



Staff Council President's Report

**Board of Trustees – Committee of the Whole
Friday, May 15, 2015**

**Prepared By
Renee Berteau, Staff Council President**

Staff Council, with support from the President, the Vice President for Executive Operations, the Vice President for Human Resources, Diversity and Multicultural Affairs and Office of Institutional Research has accomplished a great deal in the months since I reported to the Board in February.

In March, Staff Council conducted four focus groups to better understand the needs and concerns of staff at the University of Vermont. This effort was further supported by a letter from President Sullivan and Vice President Heading-Grant which was sent to Deans, Vice Presidents, Department Chairs and Directors encouraging these leaders to provide reasonable release time to staff to attend and stating their support for receiving the results from this outreach.

Through the assistance of the Office of Institutional Research, staff were randomly selected and invited to participate from among a list of employees who serve in the Clerical, Technical and Specialized job classifications at the University. Over 40 staff members attended these focus groups.

The Focus Groups were asked the following questions:

1. If you were to identify one issue or area of concern you have as a staff member at UVM, what would it be?
2. What are reasonable expectations for staff to have of UVM as an employer?
3. Are there areas within the expectations you have identified that could be improved at UVM? Which ones, and how could they be improved?

The input gathered during the focus group was then analyzed by the Staff Council's Outreach Committee and Executive Board to identify Common Themes. The five most salient themes were 1. Salary Equity 2. Benefits 3. Professional Development/Career Growth 4. Institutional Integrity and Respect 5. Inclusive Decision Making. These themes were then used in the April 14 Staff Council Outreach Brainstorm Session to focus discussion. Using a speed-dating model previously employed in the Strategic Initiative Project, we collected ideas on what reasonable actions should be taken by Staff Council or the Administration to address staff concerns in the areas identified by the themes.

The deadline for this written Board report immediately follows our April 14 Outreach Brainstorm Session, and I would like to update you on the results, and the subsequent discussion with the President and Vice President for Human Resources, Diversity and Multicultural Affairs, during my report at the May 15 Committee of the Whole.

Staff Council President's Comments to the Board of Trustees Committee of the Whole
Friday, May 15, 2015

Renee Berteau, Staff Council President

Good morning. In my written report to the Board, I outlined the Staff Council Outreach efforts in March to better understand the needs and concerns of staff. On April 14, Staff Council hosted a Staff Outreach Brainstorm session, asking staff who attended to give us ideas on improvements or actions needed by Staff Council OR Administration on the themes of Salary Equity, Benefits, Professional Development/Career Path, Inclusive Decision Making, and Institutional Integrity and Respect.

Following the Brainstorm session, we produced a draft written report which identified three or four possible action items for each theme. We then met with Gary Derr, Vice President for Executive Operations, and Wanda Heading-Grant, Vice President for Human Resources, Diversity and Multi-cultural Affairs, to have an earnest discussion about the information we gathered and how Staff Council could lead collaborative efforts to bring about change that addresses the needs of staff and strengthens our institution. There is much work to be done, but we are encouraged that some action items which point to areas of past Staff Council advocacy are beginning to be addressed in several ongoing initiatives and work that is scheduled to begin in the coming months. We will be meeting with these leaders throughout the summer to prioritize this work and establish a plan to advance progress in several areas in the new academic year. My hope is to provide you with a further update of our work in my next report.

Collaboration is key to our success as an organization and as an institution. This year we worked with our closest partner the Division of Human Resources, Diversity and Multicultural Affairs (HRDMA) to articulate what collaboration means for both of us. At our May 5 Staff Council meeting, the entire Staff Council approved this important Statement of Collaboration which “recognize(s) that collaboration is a commitment to work together as partners toward common goals where clear lines of communication remain open and both parties remain informed.” that “We remain committed to including one another, when appropriate, in the discussion, planning and implementation of initiatives that deal with human resource matters.” and that “Through this collaborative partnership, we believe that we can continue toward our shared goal of making UVM a stronger institution.”

