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, 2017 at 1:15 p.m., in the Livak Ballroom, 417-419 Dudley H. Davis Center.

MEMBERS PRESENT: Chair Bill Botzow, Vice Chair Donna Sweaney, Briar Alpert, Frank Cioffi, Carolyn Dwyer, Ron Lumbra, Curt McCormack, Kesha Ram, Soraiya Thura, and Tristan Toleno

OTHER TRUSTEES PRESENT: Incoming Trustee Caitlin McHugh

MEMBERS ABSENT: Cynthia Barnhart, Richard Gamelli, Anne O’Brien, President Thomas Sullivan

REPRESENTATIVES PRESENT: Faculty Representatives Laura Almstead* and Chris Burns, Staff Representatives Amanda McIntire and Bryan McKinney, Alumni Representative Afi Ahmadi, Foundation Representative Wolfgang Mieder**, Student Representatives Tyler Davis and Alyssa Johnson, and Graduate Student Representatives Devin Champagne and Michelle DiPinto

REPRESENTATIVES ABSENT: Faculty Representative Jan Carney

PERSONS ALSO PARTICIPATING: Vice President for University Relations and Administration Tom Gustafson, Director of Athletics Jeff Schulman, Cannon Design Principal Coleen McKenna, Provost and Senior Vice President David Rosowsky***, Director of Capital Planning and Management Robert Vaughan, Associate Provost for Teaching and Learning Brian Reed, Provost’s Faculty Fellow for Assessment J. Dickinson, Associate Provost for Faculty Affairs Jim Vigoreaux, Vice President for Human Resources, Diversity & Multicultural Affairs Wanda Heading-Grant, Vice Provost for Student Affairs Annie Stevens, Assistant Dean for Student Affairs Patience Whitworth, Vice President for Executive Operations Gary Derr, Executive Director for Human Resource Operations and Affirmative Action Jes Kraus

*arrived at 2:35 p.m.
**left the meeting at 2:45 p.m.
***left the meeting at 2:40 p.m.

Chair Bill Botzow called the meeting to order at 1:20 p.m.

Approval of Minutes

The minutes from the previous meeting, held on October 21, 2016, were presented for approval. A motion was made, seconded and voted to approve the minutes as presented.
General Concept for Multipurpose Center

Chair Bill Botzow acknowledged Vice President for University Relations and Administration Tom Gustafson, Director of Athletics Jeff Schulman, and Cannon Design Principal Colleen McKenna for their excellent presentation at the joint meeting of the EPIR and Budget, Finance and Investment (BFI) Committees in the morning. An opportunity to further discuss the programming and concept design was offered and Vice President Gustafson, Director Schulman and Ms. McKenna responded to numerous questions from the Committee.

Graduate Student Representative Devin Champagne asked if there were non-gender facilities in the plans. Vice President Gustafson responded that it is early in the design phase but non-gender facilities will be taken into account.

Trustee Kesha Ram expressed her appreciation for the presentation and brought up the current location of the Outing Club and the Skiing Snowboard Club and urged consideration as the plans move forward. Vice President Gustafson acknowledged his awareness of the condition of the Outing Club building and said the facility will be taken into consideration.

Trustee Soraiya Thura thanked the team for their presentation and acknowledged the importance of the Wellness Center having its own entrance and also appreciated the academic interface.

Student Representative Alyssa Johnson asked about the size of the fitness center. Director Schulman explained that there will be 86,000 square feet of interconnected spaces through adaptive re-use and new construction. The current existing indoor track space will be opened up for club sports and general student use. The average square feet per undergraduate enrollment of UVM comparative institutions is 1.24 square feet. Square feet per UVM student is .72 square feet.

Trustee Carolyn Dwyer congratulated the team and made reference to the Student Government Association (SGA) report at the morning meeting of the Committee of the Whole concerning having to spend approximately $100,000 to rent off-campus facilities for club activities. She asked if the new Multipurpose Center will alleviate that problem. Secondly, she asked how this project aligns with the University’s goals and mission across the campus. She added that the project has a unique opportunity to satisfy many things in the student university experience. Director Schulman responded that some clubs will still rent off-campus space but that well over half to three-quarters of the club off-campus rentals will go away. He added that faculty and staff will also benefit from the Multipurpose Center. In addition, the new Multipurpose Center will create an institutional image which will send out a powerful message impacting enrollment. In addition, the hockey and basketball facilities will continue to bring the public community together which is another positive impact. Provost David Rosowsky pointed out that the importance of the impact on net tuition revenue cannot be overstated adding that students will be impressed when they come to campus and see the commitment to health and wellness.

