

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

AUDIT COMMITTEE

Members: Chair Shap Smith, Vice Chair Matt Devost, R. Stanton Dodge, Jodi Goldstein, Ed Pagano, Kristina Pisanelli, and Catherine Toll

Representatives: Faculty Representative Barbara Arel, Staff Representative Mindy Bean, Graduate Student Representative Frederick Pesek, Undergraduate Student Representative Abigail Brito Del Valle, Alumni Representative Sanjeev Yadav, and Representative Doug Hoffer of the State Auditor's Office

Thursday, February 5, 2026

3:00 p.m. – 4:00 p.m.

Livak Ballroom, (417-419) Dudley H. Davis Center

AGENDA

Item		Enclosure/ Exemption	Discussion Leader(s)	Times*
	Call to order			*3:00 p.m.
1.	Approval of November 3, 2025 meeting minutes	Attachment 1	Shap Smith	3:00-3:05
2.	Presentation of the: <ul style="list-style-type: none">FY 2025 uniform administrative requirements, cost principles, and audit for federal awards (Uniform Guidance)FY 2025 NCAA agreed-upon procedures updateFY 2025 information technology observationsManagement response	Attachments 2, 3 & 4	Alicia Estey Lindsey Donovan Renee Bourget-Place and Matt Lyman, KPMG	3:05-3:20
3.	Internal audit update	Attachment 5	Tessa Lucey	3:20-3:30
4.	Compliance annual survey results	Attachment 6	Tessa Lucey	3:30-3:40
	Motion to Enter Executive Session**	Exemption		
5.	Evaluation of contractor performance	Contracts	Alicia Estey Lindsey Donovan	3:40-3:55
	Motion to Go Out of Executive Session			
6.	Other business		Shap Smith	3:55-4:00
	Motion to adjourn			4:00 p.m.

* Time is approximate.

** The Chair will entertain a motion to enter into Executive Session for the purpose of discussing contracts, premature general public knowledge of which would clearly place the University at a substantial disadvantage. No action is anticipated following.

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

A meeting of the Audit Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Monday, November 3, 2025, at 10:00 a.m. in Memorial Lounge, 338 Waterman Building.

MEMBERS PRESENT: Chair Shap Smith¹, Vice Chair Matt Devost¹, R. Stanton Dodge¹, Ed Pagano¹, Kristina Pisanelli¹, and Catherine Toll¹

MEMBERS ABSENT: Jodi Goldstein

REPRESENTATIVES PRESENT: Faculty Representative Barbara Arel, Staff Representative Mindy Bean, and Undergraduate Student Representative Abigail Brito Del Valle

REPRESENTATIVES ABSENT: Alumni Representative Sanjeev Yada, Graduate Student Representative (Vacant), and Vermont State Deputy Auditor Douglas Hoffer

PERSONS ALSO PARTICIPATING: President Marlene Tromp², Chief of Staff to the President Jonathan D'Amore, Vice President for Finance and Administration Alicia Estey, Interim Chief Audit Executive and Director of Compliance Services & Chief Privacy Officer Tessa Lucey, University Controller Lindsey Donovan, and Renee Bourget-Place, Marie Zimmerman³, and Matt Lyman of KPMG

¹Participated by remote conferencing.

²Participated by remote conferencing and joined the meeting at 10:20 a.m.

³Participated by remote conferencing and departed the meeting at 10:37 a.m.

Chair Shap Smith called the meeting to order at 10:05 a.m.

Approval of minutes

A motion was made, seconded, and voted to approve the September 15, 2025, meeting minutes.

Presentation of the fiscal year (FY) 2025 financial statements

Vice President for Finance and Administration Alicia Estey opened the presentation by expressing gratitude to University Controller Lindsey Donovan, Senior Financial

Reporting Analyst Renee Hunt, and the university's external audit firm, KPMG, for their work on the financial statement audit.

Before turning the presentation over to Mr. Donovan, Ms. Estey reminded the committee of the university's ongoing efforts to contain costs and improve efficiency through its Catamount Leap initiative.

Mr. Donovan then delivered a high-level overview of the draft annual financial report provided to the committee as a separate distribution.

KPMG report to the Audit Committee

Referring to Attachment 2 of the meeting materials, Lead Audit Engagement Partner Renee Bourget-Place began by thanking Lindsey Donovan and Renee Hunt for their support during the audit. She also acknowledged the university's continued responsiveness, preparedness, and transparency throughout the process.

Ms. Bourget-Place noted that Marie Zimmerman, who will assume the role of Lead Audit Engagement Partner for the FY 2026 audits, was actively involved in the FY 2025 audit. Her prior engagement will ensure a smooth and effective transition into the lead role.

KPMG plans to issue an unmodified audit opinion. There was one uncorrected misstatement, and no reportable matters involving internal control over financial reporting or compliance.

Ms. Bourget-Place walked through the required communications and Senior Audit Manager Matt Lyman reviewed the audit procedures.

To finish, Ms. Bourget-Place and Ms. Zimmerman noted KPMG's 2025 higher education industry update was included in materials and discussed emerging industry issues since their last industry update in April 2025.

Acceptance of the FY 2025 audited financial statements

Chair Smith presented the following resolution recommending the FY 2025 audited financial statements to the Board of Trustees for acceptance.

Acceptance of fiscal year 2025 audited financial statements

WHEREAS, the financial Statements of the University of Vermont and State

Agricultural College for the fiscal year ended June 30, 2025, have been audited by KPMG LLP, Certified Public Accountants, in accordance with 16 V.S.A. Section 2281(a);

BE IT RESOLVED, the Audit Committee hereby accepts and recommends that the Board of Trustees accept the fiscal year 2025 audited financial statements.

A motion was made, seconded and it was unanimously voted to approve the resolution as presented.

Compliance annual update

Interim Chief Audit Executive and Director of Compliance Services & Chief Privacy Officer Tessa Lucey began by highlighting that the recent memo issued by the US Attorney General's Office clarified that higher education institutions and nonprofits are subject to the federal sentencing guidelines. Fortunately, the university's compliance program has long been structured around the seven elements of the Federal Sentencing Guidelines, positioning it well to meet the clarified expectations.

Referring to Attachment 4 of the meeting materials, Ms. Lucey outlined several key advancements from the past year. Enhancements were made to the Enterprise Risk Management (ERM) and privacy programs, alongside gains in research security, international programs, and conflict of interest risk reduction. A new initiative, "incubator projects," was launched to address high-risk operational areas. These projects involve developing workflows and tools in collaboration with operational units, with the goal of transitioning mature processes to management. The Visiting Scholars/Scientists program was the first to be completed.

Ms. Lucey also highlighted progress on the compliance annual workplan. The multi-year policy modernization initiative continues to advance, emphasizing clarity, accessibility, and inclusivity. To support this, the team tracks policy engagement metrics that inform risk assessments and strategic planning.

In closing, Ms. Lucey emphasized that the compliance, privacy, and ERM programs are designed to be dynamic and adaptable, supporting continuous improvement and cross-functional collaboration. These efforts ensure the university remains well-prepared to meet current and future regulatory challenges.

2026 draft internal audit and compliance work plans

Ms. Lucey presented the draft 2026 work plans for internal audit (attachment 5), and, compliance and privacy (attachment 6). She provided a brief overview of the risk-based methodology used to develop these plans, noting that updates may occur throughout the year as new priorities emerge.

Additionally, she explained that the search for a new Chief Internal Auditor (CIA) will begin this week. Once appointed, the incoming CIA may revise the work plan to reflect their strategic direction.

Review of the 2025 and 2026 Audit Committee work plans

Directing the committee to attachments 7 and 8 of the meeting materials, Ms. Lucey reviewed the 2025 and 2026 Audit Committee work plans. She pointed out adjustments that align the work plans with the new ERM reporting cadence. Aside from these changes, the work plans remain consistent with those from previous years.

Adjournment

There being no further business, the meeting was adjourned at 10:49 a.m.

Respectfully submitted,

Shap Smith, Chair



University of Vermont State and Agricultural College

Communications to the Audit Committee related to our audit in accordance with
the Uniform Guidance and results of NCAA Agreed-Upon Procedures

Year ended June 30, 2025

February 5, 2026

Agenda

- Uniform Guidance Audit – June 30, 2025
- IT Involvement – June 30, 2025
- Results of NCAA Agreed-Upon Procedures – June 30, 2025

Summary of uniform guidance audit results

Engagement	Results
Financial statements	<ul style="list-style-type: none">• Unmodified opinion on the University of Vermont’s (the University’s) financial statements• Internal control over financial reporting: no material weaknesses or significant deficiencies reported• No material noncompliance related to the financial statements• The above results were previously reported at the November 2025 Audit Committee meeting
Federal awards – Uniform Guidance	<ul style="list-style-type: none">• Major programs selected: Research & Development Cluster• Status of Procedures (As of January 27, 2026)<ul style="list-style-type: none">• Compliance procedures related to equipment remain open• Finalization of IT controls review & observations• Completion of partner and concurring reviews• Final inquiries & subsequent events procedures• Signed management representation letter• Unmodified opinion on compliance for major programs• Internal control over major programs: no significant deficiencies or material weaknesses reported

Summary of federal expenditures subject to audit

	FY25	FY24
Student Financial Assistance Cluster**	\$ 99,655,531	\$ 98,730,359
Research and Development Cluster (R&D)*	151,255,165	138,628,180
Medicaid Cluster	6,935,693	6,425,022
Other awards***	<u>51,537,514</u>	<u>52,997,806</u>
Total federal expenditures	<u>\$309,383,903</u>	<u>\$296,781,367</u>

- * Audited as a major federal program in FY25.
- ** Audited as a major federal program in FY24.
- *** Includes Department of Agriculture – Institute of Rural Partnership grant of \$6.63 million audited as a major program in FY24.