Staff Council is very appreciative of the efforts of Wanda Heading-Grant and her staff in working with us to finalize this document. This Statement of Collaboration is a model for how Staff Council can work with individuals, groups, departments, units and colleges across the University,

incorporate input from staff at large in changes in the complex issues facing the University, and be a partner in making improvements that benefit staff and the entire University.

There is work to do and we must continue to listen to the staff here at the University, but Staff Council is leading the way to create collaborative partnerships to make UVM a stronger institution and address the concerns of staff. Thank you.

Staff Council Reports Board of Trustees May 15, 2015

Staff Representative Comments and Committee Summaries

The approved consent agenda from the Board of Trustees Meeting can be found [here](#).

Audit Committee

A report was not submitted in time for this publication.

Committee on Budget, Finance, and Investment (BFI)

The BFI committee met on May 15, 2015.

Report of the Investment Subcommittee

- Endowment Performance Update

Tough start to fiscal year because of crash in international assets and natural resources. As of 3/31, back to “flat for the year” and generated 1.7% return for the past quarter. Outperformed established benchmark.

Details of return by manager. “In choppy waters” in terms of current markets; QE coming to an end, some markets internationally sputtering, some doing well.

Every 5 years a formal RFP process occurs to determine advisors (UVM has been with Cambridge since ‘80s). Three finalists were invited to a full day meeting in NYC. The RFP’s were very detailed, but information was general to universities and not specific to UVM. Richard Cate explained that UVM is unique in that we have an activist investment subcommittee which looks at socially responsible investments and managers of accounts must work more diligently with UVM than other hands off clients to address these needs.

Next is to have robust discussion with BFI to have entire committee understand principles of managing UVM’s portfolio.

Asset Allocation Update (Don McCree)

At the February meeting we looked at investment asset allocation, and no changes were made to the asset allocation. We are in a lower return of the cycle right now than the past 7 years. However, we out-performed our investment mixed so our managers are performing better than the broad market (1.7% return)

Socially Responsible Investing Advisory Council Update (Claire Burlingham)

SRIAC is discussing and researching divestment from coal to submit a proposal to reach Richard Cate this summer. Reviewing UN socially responsible investment guidelines. The Investment Subcommittee leadership met with SRIAC to inform discussion. References to the proposal to divest from Sudan were also made..

Chair Daigle underscored that in low return environment, notwithstanding positive developments from the UVM Foundation. We need to see how we can recapture some earnings to offset losses. *Motion to bring resolution forward carries.*

Resolution Reaffirming Divestiture from Sudan (passed at Board Meeting)

(See discussion from October 2014 Board of Trustees Budget, Finance & Investment Meeting.)

WHEREAS, the Board of Trustees approved a resolution for Divestment from Sudan on May 20, 2006;

WHEREAS, the resolution was amended by the Executive Committee on June 12, 2006, to include annual review and reaffirmation;

WHEREAS, the Committee on Socially Responsible Investing was dissolved as part of a new committee structure approved by the Board in September 2006 and implemented in November 2006;

WHEREAS, the Board established a Socially Responsible Investing (SRI) Work Group in September 2008; and

WHEREAS, in November 2012 the Board dissolved the SRI Work Group and authorized the creation of the Socially Responsible Investing Advisory Council;

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees reaffirms its Resolution for Divestment from Sudan, as re-stated below.

BE IT FURTHER RESOLVED, that the Budget, Finance and Investment Committee will review this resolution on an annual basis.

WHEREAS, the University's Policy Statement on Moral, Social and Ethical Considerations in Investment and Shareholder Resolutions holds that the primary objective of investment by the University is to provide a satisfactory return on investment for the support of University operations based upon the Prudent Investor Rule; and

WHEREAS, the Policy Statement also holds, however, that the policy of fiscal prudence shall not preclude the University from considering moral, ethical, and social criteria in determining companies in which to invest; and

WHEREAS, a balanced group of the University community has been convened as the Committee on Socially Responsible Investing and has studied the issue of genocide in the Darfur region of Sudan and has made recommendations to the Investment Committee of the Board of Trustees;

THEREFORE BE IT RESOLVED, that the University adopt and implement a policy of targeted divestment from companies doing business with or otherwise aiding the governing regime of Sudan based on the model developed by the Sudan Divestment Task Force;

BE IT FURTHER RESOLVED, that the University implement its divestment policy to the fullest extent consistent with its fiduciary responsibilities; and

BE IT FURTHER RESOLVED, that the Socially Responsible Investing Advisory Council will review and, if appropriate, reaffirm this resolution on an annual basis.

Vice-President's Report: 3rd Quarter Budget to Actuals (Richard Cate, Alberto Citarella)

Expect to be have \$1million in revenue for the end of this fiscal year. Barring unforeseen expenses, expectation is that expenses will be at budgeted target. Vice President Cate explained that except for surprises, University expenses are highly predictable, but until April of FY, always a little guessing on revenue.

- We are at 97% of receipts
- On the undergrad 1-2Mil
- Graduate up 1M

- Investments down 1M
- Expenses of overall operational budget we expect no issues. Alberto projects we will be on target.

GASB45: Vice-President's Update on Post-Retirement Medical Benefits (Richard Cate)

Nearly every other public university has a pension plan, which we do not, but we do have a defined benefit plan, and UVM would continue paying premium and would continue paying for entire life of retiree. GASB indicates that this is a liability and needs to be accounted for. Since changes in 2012, we increased the amount retirees have to pay, and raised retirement eligibility age to 65. Changes brought down future obligation from \$1.3B to \$780M. Cumulative savings over 30 years = \$304m. In 70s and 80s, medical costs were not rising as they are now, and people are healthier and living longer. GASB 45 says: either show the future obligation as a liability, or put it in the bank now. "Our mortgage gets bigger every year."

See details of Post Retirement Medical Benefits at <http://www.uvm.edu/prmb/>

Minimum Liquidity Policy (David Daigle, Richard Cate)

The intent to update minimum liquidity policy. We have the lowest state contributions, we have a 40% cap on in-state undergrad tuition (meaning that in-state students cannot be charged more than 40% of what out-of-state students pay). These things have real impact on liquidity. We want to look at affordability, educational quality. Should there be a limit or definition of liquidity? Net asset reserves, unencumbered cash, liquidity – all need to be consistently defined. The meaningful question, given the complexity of the environment is: what is right for the University of Vermont. We should not have excess liquidity at the expense of being able to operationalize strategic priorities.

Capital Projects: Chiller Plant Expansion (Bob Vaughn, Richard Cate)

Seeking motion to bring forward resolution authorizing expenditures for chiller plant expansion project. Proposing \$1.8m additional come from restricted reserves: plant net assets and moneys from the capital projects which that plant will eventually service (STEM building and housing project). Have asked whether there's possibility to provide H/AC from chiller plant to hospital, but the hospital's requirements for complete back-up would make that prohibitive. Resolution amended to include specifics of the named buildings. There is also plan to include money from Billings campaign. Does not increase budget of any element.

Resolution Authorizing Expenditures of Chiller Plant Expansion Project

WHEREAS, the design of the University's STEM, Billings and student housing projects are ongoing and there are different options for providing chilled water to the facilities for air conditioning; and

WHEREAS, significant energy cost savings for the STEM and other currently planned projects can be achieved by expanding the existing central heat/chilling plant rather than installing standalone electric chillers; and

WHEREAS, on May 16, 2014, the Board of Trustees approved the expenditure of up to \$10 million for the chiller plant expansion project;

NOW, THEREFORE, BE IT RESOLVED, that the Vice President for Finance and Treasurer, or his successor or designee, is hereby authorized to fund the Chiller Plant Expansion Project at a cost not to exceed \$11.8 million using the \$10 million in funds approved by the Board of Trustees on May 16, 2014 and an additional \$1.8 million of funding from relevant STEM, Billings, and student housing projects accounts and plant net assets; and this funding will be accomplished with no reduction in the University's unencumbered, unrestricted net assets.

FY 2016 Budget (Provost Rosowsky, Richard Cate, Alberto Citarella)

Resolving the budget gap:

- Increase undergrad enrollment \$2.7m (22%)
- Increase tuition 3.4% \$3.7m (29%)
- Unit budget reductions \$6.2m (49%)

Understand that fixed costs are increasing more than our 1.7%. IBB will open new revenue opportunities. Fixed costs beyond control: “People and place.”

Distinctive, distinguished, unique, high value proposition. Always been on high end for public, but looking at actual cost of attendance, it’s an excellent value. Leading edge of institutions graduating without debt.

State funding flat since 2009, meaning effective decrease 2% annually, but UVM has not suffered radical reductions as other states encountered. It is anticipated that a flat state contribution will continue moving forward, but working to improve that. Half of the money that comes from the state goes directly to support in-state students. Last year asked for a \$1.2 million increase so as to have a zero increase for in-state tuition, but did not receive and not likely to happen. IBB may cause some areas of focus to change and free up funds for investment into other priorities. However, there are areas that may be underperforming fiscally, but remain strategic to UVM. Why can’t we adjust the tuition setting approach from a marketing perspective? We have reduced summer tuition by 30%. Looking at creating 3 semester curriculum. Eventually could have 3 year baccalaureate. Share about unit budget reductions – what type of sacrifices have had to be made, or unforeseen benefits. Different colleges had different abilities. Most have had to make significant decisions about offerings, about positions. Yet according to national media, UVM is confronting smaller proportion than other national universities

Resolution Approving Fiscal Year 2016 Budget Planning Assumptions: General Fund

RESOLVED, that the Board of Trustees hereby approves the budget planning assumptions for Fiscal Year 2016, which lead to a General Fund operating expense budget for the University of \$333,983,000, and hereby authorizes the President to proceed with detailed budget preparation in accordance with these assumptions.

Resolution Approving Tuition Charges for Fiscal Year 2016

RESOLVED, that the Board of Trustees hereby approves increases in the following tuition rates effective with the 2015-2016 academic year:

- In-state tuition from \$14,184 to \$14,664 per year, or \$611 per credit hour.
- Out-of-state tuition from \$35,832 to \$37,056 per year, or \$1,544 per credit hour.
- Medical student in-state tuition from \$32,020 to \$33,460 per year.
- Medical student out-of-state tuition from \$56,060 to \$58,020 per year.

Resolution Approving Online Tuition Rate for Fiscal Year 2016

RESOLVED, that the Board of Trustees hereby approves the continuation of variable tuition rates for programs that are offered exclusively online. Consistent with the Board resolution in 2011, online tuition rates will be set at a minimum of the prevailing in-state tuition rate and at a maximum of the prevailing out-of-state tuition rate. The rate will be set based on demand for the program and assessment of the national market for similar online programs and subject to the approval of the Provost.

Resolution Approving Global Gateway International Student Tuition

WHEREAS, the University, after a request-for-proposal process, entered into an agreement with Study Group, an international private-sector provider of education and training for international students, to provide services to UVM in support of the University’s Global Gateway Program; and

WHEREAS, this program will prepare undergraduate international students to successfully matriculate to degree status, persist, and graduate, and to support the University’s larger internationalization efforts; and

WHEREAS, the students need to be charged on a total cost-of-attendance basis that includes tuition, room and board, and all other fees and costs associated with enrollment at the University in a manner in accordance with the terms and conditions set forth in the agreement between the University of Vermont and Study Group;

THEREFORE, BE IT RESOLVED, that the following rates are established:

*For the cohort entering in:	Fall 2015	Spring 2016
<i>Fall '15 for the 1 semester program</i>	\$27,599	n.a.
<i>Fall '15 for the 2 semester program</i>	\$27,599	\$27,081
<i>Fall '15 for the 3 semester program</i>	\$15,671	\$27,081
<i>Spring '16 for the 1 semester program</i>	\$27,081	
<i>Spring '16 for the 2 semester program</i>	\$27,081	
<i>Spring '16 for the 3 semester program</i>	\$15,153	

Resolution Approving Room and Meal Plan Rates, Fiscal Year 2016

RESOLVED, that the Board of Trustees hereby approves room and meal plan rates for Fiscal Year 2016 as follows:

- per year
- Private Single with Bath \$9,216
- Private Double with Bath \$9,000
- Suite Single with Shared Bath \$8,710
- Suite Double with Shared Bath \$7,524
- Traditional Single \$8,500
- Traditional Double \$7,376
- Traditional Triple \$5,886
- Retail Dining \$3,774
- Residential Unlimited Access (+100 Points) \$3,774
- Residential Unlimited Access (+300 325 Points) \$4,220

Resolution Approving Student Fees for Fiscal Year 2016

RESOLVED, that the Board of Trustees approves increases to student fees from \$2,042 to \$2,104 effective with the 2015-2016 academic year.

Resolution Approving Graduate Student Senate Fee for Fiscal Year 2016

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

Resolution Approving Graduate Continuous Registration Fee for Fiscal Year 2016

RESOLVED, that the Board of Trustees approves a continuation of a varying Graduate Continuous Registration fee, effective with the 2015-2016 academic year, as follows:

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

Full-time \$300 per semester

Resolution Approving Tuition for High-School Students

RESOLVED, that the Board of Trustees hereby approves the establishment of a new tuition rate, apart from the Dual Enrollment Program, for high-school students who wish to enroll part-time at the University. The rate is intended for high-school students who are officially enrolled in a high school or are home-schooled and remains effective in the summer immediately after graduation from high school but before matriculation into a degree program at UVM or another institution. The rates will be set at 50% of the prevailing tuition rate for that academic year based on the residency of the student. Summer tuition rates for these students will also be set at 50% of the prevailing tuition rate for the prior fall and spring semesters for the student's particular residency.

April 13, 2015 BFI Meeting Notes: Budget Planning Session

Chair Daigle sets landscape for decision-making: reduced income, fewer unrestricted dollars.

Provost Rosowsky: Budget process starts in October. All expenses and revenue reviewed, then gathered information based on fy16 projections. Saw potential gap of \$6.3M. Determined 2.3% reduction for academic units, 2.8% for administrative units. Met with deans to determine how cuts would be made. (Under IBB, these decisions are made at the unit level. Cuts do not shift costs to other units, and hold academic operations harmless.) Hoping in FY17 modest revenue generation will occur. VP Cate: Had to be able to compare pre-IBB numbers with IBB budget in this transitional year. Projected 10 fewer VT students, 146 more OOS/intl. students. Population of graduating seniors in the NE has been declining. Strategy of bringing in intl. students is financial, but more importantly also diversity-driven.

With IBB, deans now have incentive to grow graduate programs where the investment makes sense.

“We all need to be ambassadors” for this point: UVM admits all qualified Vermont applicants. We show the legislature the ROI for the state. Pres. Sullivan: we have good communication with legislators regarding our impact.

Three-point plan to address projected budget shortfall:

- Unit reductions.
- 3.4% increase in tuition.
- Increase in students.