Referencing the construction timelines, Alumni Representative Afi Ahmadi asked how disruptions will be minimized given the scope of the project and working around the athletic schedules. Ms. McKenna agreed that the renovation will be challenging. There will be
approximately one and a half years spent on design with a couple of check points built in. She suggested that the project should be looked at as a series of steps. There are three summer periods built into the schedule when the renovation of Gutterson Fieldhouse will take place. She added that they are very conscientious of the impact on students.

Trustee Curt McCormack commented that it’s interesting that people who use fitness centers try to find the nearest parking spot and that with a net reduction in parking spaces (site of proposed new Multipurpose Center), that people will be encouraged to walk more.

Concerning academic social interface, Trustee Thura asked if there was a specific vision for classrooms. Director Schulman responded that level of specificity has not been discussed at this time but that classrooms are a high priority, and programming will include health and wellness. He added that one of his goals is to integrate the Athletic Department with the rest of the campus.

Staff Representative Amanda McIntire inquired about the longevity of the new building and renovations. Ms. McKenna responded that there are portions of some of the buildings that have “good bones” and renovations will address the shortcomings. She added that they don’t have a flat answer but they will be strategic and focused.

Trustee Frank Cioffi remarked that the team has done an excellent job addressing health and wellness and academic programming. He suggested that the challenge will be how to pay for the project but added that he has great confidence that a way will be found. He also acknowledged the team for a great job creating a plan that addresses the needs of the University and the students.

Trustee Ron Lumbra asked about risk factors, and whether there is anything Trustees should be concerned about. Ms. McKenna responded that there are always risks when you conduct a renovation but the timing is to the University’s benefit.

Chair Botzow inquired if the regulatory approval timeframe is conservative, aggressive, or normal. Director Vaughan responded that the timeline is normal. Chair Botzow then asked Director Vaughan if there were any anomalies to this project compared to other projects he’s moved through the permitting processes. Director Vaughan did not see anything that was an anomaly. Director Schulman added that one of the factors in this is that they are not increasing capacity in any way, so in comparison to a multipurpose events center off-campus, they don’t anticipate any significant issues. Chair Botzow asked if they thought the neighbors will be surprised when they read the newspaper tomorrow. Director Schulman responded yes, and reiterated that it was a really well thought out decision to remain on campus and the proposed project fits who UVM is as an institution especially with the idea of reusing Gutterson Fieldhouse. The idea of preserving something that is special to people, to improving it, and maintaining it as a long-term home is something that really resonates with people, and it resonates with donors as well. Other institutions have done this recently with their hockey facilities, including Yale University and Providence College. Chair Botzow commented that part of the project will be built on top of a parking lot and asked how that will affect parking. Vice President Gustafson responded that it’s less than 100 spaces, and they don’t expect the loss of
parking will be a big problem. Since hockey and basketball games occur during the evening and weekends, ample parking will be available for the public. Chair Botzow asked if the student athletes were brought into the conversation during this process. Director Schulman responded that they have talked to the athletes and Cannon Design has a lot of experience working with athletes. He added that this is going to be a student-centric space. Chair Botzow asked if dance will have an opportunity to utilize the space. Director Schulman said that there is a lot of interest in dance classes and a lot of the multipurpose spaces are suitable for dance. Chair Botzow commented that the focus on health and wellness is both brilliant and right, but added that whenever you do a project along this line, there are tradeoffs and asked if any have been identified during this initial planning phase. Director Schulman responded that there were two pieces not included in this project: a new aquatic center and an improved indoor field house. However, the proposed concept plan does allow spaces for a future pool, future indoor turf, and future outdoor tennis.

Chair Botzow thanked the presenters. He reminded the Committee that they are being asked to approve the initial project concept and refer the project to the Budget, Finance & Investment Committee for approval of the next step. He reminded the Committee that the project is in the very early stages and as detailed in the project timeline and will come back before the Board in October 2017 and October 2018 for further approval.

