

**THE UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE
BOARD OF TRUSTEES**

EXECUTIVE COMMITTEE

Members: Chair Cynthia Barnhart, Vice Chair Don McCree, Secretary Catherine Toll, Frank Cioffi, John Dineen, Stephanie Jerome, Kristina Pisanelli, Shap Smith, and Marlene Tromp

Representatives: Faculty Representative Abigail McGowan, Foundation Representative Kathleen Kelleher, Staff Representative Jennifer Jorgenson, Student Representative Kennedy Connors, and Graduate Student Representative Ritwik Bandyopadhyay

Monday, August 11, 2025

1:00 p.m. - 1:20 p.m.

Memorial Lounge, 338 Waterman Building

Public access to the meeting is available at:
<https://go.uvm.edu/board-of-trustees-aug-2025>

AGENDA

	Item	Enclosure/ Exemption	Discussion Leader(s)	Time
	Call to order			1:00 p.m.
1.	Approval of June 23, 2025 minutes	Attachment 1	Cynthia Barnhart	1:00-1:02
2.	Chair's remarks		Cynthia Barnhart	1:02-1:05
3.	President's remarks		Marlene Tromp	1:05-1:08
4.	Resolution approving appointment of Treasurer	Attachment 2	Cynthia Barnhart	1:08-1:10
5.	Action items: • Resolution ratifying contract for Human Resources benefit consulting services • Resolution approving contract renewals with MAXIMUS Higher Education, Incorporated • Resolution approving contracts with ProQuest, LLC	Attachment 2	Richard Cate	1:10-1:15
6.	Other business		Cynthia Barnhart	1:15-1:20
	Motion to adjourn			1:20 p.m.

Executive Committee - Executive Summary
Monday, August 11, 2025

Prepared by: Cynthia Barnhart, Chair

The committee will convene to consider the action items listed below.

ACTION ITEMS

Approval of previous minutes

The minutes for the June 23, 2025, meeting are included as **attachment 1**.

Action: Motion to approve the minutes.

Resolution approving appointment of Treasurer

The committee will be asked to approve the appointment of Alicia Estey as University Treasurer effective August 20, 2025. **Attachment 2**

Resolution ratifying contact for Human Resources benefit consulting services

A request for proposal was released in April for Human Resources benefit consulting services directly with the UVM Human Resources department to conduct strategic planning and current benchmarking for active employees and benefit eligible retirees. These benefits would cover, but not limited to, medical insurance options, dental insurance, vision plans, pharmacy support, life, short-term and long-term insurance.

Five vendors expressed interest and submitted proposals on May 14, 2025. Two vendors were selected as finalists to provide presentations to the evaluation committee. After a thorough review of the finalists, Willis, Towers, and Watson, LLC is the selected consultant. The contract will begin August 1, 2025, with four one-year renewals at a fixed cost of \$302,000 annually, and an aggregate amount not to exceed \$1,800,000.

Action: Resolution approving ratification of contract for consulting human resources services with Willis, Towers, and Watson LLC. **Attachment 2**

Resolution approving contract renewals with MAXIMUS Higher Education, Incorporated

The University initially entered into agreements in 2010 with MAXIMUS Higher Education, Incorporated for an effort reporting system (ERS) and a cost reporting information system (CRIS) software as a data collection tool to calculate and submit cost recovery rates on grants to the federal agency, Human and Health Services.

Cost Accounting Services is requesting approval to renew the ERS and CRIS licenses beginning July 1, 2025, through June 30, 2026, with four optional one-year renewals for an amount not to exceed \$395,000.

The contract term with renewals exceed ten years, which requires Board approval.

Action: Resolution approving renewal contracts with MAXIMUS Higher Education, Inc. for software licenses. **Attachment 2**

Resolution approving contracts with ProQuest, LLC

UVM Libraries has been partnering with ProQuest, LLC for a number of years to provide a range of resources to students and faculty with research information. These resources span from full newspaper volumes in electronic form (digital microfilm) to highly technical databases dealing with psychology, psychiatry, computer coding, and business methods.

The projected annual expenditure with ProQuest, LLC is \$375,000 with an average 4-6% annual increase.

UVM Libraries is requesting approval to enter into contracts with ProQuest, LLC beginning September 1, 2025, through August 31, 2026, with nine one-year renewal options, for an amount not to exceed \$4,000,000.

