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, February 1, 2019 at 1:00 p.m., in the Livak Ballroom, 417-419 Dudley H. Davis Center.

MEMBERS PRESENT: Chair Donna Sweaney, Vice Chair Carolyn Dwyer, Cynthia Barnhart, Otto Berkes, Frank Cioffi*, Jodi Goldstein*, Sidney Hilker, Curt McCormack**, Anne O’Brien, and Shap Smith

TRUSTEES ABSENT: Briar Alpert, President Thomas Sullivan, and Jeff Wilson

REPRESENTATIVES PRESENT: Faculty Representatives Laura Almstead*** and Chris Burns, Staff Representatives Sarah Heath and Amanda McIntire, Alumni Representative Afi Ahmadi, Foundation Representative Wolfgang Mieder, Student Representative Jamie Benson, and Graduate Student Representatives Jessica Bocanegra and Kenna Rewcastle

REPRESENTATIVES ABSENT: Faculty Representative Jan Carney and Student Representative Callum Krishna

PERSONS ALSO PARTICIPATING: Provost and Senior Vice President David Rosowsky, Vice President for Human Resources, Diversity and Multicultural Affairs (HRDMA) Wanda Heading-Grant, Director of Capital Planning and Management Robert Vaughan, and incoming Student Trustee David Gringeri

*Joined the meeting at 1:15 p.m.
**Joined the meeting at 2:30 p.m.
***Joined the meeting at 2:10 p.m.

Chair Donna Sweaney called the meeting to order at 1:08 p.m. and acknowledged that this is her last meeting as she will complete her term of service at the end of the month. She reported that she was able to tour the various Diversity & Equity Centers on campus and expressed her appreciation to the Directors of the Mosaic Center for Students of Color, Prism Center, Interfaith Center, and the Women’s Center. She also thanked Senior Executive Director for Engagement and Professional Development Sherwood Smith for coordinating the tour. Chair Sweaney encouraged Committee members to visit the Centers should they have an opportunity to do so.

Approval of Minutes

The minutes from the October 26, 2018 meeting were presented for approval. A motion was made, seconded and voted to approve the minutes as presented.
Routine and Annual Reports

Chair Sweaney provided an opportunity for Committee members to offer comments and ask questions pertaining to the following written reports pre-distributed in the meeting materials:

- Provost’s Report
- Annual Vice President for Human Resources, Diversity & Multicultural Affairs Report
- Annual Information Technology Report
- Annual Student Affairs Report
- Capital Projects Progress Report - Director of Capital Planning and Management Robert Vaughan highlighted three small capital projects between $1M and $2M: 109 S. Prospect Building Exterior Envelope Repairs, the Stafford Level 2 Renovation, and Billings Library and Votey Hall Sidewalk Replacement. Although these projects do not require approval, at the Board’s request, he will routinely report on projects of this size. Director Vaughan also reported that the Outing Club will need a new home and that while plans have yet to be developed, he wanted the Committee to know this project was under consideration and a proposal would be shared with the Committee.

Academic Excellence Goals Overview

Provost David Rosowsky presented an overview of progress made toward each of the eight Academic Excellence Goals. This was part of an effort conducted by the Office of the Provost this fall with the following objectives: (1) to assess and report progress toward articulated goals, (2) to modify goals and/or strategies in cases where goals have not yet been achieved, and (3) to identify possible additional goals that may be appropriate as we prepare for a presidential transition and possible refresh of the Strategic Action Plan. Based on this review and assessment and the continued relevance of the eight goals going forward, it is recommended that these goals remain as stated. With the arrival of the new president comes the opportunity to reaffirm and/or modify these goals as appropriate.

Following a discussion of goals, strategies, metrics, and progress, Provost Rosowsky and Chair Sweaney thanked outgoing trustee Anne O’Brien for her dedicated service, her vigilance around the pursuit of academic excellence, and her many contributions to the Committee during her service on the Board.

Resolution Approving Revision to the Equal Employment Opportunity/Affirmative Action Policy Statement and Reaffirmation of the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement

Vice President for Human Resource, 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. As a result of a recent change to the Vermont Fair Employment Practices Act, the addition of “crime victim status” as a protected category has been added to the Equal Employment Opportunity/Affirmative Action Policy Statement. This change in Vermont law affects
employment only, and not educational programs, therefore no changes are necessary to the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement.

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

Resolution Approving Revision to the Equal Employment Opportunity/Affirmative Action Policy Statement and Reaffirmation of the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement

BE IT RESOLVED, that the Board of Trustees approves a revision to the Equal Employment Opportunity/Affirmative Action Policy Statement, appearing as Appendix A to this document, and reaffirms the policy as revised; and

BE IT FURTHER RESOLVED, that the Board of Trustees reaffirms the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement, appearing as Appendix B to this document.

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

Report by the Faculty Senate Curricular Affairs Committee Chair

Faculty Senate Curricular Affairs Committee (CAC) Chair Laura Almstead provided an overview of six new academic program proposals.

- A new Bachelor of Arts (BA) in Dance in the College of Arts and Sciences. The proposed program will be the first and only BA in dance offered at a public institution in Vermont and addresses the strong interest in dance as an academic pursuit that has been built at UVM over the last twelve years. This BA will also address a gap in the fine arts offerings at UVM.

