despite the incentive of two i-Pad drawings. In the end only 25 first-year students were recruited, so the trial was abandoned due to inadequate sample size. Remarkably, those 25
first-year students scored in the 99th percentile nationally! This outcome raises some interesting questions about the possibility of a ceiling effect when trying to assess “value added” from the performance of first-year versus fourth-year students.

We will implement the CLA again in academic year 2012-2013, but the plan is to embed the test in a few courses that typically have a good mix of the different academic majors. This approach will provide a “captive audience” so we will achieve the minimum sample size. We are also studying other learning outcome assessment tools to see how they compare to the CLA.

**Provost’s Report**

Having provided a comprehensive update on the Strategic Initiatives Project to the Committee of the Whole, Provost Jane Knodell pointed out the other two items in the Provost’s Report: the Humanities Center initiative which is progressing along and the Campus Climate Survey on which Wanda Heading-Grant will be providing an update at the fall Board meeting. The Provost introduced the other reports which were submitted to the Committee in the meeting materials:

- **TRI Annual Report**

  Vice President for Research and Dean of the Graduate College Domenico Grasso reported that the Spire Steering Committees have taken full ownership of their charge to develop transdisciplinary excellence at UVM by launching innovative curriculum ideas, developing competitive grant submissions, and hosting innovative outreach events. Interim President John Bramley announced an event that will be held this summer at UVM hosted by the Food Systems spire, the UVM Breakthrough Leaders Program for Sustainable Food Systems. Although there are a number of Vermont participants, attendees from as far away as Mexico and Germany will be attending the week-long event.

- **UVM Foundation Report**

  Rich Bundy, UVM Foundation President and Chief Executive Officer, reminded the Committee that he will be making his report at the afternoon session of the Committee of the Whole.

- **Capital Projects Progress Report**

  Bob Vaughan, Director of Capital Planning and Management, reported that the Vermont State appropriations will support on-going deferred maintenance projects.

**Strategic Initiatives 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. The Provost directed the Committee members’ attention to the section of the Strategic Initiatives Report titled, “Engaging in a Conversation About the Strategic Value and Financial Attractiveness of Academic Programs.” The Strategic Value and Financial Attractiveness (SVFA) analysis was developed to
help the University better understand and examine the core academic experience of the institution. Using a set of broadly shared criteria and metrics to assess programs, SVFA can be used to understand cost structures and identify opportunities for investment. The Provost then summarized the process which included a town meeting for Faculty Senators and a town meeting for Department Chairs, followed by evaluation and recommendations from the Faculty Senate Executive Council and a group of University Distinguished Professors and University Scholars. The resulting reports were reviewed by a Joint Committee of central administration and the Faculty Senate and a recommendation was sent to the President and Provost on how to move forward with this analysis. The next steps will be to identify and fix shortcomings and start running the analyses with the results to be reported at the end of the year. Interim President Bramley expressed encouragement with the process and suggested that this process will improve much like the Academic Program Review has improved over the years.

Other Business

Provost Jane Knodell suggested adding a follow-up on the Campus Climate focus groups to the work plan for the fall meeting.

Trustee Bill Botzow expressed his appreciation for two items that were mentioned earlier in the meeting, the Humanities Center and humanities and the creative arts and sees this as an emerging internal conversation; while the emphasis on STEM has been more of an external conversation. Trustee Botzow asked how UVM reconciles these two important “goods” that keep the University relevant. Provost Knodell responded that the liberal arts is one of our three areas of strategic emphasis, and she has put together a work group to explore the revitalization of the Humanities Center. Vice President Grasso, mentioned that there has been a movement away from the acronym “STEM” and a move towards “STEAM” with the “A” standing for the arts, and currently there’s a large discussion as to what the Humanities will mean in the twenty-first century. Interim President Bramley added that this topic has been an important part of discussions with the Governor’s group as to what the right balance needs to be from an academic perspective, i.e., an education needs to be broad based.

Trustee Jeannette White asked how UVM is relating to the other institutions in Vermont and how do we put that together along with the evaluation of our academic units. Interim President Bramley suggested the next academic year would be good timing to have an agenda item to discuss the implications for some of these other reports that have gone on for the University from an academic program perspective.

Adjournment

There being no further business, the meeting was adjourned at 2:25 p.m.

Respectfully submitted,

Donna Sweaney, Chair
Equal Employment Opportunity/Affirmative Action Policy Statement

Policy Statement

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, place of birth, sex, sexual orientation, disability, age, positive HIV-related blood test results, status as a disabled or Vietnam Era Veteran, genetic information, or gender identity or expression, or status as a disabled veteran, recently separated veteran, other protected veteran or Armed Forces service medal veteran, 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. The University also prohibits unlawful harassment on the basis of other characteristics protected by law.