Action: Resolution approving contracts with ProQuest, LLC for electronic data resources for the UVM Libraries. **Attachment 2**

OTHER BUSINESS

Time is reserved for other business as necessary.

**EXECUTIVE COMMITTEE
BOARD OF TRUSTEES
UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE**

The Executive Committee of the Board of Trustees of the University of Vermont and State Agricultural College held a meeting on Monday, June 23, 2025, at 10:00 a.m., in Memorial Lounge, 338 Waterman Building, via remote conferencing.

MEMBERS PRESENT: Chair Cynthia Barnhart, Vice Chair Don McCree, Secretary Catherine Toll, Frank Cioffi¹, Stephanie Jerome, Kristina Pisanelli, and Shap Smith

MEMBERS ABSENT: John Dineen

REPRESENTATIVES PRESENT: Staff Council Representative Monika Donlevy, Student Government Association Representative Kennedy Connors, and Foundation Representative Monica Delisa

REPRESENTATIVES ABSENT: Faculty Senate Representative Tom Borchert and Graduate Student Senate Representative Ritwik Bandyopadhyay

PERSONS ALSO PARTICIPATING: Trustee Carol Ode, Interim Provost Linda Schadler, Vice President for Finance & Administration Richard Cate, Vice President for Legal Affairs & General Counsel Sharon Reich Paulsen, and Chief of Staff to the President Jonathan D'Amore

¹ Joined the meeting at 10:08 a.m.

Chair Cynthia Barnhart called the meeting to order at 10:03 a.m.

Approval of minutes

Chair Barnhart entertained a motion to approve the minutes from the April 14, 2025, meeting. The motion was made, seconded, and it was voted to approve the minutes as presented.

Chair's remarks

Chair Barnhart recognized faculty representative Tom Borchert and staff representative Monika Donlevy for their service, noting this is their last meeting, and welcomed undergraduate student representative Kennedy Connors to her first committee meeting.

She thanked the administration and expressed the Board's confidence in their leadership during these uncertain times and ever changing landscape in higher education.

Interim Provost's remarks

Interim Provost Linda Schadler shared accomplishments since the May Board meeting including:

- the part-time faculty have reached a tentative collective bargaining agreement within the terms approved by the Board and the contract has been submitted for ratification.
- an announcement will be made today regarding the hiring of Alicia Estey to succeed Richard Cate as Vice President for Finance & Administration. Ms. Estey is currently the Chief Financial & Operating Officer at Boise State University. Vice President Cate has agreed to stay on until she begins in late August. He will work on a reduced schedule and continue his signatory authority and responsibilities as Vice President while delegating routine operations of his division to University Budget Director Shari Bergquist and others.
- The Division of Inclusive Excellence underwent a small re-organization and is now the Division of Intercultural Excellence. The division includes a new Prism Intercultural Center that will create more cohesion and clarity around the university's work across the spectrum of gender, gender identity and sexual orientation, and elevate and expand UVM's work on programs and services for men and masculine-identified people.
- UVM received a \$100K donation to a research resilience fund

Interim Provost Schadler next offered updates on the university's response to federal actions including the following:

- development of an internal SharePoint site with resources on research resilience and communicating the value of research, and more to support faculty advocacy.
- the Deans of the colleges and schools have identified sources of funding (~\$8M) to support impacted research and will establish principles by which they will allocate the funding.
- almost 160 international graduate students have been accepted and opportunities are being explored for international graduate students to begin their studies on-line if their arrival date is delayed.
- the faculty union has agreed to revised reappointment, promotion and tenure and annual review guidelines for impacted faculty and are allowing for more flexible workloads for research faculty who lose their funding allowing them to teach if there is an instructional need.

- UVM leadership is considering how to elevate and connect existing Our Common Ground events and activities next year so community members understand UVM's commitment to the values remain intact.
- the Deans of the colleges and schools were provided data regarding course schedules and class size and asked to implement new efficiencies within their college or school, starting with the spring schedule of courses.
- mid-level managers are being trained in change management and will work this summer with teams on a more detailed identification and implementation plan.

Chair Barnhart acknowledged that university and board leadership remain in close communication to ensure a smooth presidential transition and that she has been speaking regularly with Dr. Marlene Tromp who will officially begin serving as president on July 1st.