- A new Undergraduate Certificate in Community Music: Organ in the College of Arts and Sciences. This certificate is designed as a professional certificate to prepare students to work effectively as leaders in community-music making, can provide career opportunities, and increase UVM’s impact on a broader community.

- A new Bachelor of Science (BS) in Anthropology in the College of Arts and Sciences. The proposed Anthropology BS will provide advanced training for undergraduates interested in fields that rely on scientific methods to analyze human biological and cultural diversity. Students will receive more analytical training and emerge better prepared for careers in archaeology, medicine, forensics, and biological anthropology.

- A new Undergraduate Certificate and a Continuing Education Academic Certificate in Integrative Health and Wellness Coaching in the College of Nursing and Health Sciences and Continuing and Distance Education. The primary goal of both proposed certificates is to prepare students to become certified integrative health and wellness coaches to meet an emerging need in health care related to preventative health behaviors across the lifespan.
• An Undergraduate Certificate in Religious Literacy in Professions in the College of Arts and Sciences. The proposed certificate seeks to prepare students for encounters with diverse religions, religious individuals, and religious frameworks. It is primarily aimed at students seeking careers in education, journalism, social services business, and health fields.

• A new Minor in Reporting and Documentary Storytelling (RDS) in the College of Arts and Sciences. The proposed RDS minor is designed for students interested in pursuing careers or graduate study in journalism, nonfiction writing, editing and publishing, video, and digital media, but its learning outcomes apply to a broad range of careers and professional efforts.

Action Items

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

Resolution Approving the Creation of a Bachelor of Arts in Dance in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a BA in Dance in the College of Arts & Sciences, as approved and advanced by the Provost and President on December 3, 2018.

Resolution Approving the Creation of a Certificate in Community Music: Organ in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a Certificate in Community Music: Organ in the College of Arts & Sciences, as approved and advanced by the Provost and President on December 3, 2018.

Resolution Approving the Creation of a Bachelor of Science in Anthropology in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a BS in Anthropology in the College of Arts & Sciences, as approved and advanced by the Provost and President on January 2, 2019.

Resolution Approving the Creation of an Undergraduate Certificate and a Continuing Education Academic Certificate in Integrated Health & Wellness Coaching in the College of Nursing and Health Sciences and Continuing and Distance Education

BE IT RESOLVED, that the Board of Trustees approves the creation of an Undergraduate Certificate and a Continuing Education Academic Certificate in Integrated Health & Wellness Coaching in the College of Nursing and Health Sciences and Continuing and Distance Education, as approved and advanced by the Provost and President on January 30, 2019.
Resolution Approving the Creation of an Undergraduate Certificate in Religious Literacy in Professions in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of an Undergraduate Certificate in Religious Literacy in Professions in the College of Arts & Sciences, as approved and advanced by the Provost and President on January 30, 2019.

Resolution Approving the Creation of a Minor in Reporting and Documentary Storytelling in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a Minor in Reporting and Documentary Storytelling in the College of Arts & Sciences, as approved and advanced by the Provost and President on January 30, 2019.

In response to a question regarding whether market needs are taken into consideration when new programs are proposed, CAC Chair Almstead responded that part of the proposal process is including the evidence of demand or need for program in the proposal as well as indicating how the program will meet local and regional needs. CAC Chair Almstead also reported that there has been an increase in the number of certificates, allowing students to build their own integrated approach.

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

Adjournment

There being no further business, the meeting adjourned at 2:54 p.m.

Respectfully submitted,

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

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal employment opportunity and to a program of affirmative action in order to fulfill that policy. The 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”), or crime victim status, 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:

Nick Stanton, Office of Affirmative Action and Equal Opportunity
(802) 656-3368

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

Amber Fulcher, Office of Affirmative Action and Equal Opportunity
(802) 656-0945

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**

Discrimination and Harassment Policy

Equal Opportunity in Educational Programs and Activities and Non-Harassment

Procedures for Investigating and Resolving Discrimination Complaints

Sexual Harassment & Misconduct Policy

**Effective Date**

Reaffirmed as revised by the President: February 3, 2018
Reaffirmed as revised by the Chair of the Board of Trustees: February 3, 2018
Reaffirmed as revised by the President;
Reaffirmed as revised by the Chair of the Board of Trustees:
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.

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:

Nick Stanton, Office of Affirmative Action and Equal Opportunity
(802) 656-3368

ADA/Section 504 Coordinator

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

Amber Fulcher, Office of Affirmative Action and Equal Opportunity
(802) 656-0945

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

Discrimination and Harassment Policy
http://www.uvm.edu/~uvmppg/ppg/student/studentharas.pdf
Equal Employment Opportunity/Affirmative Action Policy Statement
http://www.uvm.edu/~uvmppg/ppg/general_html/affirm.pdf
Procedures for Investigating and Resolving Discrimination Complaints
http://www.uvm.edu/sites/default/files/discrimination.pdf
Sexual Harassment & Misconduct Policy
http://www.uvm.edu/policies/general_html/sexharass.pdf

Effective Date:

Reaffirmed as revised by the President: February 3, 2018
Reaffirmed as revised by the Chair of the Board of Trustees: February 3, 2018
Reaffirmed by the President:
Reaffirmed by the Chair of the Board of Trustees: