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 8, 2013 at 10:45 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, Richard Gamelli, Dennis Mahoney, David Potter, Dale Rocheleau, Bill Ruprecht, and Jeanette White

TRUSTEES ABSENT: President Thomas Sullivan

OTHER TRUSTEES PRESENT: Vice Chair Harry Chen

REPRESENTATIVES PRESENT: Faculty Representatives Richard Galbraith and Cathy Paris; Staff Representatives Lesley Boucher** and Amanda McIntire; Student Representatives Gavin Caster* and Adam Kaufman; and Graduate Student Representatives Ashley Gunn and Lane Manning

REPRESENTATIVES ABSENT: Faculty Representative Stephanie Kaza; Alumni Representatives Penrose Jackson and Ted Madden

PERSONS ALSO PARTICIPATING: Senior Vice President and Interim Provost Robert Low, Associate Provost for Curricular Affairs Brian Reed, Director of Capital Planning and Management Robert Vaughan, Dean of the Honors College Abu Rizvi, Dean of the College of Nursing and Health Sciences Patricia Prelock, Department of Nursing Chair Rosemary Dale, Assistant Dean for Business Operations Shari Bergquist, Chief Diversity Officer Wanda Heading-Grant, Dean of Extension Douglas Lantagne, Assistant General Counsel Jennifer Papillo, Vice President for Enrollment Management Chris Lucier, Associate Provost for Faculty Affairs and Internationalization Gayle Nunley, Director of the Office of Institutional Research John Ryan and Professor Jacqueline Weinstock

*attended the afternoon session only  
**attended the morning session only

Chair Donna Sweaney called the meeting to order at 11:25 a.m. She noted that this was her last meeting and thanked the Committee for the opportunity to serve as Chair. Co-Vice Chair Bill Botzow expressed his appreciation for Chair Sweaney’s service to the Committee.

Approval of Minutes

A motion was made, seconded and voted to approve the minutes of the November 7-8, 2012 meeting.
Provis’s Report

Interim Provost Robert Low gave a brief overview of items in his written report, included as attachment 2 in the meeting materials, emphasizing his two primary tasks during this semester: “setting the table” for the next Provost and taking advantage of the initiatives Past Provost Jane Knodell had begun including evaluative procedures for our academic programs, Envisioning Environment, Internationalization and General Education. Interim Provost Low also reported that Internationalization will be consistent with and even merged with the effort to establish a summer semester by 2015.

In response to Trustee David Potter’s question of what is the difference between a summer session and a summer school, Interim Provost Low explained that the summer session will be similar to a traditional semester. He added that a summer session may be of interest to a student who would like to complete their degree sooner. Trustee Jeannette White asked if the summer session will be run by Continuing Education and Interim Provost Low responded that it will be run as a regular semester. Trustee Frank Cioffi added that career development is an important component and it would be beneficial for the Board to have a dialogue concerning this area. Interim Provost Low mentioned that the Dean of the Honors College, Abu Rizvi, is currently researching career development at UVM and will be reporting the results. Dean Rizvi reported that last semester he had been working on a career plan for the entire University which he submitted to the President two weeks ago. This semester, Dean Rizvi will continue to work to implement this plan. He added that he would be happy to discuss this with the Committee at the May meeting.

Trustee Bill Ruprecht asked what was the status of the General Education initiative. After providing a brief background, Associate Provost for Curricular Affairs Brian Reed reported that the Faculty Senate decided to start with one of the six outcomes approved in concept by the Faculty Senate in May 2011. That outcome was Writing and Information Literacy. A Faculty Senate Committee determined the approach should be to establish a foundational writing course for all first-year students. A pilot program was set up and was run this past year. The pilot determined common goals and an assessment plan for eight foundational writing course sections that were offered in fall 2013. These sections were redesigned versions of existing course sections. The process and the results of the pilot were well received by the Faculty Senate. Plans are underway to implement eight additional sections next year in ramping-up to the goal of a foundational Writing and Informational Literacy course for all first-year undergraduate students. Meanwhile, the parent Committee is working on a plan to support writing in the various disciplines in students’ second, third and fourth years. Finally, two new groups have begun work to develop proposals on other general education outcomes. One group is working on the Cultures, Diversity and Global Awareness outcome and the other group is working on the Sustainability outcome.