Uniform guidance audit overview

Criteria for selecting federal programs to audit:

- The audit is required by federal regulation, Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance).
- Programs qualifying as “major programs” must be audited and are determined based on defined federal regulations utilizing the following risk factors, as well as a predefined coverage calculation:
 - Uniform Guidance dollar threshold for quantitatively distinguishing “Type A” programs, i.e., those of a significant magnitude, was \$3,000,000 based on the University’s level of expenditures of federal awards in fiscal year 2025.
 - Aggregate major programs selected for the audit must constitute at least 20% of the University’s total federal expenditures.
 - “High risk” Type A programs qualify as major programs. Considerations (at the program level) as to whether a program is high risk include:
 - Was the program audited recently (within the last two years)?
 - Has there been a modified opinion on compliance?
 - Have there been material weaknesses reported?
 - Have there been known or likely questioned costs exceeding 5% of the major program?
 - Was there a written request by the awarding agency, approved by OMB, to test the program as major?
 - Was the program designated as high risk in the compliance supplement?
 - Have any recent oversight or monitoring reviews disclosed significant problems?
 - Do changes in personnel or systems indicate higher risk?

Uniform guidance audit overview (continued)

Other information about major programs:

- As previously noted, audit procedures are focused on “major programs” as defined in the federal regulations.
- The auditors’ report on compliance and internal control goes to each major program separately. For example, the opinion may be modified as to one major program if there is material noncompliance identified in that program but may remain unmodified as to another major programs.
- In fiscal year 2025, the University only had one Type A federal programs (quantitatively significant programs as defined by the calculation on prior page), which qualified as “major”:
 - Research & Development Cluster – While the cluster was audited within the last two fiscal years (i.e., last audited in fiscal 2023), the program was selected as a major program for FY 2025 to obtain the required 20% coverage of federal expenditures as reported on the University’s schedule of expenditures of federal awards.

Information Technology Involvement – June 30, 2025

Objectives

The objective of the 2025 IT review and in scope systems

- To evaluate the design of the general IT controls over PeopleSoft and Maximus.
- To provide UVM management with observations of any findings resulting from our review.

Scope

The following information technology general controls focus areas were identified:

- Access to Program and Data (Physical and Logical Security)
- Program Development (if significant new development had been undertaken)
- Software Change Management (Application and System)

Key IT Applications Reviewed

- PeopleSoft (HR and Finance) - key controls over allowability of costs such as procurement, payroll and indirect costs
- Maximus (Effort reporting) - key controls over effort reporting (allowability)

Required communications and other matters

KPMG's responsibilities under professional standards:

- Forming and expressing an opinion on compliance for the University's major federal programs based on our audit of the types of compliance requirements determined to be "direct and material" to the University's major program.
- To perform our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance).
- To plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. Because of the nature of audit evidence and the characteristics of fraud, we are to obtain reasonable, not absolute, assurance that instances of material noncompliance are detected.
- We have no responsibility to plan and perform the audit to obtain reasonable assurance that noncompliance, whether caused by error or fraud, that is not direct and material to a major federal program are detected. Our audit does not relieve management or the Audit Committee of their responsibilities. Instances of noncompliance that are required to be reported in accordance with the Uniform are described in the report and the schedule of findings and questioned costs
- In planning and performing our audit of compliance, we considered internal control over compliance with the types of compliance requirements that could have a direct and material effect on a major federal program as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for the major federal programs and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of internal control over compliance.
- To communicate significant matters related to the audit of compliance that are, in our professional judgment, relevant to the responsibilities of the audit in overseeing the financial reporting process. We are not required to design procedures for the purpose of identifying other matters to communicate to you.

Required communications and other matters (continued)

		Response
Audit results	Disagreements with management	No matters to report.
	Management's consultations with other accountants	No matters to report of which we are aware.
	Significant issues discussed, or subject to correspondence with management	No matters to report.
	Significant difficulties encountered during the audit	No matters to report.
	Other significant findings or issues	No other matters to report.
	Confirmation of audit independence	We hereby confirm that as of February 5, 2026, we are independent accountants with respect to the University under relevant professional and regulatory standards.
	Material written communications between KPMG and management	Engagement and management representation letters.

NCAA Agreed-Upon Procedures – June 30, 2025

- Regulations contain specific minimum agreed upon procedures for revenues and expenses, including very prescriptive language.
- Electronic submission of the Statement of Revenues and Expenses to the NCAA required by January 15th each year.
- Agreed-Upon Procedures Report addressed to the President of the University – NOT filed with the NCAA.
- No exceptions or findings noted.

Questions?

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Auditors' Reports as Required by Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance) and *Government Auditing Standards* and Related Information

Year ended June 30, 2025

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Auditors' Reports as Required by Uniform Guidance and *Government Auditing Standards*
and Related Information

Year ended June 30, 2025

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KPMG LLP
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Independent Auditors' Report

The Honorable Douglas Hoffer,
Auditor of Accounts, State of Vermont
and
The Board of Trustees of the University of Vermont and State Agricultural College:

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the business-type activities and aggregate discretely presented component units of the University of Vermont and State Agricultural College (collectively, the University), as of and for the years ended June 30, 2025 and 2024, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audits and the report of the other auditors, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and the aggregate discretely presented component units, of the University, as of June 30, 2025 and 2024, and the respective changes in financial position and, where applicable, cash flows thereof for the years then ended in accordance with U.S. generally accepted accounting principles.

We did not audit the financial statements of University Medical Education Associates, Inc. (UMEA), which represent 12% and 13%, respectively, of the total assets of the aggregate discretely presented component units as of June 30, 2025 and 2024, and 7% and 13%, respectively, of the total operating revenues for the years then ended. Those statements were audited by other auditors whose reports have been furnished to us, and our opinions, insofar as they relate to the amounts included for UMEA, are based solely on the report of the other auditors.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the University, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. generally accepted accounting principles, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a



going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Required Supplementary Information

U.S. generally accepted accounting principles require that the management's discussion and analysis and schedule of changes in the University's postretirement benefit obligations and related ratios be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated November 5, 2025 on our consideration of the University's internal control over financial reporting and on our tests of its



compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control over financial reporting and compliance.

KPMG LLP

Boston, Massachusetts
November 5, 2025

**UNIVERSITY OF VERMONT
AND STATE AGRICULTURAL COLLEGE**

Management's Discussion and Analysis (Unaudited)

June 30, 2025 and 2024

Introduction

The Management's Discussion and Analysis (MD&A) provides a broad overview of the University of Vermont's financial condition as of June 30, 2025 and 2024, the results of its operations for the years then ended, significant changes from the previous years, and outlook for the future where appropriate and relevant. Management has prepared the financial statements and related footnote disclosures along with this MD&A. The MD&A should be read in conjunction with the audited financial statements and related notes.

The University of Vermont ("the University" or "UVM") is a public, non-profit, comprehensive research institution of higher education established in 1791 as the fifth college in New England. The University consists of seven undergraduate schools and colleges, including the Colleges of Agriculture and Life Sciences, Arts and Sciences, Education and Social Services, Engineering and Mathematical Sciences, Nursing and Health Sciences, the Grossman School of Business, and the Rubenstein School of Environment and Natural Resources. The University also includes the Patrick Leahy Honors College, the Robert Larner, M.D. College of Medicine, Professional and Continuing Education, Extension and the Graduate College. The University is the only comprehensive research university in Vermont. The University has 11,595 undergraduate students and 2,266 graduate and medical students. It is located in Burlington, Vermont with satellite instructional and research sites throughout Vermont. It is a component unit of the State of Vermont as it receives an annual appropriation from the State. For financial reporting purposes, the University's reporting entity consists of all sectors of the University and includes discretely presented financial information for University Medical Education Associates, Inc. (UMEA), the University of Vermont and State Agricultural College Foundation, Inc. (UVMF) and Catamount Run Phase 1 and 2. UMEA is a legally separate tax-exempt component unit of the University whose purpose is to support the operations, activities and objectives of the Robert Larner, M.D. College of Medicine of the University. UVMF is a legally separate tax-exempt component unit of the University whose purpose is to secure and manage private gifts for the sole benefit of the University. Catamount Run Phase 1 and 2 are legally separate component units of the University. Catamount Run's primary purpose is to construct housing in close proximity to the University campus and to manage the property, leasing units to University students, employees and the public. The MD&A discusses the University's financial statements only and not those of its component units.

The focus of the MD&A is on the University's financial information contained in the Statements of Net Position, the Statements of Revenues, Expenses and Changes in Net Position and the Statements of Cash Flows.

Strategic Direction and Economic Outlook

On July 1st, 2025, Dr. Marlene Tromp joined the University as its 28th president. Strategic planning initiatives to shape UVM's future began soon after with focuses on fostering open, transparent engagement, honoring Vermont's distinctive character, and underscoring the University's Our Common Ground values. In the meanwhile, the University has worked under the pre-existing strategic vision, *Amplifying Our Impact*, which utilized a three-pronged approach which includes ensuring student success, investing in distinctive research strengths, and fulfilling the land grant mission.

Ensuring Student Success – The University has a culture of strong faculty mentorship and staff dedicated to student growth. The connection between health and well-being and academic achievement is promoted holistically. The University built on that legacy by making the success of its students and alumni a core measure in everything it does. The University focused on ensuring that it offers a vibrant educational

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experience, that it remained affordable and accessible to a broad and diverse population, and that it provided support and meaningful opportunity well beyond graduation.

Investing in Distinctive Research Strengths - UVM has built distinctive research strengths that align with the urgent—and interdependent—need to support the health of our environment and our societies. Strategic investment of available resources accelerated and enhanced these distinctive strengths, positioning the University as the preeminent institution for innovative and sustainability-focused solutions. Articulation of distinctive strengths grew corporate, philanthropic, foundation, and federal partnerships to enhance UVM's research portfolio, impact and recognition, and made enriching new opportunities available to faculty and students.