The following resolution was presented:

**Resolution Approving Initial Project Concept for an On-Campus Multipurpose Center**

WHEREAS, the Board approved the commencement of a multipurpose center design development process by Resolution of February 8, 2014; and

WHEREAS, the Board approved the establishment of, and appointments to, a Multipurpose Center Work Group on May 21, 2016, to provide guidance to the administration on a potential multipurpose center project; and

WHEREAS, the administration today reported on the results of the preliminary study of the feasibility and programmatic concept of an on-campus multipurpose center project;

THEREFORE, BE IT RESOLVED, that the Committee hereby approves the concept for an on-campus multipurpose center, as presented on this date by the administration, and recommends that the Budget, Finance & Investment Committee authorize the administration to proceed with the schematic design phase, and to generate an associated project cost estimate and funding plan for review by the Budget, Finance & Investment Committee.

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

Trustee Ahmadi asked for clarification of the resolution wording “…generate an associated project cost…” His question was whether this covers just the schematic design phase or the
entire project. Director Vaughan responded that the associated project cost to be generated is for the entire project. The schematic design would take it to a level of specificity where they can do a process permit for what it will take to do the whole project. He added that the steps in the approval process are no different than the process for the projects currently underway.

There being no further discussion, the resolution was unanimously approved as presented.

**Capital Projects Progress Report**

Director of Capital Planning and Management Bob Vaughan referenced his written report on the status of all campus projects and reminded Trustees that he gave a progress update on the major projects under construction on main campus at the Committee of the Whole session. Chair Botzow asked if deferred maintenance was being assigned to the new Multipurpose Center adding that the assumption is whenever you build new, you’re doing everything you can to make sure that the structures do not enter the deferred maintenance list. Provost Rosowsky added that every capital project has a maintenance fund.

**Assessment of Learning Outcomes**

Associate Provost for Teaching and Learning Brian Reed and the Provost’s Faculty Fellow for Assessment J. Dickinson reported on the progress of establishing a University system to promote and support the assessment of student learning outcomes at both the program and institutional levels. The overarching goal of the project is to create sustainable systems for assessing whether students are achieving the learning outcomes that faculty have determined are essential to a UVM education. The guiding concept has been a continuous cycle of gathering information on students’ performance in key areas and then using the data to inform curricular changes, which in turn will improve students’ achievement of the identified learning outcomes. The establishment of a formal University system to promote and support the assessment of identified learning outcomes will help UVM meet NEASC’s accreditation standards while forwarding the larger goal of promoting a culture of assessment on campus.

Trustee Brian Alpert asked, as part of the preparation for accreditation, if the university does an internal audit operating by the same rules and regulations as the accreditation body. Associate Provost Reed responded that they do it through academic program review which is a major cycle by which all the academic programs come up for review and is operated in collaboration with the Curricular Affairs Committee. UVM has its own internal standards for programs that offers a good snapshot of programs, their strengths, their challenges, their opportunities. As Professor Dickinson mentioned, by strengthening the assessment of learning outcomes, and through the process just described, the University is able to track every program and how they’re doing, and can identify programs that need more help than the others. While the University has never done a mock interview, Associate Brian Reed acknowledged it is an interesting idea and that the College of Medicine has done so with their accreditation. Trustee Alpert suggested that the University give it try.

Provost Rosowsky pointed out that UVM has some faculty who have participated in reviews at other institutions which is very helpful with the process. He also acknowledged Associate
Provost Reed and Professor Dickinson for their work which has been an extremely well-organized, well-visioned, a well-paced activity, and noted that communications have been excellent. The buy-in from the Deans has provided great support along with other partners in the University. Provost Rosowsky also acknowledged Professor Dickinson as the first Provost Faculty Fellow of which there is a small number, and the program has been an enormous success. Associate Provost Reed said he thought one of the reasons that many faculty members have embraced the Assessment project is they want to do well in educating their students. They may not have been aware of assessment tools and processes, but when they see how assessment can help their programs be more effective, they jump on board.

