A meeting of the Board of Trustees of the University of Vermont and State Agricultural College was held on Saturday, May 20, 2017, at 8:00 a.m. in the Livak Ballroom, 417-419 Dudley H. Davis Center.

MEMBERS PRESENT: Chair David Daigle, Vice Chair Ron Lumbra, Secretary Donna Sweeney, Briar Alpert, David Aronoff, Cynthia Barnhart, Robert Brennan, Johannah Donovan, Carolyn Dwyer, Richard Gamelli, Bernie Juskiewicz, Curt McCormack, Caitlin McHugh, Don McCree, Anne O’Brien, Shap Smith, Tom Sullivan, Soraiya Thura, Tristan Toleno*, Lisa Ventriss and Jeff Wilson

MEMBERS ABSENT: John Bartholomew, Frank Cioffi, Ed Pagano, and Governor Phil Scott

ALSO PARTICIPATING: Provost David Rosowsky, Vice President for Legal Affairs and General Counsel Fran Bazluke, Vice President for Finance and Treasurer Richard Cate, Vice President for University Relations and Administration Thomas Gustafson, Vice President for Executive Operations Gary Derr, Vice President for Human Resources, Diversity and Multicultural Affairs Wanda Heading-Grant, Chief of Staff and Senior Counsel to the President Sharon Reich Paulsen, Labor and Employee Relations Manager Mary Brodsky, and Jes Kraus, Executive Director of Human Resources Operations and Affirmative Action

*departed at 9:35 a.m.

Chair David Daigle called the meeting to order at 8:04 a.m.

Approval of Previous Meeting Minutes

A motion was made, seconded and it was voted to approve the minutes from the March 6, 2017 meeting as presented.

Public Comment

There were no public comment requests submitted.

Committee Reports

Audit Committee

Chair Bernard Juskiewicz offered highlights from the Audit Committee meeting held April 24, 2017. He reported that Lead Audit Engagement Partner Renee Bourget-Place, accompanied by Lead Audit Engagement Manager Sara Timmerman, presented KPMG’s FY 2017 engagement plan. He noted that Ms. Bourget-Place has worked with the Audit Committee previously and acknowledged the enhanced communication with is team. KPMG’s Engagement Quality Control Review Partner David Gagnon provided the Committee with an update on the state of the higher
education industry and reviewed Governmental Accounting Standards Board (GASB) statement changes.

Chief Internal Auditor William Harrison provided an update on internal audit activity as well as the status of the 2017 work plan and internal audit recommendations. He also provided a summary of select benchmarking data for internal audit staffing, noting two differences relating to investigative and information technology functions.

Chief Risk Officer Al Turgeon presented an overview of the calendar year 2017 Enterprise Risk Management process to assist the Committee in its oversight responsibilities.

Chair Juskiewicz concluded by reporting that Information Security Officer Mark Ackerly offered an update on the information security risk, and Director of System Architecture and Administration Mike Austin introduced the Committee to the new data center failure risk. He noted that, at the fall Committee meeting, a presentation would be offered about the state of information technology (IT) at the University so that the Committee could have a better understanding of people, systems, budget, and exposures.

Board Chair Daigle inquired whether the same team of auditors supports the University Foundation and, if so, whether there are any concerns regarding working with the same Audit firm. Vice President Cate responded that the same managing partner oversees both entities, but that each is supported by a different team of auditors and that he does not have any concerns.

**Educational Policy and Institutional Resources Committee (EPIR)**

Committee Chair Donna Sweaney offered highlights from the meeting held yesterday afternoon. She began by encouraging all Trustees to read Provost David Rosowsky’s report and referenced the April 2017 edition of his *Across the Green* memo, which provides updates on current initiatives and information on topics of interest to the broader community. Questions and comments from the Committee were invited on annual reports offered on research, graduate education and academic advising.

Provost Rosowsky and Vice President for Research Richard Galbraith gave a presentation on building and sustaining an Entrepreneurial Ecosystem to support and increase innovation, and to enhance state and regional economic growth. The Office of the Vice President for Research is committed to supporting the innovation and entrepreneurship ecosystem by marshalling the efforts of faculty, staff, and students; working to identify the gaps in technology and other areas of the economy and attempting to fill them; and providing direct financial support to local initiatives, entities and events related to innovation and entrepreneurship whenever possible.