Fulfilling the Land Grant Mission - As one of the nation's first land grant institutions, the University's alignment with the state is fitting. The University is nationally acclaimed for helping Vermonters tackle everything from farm viability to complex environmental issues to business growth. The University supports commercialization and job creation initiatives in the state, and partnerships with large corporations enable the possibility of attracting satellite operations, jobs, and a talented workforce to the state. The University worked to create a more streamlined gateway for Vermonters to learn about and access the many resources the University offers.

Achievements toward the strategic direction in fiscal 2025 include:

- Launching a research incubator in partnership with BioInnovations that provides startups with technology, equipment, and direct collaboration with faculty at the Larner College of Medicine.
- Creating the world's largest experiential co-op program in the Grossman School of Business with a \$15 million gift from the Grossman Family Foundation.
- Expanding the UVM Promise, enabling more students from Vermont households to attend the state's flagship public university tuition-free beginning in Fall 2025 by increasing the adjusted gross income requirement to \$100,000.
- Approval of construction for the new Student Medical Clinic, a fully accessible medical clinic within walking distance for most students living on campus, representing an investment in student health, wellbeing, retention, and success.

Financial Highlights

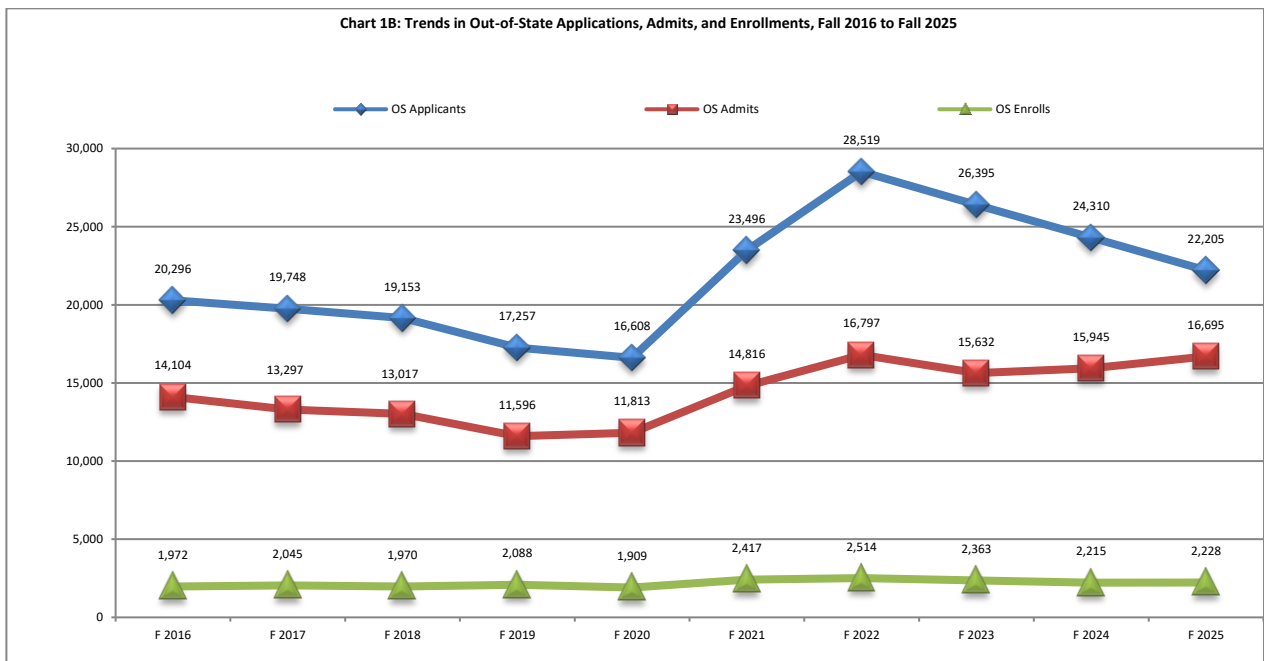
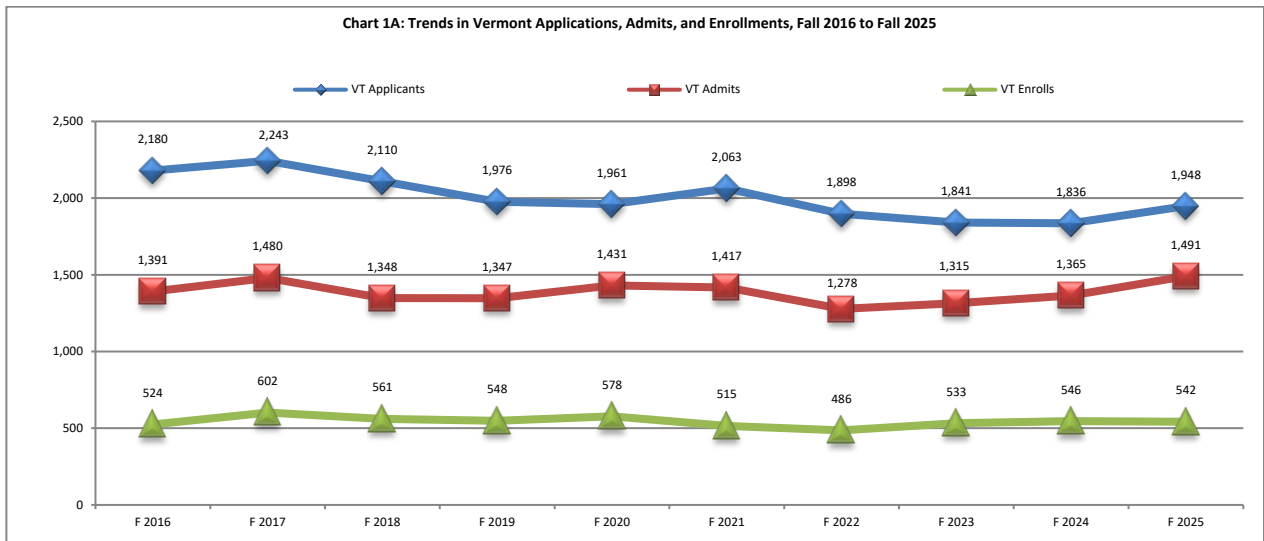
A. Revenues

In the fall of 2025, the University enrolled 11,595 students in more than 100 undergraduate majors, 1,779 students in graduate and post-baccalaureate programs, and 487 students at the Larner College of Medicine. The University attracts undergraduates from almost every state and many foreign countries. The University is primarily a regional institution, however, drawing 79% of the undergraduates enrolled in the fall of 2025 from New England and the Middle Atlantic States, including 20% of its undergraduate students from Vermont. Graduate and Certificate student enrollment from Vermont represented 41.7%.

Final numbers for the fall of 2025 show total applications are over 24,000. This represents an increase of 7.5% since 2016, with in-state applications decreasing 10.6% and out-of-state applications increasing 9.4% for the same period. Total admissions increased for that period by 17.4%, with in-state admissions

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increasing 7.2% and out-of-state admissions increasing 18.4%. From fall 2016 through fall 2025, total first-time, first year enrollments were close to 2,800, increasing by 11.0%, with in-state enrollments increasing by 3.4% and out-of-state enrollments increasing by 13.0%. Trends in applications, admits, and enrollments can be seen in Charts 1A and 1B.



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June 30, 2025 and 2024

The University and its Board of Trustees continue to contain increases in tuition and fees with the average annual increases for in-state and out-of-state held to 1.2% and 1.5%, respectively, from 2017 through 2025. Table 1 presents tuition and fees, as well as room and board for that period.

Table 1: In-State and Out-of-State Tuition and Fees

	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>	<u>2024-25</u>	Average Annual % Increase
In-State Tuition and Fees	\$ 17,740	18,276	18,802	19,002	19,002	18,890	18,890	19,058	1.23 %
Out-of-State Tuition and Fees	41,356	42,516	43,690	43,890	43,890	43,890	43,890	45,502	1.52 %
Room (Double)	7,900	8,196	8,502	8,756	8,756	8,786	8,786	9,048	2.16 %
Board (Average Meal Plan)	4,122	4,266	4,414	4,568	4,568	4,568	4,568	4,728	2.31 %
Total, In-State Cost	<u>\$ 29,762</u>	<u>30,738</u>	<u>31,718</u>	<u>32,326</u>	<u>32,326</u>	<u>32,244</u>	<u>32,244</u>	<u>32,834</u>	
Increase Over Previous Year	<u>3.06 %</u>	<u>3.28 %</u>	<u>3.19 %</u>	<u>1.92 %</u>	<u>— %</u>	<u>(0.25)%</u>	<u>— %</u>	<u>1.83 %</u>	1.63 %
Total, Out-of-State Cost	<u>\$ 53,378</u>	<u>54,978</u>	<u>56,606</u>	<u>57,214</u>	<u>57,214</u>	<u>57,244</u>	<u>57,244</u>	<u>59,278</u>	
Increase Over Previous Year	<u>2.76 %</u>	<u>3.00 %</u>	<u>2.96 %</u>	<u>1.07 %</u>	<u>— %</u>	<u>0.05 %</u>	<u>— %</u>	<u>3.55 %</u>	1.68 %

The University has focused on enhancing other revenues including private philanthropy, improved retention of current students, increased graduate and summer enrollments, expansion of flexible and online course offerings geared to adults and non-traditional learners, enhancing graduate, post-doc and undergraduate research support through grants from the federal government and other sources and through partnerships with private industry; and supporting more students transferring to UVM from other colleges.

The University increased grant and contract revenues by \$33.4 million or 13.0% from \$257.3 million in fiscal 2024 to \$290.7 million in fiscal 2025. This growth is primarily due to additional sponsored project awards as well as funding from the University of Vermont Medical Center, Inc. to offset facilities and operation costs. Included in the \$290.7 million is facility and administrative cost recoveries of \$41.8 million and additional commitment funds from University of Vermont Medical Center, Inc. of \$29.0 million.

During fiscal 2025, the University was awarded over \$186.8 million in sponsored funds, 83.8% of which were for research activities. Approximately 60.2% of sponsored funds awarded during fiscal 2025 were from direct federal sources. The University's leading areas of externally sponsored programs are the biomedical sciences, agriculture, the environment, and education.