Action items

Chair Barnhart noted that resolutions will be introduced individually with an opportunity for discussion following. Once resolutions have been introduced, the committee will vote on them as a consent agenda unless someone requests a separate vote on a particular resolution.

Vice President for Finance & Administration Richard Cate introduced the first resolution approving a five-year contract with Lamoille Valley Transportation, Incorporated for long distance travel for the University, primarily Athletics and Student Government sponsored events. Lamoille Valley Transportation is a local bus company servicing Vermont and the incumbent of the previous five-year contract.

The contract contains an average 3.25% escalation increase annually to cover increases in cost of living and insurance premiums and the total cumulative amount of the contract will not exceed \$6,000,000.

The following resolution was presented for approval:

Resolution approving contract for charter bus services

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to enter into a contract with Lamoille Valley Transportation, Incorporated for coach-style charter bus services beginning July 1, 2025, through June 30, 2030, in a total cumulative amount not to exceed \$6,000,000.

Vice President Cate next introduced a resolution seeking authorization for a contract extension with Lewis-Burke Associates, LLC for professional consulting services in the Washington DC area. Services include helping UVM increase its success in securing federal agency research grants in connection with its research enterprise. UVM entered into a contract with Lewis-Burke on December 1, 2020, with an end date of June 30, 2025, for an amount not to exceed \$842,000.

The administration would like to extend the existing contract for an additional three years through June 30, 2028, for a total cumulative amount not to exceed \$630,000. The increase is 8% for FY 2026, however the rate of \$210,000 per year will remain fixed for all three years.

This contract is for professional consulting services exceeding \$1,000,000, which requires Board approval.

The following resolution was presented for approval:

Resolution approving contract extension with Lewis-Burke Associates, LLC

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to enter into a contract extension with Lewis-Burke Associates, LLC beginning July 1, 2025, through June 30, 2028, for a total cumulative amount not to exceed \$630,000.

Trustee Catherine Toll inquired how the amount of this contract compares with what other institutions are paying for similar consulting services. Vice President Cate responded that the amount UVM pays is on the low side in comparison to other institutions. Vice President for Legal Affairs and General Counsel Paulsen added that the services provided by the consultants have been exceptional.

Vice President Cate then introduced a resolution requesting authorization to negotiate and enter into a contract for Human Resources benefits consulting services beginning July 1, 2025, through June 30, 2026, with four optional one-year renewals, for an amount between \$1,300,000 and \$1,800,000.

Consulting services would include, but not limited to, medical insurance options, dental insurance, vision plans, pharmacy support, life insurance, short-term and long-term disability insurance for active employees and benefit eligible retirees.

This contract is for professional services exceeding \$1,000,000, which requires Board approval.

The following resolution was presented for approval:

Resolution to negotiate and execute contract for Human Resources benefit consulting services

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to negotiate and execute a contract for Human Resources benefits consulting services beginning July 1, 2025, through June 30, 2026, with four optional one-year renewals, in a total cumulative amount not to exceed \$1,800,000.

Vice President Cate next introduced a resolution authorizing negotiation and execution of a ten-year extension to an existing multimedia rights agreement with Catamount Sports Properties, LLC ("CSP").

UVM and CSP are parties to a Multi-Media Rights Agreement dated May 27, 2015, previously approved by the Board and set to expire June 30, 2025 ("Agreement"). UVM conducted a market evaluation before arriving at the decision to extend the agreement with CSP.

In exchange for exclusive worldwide sponsorship and marketing rights relating to the University's Athletics teams and programs, the University will receive annual payments of approximately \$1 million per year, reflecting a share of CSP's adjusted gross revenues generated at UVM over certain specified thresholds, along with additional rights and other fees payable to UVM.

This contract is for revenue income and will exceed \$2,000,000 requiring Board approval.

The following resolution was presented for approval:

Resolution to negotiate and execute contract extension for Multimedia Rights with Catamount Sports Properties, LLC

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to negotiate and execute a ten-year extension to an existing multimedia rights agreement with Catamount Sports Properties, LLC beginning July 1, 2025, through June 30, 2035.

Next, Vice President Cate reported that each time there is a presidential transition interior and exterior maintenance to Englesby House (the president's official residence) is revisited and remedied and that Board approval is required for

expenditures greater than \$100,000. The committee is being asked to authorize expenditures up to \$300,000 for these purposes.

