A meeting of the Educational Policy and Institutional Resources (EPIR) Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Friday, May 19, 2017 at 10:45 a.m., in the Livak Ballroom, 417-419 Dudley H. Davis Center.

MEMBERS PRESENT: Chair Donna Sweaney, Vice Chair Carolyn Dwyer, Briar Alpert, Cynthia Barnhart, Richard Gamelli, Curt McCormack*, Caitlin McHugh, Anne O’Brien, Shap Smith, Tristan Toleno, and Jeff Wilson

OTHER TRUSTEES PRESENT: Board of Trustees Chair David Daigle**

TRUSTEES ABSENT: Frank Cioffi, President Thomas Sullivan

REPRESENTATIVES PRESENT: Faculty Representatives Laura Almstead and Chris Burns, Staff Representatives Amanda McIntire and Bryan McKinney, Alumni Representative Afifi Ahmadi***, Student Representative Jamie Benson, and Graduate Student Representatives Devin Champagne and Michelle DiPinto

REPRESENTATIVES ABSENT: Faculty Representative Jan Carney, Foundation Representative Wolfgang Mieder, and Student Representative Ethan Foley

PERSONS ALSO PARTICIPATING: Provost and Senior Vice President David Rosowsky****, Vice President for Research Richard Galbraith, Dean of the Graduate College Cynthia Forehand, Director of Capital Planning and Management Robert Vaughan, Coordinator of Student Veteran Services David Carlson, Vice President for Enrollment Management Stacey Kostell, Vice Provost for Student Affairs Annie Stevens, Associate Provost for Teaching and Learning Brian Reed, Career Center Director Pamela Gardner, and Creative Communications Director Amanda Waite

*arrived at 11:30 a.m.
**attended the morning meeting only
***attended the morning meeting only
****departed the afternoon session at 2:15 and rejoined at 2:30 p.m.

Chair Donna Sweaney called the meeting to order at 10:59 a.m. and welcomed new members Trustees Caitlin McHugh, Shap Smith, and Jeff Wilson, and Student Representatives Jamie Benson and Ethan Foley. She also acknowledged that this was the last meeting for Graduate Student Representative Devin Champagne and Staff Representative Bryan McKinney and thanked them for their service.
Approval of Minutes

The minutes from the February 3, 2017 Joint EPIR and Budget, Finance & Investment Committee meeting and the February 3, 2017 EPIR Committee meeting were presented for approval. A motion was made, seconded and voted to approve both sets of minutes as presented.

Provost’s Report

Provost David Rosowsky began his report by referencing his Across the Green memo, a series of periodic letters which provide updates on current initiatives and information on topics of interest to the broader academic community. He highlighted topics from the April edition including reflecting on the past year, investments in UVM’s Teacher-Scholar model, the Gund Institute for Environment, and the outstanding season for UVM student-athletes. Provost Rosowsky encouraged the Trustees to read the memo for additional information on these topics.

The Provost informed the members that the University is now on the two-year path towards its next accreditation visit by the New England Association of Schools and Colleges (NEASC). The effort is being led by Associate Provost for Teaching and Learning Brian Reed and Chief Information Officer and Dean of Libraries and Learning Resources Mara Saule. He explained that this is an opportunity for the University to reflect on its own objectives and goals.

Routine and Annual Reports

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

Annual Research Report

Vice President for Research Richard Galbraith reported on the past year’s activities administered by the Office of the Vice President for Research (OVPR) and presented the research metrics for FY16. The research metrics will be presented annually as the result of a request by former EPIR Chair Bill Botzow. Highlights included:

- The University has received the highest extramural ($138M) and competitive intramural funding ($765,000) it has ever had.
- To obtain that increased funding, 1,179 sponsored project proposals were submitted.
- The Office of Animal Care Management cared for 8,100 animals per month for 71 investigators.
- Six grants were funded (total direct costs) at $25M, 8 grants are still pending.

Faculty Representative Chris Burns asked about the status of metrics for scholarly research that was in Vice President Galbraith’s May 2015 report:

“Prioritizing direct support of a variety of humanities-based initiatives, including the Humanities Center itself, Summer Fellowships, and occasional direct support to creative artists.”
The Provost responded that this is one of the topics he will be discussing with the deans this summer and those conversations will be forthcoming. Referencing the *Across the Green* memo and given the number of goals, Trustee Anne O’Brien asked the Provost how the success of these goals is measured, if this is “a maintenance thing,” and how priorities are determined. Provost Rosowsky responded that the Academic Excellence Goals were created four years ago in response to President Sullivan’s Strategic Action Plan. The Goals were very specific and measurable and could be tracked to see if progress was being made. The Provost suggested that perhaps at the next meeting in the fall, it would be beneficial to bring back all eight Academic Excellence Goals, rather than reporting them sequentially. This would serve as a refresher, and it will also introduce all eight Goals to the newest Committee members.