State appropriations in fiscal 2025 decreased \$1.1 million, or 1.9%, compared to fiscal 2024 and increased \$1.6 million, or 2.8%, in fiscal 2024 compared to fiscal 2023. Capital appropriations received in fiscal 2025 totaled \$3.0 million. No capital appropriations were received in fiscal 2024.

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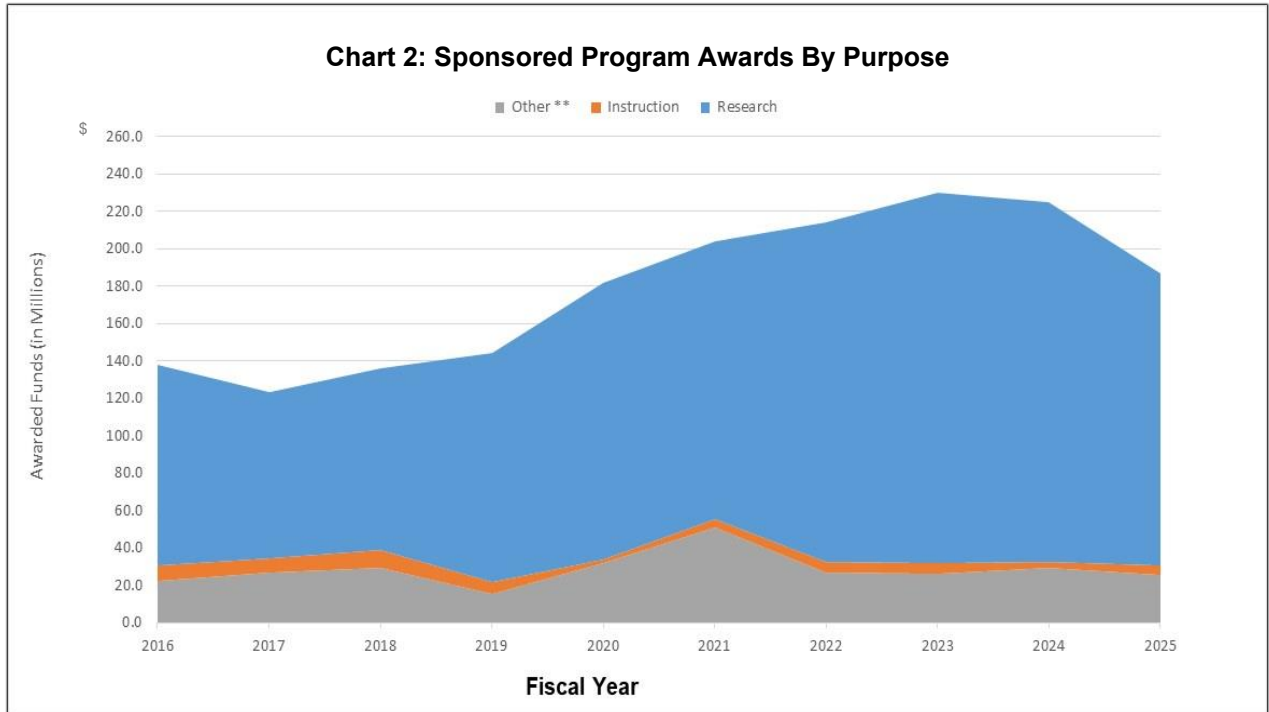


Chart 2 presents the activity of sponsored programs over the past decade.

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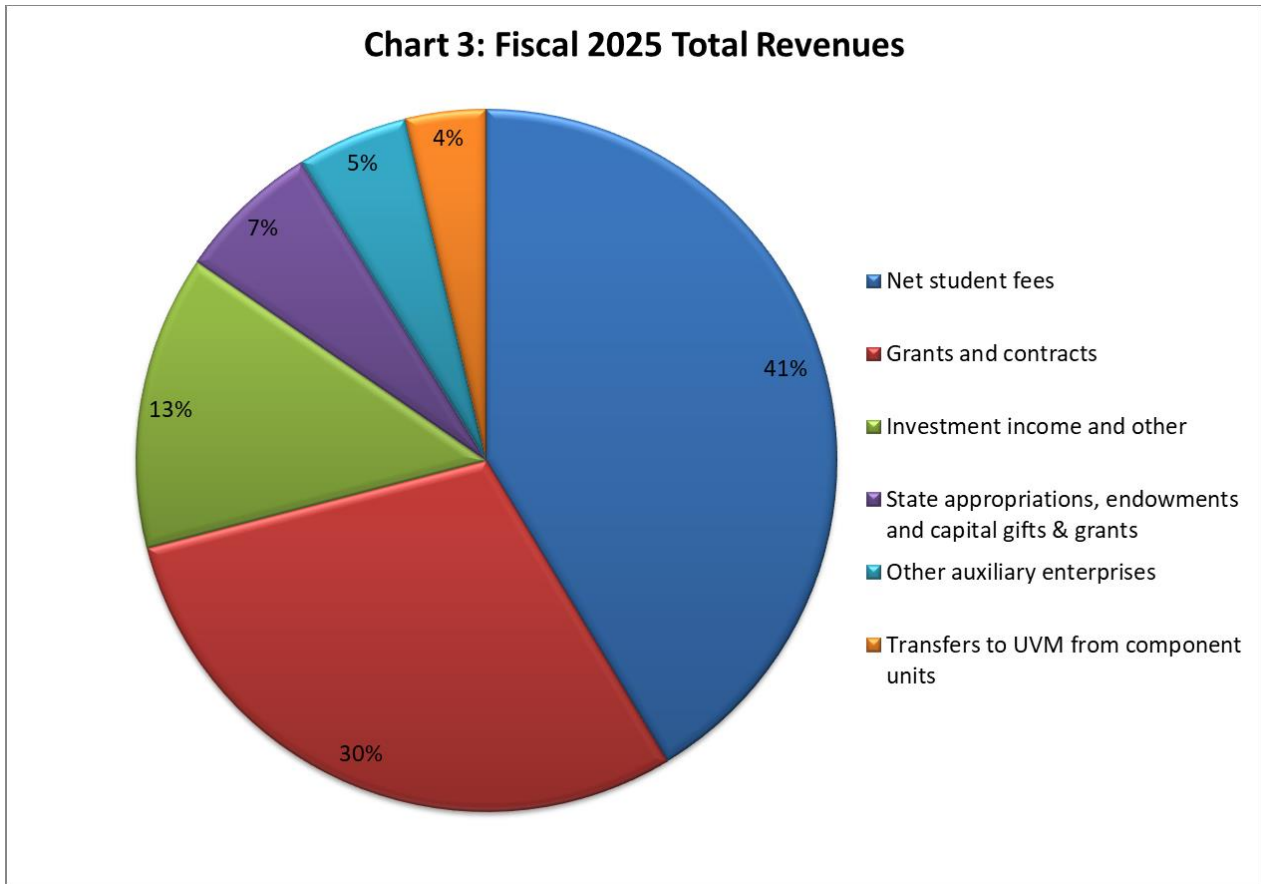


Chart 3 shows the University's fiscal 2025 revenue streams. Given the University's mission of instruction, research, and public service, the vast majority of the University's revenues are generated by net student fees (41%) and grants and contracts (30%).

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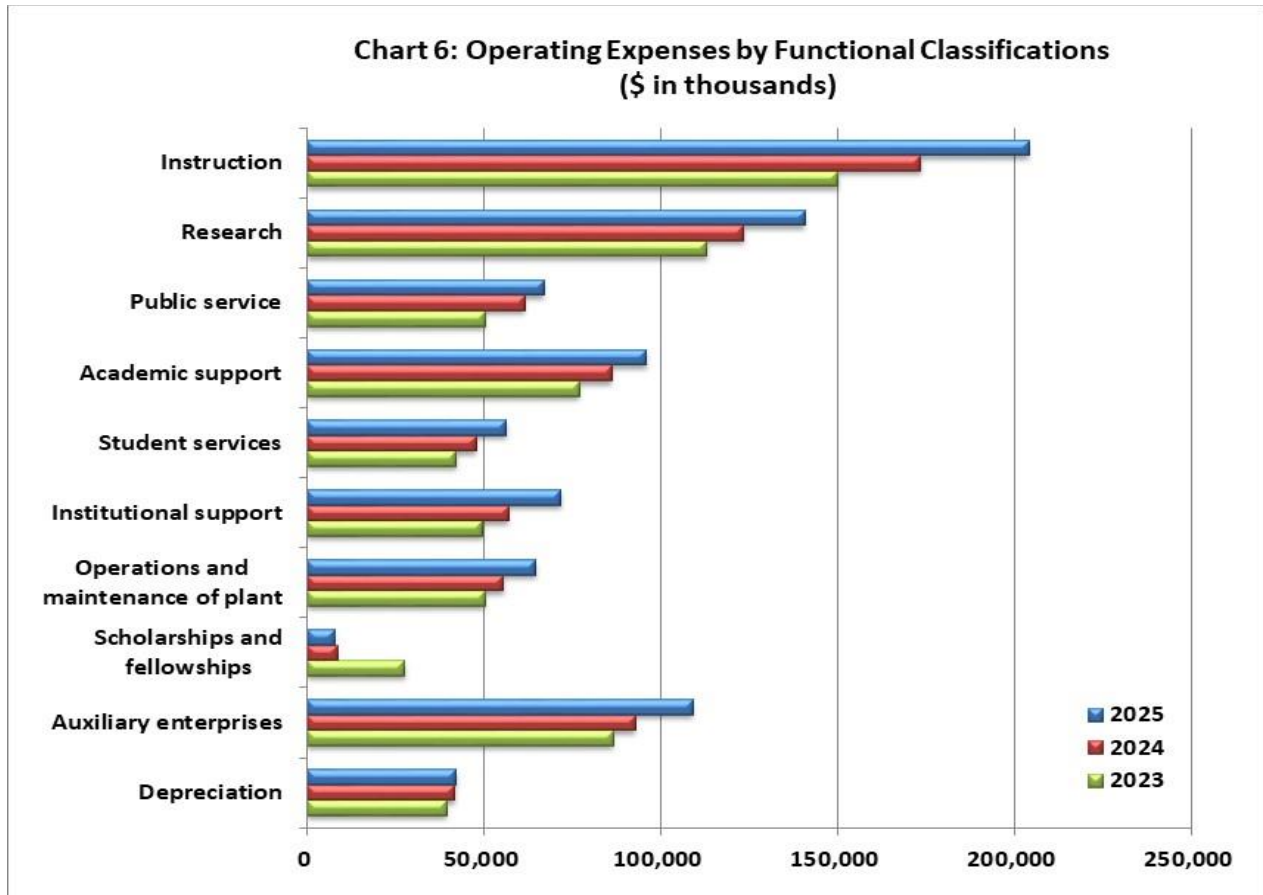


Chart 4 shows the three-year trend for revenue streams. Net student fees are comprised of tuition and fees, housing and dining fees, and student financial aid.