The following resolution was presented for approval:

Resolution authorizing Englesby House maintenance

WHEREAS, Englesby House, which was built in 1914, is on the National Register of Historic Places, and has interior and exterior maintenance issues that must be monitored and remedied to ensure its preservation and use; and

WHEREAS, Englesby House underwent a careful review when the house was vacated this spring; and

WHEREAS, maintenance, upkeep, repair, and improvement projects were identified; and

WHEREAS, aggregate or single project expenditures that total \$100,000 or greater require Board approval; and

WHEREAS, aggregate project expenditures are estimated to total approximately \$300,000; and

WHEREAS, project expenses are likely to span both FY 2025 and FY 2026 by the time the work is complete;

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is authorized to proceed with interior and exterior work at Englesby House in a total amount not to exceed \$300,000.

An opportunity for further discussion on any of the resolutions was offered. There being none, a motion was made, seconded, and the consent agenda was unanimously approved as presented.

Vice President for Legal Affairs and General Counsel Sharon Reich Paulsen introduced a resolution approving revisions to the Equal Opportunity Policy Statements. She explained the “interim” designation put in place following UVM’s 2023 resolution agreement with the US Department of Education’s Office of Civil Rights has been removed from both policies. With respect to the equal employment opportunity statement, in addition to streamlining of language, the source list has been updated to reflect revocation of Executive Order 11246 pertaining to certain affirmative action plan requirements and the inclusion of U.S. Department of

Homeland Security regulation 6 C.F.R Part 19 at the request of the USDA during a routine audit.

The following resolution was presented for approval:

Resolution approving revisions to the Equal Opportunity Policy Statements

BE IT RESOLVED, that the Executive Committee approves revisions to the Equal Employment Opportunity Policy Statement, appearing as Appendix A to this document, and

BE IT FURTHER RESOLVED, that the Executive Committee approves revisions to the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement, appearing as Appendix B to this document, and reaffirms both policies as revised.

An opportunity for discussion was offered. There being none, a motion was made, seconded, and the resolution was unanimously approved as presented.

Executive Session

At 10:25 a.m., Chair Barnhart entertained a motion to go into executive session to discuss proposed amendments to the UVM Foundation bylaws. She noted the session is expected to last approximately 10 minutes and action is anticipated following.

Everyone was excused from the meeting except for Trustees, Interim Provost Linda Schadler, Vice President for Legal Affairs & General Counsel Sharon Reich Paulsen, and Chief of Staff to the President Jonathan D'Amore.

The meeting was re-opened to the public at 10:31 a.m.

Other business

Chair Barnhart introduced the following resolution:

Resolution approving amendments to the UVM Foundation Bylaws

WHEREAS, the Board of Directors of The University of Vermont and State Agricultural College Foundation, Inc. ("the Foundation") have indicated a desire to amend Article VI, Section 2 of the Foundation's bylaws to increase

the maximum number of members of the Foundation Board from twenty-nine (29) to thirty-three (33);

WHEREAS, the first sentence of Article VI, Section 2 of the Foundation's bylaws currently states: "The Board of Directors shall be composed of not less than fifteen (15) or not more than twenty-nine (29) members, including *ex officio* directors, as determined from time to time by the Board.";

WHEREAS, Article VI, Section 2(c) of the Foundation's bylaws contains the following Anti-Dilution Provision: "By virtue of the two Ex Officio Directors who are Trustees and the two Reserved UVM Trustee Seats, the University will have an active voice on the Board of the Foundation. In order to maintain this active voice in the event the size of the Foundation is expanded beyond 29 members, the University shall have the right to designate (either by name or by *ex officio* position) one additional director for every five new directors added to the Board above the current number of 29.";

WHEREAS, the Foundation proposes that the first sentence of Article VI, Section 2 of the Foundation's bylaws be amended to read: "The Board of directors shall be composed of not less than fifteen (15) or more than thirty-three (33) members, including *ex officio* directors, as determined from time to time by the Board.";

WHEREAS, the Foundation proposes that Anti-Dilution Provision contained in Article VI, Section 2(c) of the Foundation's bylaws be amended to read: "By virtue of the two Ex Officio Directors who are Trustees and the two Reserved UVM Trustee Seats, the University will have an active voice on the Board of the Foundation. In order to maintain this active voice, if the size of the Board of the Foundation is increased to 34 members, the University shall have the right to designate (either by name or by *ex officio* position) one additional director. Thereafter, the University shall have the right to designate one additional director for every five new directors added to the Board of the Foundation.";

WHEREAS, Article XIII of the Foundation's bylaws requires the University's approval before the Foundation may make any amendments to Article VI, Section 2 of the Foundation's bylaws;

BE IT RESOLVED, that the Executive Committee approves the requested revisions to the Foundation's bylaws.