Chair Botzow commented that in this meeting, there are a lot of strategies built around getting better and perhaps Trustees can also find ways to get better. Chair Botzow pointed out that in doing the assessment work, a great deal of information is being collected and asked if the Assessment team has thought through who will be the owner or the guardian of that information. Professor Dickinson responded that they have a Sharepoint site in which folders have been set up for each program to store their information. At this point, it’s important for each program to identify a point person. Chair Botzow asked if Professor Dickinson’s engagement is long-term or short-term. Associate Provost Reed responded that we are currently in an ad hoc mode and ramping up. By the time we get to the accreditation site visit in Spring 2019, the Assessment system will be built. Then we will need to maintain it to ensure it continues to function well. Professor Dickinson’s appointment will end one year following the NEASC review and then these systems will be passed onto the next assessment fellow. Chair Botzow commented that with this culture of self-assessment, are there opportunities to drive it into other areas such as helping students assess if their education for their number of years here is appropriate. He suggested that there are opportunities that can be learned from this where students could learn to assess themselves. Professor Dickinson responded that they’re definitely heading in that direction.

**Faculty Professional Development**

Chair Botzow introduced this topic by asking the core questions of why are we doing this and what do we hope to attain. Associate Provost Reed and Associate Provost for Faculty Affairs Jim Vigoreaux reported on the progress of activities during the past year that support faculty professional development. Two essential components of the new vision for faculty development are to promote, recognize and celebrate faculty accomplishments, and to foster a culture of enhanced opportunities for administrative and leadership training. Accomplishments to date include the creation of the Provost’s Faculty Fellows Program, leadership and administrative training for new chairs and associate deans, a first-ever campus-wide faculty conference, ongoing conversations on the meaning and importance of the Teacher-Scholar model at UVM, and the celebration of faculty accomplishments through an annual recognition banquet.

Student Representative Davis asked that given that the University as a whole is moving towards this model of wellness, is the training or development that faculty receive following that direction. Associate Provost Vigoreaux responded that is something that came up last year and resources are available on campus and we need to do a better job in making the information accessible.
Alumni Representative Ahmadi asked to what degree are expectations established on the faculty side. Associate Provost Vigoreaux responded it’s an area that needs some work but they do have the resources. Referring to the Re-envision Faculty Development @UVM slide, he pointed out the item “provide a framework for planning with purpose.” He explained that currently there are numerous workshops and activities but that people may not see them as part of their professional growth because they have not been placed in context to give them meaning, so that’s the next challenge. Associate Provost Reed added that they’re building a culture where faculty go through annual performance review with their department chair. He added that it’s a cultural thing and we need to ask how do we help train our deans and department chairs to help our faculty grow.

Faculty Representative Chris Burns commended Associate Provost Vigoreaux and the Office of the Provost. He commented that faculty can get a little bit silo’d so having an event in the beginning of the semester where all faculty comes together has been a great consequence.

Referring to the word “faculty,” Chair Botzow asked about the forms of faculty as well as their participation. Associate Provost Vigoreaux responded that it is their intent to have a “soup to nuts” approach which includes all faculty. Chair Botzow asked if that includes coaches and instructors. Associate Provost Vigoreaux invited the Vice President for Human Resources, Diversity and Multicultural Affairs to respond. Vice President Wanda Heading-Grant responded that coaches are not considered faculty but they have access to the same professional development opportunities that faculty and staff have. Chair Botzow asked Associate Provost Vigoreaux to talk about the nexus between compensation and development. Associate Provost Vigoreaux responded that when they talk about a faculty development program, it’s really programs, so there’s going to be multiple layers.

Staff Representative McIntire commented that there are so many great resources. When you talk about administration and leadership, the faculty have many roles with teaching, scholarship, service and many of them are supervisors and leaders. Associate Provost Vigoreaux agreed that supervision is an area that needs to be addressed and there are resources to do so.

Trustee Thura commented on how students benefit from faculty development. She then asked if there was any specific work being done for faculty of diverse groups, LGBTQ, minorities, women, etc. to assist with advancing into leadership positions. Associate Provost Vigoreaux responded yes, that programs exist and he is focusing on growing and retaining a diverse faculty and providing them with a safe environment. Vice President Heading-Grant added that she and President Sullivan, along with other key stakeholders, hosted and coordinated a couple of forums with women faculty and faculty of color. Vice President Heading-Grant reported that she and Senior Executive Director for Engagement and Professional Development Sherwood Smith will also be looking at faculty development.