Further, employees and applicants will not be subjected to harassment or retaliation because they have engaged in or may engage in the following: filing a complaint or assisting or participating in an investigation regarding alleged discrimination or harassment as prohibited in the policy statement above; filing a complaint or assisting or participating in an investigation, compliance evaluation, or any other activity related to the administration of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974 ("VEVRAA"), Section 503 of the Rehabilitation Act of 1973 ("Rehabilitation Act"), or the Affirmative Action provisions of federal, state or local law; opposing any act or practice made unlawful by VEVRAA, requiring equal employment opportunities for individuals with disabilities, disabled veterans, or veterans of the Vietnam Era, recently separated veterans, other...
protected veterans, or Armed Forces service medal veterans; or exercising any rights under VEVRAA or the Rehabilitation Act.

Sources: Titles VI and VII of the Civil Rights Act of 1964; the Immigration Reform and Control Act of 1986; Title IX of the Education Amendments of 1972; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967; the Age Discrimination Act of 1975; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; Section 402 of the Vietnam-Era Veterans Readjustment Assistance Act of 1974; Executive Order 11246 as amended; The Genetic Information Nondiscrimination Act of 2008; and the Vermont Fair Employment Practices Act, all as amended; and such other federal, state and local non-discrimination laws as may apply.

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior policy statements regarding its subject matter. It may be modified only by written statement issued by the President as Chief Executive Officer of the University or by formal action by the University of Vermont and State Agricultural College Board of Trustees. This Policy Statement is designed to express the University’s intent and commitment to comply with the requirements of federal, state and local non-discrimination laws. It shall be applied co-extensively with such laws, and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under such non-discrimination laws. Persons seeking to participate in educational opportunities offered by the University must consult position and program descriptions to determine criteria for eligibility. All such criteria shall be established in a manner consistent with the legal requirements herein referenced.

Contacts

Questions regarding this policy statement or compliance with its provisions may be directed to:

Chief Diversity Officer and
Special Assistant to the President for Multicultural Initiatives
University of Vermont
346 Waterman Building
Burlington, VT 05405
(802) 656-8426

Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of such agencies may be obtained from the Office of Affirmative Action and Equal Employment Opportunity.

The President is the University official responsible for the interpretation and administration of this policy.

Related Documents/Policies

Equal Opportunity in Educational Programs and Activities Policy Statement
http://www.uvm.edu/~uvmppg/ppg/student/equaledu.pdf
Sexual Harassment Policy – Employees
http://www.uvm.edu/~uvmppg/ppg/hr/sexharasemp.pdf

Procedures for Investigating and Resolving Discrimination Complaints

Effective Date

Approved by:

____________________         President  ________________
Daniel M. FogelA. John Bramley             Date

_____________________    Chair, Board of Trustees  _______________
Robert Cioffi                Date
Equal Opportunity in Educational Programs and Activities and Non-Harassment

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal educational opportunity. The University therefore prohibits discrimination on the basis of unlawful criteria such as race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, or gender identity or expression, as those terms are defined under applicable law, in admitting students to its programs and facilities and in administering its admissions policies, educational policies, scholarship and loan programs, athletic programs, and other institutionally administered programs or activities made available to students at the University. The University also prohibits harassment, as defined in the Vermont Statutes at Title 16, section 11(a)(26). Unlawful harassment is a form of discrimination and is therefore prohibited. Sources: Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the Vermont Public Accommodations Act; and such other federal, state, and local non-discrimination laws as may apply.

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Contacts

Questions regarding this policy statement or compliance with its provisions may be directed to:

Dean of Students
University of Vermont
41-43 South Prospect Street
Burlington, VT 05405
(802) 656-3380

or to:

Chief Diversity Officer and
Special Assistant to the President for Multicultural Initiatives
University of Vermont
346 Waterman Building
Burlington, VT 05405
(802) 656-8426

Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of those agencies may be obtained from the Office of Affirmative Action and Equal Opportunity.

The President is the University official responsible for the interpretation and administration of this policy.

Related Documents/Policies

Equal Employment Opportunity/Affirmative Action Policy Statement
http://www.uvm.edu/~uvmppg/ppg/general_html/affirm.pdf

Harassment – Students
http://www.uvm.edu/~uvmppg/ppg/student/studentharas.pdf

Procedures for Investigating and Resolving Discrimination Complaints

Sexual Harassment Policy – Students
http://www.uvm.edu/~uvmppg/ppg/student/sexharasstudent.pdf
Effective Date

Approved by:

____________________  President  ___________________
A. John Bramley  Date

_____________________  Chair Board of Trustees  Date
Robert Cioffi