A motion was made, seconded, and the resolution was unanimously approved with Chair Barnhart, Vice Chair Don McCree, and Trustee Kristina Pisanelli recusing from the vote.

Adjournment

There being no further business, the meeting was adjourned at 10:35 a.m.

Respectfully submitted,

Cynthia Barnhart, Chair

OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES

POLICY

Title: Equal Employment Opportunity/~~Affirmative Action~~ Policy
Statement ~~—Interim~~

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal employment opportunity ~~and to a program of affirmative action in order to fulfill that policy. The President of the University fully supports the University's equal employment opportunity policy and the University's affirmative action program.~~

The University will ~~accordingly~~ recruit, hire, train, and promote persons in all positions and ensure that all other personnel actions are administered without regard to unlawful criteria including race, color, religion, national origin, including shared ancestry or ethnic characteristics,¹ place of birth, sex, sexual orientation, disability, age, positive HIV-related blood test results, genetic information, gender identity or expression, or status as a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran (collectively "protected veterans"), or crime victim status, as these terms are defined under applicable law, or any other factor or characteristic protected by law, and ensure that all employment decisions are based only on valid job requirements.

In addition, the University of Vermont recognizes that discriminatory harassment, ~~including and~~ sexual harassment, ~~are is a~~ forms of unlawful discrimination, and it is, therefore, the policy of the University that discriminatory harassment ~~and sexual harassment~~ will not be tolerated. ~~The University also prohibits unlawful harassment on the basis of other characteristics protected by law.~~ The University will reasonably, timely, and effectively respond to all reports of discrimination and discriminatory harassment of which the University has notice, based on the protected categories referenced herein.

Further, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or retaliation because they have engaged in or may engage in the following: filing a complaint or assisting or participating in an investigation regarding alleged discrimination or ~~discriminatory~~ harassment as prohibited in the policy statement above; filing a complaint or assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"), Section 503 of the Rehabilitation Act of 1973 ("Rehabilitation Act"); ~~or the Affirmative Action provisions of any other federal, state or local law;~~ opposing any act or practice made unlawful by VEVRAA or any other federal, state, or local law requiring equal employment opportunities for individuals with disabilities or protected veterans; or exercising any other rights protected by VEVRAA or the Rehabilitation Act. Additionally, the University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

¹ The University recognizes that discrimination based on shared ancestry or ethnic characteristics can include antisemitic discrimination, anti-Arab discrimination, anti-Asian discrimination, or similar forms of discriminatory conduct.

The University of Vermont maintains an audit and reporting system that measures the effectiveness of the University's [compliance with federal regulatory requirements related to equal employment opportunity](#) affirmative action program; indicates any need for remedial action; determines the degree to which the University's objectives have been attained; measures the University's compliance with its affirmative action obligations; and determines whether individuals with disabilities and veterans have had the opportunity to participate in all University sponsored educational, training, recreational and social activities.

Sources: Titles VI and VII of the Civil Rights Act of 1964; the Immigration Reform and Control Act of 1986; Title IX of the Education Amendments of 1972; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967; the Age Discrimination Act of 1975; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; Section 402 of the Vietnam-Era Veterans Readjustment Assistance Act of 1974; [Executive Order 11246](#); the Genetic Information Nondiscrimination Act of 2008; [U.S. Department of Homeland Security regulation 6 C.F.R Part 19](#); and the Vermont Fair Employment Practices Act, all as amended; and such other federal, state and local non-discrimination laws as may apply.

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior policy statements regarding its subject matter. It may be modified only by written statement issued by the President as Chief Executive Officer of the University or by formal action by the University of Vermont and State Agricultural College Board of Trustees. This Policy Statement is designed to express the University's intent and commitment to comply with the requirements of federal, state, and local non-discrimination laws. It shall be applied co extensively with those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.

Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):	
Title(s)/Department(s):	Contact Information:
Director, Office of Equal Opportunity	Nick Stanton 428 Waterman Building (802) 656-3368
Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence	
Title IX Coordinator Office of Equal Opportunity	Emily McCarthy 428 Waterman Building (802) 656-3368
Questions about disability related issues	
ADA/Section 504 Coordinator Office of Equal Opportunity Accessibility Services	A170 Living Learning Building (802) 656-7753 428 Waterman Building (802) 656-0945
Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of such agencies may be obtained from the Office of Equal Opportunity.	
The University has developed an Affirmative Action Plan specific to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA") and Section 503 of the Rehabilitation Act of 1973 ("Rehabilitation Act") . The portions of the plan required for disclosure are available for inspection during normal business hours; contact the University's Public Records Officer at (802) 656-8937.	

Forms/Flowcharts/Diagrams

- [Online Bias, Discrimination, & Harassment Incident Reporting Form](#)

Related Documents/Policies

- [Accessibility Policy](#)
- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Equal Opportunity in Educational Programs and Activities and Non-Harassment](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints Involving Student Respondents – Interim](#)
- [Resolution Procedures for Title IX Offenses involving Student Respondents under 2020 Final Rule](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints involving Employee Respondents – Interim](#)

Regulatory References/Citations

- Titles VI and VII of the Civil Rights Act of 1964
- Immigration Reform and Control Act of 1986
- Title IX of the Education Amendments of 1972
- Equal Pay Act of 1963
- Age Discrimination in Employment Act of 1967
- Age Discrimination Act of 1975
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Section 402 of the Vietnam-Era Veterans Readjustment Assistance Act of 1974
- ~~Executive Order 11246~~
- Genetic Information Nondiscrimination Act of 2008
- Vermont Fair Employment Practices Act

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.3.12	Effective Date:	February 4, 2017
Revision History:	• V. 7.0.1.1 effective April 7, 2006 • V. 7.0.1.2 effective September 5, 2008 • V. 7.0.1.3 effective April 13, 2009 • V. 7.0.1.4 effective March 8, 2010 • V. 7.0.1.5 effective May 22, 2011 • V. 7.0.1.6 effective May 19, 2012 • V. 7.3.7/V. 7.0.1.7 effective February 9, 2013 • V. 7.3.8 effective February 8, 2014 • V. 7.3.9 effective February 7, 2015 • V. 7.3.10 effective February 6, 2016 • V. 7.3.11/V. 4.23.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018, March 6, 2019, February 27, 2023		

	• Reaffirmed by the President February 3, 2020, February 9, 2021, March 7, 2022 and the Chair of the Board of Trustees January 30, 2020, February 8, 2021, March 10, 2022, May 17th, 2024 • Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs and Vice President for Finance and Administration on May 1, 2020 • Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022 • V. 7.3.12 approved as interim August 25, 2023
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University of Vermont Policies and Operating Procedures are subject to amendment. For the official, approved, and most recent version, please visit UVM's [Institutional Policies Website](#).

OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES

POLICY

Title: Equal Opportunity in Educational Programs and Activities and Non-Harassment—~~Interim~~

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal educational opportunity. The University therefore prohibits discrimination on the basis of unlawful criteria such as race, color, religion, national origin, including shared ancestry or ethnic characteristics¹, age, sex, sexual orientation, marital status, disability, or gender identity or expression, as those terms are defined under applicable law, in admitting students to its programs and facilities and in administering its admissions policies, educational policies, scholarship and loan programs, athletic programs, and other institutionally administered programs or activities made available to students at the University. The University also prohibits harassment, as defined in the Vermont Statutes at Title 16, section 11(a)(26). Unlawful harassment is a form of discrimination and is therefore prohibited. Sources: Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the Vermont Public Accommodations Act; and such other federal, state, and local non-discrimination laws as may apply. The University will reasonably, timely, and effectively respond to all reports of discrimination and discriminatory harassment of which the University has notice, based on the protected categories referenced herein.

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior statements regarding its subject matter. It may be modified only by written statement issued by the President as Chief Executive Officer of the University or by formal action by the University of Vermont and State Agricultural College Board of Trustees. This Policy Statement is designed to express the University's intent and commitment to comply with the requirements of federal, state, and local non-discrimination laws. It shall be applied co-extensively with those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.

Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):	
Title(s)/Department(s):	Contact Information:
Questions regarding this policy statement or compliance with its provisions may be directed to:	
Dean of Students	41-43 South Prospect Street Burlington, VT 05405 (802) 656-3380
Or	

¹ The University recognizes that discrimination based on shared ancestry or ethnic characteristics can include antisemitic discrimination, anti-Arab discrimination, anti-Asian discrimination, or similar forms of discriminatory conduct.