Chair Botzow commented that he strongly agrees with this initiative and referencing the last item on Associate Provost Vigoreaux’s “Re-envision Faculty Development @UVM” slide, “A UVM Strength,” he asked if UVM is normal, average or above average in comparison to other institutions. Associate Provost Vigoreaux responded that personally, he thinks UVM is always above average; however, in some areas UVM is way above average and in other areas we have some work to do.
At 3:17 p.m., the meeting had a brief break.

At 3:23 p.m., the meeting resumed.

**Provost’ Report**

Chair Botzow presented Provost David Rosowsky’s report on his behalf by referencing the January 2017 edition of his *Across the Green* memo, which provides updates on current initiatives and information on topics of interest to the broader community. Chair Botzow encouraged members to read the memo and commended the Provost for his continuing commitment to the “Across the Green” communication.

**Routine and Annual Reports**

The Provost then invited authors of annual and routine reports to offer highlights and entertain questions and comments from the Committee.

**Annual Vice President for Human Resources, Diversity & Multicultural Affairs Report**

Vice President for Human Resources, Diversity & Multicultural Affairs (HRDMA) Wanda Heading-Grant reported on several key areas and major accomplishments in the HRDMA Division this past year:

- The Mosaic Center for Students of Color and the Interfaith Centers – The Mosaic Center, formerly the ALANA Center, resumed focus on supporting students of color following the opening and re-naming event in early November. The Interfaith Center was opened with a celebration in November with approximately 80 members and friends of the UVM community in attendance. These two Centers engage students in reflection and action to build cross-cultural aptitudes, create a strong sense of inclusion to enrich their intellectual and social life. Both Centers recently collaborated with the Center for Cultural Pluralism & Professional Development and Training to host a webinar offering professional development to the campus community regarding how to support Muslim students, staff and faculty on campus.

- The Woman of Color Leadership Retreat and The Dismantling Rape Culture Conference in 2016 were both very successful. The Dismantling Rape Culture Conference had well over 600 attendees.

- Professional Development and Training – The Diversity, Engagement and Professional Development unit offers and provides professional development to faculty and staff regarding career development, gender, sexuality, LGBTQ, religion, and domestic and international diversity. Several women faculty and faculty of color forums were held this past fall. These efforts will lead to professional development opportunities and more partnerships this fall.
- Exit Interviews – HRDMA collaborated with campus stakeholders to develop an exit interview survey tool and process that reflect best practices for staff employees. This tool has been shared with key stakeholders including Staff Council, University Business Advisors, and the Office of General Counsel along with others.

- Worksite Wellness – The Governor’s Council on Physical Fitness and Sports recognizes Vermont employers who support a culture of physical, social, intellectual, occupational, emotional and spiritual Wellness, and awarded the University with the Governor’s Excellence in Worksite Wellness Award. In the first year of relaunching Wellness at UVM, the goal to have 1,750 (50% of UVM benefit eligible employees) complete health assessments was met. This unlocked $80,000 from Blue Cross Blue Shield of Vermont to be used for Wellness related projects. The next step will be to utilize a summary of claims and health risk assessment data to make a strategic wellness plan for the UVM community.

Chair Botzow congratulated Vice President Heading-Grant on her continued leadership.

Annual Student Affairs Report

Vice Provost for Student Affairs Annie Stevens and Assistant Dean for Student Affairs Patience Whitworth reported on initiatives and activities of the past year. Vice Provost Stevens began the report by explaining that the division of Student Affairs works with a result-based accountability model. There are three umbrellas: student health, engagement, on campus and overall success.

- Health & Wellbeing – There was a 94% retention in the new Wellness Environment (WE) program. A Mental Health Matters conference was held last October and attracted both regional and national speakers. The Counseling Center assisted 13,000 visitors and just received approval to add two more counselors. Commenting on the growth in usage of the Counseling Center, Chair Botzow asked if students are finding more stress and more need or are they comfortable and aware of the availability. Vice Provost Stevens responded that it’s both.