Bob Vaughan, Director of Capital Planning and Management, referred to the Capital Project Progress Report which was submitted as Report C with the Board materials and asked if the Trustees had any questions. There were none.
Report by the Faculty Senate Curricular Affairs Committee Chair

Cathy Paris, Faculty Senate Curricular Affairs Committee (CAC) Chair, reported the Faculty Senate reviewed and approved two proposals submitted by the College of Nursing and Health Sciences. The first is for a new Doctor of Nursing Practice (DNP) degree. The Commission on Collegiate Nursing Education, the accrediting body for nursing, has mandated that existing Master’s of Nursing Practice programs be transitioned to doctoral programs by 2015. The second proposal is for a revised master’s program in Nursing which substantially changes an existing Nursing master’s program to a master’s program for the Clinical Nurse Leader (CNL). The MS-CNL program also provides the foundation for doctoral study and continued professional development.

Trustee Ruprecht asked for clarification as to why the University is eliminating an existing master’s program and then adding a new master’s program. CAC Chair Paris explained that with the mandated transition of the current masters-level practice degree to a doctoral-level practice degree, there is a need for another program to train nurses who wish to pursue a master’s degree. The existing master’s program is a practice program that is being morphed into the doctoral program and that standards nationwide are being raised. Rosemary Dale, Chair of the Department of Nursing, added further clarification concerning the national standards. Trustee Botzwow suggested that there are two societal goals: to control costs and to improve care and asked if these factors were considered. Nursing Department Chair Dale responded that their expectation and the evidence would support the implementation of the Clinical Nurse Leader and the doctorally prepared nurse in the workplace can and does save money by introducing systems modifications. Trustee Ruprecht asked why not enroll more students. Chair Dale responded that part of the constraints they face are the clinical facilities that are available for clinical practice and the faculty are very limited by the limited practice venues they can use for teaching.

CAC Chair Paris also reported that the Faculty Senate approved a proposal to terminate the Canadian Studies major due to the number of students, faculty, and courses offerings in the program having dwindled through the years. A minor in Canadian Studies will continue to be available to students. Trustee Ruprecht requested a list of programs that have been added and/or eliminated in recent years.

Action Items

Chair Sweaney presented the consent agenda for approval:

Resolution Approving Creation of a Doctorate of Nursing Practice Degree

RESOLVED, that the Board of Trustees approves the creation of a Doctorate of Nursing Practice Degree, approved and advanced by the Provost on January 22, 2013 and the President on January 23, 2013.
Resolution Approving Creation of Master of Science Degree in Clinical Nurse Leader

RESOLVED, that the Board of Trustees approves the creation of a Master of Science Degree in Clinical Nurse Leader, approved and advanced by the Provost on January 22, 2013 and the President on January 23, 2013.

Resolution Approving Termination of Canadian Studies Major

RESOLVED, that the Board of Trustees approves the termination of the Canadian Studies Major, approved and advanced by the Provost on January 22, 2013 and the President on January 23, 2013.

Resolution Reaffirming Equal Opportunity Statements

RESOLVED, that the Board reaffirms the Equal Employment Opportunity/Affirmative Action Policy Statement, as 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 February 9, 2013.

Resolution Approving the Addison County 4-H Foundation, Inc., the Rutland County 4-H Foundation, Inc., and the Franklin County 4-H Foundation, Inc. as Affiliated Organizations

BE IT RESOLVED, that the Addison County 4-H Foundation, Inc., the Rutland County 4-H Foundation, Inc. and the Franklin County 4-H Foundation, Inc. are approved as affiliated organizations 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 these Memoranda of Understanding for a term of three years each.

Resolution Reconstituting the UVM/FAHC Affiliation Agreement Work Group as the Work Group on Medical, Nursing and Health Sciences Education and Research

WHEREAS, the Board earlier established a Work Group, the UVM/FAHC Affiliation Agreement Work Group, comprised of Trustees designated to meet periodically at the request of the Board Chair or the President to receive status reports and advise the administration on matters relating to the University's Affiliation Agreement with Fletcher Allen Health Care; and

WHEREAS, the Board recognizes the present and continuing importance of academic program initiatives and arrangements relative to medical, nursing and health sciences education and related academic programs and clinical activities, as well as medical, nursing and health sciences research;
BE IT RESOLVED, that the scope of the Work Group be expanded to receive status reports and advise the administration and the Board on academic program initiatives and arrangements relative to medical and health sciences research, and education and related academic programs and clinical activities of the College of Medicine and the College of Nursing and Health Sciences; and

BE IT FURTHER RESOLVED, that the Work Group shall be re-named the Work Group on Medical, Nursing and Health Sciences Education and Research; and

BE IT FINALLY RESOLVED, that the Work Group shall be comprised of the Board Chair ex officio, the President or the President’s designee, and three additional Trustees.