**Annual Graduate Education Report**

Dean of the Graduate College Cynthia Forehand reported that they have been very happy with Academic Excellence Goal#8 which is to “Increase enrollments in graduate and professional programs.” Dean Forehand reported that:

- Graduate enrollment in AY16-17 is up 7% from the previous year.
- The College has fully implemented a pre-master’s program for international students which had a highly successful first year.
- The College has enhanced support of graduate students regarding new programs providing the mechanism to tie offerings to current societal needs and student interest. Dean Forehand reported that two new graduate programs were approved in AY17 and the Graduate College continues to add new programs.
- A mechanism was developed to allow graduate programs to reduce the tuition for potential out of state students so that these students are more likely to come to UVM if admitted.

Set in AY 14-15, the strategic goal was to increase enrollment 30% by AY19-20 which translates to 1,831 students. Board Chair David Daigle asked the Dean if she’s confident that they have the elements in place to drive that growth and be successful in the outcomes. Dean Forehand responded changing graduate level student numbers is a long process since it takes a year or two for new programs to be developed and get approved. She is currently looking at six or seven programs that are being brought forward and those programs are moving quickly. There are also the masters-level programs and professional programs that bring students who pay tuition which increases revenues and in turn helps increase support to the graduate students. With a 5% per year growth across all programs, and the potential new programs and targeted additional growth in existing programs, the 1,831 student goal would be exceeded.

**Capital Projects Progress Report**

Director of Capital Planning and Management Robert Vaughan referred the Committee members to the written report for an update on all of the projects. Director Vaughan reminded the members that while the last couple of years has been really busy, this summer will be the busiest in terms of the STEM Complex Phase II and III start-up, getting the
Central Campus Residence Hall and Dining Hall ready for occupation for the fall semester, construction of the Kalkin addition, construction of Phase I and II of the Converse Hall exterior, beginning construction on Billings Library, the Rescue Facility construction, Taft School renovation, and construction of the addition to the Bailey-Howe Library. While all projects have been successful, i.e., on schedule and on budget, there is still a lot of work ahead.

**Translate New Knowledge to Society-Entrepreneurial Ecosystem**

Vice President for Research Richard Galbraith presented the detailed history of an example of the entrepreneurial ecosystem in order to demonstrate the complexity of introducing new knowledge to the marketplace in the form of intellectual property, patents, license, and start-up business. UVM has become a “connector” and key player in the many city, state, and local initiatives that form the innovation and entrepreneurship ecosystem in Vermont. Provost Rosowsky stated that UVM is gaining some traction around the state and that the University is able to “look bigger” than we actually are by pooling resources with other partners, and by seeding faculty investigators, working with students and the community, and even creating new spaces on the maps.

Board Chair Daigle commented that with so many different things going on, both on-campus and off-campus, he questioned if it will always be that unstructured. Vice President Galbraith responded that you need some structure, and while opening it up to outside the University to inform people off-campus, but it’s important to then leave them alone. The Provost added that the University *is* the structure, through VCET (Vermont Center for Emerging Technology). Vice President Galbraith stated that they’re trying to encourage people to make full use of the grants that come from the federal government, from five or six different agencies, specifically designed to help a company that has an idea, that has structure, but that the company is small and still in a start-up phase. He added that you need a company outside of the University and you need a partner within the University who is going to collaborate with that company and provide the expertise so that together the company can grow. What the OVPR is trying to do is work collaboratively with several groups to get the word out across Vermont. The University has faculty who want to do this but the driver needs to come from the company. There is a new venture capital group in town that is raising money, and soliciting money from outside Vermont. There have also been other venture capitalists who have expressed interest in some of the things that are going on at the University and Vice President Galbraith expressed his hope that UVM will build on that momentum.

Chair Sweaney suggested the possibility of adding this topic to the fall agenda for a more in-depth discussion.

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

Faculty Senate Curricular Affairs Committee (CAC) Chair Laura Almstead referenced her written report which describes six new academic program proposals and one program termination. Chair Sweaney commented about more programs being added and asked what the University does about removing programs. CAC Chair Almstead responded that the CAC has
established a policy for “uncontested” terminations which previously was a long drawn out procedure. Uncontested terminations are terminations that have been brought to the CAC by the programs themselves. It’s a simple process but they are still reviewed by the CAC, voted on by the Faculty Senate and brought to the Trustees for their approval. The new policy makes it easier for the programs. As a result, the Committee will see an increase in these terminations as programs “trim their dead wood.”

Trustee O’Brien asked if a cost benefit analysis was done on the new programs. CAC Chair Almstead responded that as part of the guidelines, programs are to include a section on expected enrollments and source “populations.” Programs also often do surveys to determine interest.

**Action Items**

The following resolutions were presented and an opportunity for discussion was offered:

**Resolution Approving the Creation of a Minor in Public Policy Analysis in the College of Arts & Sciences**

RESOLVED, that the Board of Trustees approves the creation of a Minor in Public Policy Analysis in the College of Arts & Sciences, as approved and advanced by the Provost and President on January 30, 2017.