Faculty Senate Curricular Affairs Committee (CAC) Chair Laura Almstead presented seven proposals for the Committee’s consideration, six new and one termination. All were unanimously endorsed and are included on today’s consent agenda. Proposals include the following:
1. A new minor in Public Policy Analysis in the College of Arts and Sciences. This new minor provides students the curricular guidance needed to gain specific background in public policy analysis. It was developed in response to expressed student interest.

2. A new undergraduate Certificate in Physical Activity Promotion in Children and Youth in the College of Arts and Sciences. This new certificate will provide undergraduate students with a foundation in the approaches, methods, and techniques for successfully engaging children and youth in physical activity across a range of professional settings.

3. An uncontested request by the directors of the Environmental Sciences Program to terminate the Environmental Sciences Biology and Geology Minors. There are no students currently enrolled in either of the minors and, by terminating them, the Directors of the Environmental Sciences program hope to open up the opportunity for a new minor in Environmental Sciences that reflects the educational mission and learning objectives of the current Environmental Sciences program.

4. A proposal by the Graduate College, in conjunction with the College of Agriculture and Life Sciences, for a new Certificate of Graduate Studies in Agroecology. The curriculum is designed to encourage student to integrate the natural and social sciences with perspectives and experiences of farmers and other practitioners.

5. A new minor in Education for Cultural and Linguistic Diversity in the College of Education and Social Services. The purpose of this new minor is to enhance student understanding, cultural competency, and agency related to the impact of multiculturalism, language learning issues, and diversity in pre-kindergarten through grade 12 schools and other community and professional settings.

6. A request by the Quantitative Reasoning General Education Committee for a new Quantitative Reasoning General Education Requirement. This new General Education requirement is intended to assure that graduates of UVM possess the ability to think critically, evaluate information, and reason quantitatively in order to excel in their chosen fields and to perform as successful citizens in the world.

7. A new undergraduate Certificate of Computer-Aided Engineering Technology in the College of Engineering and Mathematical Sciences. The proposed certificate is designed to give UVM undergraduates a critical skill set identified by business and governmental groups at both the state and national levels.

Chair Sweaney remarked that the number of new proposals that come before the Committee is greater than the number of requests for terminations. She added that the Curricular Affairs Committee is developing a system to identify programs that are no longer necessary.

Additional action items approved by the Committee and referred to the full Board for approval include:

- Technical corrections to the Residency Policy that 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.

- Technical updates and edits to the University Hazing Policy.
Associate Provost for Teaching and Learning Brian Reed and Vice Provost for Student Affairs Annie Stevens provided an update on Academic Excellence Goal #3, which calls for improving student advising, both undergraduate academic and pre-professional/career. They described the progress made since the last report to the Committee in May 2014. The Deans of the undergraduate Schools and Colleges were asked in January to provide update reports on academic advising in their respective units. The findings included characteristics of academic advising across the Schools and Colleges; obstacles to advising; and suggestions to improve academic advising, resulting in an intentional and focused strategic plan. Trustee Anne O’Brien encouraged all Trustees to read the report included as attachment 4 in the meeting materials to learn more about the findings.

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 has 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.

Trustee Carolyn Dwyer offered an update on the Career Advisory Board meeting held since the last Board meeting. Trustee Dwyer recognized the Career Services staff for the exceptional job they have done.

Vice President for Enrollment Management Stacey Kostell, Vice President for University Relations and Administration Tom Gustafson, and Creative Communications Director Amanda Waite provided an update on work that has strengthened the capacity of communicators across campus, increased engagement with the University’s audiences, and raised the UVM profile on the national and international stage. Chair Sweaney recommended that all Trustees continue to be aware of this effort.

Lastly, the Committee reviewed its draft workplan for the coming year. Chair Sweaney and Provost Rosowsky agreed to discuss the workplan over the summer.

An opportunity for comments and questions was offered.