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

Dean of Extension Douglas Lantagne provided a brief explanation for the resolution approving the 4-H Foundations as Affiliated Organizations. He reminded the Committee that the Vermont State 4-H Foundation was brought before the Committee in May, 2012 for similar approval as an Affiliated Organization. In response to a question concerning liability to the University, Assistant General Counsel Jennifer Papillo responded that there are strict requirements as far as indemnifying the university for any liability as well as holding certificates of insurance.

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

At 12:15 p.m., Chair Sweaney recessed the meeting.

Chair Sweaney reconvened the meeting at 1:10 p.m.

Review of Proposed Revisions to Gift Policy

Assistant General Counsel Jennifer Papillo reviewed the proposed revisions to the gift policy, which will take the place of the currently posted Gifts Policy (V.5.0.2.2.) to reflect the creation of the UVM Foundation, which has been recognized since January 2012 as the primary and preferred recipient of gifts for the benefit of the University. The proposed policy is also being circulated to the campus community for comment and will be presented to the Board in March for final approval, taking into consideration any comments or concerns of the Committee and the campus.

International Pathway Program Update

Vice President Chris Lucier and Associate Provost Gayle Nunley updated the Committee on the planning for development of an international pathway program that will enroll the first cohort of students in January 2014. Vice President Lucier announced that a contract was just signed with Study Group, an international recruitment company, to provide international recruitment services and administrative support to operate a successful pathway program. UVM will begin receiving applications on or about April for the January 2014 pathway. Associate Provost Nunley
provided an overview of the pathway program and explained that the three parts of a good pathway program are that it provides specialized English for academic purposes, it provides students with preparation for higher education in the U.S., and it prepares students for success in one institution, and in this case, the University of Vermont. Vice President Lucier added that UVM does not have brand or market awareness in the international markets so an experienced, reputable, high integrity organization is needed to help the University find the right students to come to our pathways and that will be successful. Staff Representative Amanda McIntire asked about the need to improve the infrastructure. Associate Provost Nunley responded that they have consulted a number of other universities on their process of setting up a pathway and UVM has been considering the student support pieces along with the academic piece.

**Academic Quality**

To continue the discussion on academic quality that occurred at the November Committee meeting, Associate Provost Brian Reed, Office of Institutional Research Director John Ryan and Professor Jackie Weinstock presented a report on UVM’s efforts in the assessment of critical thinking at the University level. Associate Provost Reed reported that in recent years, colleges and universities have been under increasing pressure from accrediting agencies, trustees and the public to demonstrate that their students learn some things of value over the course of their undergraduate education. Since knowledge can become obsolete quickly, there has been particular focus on critical thinking and information acquisition skills. Two commercially available critical thinking assessment tools are being trialed: (1) the Collegiate Learning Assessment (CLA) and (2) the Critical Thinking Assessment Test (CTAT). The CLA or the CTAT were administered to a sample of first-year students across five colleges this past fall semester as part of a research study. The assessments will be administered to a sample of fourth-year students during the present Spring 2013 semester. This comparison research, sponsored by the Provost’s Office, is unique and findings are expected to contribute to the national discussion on assessment as well as to help determine the best methods for both assessing and promoting critical thinking and other desired learning outcomes at UVM. In response to Trustee Ruprecht’s question of why not make testing mandatory, Professor Weinstock replied that there is a cost issue. Trustee Botzow commented that the data that will be collected is critical and suggested that the group needs to think about how that data will be made publically available. Interim Provost Low suggested making this a longitudinal study using different groups. Professor Weinstock responded that the ideal would be a longitudinal and population-based study. Student Representative Ashley Gunn asked how service-learning affects assessment. Professor Weinstock indicated that question is being studied now, including analysis of a recent student survey.

**Other Business**

Chair Sweaney reviewed the Workplan for May. Trustee Ruprecht suggested looking at the diversity of programmatic activity to understand how many programs we have over time.
Executive Session

At 2:10 p.m., Chair Sweaney entertained a motion to go into executive session for the purpose of discussing a contract. She reported that no action will be taken following executive session. Trustees, Vice President Francine Bazlule, Dean of the College of Nursing and Health Sciences Patricia Prelock, Chair of Nursing Rosemary Dale and Assistant Dean for Business Operations Shari Bergquist were invited to remain. All others in attendance were excused.

Adjournment

The meeting was re-opened to the public at 2:35 p.m. There being no further business, the meeting adjourned.

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, genetic information, 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, 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; 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
Effective Date

Approved by:

_________________________  President
E. Thomas Sullivan  Date

_________________________  Chair Board of Trustees
Robert F. 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.

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior 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:

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  ____________________
E. Thomas Sullivan  Date

____________________  Chair Board of Trustees  ____________________
Robert F. Cioffi  Date