**Resolution Approving the Creation of a Certificate in Physical Activity Promotion in Children and Youth in the College of Arts & Sciences**

RESOLVED, that the Board of Trustees approves the creation of a Certificate in Physical Activity Promotion in Children and Youth College of Arts & Sciences, as approved and advanced by the Provost and President on March 18, 2017.

**Resolution Approving the Termination of Environmental Sciences Biology and Geology Minors in the College of Arts & Sciences**

RESOLVED, that the Board of Trustees approves the termination of Environmental Sciences Biology and Geology Minors in the College of Arts & Sciences, as approved and advanced by the Provost and President on March 18, 2017.

**Resolution Approving the Creation of a Certificate of Graduate Study in Agroecology in the Graduate College**

RESOLVED, that the Board of Trustees approves the creation of a Certificate of Agroecology in the Graduate College, as approved and advanced by the Provost and President on March 28, 2017.
**Resolution Approving the Creation of a Minor in Education for Cultural and Linguistic Diversity in the College of Education & Social Services**

RESOLVED, that the Board of Trustees approves the creation of a Minor in Education for Cultural and Linguistic Diversity in the College of Education & Social Services, as approved and advanced by the Provost and President on March 28, 2017.

**Approval to Establish Quantitative Reasoning Outcome as a General Education Requirement**

WHEREAS, on May 21, 2011, the Board of Trustees approved the General Education proposal as approved by

- the Curricular Affairs Committee of the Faculty Senate on April 14, 2011;
- the Executive Council of the Faculty Senate on April 20, 2011; and
- the Faculty Senate on May 19, 2011;
and as approved and advanced by the Provost and the President on May 19, 2011; and

WHEREAS, on May 13, 2013 the Board approved the establishment of a three-credit Undergraduate Foundational Writing and Informational Literacy Requirement;

WHEREAS, on March 16, 2015, the Board approved the establishment of a sustainable learning outcome as a General Education requirement;

THEREFORE, BE IT RESOLVED, that the Board approves the establishment of a quantitative reasoning outcome as a General Education requirement as approved and advanced by the Provost and President March 28, 2017.

**Resolution Approving a New Certificate of Computer-Aided Engineering Technology in the College of Engineering & Mathematical Sciences**

RESOLVED, that the Board of Trustees approves the creation of a new Certificate of Computer-Aided Engineering Technology in the College of Education & Social Services in the College of Engineering & Mathematical Sciences, as approved and advanced by the Provost and President on May 5, 2017.

**Other Action Items**

- Coordinator of Student Veteran Services David Carlson provided an overview of the Residency Policy. The resolution specifically removes language detailing tuition charges for students who are members of the Armed Forces, Veterans, or family members thereof, qualifying for benefits through the U.S. Department of Veterans Affairs and the Higher Education Opportunity Act. Coordinator Carlson informed the Committee that this is a simple update that expands the eligible population.

The following resolution was presented and an opportunity for discussion was offered:
Resolution Approving Revisions to Residency Policy

RESOLVED, that the Board of Trustees hereby accepts technical corrections to the Residency Policy, specifically the removal of language detailing tuition charges for those students who are members of the Armed Forces, Veterans, or family members thereof, qualifying for benefits through the U.S. Department of Veterans Affairs and the Higher Education Opportunity Act, as set forth in Appendix A to this resolution; and

BE IT FURTHER RESOLVED, that the Board of Trustees hereby authorizes and directs the Vice President for Enrollment Management to create and maintain a University Operating Procedure addressing eligibility criteria for those benefits, in compliance with federal law.

- Vice President for Enrollment Management Stacey Kostell introduced revisions to the University Hazing Policy. The policy has been reviewed by a committee across campus as well as by the Office of General Counsel. In addition to technical update and editing she noted changes to seven of the policy sections. The biggest shift is broadening the policy to faculty and staff and overseeing hazing off-campus as well as on-campus. Trustee Caitlin McHugh referring to the Procedures Section of the policy, specifically related to “Benefits to Those Who Report,” pointed out that the section doesn’t mention anything about an alcohol policy and that hazing and alcohol often go together. Vice Provost for Student Affairs Annie Stevens responded the University wants to make absolutely sure that if a victim wants to come forward, they would not be charged whether it involves hazing or not. Each situation is reviewed on a case by case basis. Every case that comes forward is individually investigated and reviewed. This provides both the opportunity to talk to the student to determine what occurred as well as to educate them.

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

Resolution Approving Revisions to Hazing Policy

RESOLVED, that the Board of Trustees approves revisions to the Hazing Policy, appearing as Appendix B to this document.

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

Meeting recessed at 11:42 a.m.

Chair Sweaney reconvened the meeting at 2:07 p.m.

