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, February 7, 2014 at 9:45 a.m., in the Livak Ballroom, 417-419 Dudley H. Davis Center.

MEMBERS PRESENT: Chair Bill Botzow, Vice Chair David Potter, Sarah Buxton, Frank Cioffi, Carolyn Dwyer, Richard Gamelli, Anne O’Brien, Kesha Ram, Bill Ruprecht and Raj Thakrar

OTHER TRUSTEES PRESENT: Board of Trustees Chair Robert Cioffi*

TRUSTEES ABSENT: Christopher Bray and President Thomas Sullivan

REPRESENTATIVES PRESENT: Faculty Representatives Stephanie Kaza** and Cathy Paris, Staff Representatives Lesley Boucher and Amanda McIntire, Foundation Representative Wolfgang Meider***, Student Representatives Andrew Bowen and Taylor Ducharme, and Graduate Student Representatives Lane Manning and Justin Pagano

REPRESENTATIVES ABSENT: Faculty Representative Richard Galbraith and Alumni Representative Penrose Jackson

PERSONS ALSO PARTICIPATING: Senior Vice President and Provost David Rosowsky****, Director of Capital Planning and Management Robert Vaughan, Vice Provost for Student Affairs Annie Stevens, Assistant Dean of Assessment, Student Learning, and Technology Patience Whitworth, Director of Career Services Pamela Gardner, Dean of the Honors College Abu Rizvi, Research Professor and Associate Dean for Public Health Jan Carney, Senior Associate Dean for Clinical Affairs and President/CEO of the UVM Medical Group Claude Deschamps, Interim Vice President for Research John Evans, Director of Affirmative Action and Equal Opportunity Jes Kraus, Assistant Dean for Conduct, Policy & Climate in the Dean of Students Office Lacretia Flash, Associate Provost for Curricular Affairs Brian Reed, Executive Director of the Center on Disability and Community Inclusions Susan Ryan, UVM Students Brian Veddar and Sophia Gatison, and Think College Student Stirling Peebles

*joined the meeting at 10:25 a.m., left at 10:45 a.m., and rejoined the meeting at 11:10 a.m.
**left the meeting at 11:30 a.m.
***joined the meeting at 10:30 a.m.
****left the meeting at 10:15 a.m. to join BFI and returned at 11:45 a.m.

Chair Bill Botzow called the meeting to order at 9:55 a.m. He welcomed new Committee members Undergraduate Student Representative Andrew Bowen and Foundation Representative Wolfgang Mieder. Chair Botzow also announced that this is Trustee Bill Ruprecht’s last meeting. Staff representatives also complete their terms of service at the end of this month with
the option of re-nominating. Staff Representative Lesley Boucher has chosen not to re-nominate. Staff Representative Amanda McIntire plans to re-nominate. Chair Botzow thanked everyone for their service.

Approval of Minutes

The minutes from the previous meeting were presented for approval. A motion was made, seconded and voted to approve the minutes of the October 25, 2013 meeting.

Provost’s Report

Provost David Rosowsky provided Director of Capital Planning and Management Robert Vaughan the opportunity to respond to any additional questions concerning the general concept of the STEM project, which had been presented at the Committee of the Whole prior to the EPIR Committee meeting. Chair Botzow added that he found the report helpful, effective and constructive.

- Capital Projects Progress Report

There being no questions for Director of Capital Planning and Management Robert Vaughan on the Capital Projects Progress Report, the Trustees turned their attention to the STEM project. Trustee Sarah Buxton asked if there was a way to utilize modern communication methods to reach out throughout the State. The Provost responded that he is already thinking about how to do that. Trustee Bill Ruprecht expressed appreciation for the building and investing in this project, but was concerned about the overall cost of the project going up as time progresses and whether or not the funding that the Foundation would be looking for would be enough to cover any increased costs; however, the Provost reassured the Trustees that contingencies are built into the project. Chair Botzow asked if the project will go through enterprise risk management to which the Provost responded that it will as soon as the project is approved. In response to Trustee Anne O’Brien’s question of how this project will impact the other UVM schools and colleges during the next five to ten years, Provost Rosowsky reported that STEM is a campus-wide initiative. Director Vaughan added that the project is identified in phases and they are working with the Registrar’s Office to accommodate those students who will be impacted by the project.