Chair Daigle remarked that the University’s advising model can be powerful and emphasized the importance of the Student Government Association continuing to push forward on this initiative. He further advocated for the administration to offer support and tutelage to make sure the model is on course to achieve the desired success.

Chair Daigle noted that the number of certificates coming before the Board seems to be increasing. Provost Rosowsky responded that the implementation of certificates is helping students make informed decisions about majors and minors and allows students to study other majors across the Colleges. President Sullivan noted that there is also more demand from industries to see certificates listed on resumes.
Committee Chair Don McCree reported that the Committee met twice since February. A budget planning meeting was held on April 10, 2017 in preparation of presenting the budget for approval at this meeting. At yesterday’s meeting, the Committee voted unanimously to approve the following budget related resolutions for recommendation to the full Board:

- a 2.7 and 2.5% tuition increase respectively for in and out-of-state students -- the lowest in 40 years
- a general fund budget proposal totaling $363,708,000
- room/meal rates and student fees

The Committee approved a resolution authorizing the Vice President for Finance to proceed with refunding $65 million of the 2007 bonds to reduce the interest expense associated with the bonds. Chair McCree noted this is the fifth refunding, and that the bankers have structured the new issue to allow $4 million of savings to be accrued over the first two years that will be designated for funding deferred maintenance as authorized by the Board in February 2017.

Chair McCree next reported that, as of March 31, 2017, the value of the University’s pooled endowment is $469 million. At the February Investment Subcommittee meeting, asset allocation targets were reviewed and no changes recommended.

Consultants from Kaufman Hall presented to the Committee the results of the combined efforts of their team and that of UVM in continuing the strategic financial planning work that was introduced at the February 2017 meeting. The consultants reviewed a scenario analysis with Committee, which indicates that the University is financially stable and will retain its Aa3 credit rating, but continues to have to operate within financial constraints to maintain its liquidity, debt ratio, and operating margin. The tool will be refined over the next few meetings and will give the Board the ability to create financial designs.

Committee members reviewed the FY 2017 third-quarter budget-to-actuals. The University is at 95% of its revenue and has spent 75% of its expense budget. It is expected the University will end the year with revenues above budget and expenses below budget.

Vice President Cate’s report included annual updates on the Capital Project Prefunding Account, which has a zero balance following the approved transfer to Ifshin Hall last month; the Net Tuition Stabilization Fund from which no funds have been spent and the balance remains at $4.5 million; and the Capital Projects Sources and Use of Funds spreadsheet prepared at the request of Board Chair Daigle to provide transparency regarding the variety of funding mechanisms the University uses for capital projects.

Vice President for Development and Campaign Director Mark Dorgan updated the Committee on fundraising progress for capital projects. Regarding the Kalkin Hall Expansion, of the $11.0 million non-debt goal and total project cost, $7.7 million has been committed as of April 30, 2017. The STEM facility will be funded by a mix of private gifts and non-debt funding. As of
April 30, 2017, the Foundation had commitments and receipts totaling $10.02 million for this project. The remaining non-debt goal is $15.97 million and the donor pipeline is still robust.

Chair McCree concluded his remarks by reporting that the Committee reviewed its work plan for the coming year.

An opportunity for comments and questions was offered. ISC Chair Rob Brennan commented that the endowment balance, if combined with other gifts received by the University (such as real estate), brings the total of the long-term pool to approximately $470 million.

Trustee Briar Alpert asked for background related to the underspending of the expense budget. Vice President Cate responded that the University is saving approximately $800,000 in utilities costs, and that academic units have saved few million dollars which are a direct result of the new budget model that enables Deans to make localized decisions. Monies saved by Deans goes into their reserve accounts and utility savings are allocated to deferred maintenance.

Vermont Agricultural College Board

Chair Tristan Toleno advised that The Vermont Agricultural College Board re-elected officers as follows: Tristan Toleno, Chair; Anne O’Brien, Vice Chair; and Curt McCormack as Secretary.

Chair Toleno reported that the Board reviewed the recently adjourned legislative session and the University’s strategy and implications, and connection to the State. UVM and Vermont Student Assistance Corporation (VSAC) were level-funded and the Vermont State Colleges had $3 million added to their base. Chair Toleno noted this was an unusual move in view of the stability of the State Colleges at this time. The Board had a robust discussion about revising the legislative strategy, including grassroots efforts using alumni and sitting public Trustees to deliver UVM’s message “from the bottom up” to elevate the understanding of what the University contributes to the State.