Academic Excellence Goal #3 Revisited – Improve Student advising, both academic & pre-professional career

Associate Provost for Teaching and Learning Brian Reed and Vice Provost Annie Stevens provided an update on Academic Excellence Goal #3, which calls for improving student advising, both undergraduate academic and pre-professional/career. They discussed the progress
made since the last report to the Committee in May 2014. They reported that the deans of the undergraduate schools and colleges had been asked in January to provide update reports on academic advising in their respective units. The findings, included at attachment 4 in the meeting materials, included the characteristics of academic advising across the schools and colleges; identified obstacles to advising; and suggestions to improve academic advising resulting in an intentional and focused strategic plan. All of the suggestions to improve advising listed in the written report are being addressed.

**Annual Academic Advising Report**

Associate Provost Reed, Vice Provost Stevens, and Career Center Director Pamela Gardner offered an update on the Advising Center. The Center, which opened in August 2016, provides general advice and referral for all UVM students. In the first year, the Center had been well received and has supported over 500 students from every class year and academic unit. New initiatives include a new UVM Faculty Outstanding Undergraduate Academic Advising Award and new software tools that support more effective advising and retention. The centralized Center serves students at any age during their career development and there has been an increased interest in students who want to visit the Center. In Fall 2016, the Career Center provided over 2,200 individual consultations with students, and of those, over 25% covered major choice, pre-health and pre-law advising.

Trustee Shap Smith asked if the Center is looking at other colleges and universities in terms of benchmarks. Director Gardner responded that they utilize several national organizations for national data. In referencing pre-law advising, Associate Provost Reed mentioned the UVM-Vermont Law School 3+2 program and directed the Committee to a related story on the UVM website which profiled Rachel Heath, the first UVM student in the accelerated program.

Graduate Student Representative Devin Champagne asked about graduate schools. Director Gardner responded that data is available for pre-law and pre-health but not on all graduate schools. Representative Champagne inquired about how graduate students were doing. Provost Rosowsky responded that medicine and law are tracking above national average, therefore, there was no reason to think that graduate schools weren’t also doing well.

Trustee O’Brien asked what happens to students who arrive at UVM with no specific plan in mind. Vice Provost Stevens explained that all first-year students attend an orientation session during which every school and college has designated time to talk to students about advising and what the student can expect. Vice Provost Stevens also meets with the faculty and the school or college’s Dean’s office. All of the first-year students are block scheduled so they don’t have to do a lot of problem solving since that’s already done for them. Once they come out of June, they’re pretty well set. The students are also informed about how they can get hold of their faculty advisor. Additionally, there is a student portal set up where students can go and find out who their advisor is and how to contact them. In August, the Advising Center, located downstairs in the Davis Center is open and students can stop in at any time of day and get advising on any topic at the University. As the students advance in their undergraduate careers, they will attach themselves to a particular faculty member in their major, but they will always have the Advising Center available to them.
Trustee McHugh mentioned that the College of Arts and Sciences offers a course called Major Decisions. Vice Provost Stevens added that many of the schools and colleges offer a similar course.

**Career Advisory Board Update**

Trustee Carolyn Dwyer, who serves on the Career Advisory Board, reported the Board has met once since the last meeting and offered highlights on the progress and accomplishments of Career Services:

- Event attendance has increased 18% over last year. These events include Career Fair, Grad School Fair, and Internships and Ice Cream. Since the launch of the President’s Career Action Plan in 2013, student attendance at these large-scale events has increased 120%.
- Career Education Groups, which includes Alumni panels, employer information sessions, resumes, interviews, and internships, has seen attendance at these events increase 28%.
- One-on-one career counseling meetings also saw an increase with over 3,186 students participating. Rather than meeting through Skype, email or phone, these meetings are now occurring in person.
- The work of Career Services is receiving attention outside the UVM campus and the state. The International Job Shadowing Program was profiled in the January 31, 2017 issue of The Chronicle of Higher Education.

Trustee Dwyer concluded her report by informing the Committee that the Career Advisory Board remains actively engaged with the Career Center staff, providing feedback as well as connection to the community. She added that the Career Center staff is doing an excellent job of improving the performance of current programs while imagining creative ways to continue engaging students, faculty and employers in the career development process.

**Shaping the University of Vermont Narrative Update**

Vice President for Enrollment Management Stacey Kostell introduced Creative Communications Director Amanda Waite. Director Waite reported that last fall, the UVM Communications Plan was created with the following goals:

- Increase UVM’s reputation locally, nationally and internationally.
- Attract and retain high-quality, diverse students.
- Successfully complete a historic $500M campaign.

UVM’s key audiences include prospective students, prospective parents and families, alumni and donors, current students, current parents, guidance and college counselors, news media, government and policy makers, and peers. The main objective for prospective students is to improve their perceptions of the University to recruit high quality, diverse students. The following key performance indicators will help measure the work:

- Primary: volume and quality of website traffic, growth and engagement rate on social media accounts, hashtag use (and donor information, when applicable) tied to social
media campaigns, quantity and sentiment of news coverage, and magazine survey responses.

- Secondary: quality and diversity of applicants and new class, movement in rankings, and success of campaign.


Trustee O’Brien acknowledged Vice President Kostell and Director Waite for their great work and added that she found the report to be very exciting.

**Other Business**

Chair Sweaney reviewed the Committee’s workplan for the coming year. In follow up to earlier comments and suggestions from Committee members she and Provost Rosowsky agreed to further discuss the workplan over the summer.

**Adjournment**

There being no further business, the meeting adjourned at 2:53 p.m.

Respectfully submitted,

Donna Sweaney, Chair
Residency

Policy Statement

The Vermont Legislature has established a lower rate of tuition for students who are Vermont residents. These regulations define eligibility requirements for in-state status classification. All students at The University of Vermont and State Agricultural College (UVM) shall be assigned an in-state or out-of-state status classification consistent with these regulations. The establishment of domicile in Vermont is necessary, but not sufficient, for a student to qualify for in-state status.

Reason for the Policy

To define criteria for in-state residency status of students in accordance with Vermont Statute (Title 16, Chapter 75, section 2282).

Applicability of the Policy

This policy applies to all University of Vermont students.

Policy Elaboration

In-State Classification Rules

1. Domicile shall mean a person's true, fixed, and permanent home. It is the place at which one intends to remain indefinitely and to which one intends to return when absent.
2. In addition to establishing domicile, an in-state status applicant must reside in Vermont continuously for one full year prior to the semester for which in-state status is sought.
3. A residence or domicile established for the purpose of attending UVM shall not qualify a student for in-state status.
4. An in-state status applicant who applies for admission or registers for class within one year of first moving to the state shall have created a rebuttable presumption that residency in Vermont is for the purpose of attending UVM and/or acquiring in-state status for tuition purposes.
5. A domicile or residency classification assigned by a public or private authority other than
UVM neither qualifies nor disqualifies a student for UVM in-state status. Such classification may be taken into consideration, however, in determining the student's status at UVM.

6. It shall be presumed that a student who has not reached the age of majority (18) holds the domicile of his/her parents or legal guardian(s).

7. Receipt of financial support by a student from his/her family shall create a rebuttable presumption that the student's domicile is with his/her family, regardless of whether the student has reached the age of 18.

8. A student who has not reached the age of 18 whose parents are legally separated or divorced shall be rebuttably presumed to hold the domicile of the parent with legal custody.

9. A student of parents legally separated or divorced may be granted in-state status if a noncustodial or joint custodial parent is domiciled in Vermont and has contributed more than 50 percent of financial support for at least one year prior to the semester for which in-state status is sought.

10. The burden of proof as to eligibility for in-state status rests with the student. Eligibility must be established by clear and convincing evidence.

Residency Rules for Members of the Armed Forces and Their Family Members—In compliance with the Higher Education Opportunity Act, the following rules and definitions apply for members of the armed forces, their spouses and dependent children:

1. A member of the armed forces who is on active duty for a period of more than 30 days and whose domicile or permanent duty station is in Vermont, or his or her spouse or dependent children, will be charged tuition at the in-state rate.

2. The member of the armed forces or his or her family member eligible for in-state tuition under this paragraph will continue to be eligible for in-state tuition as long as the individual is continuously enrolled, even if there is a subsequent change in the permanent duty station of the member to a location outside of the State of Vermont.

3. For purposes of this Rule for members of the armed forces the following definitions apply:
   a. “Armed Forces” means the Army, Navy, Air Force, Marine Corps, and Coast Guard—
   b. “Active duty for a period of more than 30 days” means active duty under a call or order that does not specify a period of 30 days or less—
   c. “Active duty” means full-time duty in the active military service of the United States and includes full-time training duty, annual training duty, and attendance while in the active military service, at a school designated as a service school by law or by the Secretary of the military department concerned. Such term does not include full-time National Guard duty.

Residency Rules for V. A. Beneficiaries—In compliance with section 702 of the Veterans Access, Choice, and Accountability Act of 2014, individuals will be charged tuition at the in-state rate if the individual:

1. is a veteran using educational assistance under either chapter 30 (Montgomery G.I. Bill—
Active Duty Program) or chapter 33 (Post-9/11 G.I. Bill), of title 38 United States Code, who lives in Vermont and enrolls in the University within three years of discharge from a period of active duty service of ninety days or more;
2. is anyone using a veteran’s transferred Post-9/11 GI Bill benefits (38 U.S.C. § 3319), who lives in Vermont and enrolls in the University within three years of the transferor veteran’s discharge from a period of active duty service of ninety days or more; or
3. is anyone using benefits under the Marine Gunnery Sergeant John David Fry Scholarship (38 U.S.C. § 3311(b)(9)), who lives in Vermont and enrolls in the University within three years of the Service Member’s death in the line of duty following a period of active duty service of ninety days or more.