B. Operating and Capital Expenditures

The University's operating expenses increased by \$111.8 million or 15.0% in 2025 from the 2024 level compared to an increase of \$62.0 million in 2024 from 2023. The fiscal 2025 increase is comprised of growth in compensation and benefit expense of \$86.6 million, supplies and services of \$25.5 million and depreciation of \$0.4 million. Scholarship and fellowship expense decreased by \$0.7 million.

Compensation and benefits increased due to other post-employment benefit adjustments, along with scheduled wage increases and higher fringe benefit costs.

Supplies and services increased in fiscal 2025 over fiscal 2024 levels due to increased subrecipient expenditures on sponsored agreements, additional investment in non-capital equipment, higher dining contract costs and contractual payments under rental agreements.

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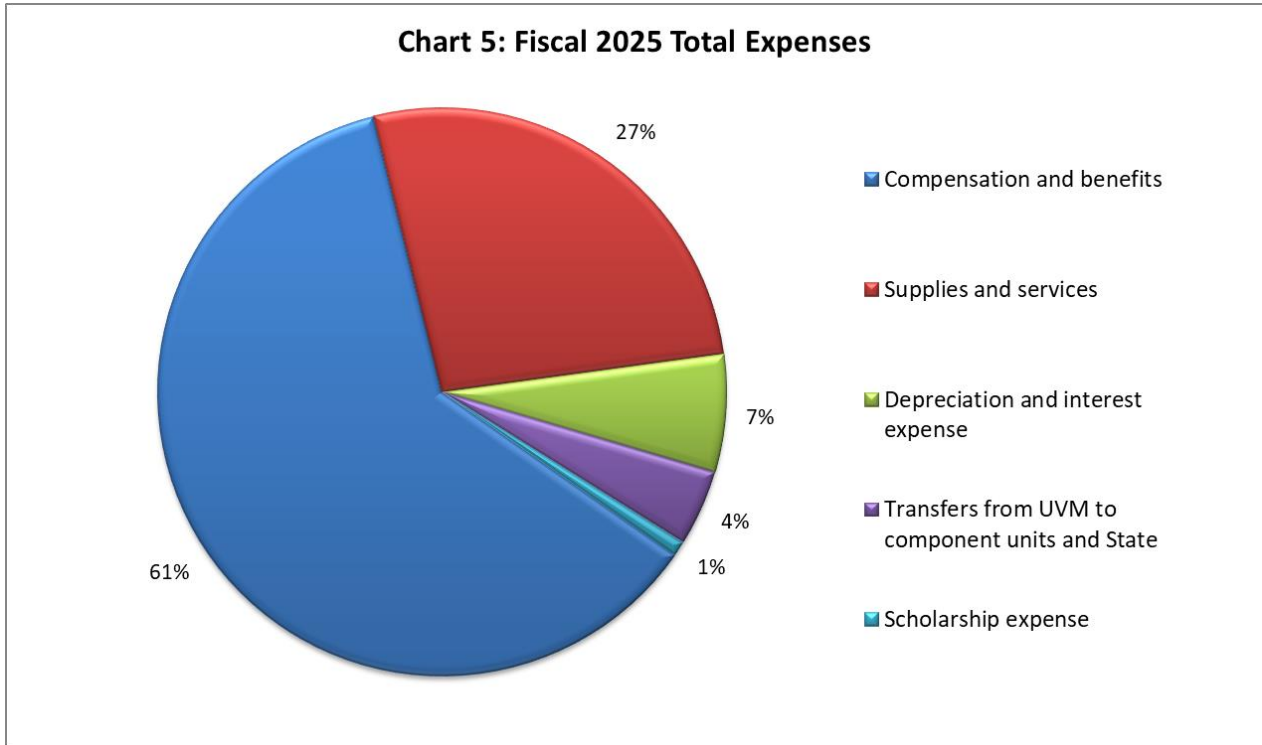


Chart 5 displays the University's fiscal 2025 expenses. The University's largest expense is compensation and benefits followed by supplies and services.

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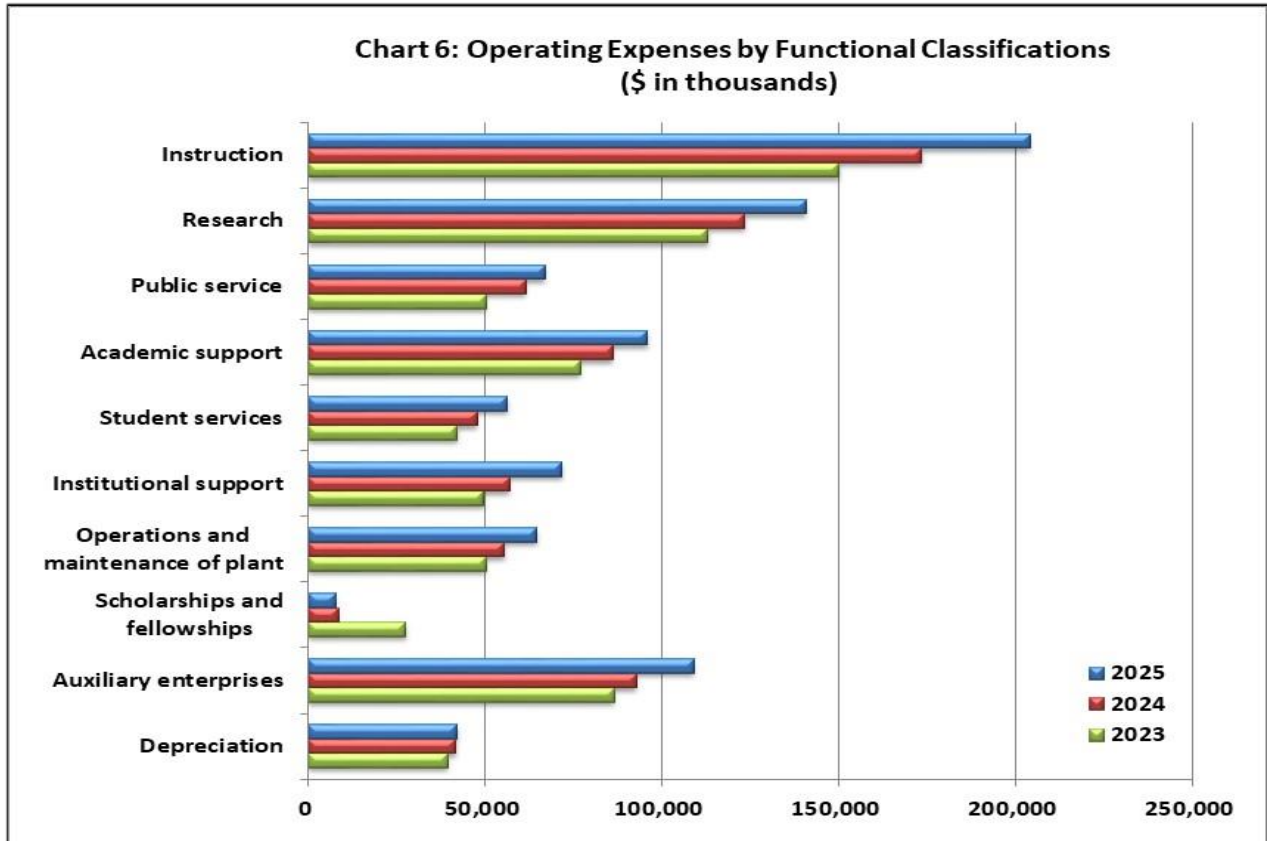


Chart 6 displays the University's operating expenses for the past three years by functional, rather than natural, classification. The impact of increasing costs can be seen in most functional categories. Scholarship and fellowships decreased due to a change in the tuition discounting allocation methodology.

Overview of the Financial Statements

The financial statements of the University of Vermont and State Agricultural College (the "University") have been prepared in accordance with U.S. generally accepted accounting principles as prescribed by the Governmental Accounting Standards Board (GASB). The financial statement presentation consists of comparable Statements of Net Position, Statements of Revenues, Expenses, and Changes in Net Position, Statements of Cash Flows and accompanying notes for the June 30, 2025 and 2024 fiscal years. These statements provide information on the financial position of the University and the financial activity and results of its operations during the years presented. The financial statements focus on the University as a whole, rather than upon individual funds or activities.

University Medical Associates, Inc. (UMEA), University of Vermont Foundation, Inc. (UVMF), and Catamount Run Phases 1 and 2 are legally separate, discretely presented component units of the University of Vermont and issue separate audited financial statements. UMEA, UVMF, and Catamount Run phases 1 and 2 are

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presented in an aggregated column for all discretely presented component units on the University's Statements of Net Position and Statements of Revenues, Expenses and Changes in Net Position. Additionally, combining Statements of Net Position and Revenues, Expenditures and Changes in Net Position for the discretely presented component units are presented.