Director, Office of Equal Opportunity	Nick Stanton 428 Waterman Building Burlington VT, 05405 (802) 656-3368
Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of those agencies may be obtained from the Office of Equal Opportunity.	
Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence	
Title IX Coordinator Office of Equal Opportunity	Emily McCarthy 428 Waterman Building Burlington VT, 05405 (802) 656-3368
Questions about disability related issues	
Office of Accessibility Services / Student Accessibility Services	Sharon Mone – ADA/504 Coordinator A-170, Living/Learning Center 633 Main Street Burlington VT, 05405 (802) 656-4075
ADA/Section 504 Coordinator Office of Equal Opportunity	428 Waterman Building Burlington VT, 05405 (802) 656-0945

Forms/Flowcharts/Diagrams

- [Bias, Discrimination, and Harassment Reporting Form](#)

Related Documents/Policies

- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Equal Employment Opportunity/Affirmative Action Policy Statement](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints Involving Student Respondents – Interim](#)
- [Resolution Procedures for Title IX Offenses involving Student Respondents under 2020 Final Rule](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints involving Employee Respondents – Interim](#)

Regulatory References/Citations

- Age Discrimination Act of 1975
- Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973
- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Vermont Public Accommodations Act
- Vermont Statutes at Title 16, section 11(a)(26)

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.4.12	Effective Date:	February 4, 2017
Revision History:	• V. 7.0.5.1 effective April 7, 2006 • V. 7.0.5.2 effective September 5, 2008 • V. 7.0.5.3 effective April 13, 2009 • V. 7.0.5.4 effective March 8, 2010 • V. 7.0.5.5 effective May 22, 2011 • V. 7.0.5.6 effective May 19, 2012 • V. 7.4.7/V. 7.0.5.7 effective February 9, 2013 • V. 7.4.8 effective February 8, 2014 • V. 7.4.9 effective February 7, 2015 • V. 7.4.10 effective February 6, 2016 • V. 7.4.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018 and March 6, 2019, February 27, 2023 • V. 7.4.11/V. 4.24.11 Reaffirmed by the President February 3, 2020, February 9, 2021, April 4, 2022 and the Chair of the Board of Trustees January 30, 202, February 8, 2021, April 5, 2022, May 17th, 2024 • Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs to the Vice President for Finance and Administration on May 1, 2020 • Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022		

University of Vermont Policies and Operating Procedures are subject to amendment. For the official, approved, and most recent version, please visit UVM's [Institutional Policies Website](#).

EXECUTIVE COMMITTEE

August 11, 2025

Resolution approving appointment of Treasurer

BE IT RESOLVED, that the Executive Committee hereby appoints Alicia Estey as University Treasurer effective August 20, 2025; and

BE IT FURTHER RESOLVED, that by virtue of such appointment the Executive Committee authorizes and directs her to perform the responsibilities as set forth in the University Bylaws; and

BE IT FINALLY RESOLVED, that the Executive Committee recognizes with gratitude the service of Richard H. Cate as University Treasurer.

Resolution ratifying contract for Human Resources benefit consulting services

BE IT RESOLVED, that the Executive Committee hereby ratifies the contract for Human Resources benefit consulting services with Willis, Towers, and Watson LLC, which was approved by the Vice President for Finance and Administration on June 23, 2025. The contract will commence on August 1, 2025, through July 31, 2026, with four optional one-year renewals, in an amount not to exceed \$1,800,000.

Resolution approving contract renewals with MAXIMUS Higher Education, Incorporated

BE IT RESOLVED, that the Vice President for Finance and Administration, or their successor or designee, is hereby authorized to renew contracts with MAXIMUS Higher Education, Incorporated for software licenses beginning July 1, 2025, through June 30, 2026, with four optional one-year renewals, for a total amount not to exceed \$ 395,000.

Resolution approving contracts with ProQuest, LLC

BE IT RESOLVED, that the Vice President for Finance and Administration, or their successor or designee, is hereby authorized to enter into contracts with ProQuest, LLC for electronic data resources for the UVM Libraries beginning September 1, 2025, through August 31, 2026, with nine one-year renewal options, for an amount not to exceed \$4,000,000.