After the expiration of the three year period following discharge or death as described in 38 U.S.C. § 3679(c), a student who initially qualifies under this subsection will continue to be charged tuition at the in-state rate as long as he or she remains continuously enrolled (other than during regularly scheduled breaks between courses, semesters or terms) at the University, even if he/she enrolls in multiple programs. Irrespective of a student’s in-state status as defined in this Policy, upon submission of appropriate documentation, UVM will charge members of the armed forces, veterans, and qualifying family members thereof, the in-state tuition rate in accordance with federal law (e.g. the Higher Education Opportunity Act and 38 U.S.C. 3679(c)) and further detailed in the University’s Tuition Billing for Members of the Armed Forces, Veterans, and their Families Operating Procedure.

Definitions

*In-state status*: eligible for Vermont resident tuition rate

Procedures

**In-State Status Classification Documentation:**

1. The student must submit with the Application for In-State Status all relevant information.
2. The classification decision shall be made by the Residency Officer based upon information furnished by the student, information requested of the student, and other relevant information available consistent with University policies and procedures and legal guidelines.
3. Additional documents and/or verification may be requested.
4. The student's failure to produce information requested may adversely affect the decision for in-state status.
5. A student or others furnishing information may request the deletion of irrelevant private data from documents.
6. A determination of in-state status is valid only if a student actually enrolls for the semester in question. If a student does not enroll, they must submit a new and timely Application for In-State Status for subsequent semesters.
Appeal of In-State Status Classification:

The decision of the Residency Officer must be appealed in writing to the Residency Appellate Officer within thirty calendar days of the date of the Residency Officer’s written decision. Appeal to the Residency Appellate Officer is the final internal appeal at UVM.

In-State Status Reclassification:

1. A student who does not qualify for in-state status classification may reapply for such classification once each semester by submitting the Application for In-State Status to the Residency Officer.

2. In-state status reclassification becomes effective for the semester for which the successful application was made, provided that the Application for In-State Status was received on or before the last day to add/drop classes for that semester. An application may be submitted as early as 75 days in advance of the first day of classes for a semester or as requested by the Residency Officer. Approved residency reclassification will not be applied retroactively to previous terms.

Re-Examination of Classification Status:

Classification status may be re-examined upon the initiative of the Residency Officer in the exercise of sound discretion. Circumstances such as periodic enrollment may be cause for re-examination. An in-state student who leaves Vermont may be required to re-apply and re-establish residency upon returning.

Forms

Application for In-State Status
http://www.uvm.edu/~rgweb/forms/download/app_in_state.pdf

Contacts

Questions related to the daily operational interpretation of this policy should be directed to:

Residency Officer
Registrar@uvm.edu
(802) 656-8515

Residency Appellate Officer
Residency.Appeals@uvm.edu
(802) 656-2045

The Vice President for Enrollment Management is the official responsible for the interpretation and administration of this policy.
Related Documents/Policies

| Tuition Billing for Members of the Armed Forces, Veterans and their Families |
| [Forthcoming] None |

Effective Date

Approved by the Board of Trustees on May 21, 2016 May 20, 2017

________________________________  ____________
Stacey Kostell              Date
Vice President for Enrollment Management

Approved:

________________________________  ____________
E. Thomas Sullivan             Date
President

Approved:

________________________________  ____________
David A. Daigle             Date
Chair of the Board of Trustees
Hazing

Policy Statement

It is the policy of the University of Vermont that no member of the University community may participate or be involved in hazing activities.

Hazing means any act committed by a person, whether individually or in concert with others, against a member of the University community in connection with joining, pledging, being initiated into, affiliating with, holding office in, or gaining or maintaining membership in any group or organization that is recognized by the University, and that is intended to have the effect of, or should reasonably be expected to have the effect of, socially or physically isolating, humiliating, intimidating, or demeaning the individual(s) or otherwise endangering their mental or physical health. Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in such acts, and occurs regardless of the consent or willingness of a person to participate in the activity.

Hazing does not include any activity or conduct that furthers legitimate curricular, extracurricular, or military training program goals, provided that (1) the goals are approved by the appropriate University official, such as a student organization’s advisor or a team’s head coach (for students), provided the official is an employee of the University, or the Office of the Provost (for employees); and (2) the activity or conduct furthers the goals in a manner that is appropriate, contemplated by the University, and typical and customary for similar programs at other educational institutions.

Information that any member of the University community or University recognized group or organization has allegedly violated this policy will be referred to the appropriate process for investigation and resolution. Any student or student organization will be referred through the student conduct process for an alleged violation of this policy. Faculty and staff will be referred to the appropriate review process in compliance with University policy or applicable collective bargaining agreement for any alleged violation of this policy. Faculty and staff recognized groups and organizations will be referred to the Office of the Provost for an alleged violation of this policy.

This policy is intended to be consistent with State law; it will be reviewed periodically and revised in light of legal developments.
Reason for the Policy

The University of Vermont is first and foremost an educational institution. The University’s hazing policy, prevention efforts, and response procedures for hazing incidents, must grow from, and embody, this educational mission.

Membership in University recognized groups and organizations can increase leadership and service potential; provide athletic, recreational, intellectual, and spiritual opportunities; and otherwise contribute positively to personal and social development. When membership is linked with involvement in hazing activities, the educational purpose of the endeavor is compromised and can endanger the health and safety of students or other university community members. Hazing is therefore strictly prohibited at the University of Vermont.

Applicability of the Policy

This policy applies to all members of the University community and their guests, regardless of whether the behavior occurs on or off campus, as well as all University recognized groups and organizations.

Policy Elaboration

Understanding the Scope of Hazing Activities

Members of University recognized groups and organizations engage in a wide array of activities that positively nurture individual relationships, camaraderie, and team building; develop unity, connectedness, and a sense of belonging; and promote the development of self-esteem. However, because it is not always clear to individuals which activities are unacceptable and constitute hazing, leaders and members of groups are strongly encouraged to consult with the groups’ advisers, coaches, or other University officials responsible for the program or activity in advance of any planned event.

A broad range of behaviors may be considered hazing. The range of activities cross a continuum from minor to more severe forms of conduct. Severity of the hazing can be measured both by the level of pressure to engage in the conduct (expecting, encouraging, urging, requiring, coercing, forcing, etc.) and the type of the behavior involved (behavior that is very unlikely to cause physical or psychological harm to behavior that is very risky and almost always will result in some degree of harm). Creating an expectation to participate in activities as a condition of joining, affiliating with, or maintaining membership in a group where harm could result is likely to be considered hazing.

Upon completion of a thorough investigation, determinations as to whether hazing occurred are made by the appropriate University official, hearing officer, or hearing body with due consideration of the relevant facts and circumstances.

For further information, the University has developed a Hazing Prevention and Education Resource [link forthcoming] to aid the campus community in identifying behaviors that may constitute hazing, or may lead to hazing.
Definitions

_Hazing:_ see Policy Statement above.

_Recognized Group or Organization:_ As defined in the University’s Group and Organization Recognition Policy.

_University Official:_ any person employed by the University and/or acting on behalf of the University.

Procedures

**Reporting Incidents of Hazing**
University officials are required to report possible hazing incidents in a prompt and effective manner to University Police Services, as detailed in the contact information section of this Policy. Students and all other members of the University community are strongly encouraged to report possible hazing incidents as soon as possible to University Police Services.

The Chief of Police Services, or designee, will promptly take steps to investigate and respond to hazing reports consistent with the exercise of reasonable professional discretion, including the convening of responsible University administrators.

**Benefits to Those Who Report**
Individuals who are victims of hazing and who truthfully report such activities shall not be individually charged with a violation of this Policy. Similarly, individuals who have knowledge of a hazing incident, but who did not participate, and truthfully report the activities shall not be individually charged with a violation of this Policy in relation to that particular incident.

When reviewing a case, consideration will be given to whether an organization or group has self-reported a hazing behavior and identified individuals who are responsible for the hazing to an appropriate University Official or UVM Police Services.

**Administrative Response**
The University’s response to hazing allegations will occur through the processes outlined in the Code of Student Rights and Responsibilities, the Staff Handbook, the Officers’ Manual, or the applicable collective bargaining agreement.

Students may also be subject to review of the same conduct for (1) violation of professional standards related to an academic program; (2) conduct standards associated with Athletics; (3) conduct standards associated with recognized student organizations; (4) Housing and Meal Plan Contract Terms and Conditions; (5) eligibility to participate in other University sponsored programs. Similarly, for employees, since hazing may violate the policy(ies) of more than one institutional governing body, the same incident may be referred to more than one hearing body or go through more than one process.
Recognized Groups and Organizations may also be subject to suspension or revocation of University recognition for policy violations or while an investigation is on-going and until such time that the case is resolved.

University Police Services may refer conduct that may constitute a violation of criminal law to appropriate law enforcement officials, subject to the requirements of governing law.