Board members were encouraged to think about the Board’s governance structure and how it relates to the strategic needs of the University moving forward, in advance of discussions to occur at the fall retreat.

Director of State and Federal Relations Wendy Koenig offered an update on efforts to coordinate this year’s Legislative Summit to be held on November 14, 2017. The topic is Water Quality, and all legislative trustees are invited to participate in the planning of this event, which enables the University to showcase its faculty and contribute to conversations related to public policy issues. It is the Board’s intention to secure active participation by many legislators.

An opportunity for comment and discussion was offered.

Trustee Dwyer encouraged utilizing students, to the extent possible, in the efforts to improve and strengthen the communications strategy. She suggested opportunities such as the Legislative Summit, and accompanying administrators when administrators testify to House and Senate Committees. Chair Daigle responded that, since the Legislative Summit is geared towards
helping Vermont achieve specific goals and solve problems, he would not advocate for changing the goal of the Summit.

Trustee Shap Smith suggested sending a survey to Vermonters soliciting input on how the University is doing and where it could be doing better.

*University of Vermont Board*

Chair Lisa Ventriss advised that The University of Vermont Board re-elected officers as follows: Lisa Ventriss, Chair; Ron Lumbra, Vice Chair; and Richard Gamelli, Secretary.

She reported that the Board conducted its quarterly review of the Wilbur Trust financial report, an endowment that funds Vermont students. The remainder of the meeting was held in executive session to discuss the appointment of public officers.

That concluded the Committee reports.

Before presenting the consent agenda, Chair Daigle called to attention the Vermont Student Fact Sheet included in the Board mailing, and encouraged Trustees to share the important data covered in the fact sheet when communicating with constituents about UVM. He specifically highlighted that 91% of Vermont students receive scholarships, or other types of financial aid, and that 42% of Vermont students attended UVM tuition-free last year.

**Approval of Consent Agenda**

Chair Daigle presented the consent agenda, included as attachment 2 in the meeting materials, noting there were no changes made during yesterday’s committee meetings. An opportunity for discussion on any of the action items coming before the Board was offered.

There being no further discussion, the following resolutions were presented for approval:

**EDUCATIONAL POLICY & INSTITUTIONAL RESOURCES COMMITTEE**

1. **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.

2. **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.
3. **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.

4. **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.

5. **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.

6. **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.

7. **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.
8. **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.

9. **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.

**BUDGET, FINANCE & INVESTMENT COMMITTEE**

10. **Resolution Approving Fiscal Year 2018 Budget Planning Assumptions: General Fund**

RESOLVED, that the Board of Trustees hereby approves the budget planning assumptions for Fiscal Year 2018, which lead to a General Fund operating expense budget for the University of $363,708,000, and hereby authorizes the President to proceed with detailed budget preparation in accordance with these assumptions.

11. **Resolution Approving Tuition Charges for Fiscal Year 2018**

RESOLVED, that the Board of Trustees hereby approves increases in the following tuition rates effective with the 2017-2018 academic year:

- In-state tuition from $15,096 to $15,504 per year, or $646 per credit hour.
- Out-of-state tuition from $38,160 to $39,120 per year, or $1,630 per credit hour.
- Medical student in-state tuition from $34,380 to $35,380 per year.
- Medical student out-of-state tuition from $59,620 to $61,260 per year.

12. **Resolution Approving Room and Meal Plan Rates, Fiscal Year 2018**

RESOLVED, that the Board of Trustees hereby approves room and meal plan rates for Fiscal Year 2018 as follows:

<table>
<thead>
<tr>
<th>Room Type</th>
<th>Rate per year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Single with Bath</td>
<td>$9,870</td>
</tr>
<tr>
<td>Private Double with Bath</td>
<td>$8,770</td>
</tr>
<tr>
<td>Private Triple with Bath</td>
<td>$7,270</td>
</tr>
</tbody>
</table>
Suite Single with Shared Bath   $9,472  
Suite Double with Shared Bath   $8,270  
Suite Triple with Bath   $6,916  
Traditional Single   $9,106  
Traditional Double   $7,900  
Traditional Triple   $6,256  
Traditional Quad   $5,296  
Retail Dining   $4,122  
Residential Unlimited Access (+100 Points)   $4,122  
Residential Unlimited Access (+300 Points)   $4,606  

13. **Resolution Approving Student Fees for Fiscal Year 2018**

RESOLVED, that the Board of Trustees hereby approves increases to student fees from $2,204 to $2,266 effective with the 2017-2018 academic year.

14. **Graduate Student Senate Fee for Fiscal Year 2018**

RESOLVED, that the Board of Trustees approves a continuation of the Graduate Student Senate fee in the amount of $20 for the academic year.

15. **Resolution Approving Graduate Continuous Registration Fee for Fiscal Year 2018**

RESOLVED, that the Board of Trustees approves a continuation of a varying Graduate Continuous Registration fee, effective with the 2017-2018 academic year, as follows:

- Less than half-time $100 per semester
- Half to full-time $200 per semester
- Full-time $300 per semester

16. **Resolution Authorizing Bond Issuance**

The University of Vermont and State Agricultural College

Board of Trustees

**GENERAL OBLIGATION BONDS**
**SERIES 2017**


WHEREAS, a working group of Trustees appointed by the Chair of the University’s Board of Trustees (the “Bond Work Group”) was consulted, and, due to favorable market conditions, recommends to the University’s Board of Trustees (the “Board”) that the University refund all or a portion of the outstanding Series 2007 Bonds (the “Refunded Bonds”); and

WHEREAS, the Board has determined that it is desirable to authorize the Vice President for Finance and Treasurer, or his successor or designee, to proceed toward the refunding of the Refunded Bonds, in consultation with the Bond Work Group, and to execute any and all contracts and documents necessary for the issuance by the University of the Series 2017 Bonds (as defined below); and

WHEREAS, the Board has determined that in order to refund the Refunded Bonds and pay associated administrative costs, it is necessary and desirable to authorize (i) the issuance by the University of its General Obligation Bonds, Series 2017 in an amount not to exceed $70 million aggregate principal amount (the “Series 2017 Bonds”), in one or more series, at one or more times, with anticipated net present value savings of not less than 3% of the total par amount of the Refunded Bonds and costs of issuance not to exceed 1.25% of the par amount of the Series 2017 Bonds and (ii) the execution of a supplemental indenture between the University and the Trustee, establishing the amount of the Series 2017 Bonds and the details thereof and describing the Refunded Bonds; and

WHEREAS, the Board proposes to issue the Series 2017 Bonds on a parity with the outstanding Series 2007 Bonds, Series 2009 Bonds, Series 2010 Bonds, Series 2012A Bonds, Series 2014 Bonds, Series 2015 Bonds and Series 2016 Bonds (the Series 1990 Bonds, the Series 1998 Bonds, the Series 2002 Bonds and the Series 2005 Bonds being no longer outstanding) pursuant to the terms of the Indenture and one or more Supplemental Indentures thereto relating to the Series 2017 Bonds (collectively, the “Supplemental Indentures”), between the University and the Trustee; and
WHEREAS, the Board desires to authorize the execution and delivery of one or more Bond Purchase Agreements (collectively, the “Bond Purchase Agreements”) among the University, Citigroup Global Markets Inc. and Merrill Lynch, Pierce, Fenner & Smith Incorporated (the “Underwriters”), pursuant to which the University will sell the Series 2017 Bonds to the Underwriters in accordance with the terms and conditions set forth therein; and

WHEREAS, the Board desires to authorize the execution and delivery of one or more Escrow Agreements (collectively, the “Escrow Agreements”) between the University and the Trustee, in its capacity as Trustee for the Refunded Bonds, pursuant to which the University will direct the Trustee to purchase certain Eligible Securities (as defined in the Indenture) and deposit funds necessary to pay the principal and interest on the Refunded Bonds when due and/or the redemption price for the Refunded Bonds on the applicable redemption date; and

WHEREAS, in connection with the issuance and sale of the Series 2017 Bonds, one or more Preliminary Official Statements (collectively, the “Preliminary Official Statements”) and final Official Statements (collectively, the “Official Statements”) will be prepared by the University, which will present information about the University, the terms of the Series 2017 Bonds and the security for the Series 2017 Bonds, among other things; and

WHEREAS, the Board desires to authorize the execution and delivery of one or more Continuing Disclosure Agreements (collectively, the “Continuing Disclosure Agreements”) between the University and the Trustee, pursuant to which the University will be obligated to update certain information in the applicable Official Statement and provide certain other notices to the specified repository in accordance with the terms and conditions set forth therein; and

WHEREAS, copies of the forms of the following documents relating to the transactions described above have been filed with the University:

1. the Supplemental Indentures;
2. the Bond Purchase Agreements;
3. the Escrow Agreements;
4. the Preliminary Official Statements (including Appendix A thereto); and
5. the Continuing Disclosure Agreements;

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

Section 1. Issuance of Series 2017 Bonds.

The Board hereby approves and confirms the issuance by the University of the Series 2017 Bonds, in one or more series, at one or more times, to provide funds to refund all or a portion of the outstanding Refunded Bonds of the University (including the costs of issuance and any other related expenses, including the Underwriters’ discount and their expenses, provided such costs shall not exceed 1.25% of the par amount of the Series 2017 Bonds). The Series 2017 Bonds shall bear a true
interest cost not exceeding 5.00% per annum with net present value savings of not less than 3% of the par amount of the Refunded Bonds. The Series 2017 Bonds shall be in the initial principal amount of not more than $70 million, shall mature not later than the final maturity date of the Refunded Bonds and shall have a weighted average maturity not exceeding the weighted average maturity of the Refunded Bonds by more than two years. If the Series 2017 Bonds are issued at more than one time, each issuance of the Series 2017 Bonds shall comply with the limitations contained in this Resolution; provided that the aggregate principal amount of Series 2017 Bonds shall not exceed the limitations on principal amount set forth herein. The Board hereby finds and determines that these purposes are necessary and desirable and hereby authorizes the Vice President for Finance and Treasurer, in consultation with the Bond Work Group, to determine (i) whether the Series 2017 Bonds should be issued as two or more sub-series of bonds, issued together or at different times (based on whether the issuance of the Series 2017 Bonds in two or more sub-series, issued together or at different times, will facilitate debt management or marketing of the Series 2017 Bonds or compliance with federal tax law restrictions or is expected to maximize present value savings or otherwise reduce interest rate or other costs) and (ii) the terms of the Series 2017 Bonds and the terms of the sale of the Series 2017 Bonds (including the maturity dates and amounts, the interest rates, the original issue premium or discount, the redemption provisions of the Series 2017 Bonds based on financial or structural benefits to the University and marketing considerations and the underwriters’ compensation) subject to the limitations set forth in this resolution and the applicable Supplemental Indenture. The form and content of the Series 2017 Bonds as set forth in the applicable Supplemental Indenture are hereby approved and confirmed. The Vice President for Finance and Treasurer, and the Secretary or the Assistant Secretary of the Board are authorized and directed to execute and deliver the Series 2017 Bonds for and on behalf of the University, in substantially the form and content set forth in the applicable Supplemental Indenture, but with such changes, additions or deletions as shall to them seem necessary, desirable or appropriate, their execution thereof to constitute conclusive evidence of their approval of any and all such changes, additions or deletions.

Section 2. Authorization to Determine Refunded Bond Redemptions. The Board hereby authorizes and directs the Vice President for Finance and Treasurer, in consultation with the Bond Work Group, to determine which maturities (or portions of maturities) of the Refunded Bonds shall be refunded with the proceeds of the Series 2017 Bonds and the dates of redemption of such Refunded Bonds; provided that such refunding results in net present value savings of not less than 3% of the par amount of the Refunded Bonds (from each issuance of Series 2017 Bonds if issued at more than one time).