- Engagement –Probably one of the biggest initiatives is getting students engaged, and UVM students get engaged in really deep meaningful ways on campus. The Student Affairs Division not only want to see students get involved in clubs or community service or Greek life, but be involved in all of those at once. Student Affairs staff are regularly communicating with families and they’ve found this to be one of the best strategic things they’ve started to do. This past fall they worked with alumni, alumni relations and the Foundation and hosted a Catamount brunch. Approximately 400 parents were expected and 900 showed up which shows how much parents want to come to campus and be engaged. In terms of community relations, the Division has a team of three who work with all of the students who live off campus which is about 5,000 – 6,000 students and they’ve done great work bringing students together with the community resulting in positive relationships with their neighbors and community leaders.
• **Success & Outcomes** – The Student Affairs Division has totally reorganized whole departments such as the Career Center and they’ve done some amazing work. They are completely redoing what people think career advising is. The Center for Academic Success includes the tutorial center and a partnership with SGA in peer advising. The Learning Communities have been kept small over the years, hovering around 30 percent but now it’s up to 45 percent and they hope to see continued growth.

Vice Provost Stevens concluded the report by highlighting several publications in which the Division appeared:

- **Inside Higher Ed:** *Cannabis and the Mission of Higher Education*, Jon Porter, Director Center for Health & Wellbeing
- **Washington Post, Huffington Post, Seven Days** and across social media: *Black Lives Matter Flag*, Student Government Association and Blackout 1.0 student organizers
- **The Burlington Free Press:** *Drug Violations Plummet at UVM*

Trustee Thura commented that it’s great that resources are being put into mental health services. Trustee Ram noted that the Student Health Center seemed to be a big issue and asked what it would take to move that conversation forward. Vice Provost Stevens responded that it is a constant challenge and they are partnering with the hospital, underscoring the importance of the clinicians and counselors working together.

Trustee Alpert asked what would be the next project if they had the funding. Vice Provost Stevens responded that it would be the student health center.

Referring to community relations and the noise issue, Trustee McCormack asked Vice Provost Stevens to repeat the statistics she reported earlier in her presentation. Vice Provost Stevens responded that they have been working with the Burlington Police Department with a focus on Isham Street where there is a high concentration of students. This partnership has resulted in a 68% decrease in noise, a 50% decrease in burglaries, and an 86% decrease in vandalism.

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

Following a brief overview of Faculty Senate Curricular Affairs Committee activities, Laura Almstead, (CAC) Chair, presented a proposal for a new Ph.D. in Human Functioning and Rehabilitation Science from the College of Nursing and Health Sciences in conjunction with the Graduate College. The proposed program is an academic, research-oriented Ph.D. program that emphasizes interprofessional education in human functioning and rehabilitation related to posture, balance, mobility, hearing, speech, language, physical activity and exercise.

This degree will expose students to a spectrum of clinical translation of research across fields associated with human functioning and rehabilitation. Graduates will benefit throughout their careers from a broad understanding of how the health sciences impact the functioning of individuals and, thereby, of society; focused individual interdisciplinary research programs; and
teaching skills in their areas of expertise. The program has the potential to contribute to the University’s current research initiatives and offers unique opportunities for prospective students interested in pursuing graduate studies in Human Functioning and Rehabilitation Science. Two important points are the collaborative nature of the degree and the unique aspect of the program not seen across other graduate programs at the University. There are very few programs like this nationwide. Graduate Student Representative Champagne commented that with this degree, the University has now added a research component to its suite of doctorates.

Following the Report of the Curricular Affairs Committee of the Faculty Senate, the following resolution was presented and an opportunity for discussion was offered:

**Resolution Approving the Creation of a PhD in Human Functioning and Rehabilitation Science in the Graduate College**

RESOLVED, that the Board of Trustees approves the creation of a PhD in Human Functioning and Rehabilitation in the Graduate College, as approved and advanced by the Provost on October 24, 2016, and the President on October 28, 2016.

There being no further discussion, a motion was made, seconded and it was unanimously voted to approve the resolution as presented.

**Other Action Items**

- Vice President for Executive Operations Gary Derr introduced the proposed amendment to section 204.5 intended to clarify the Faculty Senate’s role regarding proposals to establish, substantially change or eliminate academic centers and institutes. Vice President Derr explained that it is a minor wording change from “approval” to “review and recommendation.”

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

**Resolution Adopting Amendment to the University Manual Regarding Approval of Academic Centers and Institutes**

RESOLVED, that the Board of Trustees hereby authorizes the amendment by the University, through the Office of the Provost, of Section 204.5 of the University and University Officers’ Manual. The amendment will clarify the Faculty Senate’s role regarding proposals to establish, substantially change or eliminate academic centers and institutes. The amended Section 204.5 was approved and advanced by the Provost following consultation with the Faculty Senate and is attached here as Appendix A.

There being no further discussion, a motion was made, seconded and it was unanimously voted to approve the resolution as presented.

- Vice President for Human Resources, Diversity and Multicultural Affairs Wanda Heading-Grant informed the Committee that the Equal Employment Opportunity/Affirmative Action
and the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statements are due for annual review by the Board for compliance purposes and they fall under the purview of this Committee. She noted that there are no recommended changes to either policy at this time.

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

**Resolution Reaffirming Equal Opportunity Policy Statements**

RESOLVED, that the Board reaffirms the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement with no changes, attached here as Appendix B; and

BE IT FURTHER RESOLVED, that the Board reaffirms the Equal Employment Opportunity/Affirmative Action Policy Statement with no changes, attached here as Appendix C, both effective as of February 4, 2017.

There being no further discussion, a motion was made, seconded and it was unanimously voted to approve the resolution as presented.

**Other Business**

Chair Botzow thanked the Committee and expressed his appreciation for having had the opportunity to work with the EPIR Committee members. Vice Chair Donna Sweeney thanked Chair Botzow for his years serving as Chair and acknowledged the wonderful job he has done. There was unanimous consent and applause from the Committee members.

**Adjournment**

There being no further business, the meeting adjourned at 4:15 p.m.

Respectfully submitted,

Bill Botzow, Chair
204.5 Academic Centers and Institutes

Centers and institutes facilitate the performance of interdisciplinary or focused research or other scholarly or creative activities not otherwise conducted within the structure of Programs, Departments, Schools, or Colleges. Centers and institutes that involve any or all of the following are considered academic centers and institutes: curriculum or instruction, research, scholarship or creative arts. Proposals to establish, substantially change or eliminate academic centers and institutes must be approved by the Board of Trustees, upon recommendation of the President and Provost following application of appropriate governance protocols, the latter to include Faculty Senate review and recommendation approval. Academic centers and institutes are subject to regular review by the Faculty Senate.

The scope of academic centers and institutes can vary from a sharply defined focus within a school or college to an interdisciplinary subject or specialized field of study spanning two or more academic units. The terms can be used interchangeably according to preference. Other synonymous terms may be used in the working title in order to best reflect current practice in a field.

Academic centers and institutes do not grant degrees or appoint faculty, nor do they offer credit-bearing courses except in cooperation with the academic unit(s) that constitute their participants.

In general, a University-wide or cross-college center or institute will be hosted in one of the participating colleges or schools. Its Director will be appointed by and report to the Provost or the Vice President for Research. Academic centers or institutes that are housed within a single college or school will typically have a Director who is appointed by and reports to the Dean or other designated college administrator.
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 those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.
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

University of Vermont
428 Waterman Building
Burlington, VT 05405
(802) 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 those agencies may be obtained from the Office of Affirmative Action and Equal Opportunity.

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

Title IX Coordinator

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

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 the President: February 4, 2017
Approved by the Chair of the Board of Trustees: February 4, 2017
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, 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, 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 or protected veterans; or exercising any other rights protected by VEVRAA or the Rehabilitation Act. Additionally, the University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

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 those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.

Contacts

Questions regarding this policy statement or compliance with its provisions may be directed to:
Director, Office of Affirmative Action and Equal Opportunity
University of Vermont
428 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

Procedures for Investigating and Resolving Discrimination Complaints

Sexual Harassment Policy – Employees
http://www.uvm.edu/~uvmppg/ppg/hr/sexharasemp.pdf

**Effective Date**

Approved by the President: February 4, 2017
Approved by the Chair of the Board of Trustees: February 4, 2017