Resolution Approving the General Concept of the STEM Project

Chair Botzow presented the following resolution for approval:

**Resolution Approving the General Concept of the STEM Project**

WHEREAS, in order to continue to provide and further enhance its academic quality in programs in the areas of science, technology, engineering and mathematics (STEM), the University needs to undertake a comprehensive facilities project that addresses significant deferred maintenance in existing STEM related buildings and provides new space for laboratories and classrooms; and
WHEREAS, at least 25% of the total project cost must be funded from non-debt sources; and

WHEREAS, potential donors are seeking assurance that the Board of Trustees is supportive of this critical STEM project;

NOW, THEREFORE, BE IT RESOLVED, that the Educational Policy and Institutional Resources Committee approves the general concept of the proposed STEM facilities project and hereby remits it to the Budget, Finance, and Investment Committee for financial review and approval.

A motion was made seconded and it was unanimously voted to approve the resolution for recommendation to the Budget, Finance and Investment Committee for financial review and approval.

**Student Experience Goals**

Vice Provost for Student Affairs Annie Stevens gave a presentation on the outcome measures and strategic planning framework for the Division of Student Affairs, including their goals/action plans for the next three to five years. The presentation focused on strategic efforts to provide an overall student experience that results in students who are healthy, engaged, and successful. In order to achieve more strategic changes and outcomes, the Division of Student Affairs has adopted the framework of Results Based Accountability (RBA) which provides a structured way to assess the effectiveness of programs and initiatives that allows organizations to start with the desired end result and then finding the means and measures to achieve that result. The action plan includes reducing high risk drinking, supporting students’ mental health, strengthening the first year experience, improving the quality of student involvement/interaction and implementing the Career Success Action Plan. High risk drinking, which is the number one barrier to student success, will be addressed in a focused manner. Chair Botzow suggested using Trustee O’Brien as a resource due to her extensive work in this area in the State House. Student Representative Andrew Bowen suggested working with the Greek houses, which Vice Provost Stevens assured him they were. Student experience will continue to be discussed at future meetings.

**Career Success Action Plan Update**

Trustee Frank Cioffi and Vice Provost Stevens gave an update on the Trustees Work Group and progress on the Career Success Action Plan. The Work Group will be meeting regularly over the next few months in order to meet with and gather input from key campus constituents (e.g., Student Government Association, Graduate Student Senate, the Faculty Senate Executive Committee and UVM Foundation leadership). The Work Group will also discuss the opportunity to visit the Career Center at Champlain College. Career Services Director Pamela K. Gardner and Dean of the Honors College Abu Rizvi reported on the progress of the Career Action Plan which includes internships, communication, student employment, academic engagement and the Career+Experience Hub. Director Gardner reported that since the fall semester, there have been over 2,000 individuals stopping in at the Hub for a total of 3,000 visits. Trustee Cioffi encouraged Trustees to stop by the UVM Davis Center to see the Hub for themselves. Director
Gardner added that the Academic Internship Policy has now been approved by the Faculty Senate. Brief regular updates will continue to be provided at future EPIR Committee meetings.

**Report by the Faculty Senate Curricular Affairs Committee (CAC) Chair**

Cathy Paris, Faculty Senate Curricular Affairs Committee Chair, reported that the CAC had approved a proposal by the Graduate College, the Department of Medicine in the College of Medicine, and Continuing and Distance Education (CDE) for a new online Master of Public Health degree program.

**Action Items Endorsed by the Committee**

Faculty Senate Curricular Affairs Committee Chair Cathy Paris provided an overview of the new online Master of Public Health degree program and explained that this online degree program has been developed in response to an urgent need to improve public health and to better prepare students in the health professions and professionals already practicing in the field to meet the health-related needs of diverse populations in a changing health care system. The program has been developed on the foundation of the already successful Certificate of Graduate Study in Public Health; therefore, a number of the course are already in place, participating faculty have developed expertise in teaching online, and the College of Medicine and CDE have established a functional partnership. In response to Trustee Richard Gamelli’s inquiry about accreditation, CAC Chair Paris affirmed that the program would be accredited on a regular basis and would be under the academic program review process. Chair Botzow added that every municipality in the State has a public health officer and most do not have Masters degrees, so whatever UVM can do to help them do a better job would be to the benefit of Vermonters.

The following resolution was presented and an opportunity for discussion was offered.

**Approving On-Line Master of Public Health**

RESOLVED, that the Board of Trustees approves the creation of an on-line Master of Public Health approved and advanced by the Provost on January 15, 2014 and the President on January 17, 2014.

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

Dr. Claude Deschamps, Senior Associate Dean for Clinical Affairs and president/CEO of the UVM Medical Group, provided the Trustees with a brief overview of the proposed amendments to the College of Medicine Faculty Handbook (attachment 5 in the meeting materials). Trustee Buxton asked if the University’s peer medical schools have a similar pathway to which Dr. Deschamps responded that Yale does. Chair Botzow welcomed Dr. Deschamps and pointed out that the vetting in the report was very thorough and asked if support was unanimous to which Dr. Deschamps responded that it was.

The following resolution was presented and an opportunity for discussion was offered.
Resolution Adopting “Clinical Practice Physician Pathway” Amendments to the College of Medicine Faculty Handbook

RESOLVED, that the Board hereby authorizes the amendment by the University, through its College of Medicine, of the College of Medicine Faculty Handbook. The amendments will establish a new Clinical Practice Physician Pathway as a full-time, renewable faculty appointment. The specific provisions as hereby adopted are set forth in Appendix A.

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

Interim Vice President for Research John Evans provided an overview of a recommended transition plan to remove “University Center” status from the James M. Jeffords Center for Research and Policy Studies and subsequent transition to an endowed fund model. Due to the conclusion of the Center’s core grant from the U.S. Department of Education in September 2013, the goal to become sustainable by 2014 has not been realized and the Center model is no longer sustainable. After much discussion internally, with the Center’s Advisory board, and with Senator Jeffords’ family and former staff, it was determined that the Center should formally close at the conclusion of this academic year and transition to a more nimble and perpetual vehicle honoring Senator Jeffords’ contributions to the University and the State.

The following resolution was presented and an opportunity for discussion was offered.

Resolution Approving James M. Jeffords Center for Research and Policy Studies Transition Plan

RESOLVED, that the Board of Trustees approves the removal of “University Center” designation, as outlined in §§204.5-204.5.1 of the University Manual, from the James M. Jeffords Center for Research and Policy Studies, and subsequent transition to an endowed funding model in support of initiatives consistent with the original donative intent of Senator Jeffords and the Jeffords for Vermont Committee, as approved by the Faculty Senate on January 13, 2014, and advanced by the President, Provost, and Interim Vice President for Research.

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

Director of Affirmative Action and Equal Opportunity Jes Kraus gave a brief overview of the proposed amendments to the Equal Opportunity/Affirmative Action and the Equal Opportunity in Education Programs and Activities and Non-Harassment Policy Statements which are due for annual review by the Board for compliance purposes. The Equal Employment Opportunity/Affirmative Action Policy Statement contains several new sections necessitated by the finalization in 2014 of new federal regulations governing the employment of protected veterans and persons with disabilities. A few features, understood to be significant from the
perspective of the cognizant federal agency (the Office of Federal Contract Compliance Programs within the Department of Labor) were also added.

The following resolution was presented and an opportunity for discussion was offered.

**Resolution Reaffirming Equal Opportunity Statements**

RESOLVED, that the Board reaffirms the Equal Employment Opportunity/Affirmative Action Policy Statement as amended and attached here as Appendix B, and the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement as amended and attached here as Appendix C, both effective as of February 8, 2014.

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

**New Structure of the Presidential Commissions**

Lacretia Flash, Assistant Dean for Conduct, Policy & Climate in the Dean of Students Office, reported on the results of an external review of the Presidential Commission structure which was conducted in the Spring of 2013. A recommendation was made to restructure the five Presidential Commissions and the Campus Accessibility Task Force into one advisory board. President Sullivan supported this recommendation and called for the creation of the Commission for Inclusive Excellence (CIE). Assistant Dean Flash also presented the timeline for constituting the new Commission. She also reported that the advisory group will have several work groups.