Section 3. Authorization of Supplemental Indentures. The Board hereby approves and confirms the form and content of one or more Supplemental Indentures. The Vice President for Finance and Treasurer, and the Secretary or Assistant Secretary of the Board are hereby authorized and directed to execute and deliver one or more Supplemental Indentures for and on behalf of the University, in substantially the form and content made available to the Board, but with such changes, additions or deletions as shall to them seem necessary, desirable or appropriate, their execution thereof to
constitute conclusive evidence of their approval of any and all such changes, additions or deletions. From and after the execution and delivery of the Supplemental Indentures, the Vice President for Finance and Treasurer, and the Secretary or Assistant Secretary of the Board and all other officers of the Board and the University are hereby authorized, empowered and directed to do all such acts and things and to execute all such documents as may be necessary to carry out and comply with the provisions of the Supplemental Indentures as executed.

Section 4. **Authorization of Bond Purchase Agreements.** The Series 2017 Bonds shall be awarded and sold to the Underwriters pursuant to the terms of one or more Bond Purchase Agreements at an aggregate underwriters’ discount or fee to be determined by the Vice President for Finance and Treasurer in consultation with the Bond Work Group, of not more than 0.30% ($3.00 per $1,000 bond) plus an additional amount to cover out-of-pocket expenses of the Underwriters. The Series 2017 Bonds shall be authenticated and delivered to or upon the order of the Underwriters upon payment of the purchase price set forth in the Bond Purchase Agreement. The form and content of the Bond Purchase Agreements are hereby approved. The Vice President for Finance and Treasurer is hereby authorized and directed to execute and deliver the Bond Purchase Agreements for and on behalf of the University, in substantially the form and content made available to the University, but with such changes, additions or deletions as shall to him seem necessary, desirable or appropriate, his execution thereof to constitute conclusive evidence of his approval of any and all such changes, additions or deletions therein. From and after the execution and delivery of the Bond Purchase Agreements, the Vice President for Finance and Treasurer and all other officers of the Board and the University are hereby authorized and directed to do all such acts and things and to execute all such documents as may be necessary to carry out and comply with the provisions of the Bond Purchase Agreements as executed.

Section 5. **Authorization of Escrow Agreements.** The form and content of one or more Escrow Agreements are hereby approved. The Vice President for Finance and Treasurer is hereby authorized and directed to execute and deliver one or more Escrow Agreements for and on behalf of the University, in substantially the form and content made available to the Board, but with such changes, additions or deletions as shall to him seem necessary, desirable or appropriate, his execution thereof to constitute conclusive evidence of his approval of any and all such changes, modifications, additions or deletions. From and after the execution and delivery of the Escrow Agreements, the Vice President for Finance and Treasurer and all other officers of the Board and the University are hereby authorized and directed to do all such acts and things and to execute all such documents as may be necessary to carry out and comply with the provisions of the Escrow Agreements as executed.

Section 6. **Authorization of Continuing Disclosure Agreements.** The form and content of one or more Continuing Disclosure Agreements are hereby approved. The Vice President for Finance and Treasurer is hereby authorized and directed to execute and deliver one or more Continuing Disclosure Agreements for and on behalf of the University, in substantially the form and content made available to the Board, but with such changes, additions or deletions as shall to him seem necessary, desirable or
Section 7. Approval of Preliminary Official Statements and Official Statements. The form, terms and content of the Preliminary Official Statements and the Official Statements in substantially the form of the Preliminary Official Statements (but including the terms of the Series 2017 Bonds) are authorized, approved and confirmed, with such changes, additions or deletions therein as shall seem necessary, desirable or appropriate to the Vice President for Finance and Treasurer. The use of the Preliminary Official Statements and of the Official Statements by the Underwriters in connection with the sale of the Series 2017 Bonds is hereby authorized, approved and confirmed. The Vice President for Finance and Treasurer is authorized to execute the Official Statements on behalf of the University.

Section 8. Tax Certificates. The Vice President for Finance and Treasurer of the University is hereby authorized to execute certificates in order to evidence the University’s compliance with the Internal Revenue Code of 1986 and the applicable Income Tax Regulations thereunder.