Budget Director Citarella noted the following restated budget elements

:

- Undergraduate Tuition increases by \$9.7 million
- Graduate Tuition decreases by \$1.0 million
- Non-Degree Tuition increases by \$6.9 million
- Summer Session Tuition increases by \$11.7 million because all tuition revenue is now coming to the General Fund, instead of through Continuing & Distance Education
- Continuing Education Cost Recovery will now be zero, a decrease of \$11.8 million
- Athletics Department Other Revenue will be increased by \$1.75 million. In past years, Athletics frequently came in over budget by this amount providing them with additional spending authority. This is now a more accurate representation of what they are bringing in.
- Funding in support of Continuing & Distance Education operation now appears as a line item in the General Fund expense budget, \$5.620 millio

Salaries for faculty staff, benefits, discounts on tuition: 76% of expenses. Income is 75% from tuition.

There were several questions that focused on enrollment management that were presented to Vice President Stacey Kostell.

Chair Daigle referenced an email that came through the Staff Council regarding questions on the philosophy of the budget. He acknowledged that the questions were good and that with limited resource and the need to balance the budget, trade offs and decisions must be made on an annual basis. The balance has been fair this this year and the process remains transparent.

More information can be found in the minutes from this meeting [here](#).

Respectfully submitted,
Cheryl Herrick, UVM Extension Center for Sustainable Agriculture
Dr. Leslye Kornegay, Director, Custodial Services

Staff Representative to the BFI Committee

Committee on Educational Policy and Institutional Resources (EPIR)

On Friday, May 15th, 2015 Chair Bill Botzow convened the Educational Policies and Institutional Resources (EPIR) committee of the UVM Board of Trustees. The minutes from the February meeting were approved. Chair Botzow welcomed new members and thanked departing members.

Provost and Chief Budget Officer David Rosowsky presented his report, highlighting the implementation of Incentive Based Budgeting (IBB) effective July 1, 2015, for the 2016 fiscal year. Provost Rosowsky acknowledged the hard work of his team including faculty and staff across campus who have worked diligently to bring the new budget model to fruition. He anticipates a smooth transition and is proud of how much has been accomplished since the May 2014 board meeting. The Provost previewed that academic and career advising would be a theme throughout the EPIR agenda and discussion.

Dr. Richard Galbraith, who is approaching the completion of the first year of his tenure as Vice President for Research, presented the annual OVPR (Office of the Vice President for Research) report. OVPR oversees UVM's Transportation Research Center (TRC), Food Systems Initiative, Complex Systems Initiative, Vermont Genetics Network, VT EPSCoR, IMF/TSP and more. Dr. Galbraith underscored two key missions of his office – supporting faculty and students in advancing their work, and aiding and assisting in entrepreneurial startups and patents developed from research at UVM. These goals are being realized through the creation of the Faculty Activity Network in collaboration with the President's Office, the hiring of a fulltime Grant Proposal Manager, support of Generator, Inc.- Burlington's Maker Center, partnerships with BTV Ignite and Vermont Center for Emerging Technologies to name a few. EPIR inquired whether Office of Clinical Trials Research fell under the purview of OVPR. Dr. Galbraith clarified that OCTR was jointly overseen by the UVM College of Medicine and UVM Medical Center, but that the IRB and Research Protections Office were the responsibility of OVPR.

Dr. Cindy Forehand, Dean of the Graduate College provided a brief overview of the Annual Graduate Education report, highlighting that the IBB budget model has been and will continue to be a big focus in the coming year. She also shared that the Graduate College has experienced a 4% increase in enrollment since last year. Dr. Forehand would share more about the College's accomplishments later in the agenda.

Associate Provost Brian Reed provided the Annual Academic Advising report. The Deans have completed the advising plans for their academic units as charged by the Provost earlier in the year. A central advising center has been explored and while there is significant interest, the project is on hold while funding is sought. Advising awards have been created – one for a faculty member and one for a staff member who exemplify excellence in advising. Finally, the National Survey on Student Engagement and the Faculty Survey on Student Engagement have been completed. Director of the Office of Institutional Research, John Ryan accompanied Associate Provost Reed in interpreting the findings. The surveys illuminate the gaps between what students report faculty are doing and what faculty think is important. UVM was on par in many areas nationally and excelled in faculty availability to students who struggle academically. UVM fell short on

faculty raising student awareness of deadlines, and on assisting students in understanding academic rules and policies. This does not reflect poorly on UVM, but rather is an opportunity to improve. The Provost added that each unit has its own advising strategy and part of the goal is to centralize. The hope is to fold in the best practices from Athletics, Honors College and other areas of campus with successful advising programs for a uniform university practice and strategy.

Bob Vaughan, Director of Capital Planning and Management briefly presented the Capital Projects Update. Much of it was covered in Committee of a Whole including the STEM facilities, chiller plant, Billings, Residence Halls, Alumni House, Miller Research, and UVM Medical Center.

The Provost offered an update on the University Marketing Effort. He reiterated that as a tuition driven institution, marketing efforts are critically important. There have been multiple strategies in various areas across campus – these efforts need to be consolidated and coordinated. A working group lead by Tom Gustafson, Vice President for University Relations and Administration and Vice President for Enrollment Management Stacy Kostell has been working since the winter. UVM put out a competitive bid and hired a higher ed marketing firm to do outreach, polling, marketing and assessment. They will begin by determined the various groups to target with marketing, and then create a marketing plan on how to access different constituents. More to come in the fall.

The Provost and the Dean of the Graduate College presented on Academic Excellence Goal #8, Increase Enrollment in Graduate & Professional Programs. Dean Forehand provided a taxonomy of the various professional and graduate degrees and emphasized the importance of the degrees to students due to increased earning potential and employability. Graduate and doctoral degrees benefit the university by creating a richer and more robust academic and research environment which increases scholarship and attracts students. The belief is that IBB will benefit the Graduate College due to the ability to move money to where it is needed. The current goal is to increase Graduate College enrollment by 400 students, 140 of which would be international. This would double the number of international students. There is a newly created position for enrollment management and the focus is on increasing international and ALANA enrollments. The standards for English Language Learners has been increased, and the college has partnered with the Global Gateway to further this effort. The Grad College will advertise accelerated master's program to successful GGP students.

Following the Graduate enrollment discussion was the presentation of multiple resolutions pertaining to academic programs including approval of the following: Minor in Art, MS Program in Complex Systems and Data Science, Undergraduate Certificate in Teaching English to Speakers of Other Languages, Food Systems PhD Program, and a Pre-Actuarial Academic Certificate. Dr. Loretta Johnson Flash presented the revised Diversity Statement which was also approved. The update to the statement broadened the members of the community included in the statement, incorporated the values of Our Common Ground and updated language to be more inclusive and relevant to our current culture.

Dean of Continuing and Distance Education Cynthia Belleveau and Assistant Dean Beth Taylor-Nolan presented on Tuition for High School enrollment at UVM. Dean Belleveau provided an overview of the programs which allow high school students to participate in UVM classes including both in state and out of state students. Last summer, the programs saw an enrollment of approximately 500 high school students and approximately 50 during the academic year. Students must meet prerequisites, be recommended by their HS guidance counselor and fill seats once undergraduates are enrolled. Professor Meider, EPIR Faculty Representative voiced a concern regarding high school students taking classes during the academic year and felt it was important for high school students to be high school students. The presenters acknowledged his concern but noted that for many of the students, taking the courses is financially driven and it is of benefit to them to get college course credit in this manner.

EPIR Vice Chair Frank Cioffi gave a brief update on the Career Services Work Group. The Group has completed its charge and is no longer a standing committee. He is proud of the work of the group and credits much of its success to the career and academic advisors who provided input and support.

Before adjourning, Chair Botzow requested input on the work plan review. Suggestions included discussion on the interfaith center, experiential learning, blended learning & technology, ongoing career services updates and a PhD in Humanities. Chair Botzow adjourned on time and thanked the committee for their service.

Respectfully submitted,

Amanda McIntire, Human Resource Services
Cathy Rahill, Athletics

Staff Representatives to the EPIR Committee