**Sanctions**

Hearing officials or bodies responsible for imposing sanctions upon individuals and/or organizations for violation of this policy may consider factors such as the following:

Nature of the offense, including whether aggravated conduct occurred and whether it is shown that the conduct was premeditated

- Severity of the harm or damage resulting from the offense
- Disciplinary history of the Respondent(s)/organization
- Whether the Respondent(s)/organization cooperated during the proceedings, responded honestly to questions, and promptly accepted responsibility for one’s actions
- Whether the Respondent(s)/organization sought to threaten or purposefully intimidate a complainant, witnesses, or others involved in the University’s disciplinary process
- Whether there was an active attempt to conceal or hide the violation(s)
- Any leadership role or seniority of the Respondent(s) in the organization relative to which hazing occurred, and/or at what level of the organization the hazing behavior was encouraged, endorsed, or otherwise sponsored
- Whether any offense involved behavior directed at a person’s actual or perceived membership in a legally protected category as defined in UVM Policy V.7.4.9, Equal Opportunity in Educational Programs and Activities and Non-Harassment [here](http://www.uvm.edu/policies/student/equaledu.pdf).
- Sanctions imposed by other University reviews or hearings
- Whether a risk of continued harm, or threat of harm, to the campus community or individual members exists
- Whether there is convincing evidence that a Respondent was provoked or pressured into the situation, even though the Respondent made a conscious choice to participate
- Whether the organization and/or Respondent(s) have individually or collectively expressed a clear understanding of the severity of the offense, including resulting damage, injury or harm
- Whether the organization and/or Respondent(s) have individually or collectively taken steps to positively address their behavior, or otherwise take responsibility for their actions

Hearing officials or bodies responsible for imposing sanctions will do so exercising reasonable discretion in light of factors such as those just described above.

**Examples of sanctions that may be imposed upon individuals are:**

- Disciplinary suspension or dismissal, or suspension or termination of employment;
- Attendance at or creation of educational programs or other trainings;
- Appropriate reflection activities;
- Monetary Fines;
Examples of sanctions that may be imposed upon organizations that knowingly permit, authorize, or condone hazing are:

- Probation;
- Revocation or suspension of the organization’s existence or recognition;
- Attendance at or creation of educational programs or other trainings;
- Appropriate reflection activities;
- Restitution;
- Cancellation of some or all the organization’s activities or events (such as intercollegiate or intramural sports contests); and/or
- Decrease in, or restriction of, the organization’s privileges

**Forms**

None

**Contacts**

To Report an Incident of Hazing, Contact UVM Police Services:

- Emergency Reporting: 911
- Non-Emergency Reporting: 656-3473
- Anonymous Reporting: Report a Crime
- Anonymous Tip Line: Tip411 -or- 656-TIPS

If you are concerned about the health or welfare of a student and would like to connect them with support, please fill out a Concerning and/or Risky Event (CARE) Form or contact:

- Dean of Students Office: 656-3380; DeanofStudents@uvm.edu; Nicholson House

To seek confidential support if you have been the subject of hazing, please contact:

- Center for Health and Wellbeing (24/7):
  - Counseling and Psychiatry Services (CAPS): 656-3340
  - Student Health Services: 656-3350

- Employee Assistance Program (EAP): Invest EAP – (802) 864-EAPØ (3270)

*Please note:* Counseling and Psychiatry Services, Student Health Services, and the Employee Assistance Program are designed to be confidential resources for individuals who report hazing incidents. Under current Federal law, CAPS and EAP are exempted from reporting these incidents to law enforcement. Medical clinicians in Student Health Services are required to report hazing incidents, although they may do so without providing identifying information about the reporter. Communications outside of the Center for Health and Wellbeing and EAP are not guaranteed to be confidential.
For more information about identifying behaviors that may constitute hazing, or may lead to hazing, please see the UVM Hazing Prevention and Education Resource [link forthcoming].

The University official responsible for oversight of the policy when a student or student organization commits a violation is the Vice Provost for Student Affairs. The University official responsible for oversight of the policy when a staff or faculty member, or staff or faculty organization, commits a violation is the Provost.

**Related Documents / Policies**

- Alcohol and Other Drug Use – Students
  [https://www.uvm.edu/policies/student/drugandalco.pdf](https://www.uvm.edu/policies/student/drugandalco.pdf)
- Campus Security Authorities (CSAs) and Responsible Employees under Federal Law ("UVM Reporters") – Designation of and Reporting By Procedure
  [http://www.uvm.edu/policies/riskmgm/campussecurity.pdf](http://www.uvm.edu/policies/riskmgm/campussecurity.pdf)
- Code of Students Rights and Responsibilities
  [http://www.uvm.edu/policies/student/studentcode.pdf](http://www.uvm.edu/policies/student/studentcode.pdf)
- Discrimination and Harassment Policy
  [https://www.uvm.edu/policies/student/studentharas.pdf](https://www.uvm.edu/policies/student/studentharas.pdf)
- Group and Organization Recognition Policy
- Hazing Prevention and Education Resource
  [link forthcoming]
- Minors; Reporting Abuse or Neglect of and Crimes Procedure
- Sexual Harassment & Misconduct Policy
- State of Vermont Hazing Law
  [http://legislature.vermont.gov/statutes/section/16/009/00570](http://legislature.vermont.gov/statutes/section/16/009/00570)

**Effective Date**

Accepted:

_____________________________   ____________   
Annie Stevens              Date
Vice Provost for Student Affairs
Approved:

E. Thomas Sullivan  
President  

Date

David A. Daigle  
Chair of the Board of Trustees  

Date