A. Statements of Net Position

The Statements of Net Position, Table 2, depicts the University's assets, liabilities, and deferred inflows/outflows of resources on June 30th each year, along with the resulting net financial position. An increase in net position over time is a primary indicator of an institution's financial health. Factors contributing to future financial health as reported on the Statements of Net Position include the value and liquidity of financial and capital investments, and balances of related obligations.

Table 2 shows condensed information from the Statements of Net Position at June 30 for the past three years.

	<u>2025</u>	<u>2024</u>	<u>2023</u>
Assets and deferred outflows of resources			
Cash and operating investments	\$ 428,663	422,607	416,356
Endowment, capital, and similar investments	669,255	625,810	591,404
Capital and right of use assets, net	738,208	734,179	742,925
Other assets and deferred outflows of resources	<u>351,573</u>	<u>359,419</u>	<u>169,371</u>
Total assets and deferred outflows of resources	<u>\$ 2,187,699</u>	<u>2,142,015</u>	<u>1,920,056</u>
Liabilities and deferred inflows of resources			
Postemployment benefits	\$ 538,923	585,202	460,728
Long-term debt	518,464	531,759	544,331
Other liabilities and deferred inflows of resources	<u>180,193</u>	<u>137,691</u>	<u>140,209</u>
Total liabilities and deferred inflows of resources	<u>1,237,580</u>	<u>1,254,652</u>	<u>1,145,268</u>
Net investment in capital assets	218,461	203,863	200,460
Restricted:			
Non-expendable	175,721	172,862	167,205
Expendable	473,695	439,050	418,089
Unrestricted	<u>82,242</u>	<u>71,588</u>	<u>(10,966)</u>
Total net position	<u>\$ 950,119</u>	<u>887,363</u>	<u>774,788</u>

As shown in Table 2, cash and operating investments have increased over the last three fiscal years including 1.4% in fiscal 2025 and 1.5% in fiscal 2024. Operating investments included in this total \$214.9 million, \$264.1 million, and \$248.8 million in fiscal 2025, 2024, and 2023, respectively. These

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operating investments are primarily invested in bonds but also include equity and shares of the University's long-term endowment pool.

Endowment, capital, and similar investments have increased in both fiscal 2025, by \$43.4 million or 6.9%, and fiscal 2024, by \$34.4 million or 5.8%. Included in this balance are endowment cash, cash equivalents and investments of \$571.1 million, \$537.5 million, and \$508.9 million in fiscal 2025, 2024, and 2023, respectively. Both fiscal 2025 and fiscal 2024 were impacted by market performance. Additional gifts to the endowment also increase these balances.

Capital and right of use assets, net, saw an increase of \$4.0 million or 0.5% in fiscal 2025 with a decrease of \$8.7 million or 1.2% in fiscal 2024. Right of use assets, net, grew by \$5.9 million, primarily due to new or modified lease and subscription-based information technology arrangements. Capital assets, net, decreased with depreciation expense of \$38.8 million and disposals of \$256 thousand, offset by additions of \$37.2 million.

Other assets and deferred outflows of resources includes accounts, loans, notes, and pledges receivable, inventories and prepaid expenses, other equity interest and deferred outflows due to loss on refunding of debt and post-employment benefits. Fiscal 2025 saw a decrease from fiscal 2024 of \$7.8 million or 2.2% and an increase in fiscal 2024 from fiscal 2023 of \$190.0 million or 112.2%. The decrease in fiscal 2025 is mostly due to a decrease to the post-employment benefits deferred outflows of \$22.1 million stemming from the effect of liability gains or losses and assumption changes offset by growth in accounts, loans, notes and pledges receivable of \$16.3 million.

Postemployment benefits, which represent the current and future liability and deferred inflows the University has to retirees and their dependents for medical, dental, life insurance, and tuition remission benefits, decreased \$46.3 million or 7.9% in fiscal 2025 and increased \$124.5 million or 27.0% in fiscal 2024. The University changed medical carriers for the Medicare Advantage plans in fiscal 2024. The carrier change, along with discount rate changes and trend updates caused fluctuations in the postemployment benefits since.

Long-term debt decreased in fiscal years 2025 and 2024 due to debt service payments offset by new or modified operating leases and subscription-based information technology arrangements. In fiscal year 2025, the decrease of \$13.3 million, or 2.5%, was the result of debt service payments of \$19.2 million and new or modified liabilities of \$5.9 million. In fiscal year 2024, the decrease of \$12.6 million, or 2.3%, was the result of debt service payments of \$18.5 million and new or modified liabilities of \$5.9 million.

Other liabilities and deferred inflows of resources consist of the University's accounts payable and current and non-current accrued liabilities including insurance reserves, compensated absences, obligations under deferred giving arrangements, and pledges payable. Unearned revenues, deposits and advance payments for tuition and grants and contracts are also included in this total. Other liabilities and deferred inflows of resources decreased from fiscal 2024 to fiscal 2025 by 30.9% or \$42.5 million from \$137.7 million to \$180.2 million. The increase is primarily attributed to additional accounts payable and accrued liabilities of \$31.4 million, unearned revenue, deposits and funds held for others growth of \$6.0 million, and new or modified lessor right of use lease deferred inflows of \$5.8 million.

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Net position is reported in four categories. The net investment in capital assets amount represents the historical cost of property and equipment reduced by total accumulated depreciation and the balance of related debt outstanding. Restricted expendable resources include balances of current and prior year gifts for specified purposes such as scholarships or academic programs, as well as spendable endowment gains. Restricted non-expendable resources are endowment balances which are required to be invested in perpetuity by the original donors. Unrestricted financial resources represent net position that is available for any future use without legal restriction. Unrestricted net position is negative in FY23 and prior years due to the recording of the post-employment benefit obligation.

B. Statements of Revenues, Expenses, and Changes in Net Position

Operating revenues are generally earned through the sale of goods and services. However, GASB reporting standards require that certain University recurring revenues be shown as nonoperating. This includes state appropriations, federal Pell grants, private gifts, net investment income, and transfers from University component units. These revenue streams are important sources of funds used to supplement tuition and fees revenue. Accordingly, we have grouped the operating and nonoperating revenues together in the condensed statements to allow readers to better understand which revenues support University operating expense streams.

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Table 3 on the following page shows condensed information from the Statements of Revenues, Expenses and Changes in Net Position for the three years ended June 30.

	2025	2024	2023
Tuition and fees	\$ 598,383	580,970	563,330
Less student financial aid	<u>(192,760)</u>	<u>(185,938)</u>	<u>(159,438)</u>
Net student fees	<u>405,623</u>	<u>395,032</u>	<u>403,892</u>
Grants and contracts	290,664	257,318	241,406
State appropriations	56,274	57,391	55,828
Transfers to UVM from component units	36,378	27,884	29,622
Other auxiliary enterprises	50,137	44,744	44,713
Investment income (loss) and other	<u>133,336</u>	<u>118,655</u>	<u>83,504</u>
Total operating and non-operating revenues	<u>972,412</u>	<u>901,024</u>	<u>858,965</u>
Compensation and benefits	(563,707)	(477,143)	(411,702)
Supplies and services	(245,350)	(219,811)	(206,595)
Scholarship expense	(7,754)	(8,447)	(27,431)
Depreciation and interest expense	(61,688)	(62,099)	(59,858)
Transfers from UVM to component units and State	<u>(40,955)</u>	<u>(34,444)</u>	<u>(34,300)</u>
Total operating and non-operating expenses	<u>(919,454)</u>	<u>(801,944)</u>	<u>(739,886)</u>
Increase in net position from recurring activities	<u>52,958</u>	<u>99,080</u>	<u>119,079</u>
Capital and endowment appropriations, gifts and grants	8,478	11,073	48,482
Other net non-operating revenue (expense)	<u>1,320</u>	<u>2,422</u>	<u>(447)</u>
Total other changes in net position	<u>9,798</u>	<u>13,495</u>	<u>48,035</u>
Total increase in net position	<u>\$ 62,756</u>	<u>112,575</u>	<u>167,114</u>

Net student fees increased by 2.7% from \$395.0 million in fiscal 2024 to \$405.6 million in fiscal 2025. Embedded in the net student fees amount are three components including gross tuition and fees, gross housing and dining fees, and student financial aid. Gross tuition and fees increased by \$16.2 million or 3.2% from fiscal 2024 to fiscal 2025 and gross housing and dining fees remained relatively flat, having increased \$1.2 million or 1.5%. The increase in gross tuition and fees can be attributed to out-of-state enrollments. Student financial aid increased from fiscal 2024 to fiscal 2025 by \$6.8 million or 3.7%. This increase demonstrates the effort to keep tuition affordable. A decrease in net student tuition and fees in fiscal 2024 of 2.2% included a 3.7% increase in gross tuition and fees, a 16.6% increase in student financial aid offset by a 0.3% decrease in gross housing and dining fees from fiscal 2023.

Total state appropriation revenue was \$56.3 million in fiscal 2025 and \$57.4 million in fiscal 2024.

Transfers to UVM from component units includes transfers from the University of Vermont Foundation and University Medical Education Associates. These transfers include reimbursement of expenses on gifts

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received by the University of Vermont Foundation on behalf of the University. These transfers increased in fiscal 2025 by \$8.5 million from \$27.9 million in fiscal 2024 to \$36.4 million in fiscal 2025.

Other auxiliary enterprises revenues grew in fiscal 2025 by \$5.4 million, or 12.1%, to \$50.1 million, and remained stable in fiscal 2024 and 2023 at \$44.7 million in both years.

Investment income (loss) and other can be volatile due to the investment markets. There was an increase of \$14.7 million or 12.4% in fiscal 2025 from fiscal 2024. This increase was primarily attributable to the net investment income growth in fiscal 2025 of \$9.3 million, or 10.7%, from \$87.7 million in fiscal year 2024 to \$97.0 million in fiscal year 2025. There was an increase of \$35.2 million or 42.1% in fiscal 2024 from fiscal 2023. This increase is directly attributable to the net investment income growth in fiscal 2024 of \$34.0 million, or 63.3%, from \$53.7 million in fiscal year 2023 to \$87.7 million in fiscal year 2024.

Compensation and benefits increased \$86.6 million, or 18.1%, from \$477.1 million in fiscal 2024 to \$563.7 million in fiscal 2025. The increase is due to other post-employment benefit expenses along with scheduled wage increases and higher fringe benefit costs.

Supplies and services expenses increased in fiscal 2025 from fiscal 2024 by \$25.6 million or 11.6% from \$219.8 million to \$245.4 million. Increased subcontract expenditures of \$4.3 million, additional investment in non-capital equipment of \$3.3 million, higher dining contract costs of \$4.9 million and contractual payments under rental agreements of \$2.8 million were the primary drivers of the increase in fiscal 2025. Total supplies and services increased in fiscal 2024 from fiscal 2023 \$13.2 million or 6.4% from \$206.6 million to \$219.8 million.

Scholarship expense increased \$0.7 million, or 8.2%, in fiscal 2025. In fiscal 2024, there was a change of tuition discounting allocation methods resulting in a decrease of scholarship expense of \$19.0 million that was reported as student aid against net student fee revenue.

Transfers from UVM to component units and State of \$41.0 million, \$34.4 million, and \$34.3 million in fiscal 2025, 2024, and 2023, respectively, represents transfers to the University of Vermont Foundation to assist in its operations and contributions to the State of Vermont to support the Graduate Medical Education program.

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Capital and endowment appropriations, gifts and grants represent capital gifts and grants, capital appropriations, and gifts to the University endowment. Fiscal 2025 had a decrease of \$2.6 million from \$11.1 million in fiscal 2024 to \$8.5 million.

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Statements of Net Position

June 30, 2025 and 2024
(Dollars in thousands)

	2025	2024	Discretely Presented Component Units	
			2025	2024
Assets				
Current assets:				
Cash and cash equivalents	\$ 213,751	158,538	39,771	34,678
Operating investments	214,912	264,069	123,097	113,207
Accounts, loans, notes, and pledges receivable, net	94,083	77,791	9,740	8,285
Inventories and prepaid expenses	13,807	20,078	704	734
Total current assets	536,553	520,476	173,312	156,904
Non-current assets:				
Endowment cash, cash equivalents and investments	571,133	537,514	310,465	278,317
Student loans, notes, and pledges receivable, net	42,020	37,503	3,806	5,637
Investments for capital activities	88,973	78,740	66	121
Deposits with trustees	9,149	9,556	1,851	1,675
Other assets	28,701	28,701	—	—
Capital and right of use assets, net	738,208	734,179	117,486	73,960
Total non-current assets	1,478,184	1,426,193	433,674	359,710
Total assets	\$ 2,014,737	1,946,669	606,986	516,614
Deferred outflows of resources				
Loss on refunding of debt	4,506	4,757	—	—
Postemployment benefits	168,456	190,589	—	—
Total Deferred Outflows of Resources	172,962	195,346	—	—
Liabilities				
Current liabilities:				
Accounts payable and accrued liabilities	\$ 129,233	97,842	13,177	15,568
Unearned revenue, deposits, and funds held for others	18,992	13,001	58,010	47,886
Bonds and leases payable	20,473	19,036	605	—
Total current liabilities	168,698	129,879	71,792	63,454
Non-current liabilities:				
Accrued liabilities	10,186	10,349	—	—
Postemployment benefits	434,826	402,125	—	—
Bonds and leases payable	497,991	512,723	57,269	14,033
Total non-current liabilities	943,003	925,197	57,269	14,033
Total Liabilities	\$ 1,111,701	1,055,076	129,061	77,487
Deferred inflows of resources				
Right of use leases and service concession arrangement	\$ 16,945	11,168	—	—
Split-interest arrangements	4,837	5,331	—	—
Postemployment benefits	104,097	183,077	—	—
Total Deferred Inflows of Resources	125,879	199,576	—	—
Net position				
Net investment in capital assets	218,461	203,863	2,808	2,948
Restricted:				
Non-Expendable	175,721	172,862	265,836	248,532
Expendable	473,695	439,050	126,416	108,954
Unrestricted	82,242	71,588	82,865	78,693
Total Net Position	\$ 950,119	887,363	477,925	439,127

The accompanying notes are an integral part of the financial statements.

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Statements of Revenues, Expenses and Changes in Net Position

Years ended June 30, 2025 and 2024

(Dollars in thousands)

	2025	2024	Discretely Presented Component Units	
			2025	2024
Operating revenues				
Tuition and fees	\$ 520,993	504,756	—	—
Housing and dining	77,390	76,214	—	—
Less scholarship allowances	(192,760)	(185,938)	—	—
Net student fees	405,623	395,032	—	—
Federal, state, and private grants and contracts	278,785	248,729	989	1,146
Sales and services of educational activities	8,416	9,574	—	—
Other auxiliary enterprises	50,137	44,744	—	—
Student loan interest and other operating revenues	21,475	20,623	1,873	259
Total operating revenues	764,436	718,702	2,862	1,405
Operating expenses				
Compensation and benefits	(563,707)	(477,143)	(12,758)	(12,505)
Supplies and services	(245,350)	(219,811)	(4,438)	(3,355)
Depreciation and amortization	(41,973)	(41,610)	(1,199)	(368)
Scholarships and fellowships	(7,754)	(8,447)	—	—
Total operating expenses	(858,784)	(747,011)	(18,395)	(16,228)
Operating loss	(94,348)	(28,309)	(15,533)	(14,823)
Non-operating revenues (expenses)				
State appropriations	56,274	57,391	—	—
Federal Pell grants	11,879	8,589	—	—
Private gifts	6,401	772	28,770	24,005
Net investment income	97,044	87,686	31,295	29,909
Interest on indebtedness	(19,715)	(20,489)	(37)	(43)
Gain (loss) on disposal of capital assets	(160)	689	—	—
Net other non-operating revenue (expense)	1,480	1,733	(649)	(681)
Intergovernmental transfers	(25,243)	(22,628)	—	—
Transfers from UVM to component units	(15,712)	(11,816)	13,454	11,671
Transfers to UVM from component units	36,378	27,884	(33,744)	(25,729)
Net non-operating revenues	148,626	129,811	39,089	39,132
Revenue before capital and endowment additions	54,278	101,502	23,556	24,309
State capital appropriations	3,000	—	—	—
Capital gifts and grants	5,351	9,778	—	—
Gifts for endowment purposes	127	1,295	15,242	9,723
Capital contributions from equity partner	—	—	—	57,597
Total capital and endowment additions	8,478	11,073	15,242	67,320
Increase in net position	62,756	112,575	38,798	91,629
Net Position, beginning of Year	887,363	774,788	439,127	347,498
Net Position, end of Year	\$ 950,119	887,363	477,925	439,127

The accompanying notes are an integral part of the financial statements.

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Statements of Cash Flows

Years ended June 30, 2025 and 2024

(Dollars in thousands)

	2025	2024
Cash Flows From Operating Activities		
Student fees (net of applicable scholarship allowances)	\$ 407,838	377,006
Grants and contracts	268,519	239,573
Sales and services of educational activities	8,416	9,574
Sales and services of other auxiliary enterprises	50,137	44,744
Payments to employees and benefit providers	(572,885)	(506,240)
Payments to vendors	(223,176)	(212,909)
Payments for scholarships and fellowships	(7,754)	(8,447)
Other receipts, net	19,953	19,789
Net cash used in operating activities	<u>(48,952)</u>	<u>(36,910)</u>
Cash Flows From Non-Capital Financing Activities		
State general appropriation	56,274	57,391
Federal Pell grants	11,879	8,589
Private gifts for other than capital purposes	6,034	4,137
Intergovernmental transfers	(25,243)	(22,628)
Transfers from UVM to component units	(15,712)	(11,816)
Transfers to UVM from component units	36,378	27,884
Deposits of affiliates and life income payments, net	101	(2,306)
Net cash provided by non-capital financing activities	<u>69,711</u>	<u>61,251</u>
Cash Flows From Capital Financing Activities		
State capital appropriation	3,000	—
Capital grants, gifts and other income	7,043	11,377
Purchases and construction of capital assets	(39,580)	(28,127)
Proceeds from disposal of capital assets	383	818
Principal paid on capital debt	(19,211)	(18,500)
Interest paid on capital debt	(19,708)	(20,622)
Changes in deposits with trustees, net	95	(101)
Net cash used in capital financing activities	<u>(67,978)</u>	<u>(55,155)</u>
Cash Flows From Investing Activities		
Proceeds from sales and maturities of investments	374,361	386,629
Purchase of investments	(245,292)	(360,599)
Interest and dividends on investments, net	12,769	10,603
Call contribution to joint venture	—	(16,086)
Net cash provided by investing activities	<u>141,838</u>	<u>20,547</u>
Net change in cash and cash equivalents	94,619	(10,267)
Cash and cash equivalents - beginning of year	<u>179,599</u>	<u>189,866</u>
Cash and cash equivalents - end of year	\$ <u>274,218</u>	<u>179,599</u>
Reconciliation of Operating Loss To Cash Used In Operating Activities		
Operating loss	\$ (94,348)	(28,309)
Adjustments to reconcile operating loss to net cash used in Operating Activities:		
Depreciation and amortization expense	41,973	41,610
Changes in assets and liabilities:		
Accounts receivable and loan receivable, net	(14,667)	(20,075)
Inventories and prepaid expenses	5,364	(898)
Accounts payable	4,559	7,036
Unearned revenue, deposits and accrued liabilities	8,167	(36,274)
Net cash used in operating activities	\$ <u>(48,952)</u>	<u>(36,910)</u>

Of the cash and cash equivalents for 2025, \$213,751 is current and \$60,467 is non-current endowment and, for 2024, \$158,538 is current and \$21,061 is non-current endowment.