Section 9. No Personal Liability. No stipulation, obligation or agreement herein contained or contained in the Series 2017 Bonds, the Indenture, the Supplemental Indentures, the Bond Purchase Agreements, the Escrow Agreements, the Continuing Disclosure Agreements or any other instrument related to the issuance of the Series 2017 Bonds shall be deemed a stipulation, obligation or agreement of any officer, agent or employee of the University in his or her individual capacity, and no such officer, agent or employee shall be personally liable on the Series 2017 Bonds or be subject to personal liability or accountability by reason of the issuance thereof.

Section 10. Actions of Officers. The officers of the Board and of the University are hereby authorized and directed to do any and all other acts and to execute any and all other documents, which they, in their discretion, deem necessary and appropriate in order to consummate the transactions contemplated by (i) this Resolution, (ii) the Indenture and the Supplemental Indentures and (iii) the documents presented to this meeting or made available for review: except that none of the above shall be authorized or empowered to do anything or execute any document which is in contravention, in any way of (a) the specific provisions of this Resolution, (b) the specific provisions of the Indenture or the Supplemental Indentures, (c) any agreement to which the University is bound, (d) any rule or regulation of the University or (e) any applicable law, statute, ordinance, rule or regulation of the United States of America or the State of Vermont.
Section 11. **Severability of Invalid Provisions.** If any one or more of the agreements or provisions herein contained shall be held contrary to any express provision of law or contrary to the policy of express law, though not expressly prohibited, or against public policy, or shall for any reason whatsoever be held invalid, then such covenants, agreements or provisions shall be null and void and shall be deemed separable from the remaining agreements and provisions and shall in no way affect the validity of any of the other agreements and provisions hereof or of the Series 2017 Bonds authorized hereunder.

Section 12. **Conflicting Provisions.** All prior resolutions or parts thereof of the University in conflict with the provisions herein contained are, to the extent of such conflict, hereby superseded and repealed.

Section 13. **Effective Date.** This Resolution shall take effect upon its adoption.

A motion was made, seconded, and the consent agenda was unanimously approved as presented.

**Executive Session**

At 9:10 a.m., Chair Daigle entertained a motion to enter into executive session to consider contracts, premature general public knowledge of which would clearly place the University at a substantial disadvantage and collective bargaining. He noted that no action was anticipated following the session, which was expected to last approximately a half an hour. The motion was made, seconded and approved.

Vice Presidents Rosowsky, Cate, Gustafson, Derr, Bazlue Heading-Grant; Chief of Staff and Senior Counsel to the President Sharon Reich Paulsen; Labor and Employee Relations Manager Mary Brodsky; and Jes Kraus, Executive Director of Human Resources Operations and Affirmative Action were invited to remain.

After the first item, Wanda Heading-Grant, Mary Brodsky and Jes Kraus were excused.

At 10:04 a.m., the meeting was re-opened to the public.

**Adjournment**

There being no further business, the meeting was adjourned.

Respectfully submitted,

David A. Daigle, 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
Vice President for Enrollment Management

Approved:

E. Thomas Sullivan
President

Approved:

David A. Daigle
Chair of the Board of Trustees

Date

Date

Date
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 (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 individuals 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;
• Restitution; and/or
• Participation in alcohol, drug, or other counseling services

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  
[link](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  
[link](http://www.uvm.edu/policies/riskmgm/campussecurutiy.pdf)

Code of Students Rights and Responsibilities  
[link](http://www.uvm.edu/policies/student/studentcode.pdf)

Discrimination and Harassment Policy  
[link](https://www.uvm.edu/policies/student/studentharas.pdf)

Group and Organization Recognition Policy  
[link](http://www.uvm.edu/~uvmppg/ppg/general_html/grouprecognition.pdf)

Hazing Prevention and Education Resource  
[link forthcoming]

Minors; Reporting Abuse or Neglect of and Crimes Procedure  
[link](http://www.uvm.edu/policies/general_html/abuse_minors.pdf)

Sexual Harassment & Misconduct Policy  
[link](http://www.uvm.edu/policies/general_html/sexharass.pdf)

State of Vermont Hazing Law  
[link](http://legislature.vermont.gov/statutes/section/16/009/00570)

**Effective Date**

Accepted:

____________________________________  ____________  
Annie Stevens              Date  
Vice Provost for Student Affairs