**New England Association of Schools and Colleges (NEASC) Accreditation Update**

Associate Provost for Curricular Affairs Brian Reed provided a brief update of the accreditation process. The New England Association of Schools and Colleges (NEASC) requires institutions to go through an accreditation update every ten years along with an interim five-year report, which the University completed recently. The purpose of the report is a follow-up on major items that came out of the ten-year report as well as a reflective essay that will help the University be better prepared for the next ten-year accreditation process. We are now waiting for the final results. Trustee Buxton requested that the EPIR Committee receive either a copy of the report or a link. She also asked Associate Provost Reed what types of data NEASC requested and whether there were items that would be helpful to the EPIR Committee. Associate Provost Reed informed the Committee members that the report tells a very good story and it’s important for the University to look at our current status and future opportunities. What is valuable to EPIR is to see the big picture, and there is information that would be helpful. It will be posted for the public.
Think College Vermont @UVM/Center for Disability and Community Inclusion (CDCI) Program

Susan Ryan, Executive Director of the Center on Disability and Community Inclusion; Brian Veddar and Sophia Gatison, both UVM students who served as peer mentors in the Think College Program; and Think College student Stirling Peebles, gave a presentation on Think College. Think College Vermont at UVM and Johnson State College is a U.S. Department of Education funded grant awarded to the Center on Disability and Community Inclusion (CDCI) in the College of Education and Social Services, that provides post-secondary education experiences, including academic, social and employment, for students with intellectual and developmental disabilities. Trustee Botzow thanked the presenters for their excellent work.

Academic Excellence Goals

Through a brief presentation, Provost David Rosowsky reported on the following specific Academic Excellence Goals that have been established in support of the President’s Strategic Action Plan:

1. Increase the percentage of undergraduate students graduating in four years
2. Improve undergraduate student retention, Years 1-4
3. Improve student advising, both academic and pre-professional/career
4. Increase interdisciplinary teaching, research, and scholarship
5. Expand programmatic offerings to include distance and hybrid modes of instructional delivery
6. Increase research and scholarship in areas that generate high impact, recognition, and visibility
7. Increase domestic diversity and grow international student enrollments across the University
8. Increase enrollments in graduate and professional programs

Success in these areas will lead to increased selectivity, improved student quality, and improvements in national rankings and other reputational indicators. Trustee Buxton asked for an explanation of the barriers noted on the 5th goal. Provost Rosowsky responded that it's really about bringing everyone together, understanding what we have and setting some expectations. Trustee O’Brien asked how the targets are determined. Provost Rosowsky responded that targets are first set by national averages and our trends are also looked at. A goal that is achievable is also set. Trustee O’Brien asked for a list of comparator schools which the Provost will present at the next meeting. Chair Botzow asked if there was an overall “owner” of internships for the entire University. Associate Provost Reed responded that is now being coordinated through the Hub. Chair Botzow suggested that the Committee hear from that coordinator at a future meeting. He also asked about improving student advising and Provost Rosowsky referred to the results of the National Survey of Student engagement (NSSE) in which the target is 75% (excellent/good rating by seniors), currently it’s 66%, down from 68% in 2008. Actions to turn this trend around are the Faculty Senate advising initiative, the Career Success Action Plan and Incentive Based Budgeting (IBB).
Other Business

Chair Botzow asked the Committee members if there was anything in addition to internships they would like to see on the next agenda. Trustee Cioffi suggested an update from the Career Services Work Group which would include internships.

Adjournment

There being no further business, the meeting adjourned at 12:10 p.m.

Respectfully submitted,

Bill Botzow, Chair
In the case of renewable faculty appointments there are four potential pathways with differing areas of emphasis for activities of faculty member. These are Research Scholar Pathway, Clinical Scholar pathway, Education Scholar Pathway, and Clinical Practice Physician Pathway.

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d. Clinical Practice Physician Pathway

The Clinical Practice Physician provides the highest quality of patient care consistent with the policies, standards and guidelines of the UVM Medical Group. Providing a patient base for clinical teaching and research and modest amounts of personal teaching are also expected. Appointment as a Clinical Practice Physician is usually on a full-time clinical basis, but may be on a part-time clinical basis with approval of the Senior Associate Dean for Clinical Affairs. All appointments of Clinical Practice Physicians require the favorable recommendation of the Chair of the applicable department and approval by the Senior Associate Dean for Clinical Affairs and the Dean of the College. No further approvals shall be required by any other University official. Once a physician has been offered employment by UVM Medical Group and is recommended for appointment by the Chair, approvals of the appointment shall not be unreasonably withheld or delayed more than thirty (30) days from the date the chair’s recommendation is submitted.

Appointments as Clinical Practice Physician shall be for terms of up to five years depending on individual circumstances and shall be renewable following a standardized reappointment process, but the appointments shall terminate automatically, without further action by any person, upon termination of the physician’s employment with UVM Medical Group. Appointments may be terminated immediately for cause, or upon 90 days written notice, with or without cause.

The initial appointments in this Pathway are considered as opportunity hires of physicians currently in practice in our clinical service catchment area. In addition, physicians who are recruited or employed by UVM Medical Group who spend the majority of their time in non-teaching roles may also serve in this role. If a Clinical Practice Physician develops substantial academic activities after two or more years of employment, he or she may be considered for Clinician Scholar appointments as opportunity hires.
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 President of the University fully supports the University’s equal employment opportunity policy and the University’s affirmative action program.

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, hire, train, and promote persons in all positions and ensure that all other personnel actions are administered 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 active duty wartime or campaign badge veteran, or Armed Forces service medal veteran (collectively “protected veterans”), as these terms are defined under applicable law, or any other factor or characteristic protected by law, and ensure that all employment decisions are based only on valid job requirements.

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, intimidation, threats, coercion, 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, hearing, 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 any other federal, state or local law; opposing any act or practice made unlawful by VEVRAA or any other federal, state, or local law; requiring equal employment opportunities for individuals with disabilities, disabled veterans, recently separated veterans, other or protected veterans, or Armed Forces service medal veterans; or exercising any other rights under protected by VEVRAA or the Rehabilitation Act.

The University of Vermont maintains an audit and reporting system that: measures the effectiveness of the University’s affirmative action program; indicates any need for remedial action; determines the degree to which the University’s objectives have been attained; measures the University’s compliance with its affirmative action obligations; and determines whether individuals with disabilities and veterans have had the opportunity to participate in all University sponsored educational, training, recreational and social activities.

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 non-discrimination laws, and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under such those 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:
Equal Employment Opportunity/Affirmative Action Policy Statement

Director, Office of Affirmative Action and Equal Opportunity

Vice President for Human Resources, Diversity and Multicultural Affairs

University of Vermont

428346 Waterman Building

Burlington, VT 05405

(802) 656-3368

Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence may be directed to the University’s Title IX Coordinator:

Director, Office of Affirmative Action and Equal Opportunity 656-3368

Questions about disability related issues may be directed to the University’s Section 504 Coordinator:

Director, Office of Affirmative Action and Equal Opportunity 656-3368

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 Vice President for Human Resources, Diversity and Multicultural Affairs is the University official responsible for the interpretation and administration of this policy.

The University has developed an Affirmative Action Plan. The portions of the plan required for disclosure are available for inspection during normal business hours; contact the University’s Public Records Officer at (802) 656-8937.

Related Documents/Policies

Equal Opportunity in Educational Programs and Activities and Non-Harassment
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:

E. Thomas Sullivan  President  Date

Robert F. Cioffi  Chair, Board of Trustees  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:

Director, Office of Affirmative Action and Equal Opportunity

Vice President for Human Resources, Diversity and Multicultural Affairs
University of Vermont
428346 Waterman Building
Burlington, VT 05405
(802) 656-3368

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Title IX Coordinator

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Director, Office of Affirmative Action and Equal Opportunity 656-3368

Section 504 Coordinator

Questions about disability related issues may be directed to the University’s Section 504 Coordinator:

Director, Office of Affirmative Action and Equal Opportunity 656-3368
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

____________________    Chair Board of Trustees ________________
Robert F. Cioffi