The accompanying notes are an integral part of the financial statements.

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(1) Summary of Significant Accounting Policies and Presentation

(a) Organization & Related Parties

The University of Vermont and State Agricultural College is a public, non-profit, comprehensive research institution of higher education with an enrollment of approximately 13,861 undergraduate, graduate, medical, and non-degree students. It is located in Burlington, Vermont with satellite instructional and research buildings throughout the State.

The University of Vermont and State Agricultural College is a land-grant institution and a component unit of the State of Vermont. The University receives an annual appropriation from the State. The Board of Trustees has 25 members including 9 legislative, 9 self-perpetuating, 3 gubernatorial, and 2 students; the Governor and President of the University serve as ex-officio members during their terms in office.

The University has received a letter from the Internal Revenue Service recognizing the University as an organization that is described in Internal Revenue Code Section 501(c)(3) and generally exempt from income taxes pursuant to Section 501(a) of the Internal Revenue Code.

The financial statements include component units, i.e., legally separate organizations for which the university is financially accountable. Governmental Accounting Standards Board (GASB) Statement No. 14, *The Financial Reporting Entity*, as amended by Statement No. 61, *The Financial Reporting Entity: Omnibus*, and Statement No. 80, *Blending Requirements for Certain Component Units - an amendment of GASB Statement No. 14*, defines financial accountability. The criteria for determining financial accountability include the following circumstances:

- Appointment of a voting majority of an organization's governing authority and the ability of the primary government (i.e., the university) to either impose its will on that organization or the potential for the organization to provide specific financial benefits to, or impose specific financial burdens on, the primary government, or;
- An organization is fiscally dependent on the primary government and provides specific financial benefits to, or imposes specific financial burdens on, the primary government.
- The primary government is financially accountable for an organization if its holding of a majority equity interest in that organization does not meet the definition of an investment.

The University's financial statements include the following discretely presented component units, which are presented in the aggregate in the accompanying financial statements. Summary financial statement information of the University's discretely presented component units can be found in footnote 14.

University Medical Education Associates, Inc. (UMEA) is a legally separate component unit of the University of Vermont. UMEA is an organization described in Internal Revenue Code Section 501(c)(3) and is generally exempt from income taxes pursuant to Section 501(a) of the Code. UMEA is governed by a minimum nine-member board; five members are named as a result of their positions at the University of Vermont and the remaining are elected by the other members. UMEA's purpose is to support the operations, activities and objectives of the Robert Larner, M.D. College of Medicine of the

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University of Vermont. UMEA is a public non-profit organization that reports under Financial Accounting Standards Board (FASB) standards. UMEA's fiscal year ends on June 30. UMEA issues separate audited financial statements, which may be obtained by contacting the Dean's Office, Robert Larner, M.D. College of Medicine.

The University of Vermont and State Agricultural College Foundation, Inc. (UVMF) was incorporated as a Vermont nonprofit corporation on March 14, 2011, and is a legally separate entity from the University of Vermont. On January 1, 2012, UVMF officially assumed all fundraising responsibilities of the Office of Development and Alumni Relations at the University. UVMF is an organization described in Internal Revenue Code Section 501(c)(3) and is generally exempt from income taxes pursuant to Section 501(a) of the Code. UVMF exists to secure and manage private gifts for the sole benefit of the University and has been recognized by the University as the primary and preferred recipient for charitable gifts to or for the benefit of the University. UVMF is governed by a board of directors composed of not less than 15 or more than 33 members, including ex officio directors. The President of the University, the Chair of the Board of Trustees of the University, the President of the UVM Alumni Association, the Chair of the UVM Medical Center Foundation, and the UVMF President/CEO are ex officio directors of UVMF. UVMF reports under FASB standards, has a fiscal year end date of June 30, and issues separate audited financial statements, which may be obtained at the UVMF's website www.uvmfoundation.org. The UVMF holds an operating cash fund through UVM and participates in the UVM pooled endowment. The associated assets and liabilities, including endowment cash and investments, are analogous to an internal investment pool and are not reflected within the University's Statement of Net Position.

Catamount Run Phase 1, LLC. and Catamount Run Phase 2, LLC. (Catamount Run) are legally separate component units of the University of Vermont. Phase 1 and Phase 2 were established as Vermont limited liability companies on January 20, 2023 and May 17, 2023, respectively. Both phases consist of two partners, the University and Snyder-Braverman Development Company, LLC. The primary purpose of Catamount Run is to construct housing in close proximity to the University campus. The University will be given priority to the rental units for students and employees. Catamount Run will lease residential apartments to University students and employees under separate lease agreements and will, acting through its property manager, collect the rents for the apartment units directly from the apartment tenants. As a security for Catamount Run to reserve primarily all residential apartments for University students and employees, the University is providing a financial guaranty in the event there is a shortfall in gross rents due to vacancies or delinquencies. Catamount Run reports under Financial Accounting Standards Board (FASB) standards and has a fiscal year end date of December 31. As of June 30, 2025, the University had equity interests in Phase 1 of \$12,615 and Phase 2 of \$16,086, which are reflected as other assets on the 2025 Statements of Net Position.

Separate from the discretely presented component units, the University has an affiliation with the University of Vermont Medical Center, Inc., University of Vermont Medical Group, Inc., and the University of Vermont Health Network, Inc. through an updated Affiliation Agreement signed in September 2022. The Affiliation Agreement is for a period of ten years, provided that either party may seek to re-negotiate any of the financial terms of the agreement after 5 years. The Agreement is to guide and govern the parties in the achievement of their common goals, including, but not limited to, providing high-quality clinical education for undergraduate and graduate students enrolled in UVM

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medical and health care related academic programs and health care professionals enrolled in continuing education programs. The Agreement sets forth principles and protocols designed to assist the University and the University of Vermont Medical Center (UVMHC) in coordinating efforts and allocating their resources. UVMHC agrees to pay a portion of salary, benefits, and related expenses incurred by the University to physician-faculty and staff who are also employed by UVMHC. In addition, UVMHC agrees to pay base payments that help maintain medical facilities owned and managed by the University and the Dana Medical Library. UVMHC agrees to pay a portion of the UVM Medical Group Net Patient Revenues, referred to as the Dean's Tax, to the Robert Larner, M.D. College of Medicine for purposes that promote and are consistent with the common goals of both parties.

Under the University's conflict of interest policies, all business and financial relationships, including with trustees and employees, are subject to review and approval by the Board. Disclosures about the University's related party transactions, including those affiliates, are described in this footnote to the financial statements.

(b) Basis of Accounting

The accompanying financial statements have been prepared using the economic resources measurement focus and the accrual basis of accounting in accordance with U.S. generally accepted accounting principles as defined for public colleges and universities by the Governmental Accounting Standards Board (GASB).

Net position is categorized as follows:

- **Net investment in capital assets:** Capital assets, net of accumulated depreciation and outstanding principal balances of debt attributable to the acquisition, construction or improvement of those assets. Such assets include the University's physical plant.
- **Restricted:**
 - Non-Expendable** - Net position subject to externally imposed stipulations that they be maintained permanently by the University. This category includes the corpus of the University's true endowment funds.
 - Expendable** - Net position whose use by the University is subject to externally imposed stipulations that can be fulfilled by actions of the University to meet those stipulations or that expire through the passage of time. This category includes restricted gifts, grants, contracts and endowment appreciation.
- **Unrestricted:** Net position not subject to externally imposed stipulations. Unrestricted net position may be designated for specific purposes by action of management, the Board of Trustees or may otherwise be limited by contractual agreements with outside parties.

The University's policy for defining operating activities as reported on the Statements of Revenues, Expenses, and Changes in Net Position are those that generally result from exchange transactions such as payments received for providing services and payments made for services or goods received.

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Non-exchange transactions such as gifts, investment income, state appropriations and interest on indebtedness are reported as non-operating revenues and expenses.

The preparation of financial statements in accordance with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect reported amounts and disclosures. Actual results could differ from those estimates. The most significant areas that require management estimates relate to valuation of certain investments, the valuation of the postemployment benefit obligation, allowances on accounts and loans receivable, depreciation, and certain accruals.

Effective for fiscal year ended June 30, 2025, the University adopted GASB Statement No. 101, *Compensated Absences*. This Statement requires that liabilities for compensated absences be recognized for leave that has not been used if the leave is attributable to services already rendered, the leave accumulates, and the leave is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. Leave is attributable to services already rendered when an employee has performed the services required to earn the leave. The University changed the methodology for estimating the liability for compensated absences to include sick leave in addition to vacation leave, which was already being recorded. The University calculated the sick leave liability by reviewing past experience and estimating the amount more likely than not to be used within one year. As a result of adopting this pronouncement, the University recognized additional sick leave liability of \$3,130 in FY25.

(c) Fair Value Measurement

The fair value framework provides a hierarchy that prioritizes the inputs to valuation techniques used for measuring fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active or inactive markets that the University has the ability to access.

Level 2 – Inputs to valuation methodology include:

- Quoted prices for similar assets or liabilities in inactive markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement. Unobservable inputs reflect the University's own assumptions about the inputs market participants would use in pricing the asset or liability (including assumption of risk). Unobservable

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inputs are developed based on the best information available in circumstances and may include the University's own data.

Certain investments are measured at net asset value (NAV) as a practical expedient to estimate the fair value as determined by the fund manager. Investments reported at NAV consist of shares or units in commingled funds and private partnerships as opposed to direct interests in the funds' underlying securities, which may be readily marketable and not difficult to value. NAV measured investments are not categorized in the fair value hierarchy table.

Investments in certain funds contain lock-up provisions. Under such provisions, share classes of the investment are available for redemption at various times in accordance with the management agreement of the fund.

(d) Government Appropriations and Grants

Revenues associated with grants and contracts are generally recognized when related costs are incurred or when milestones are achieved. Federal, state and private grants and contracts revenue for 2025 and 2024 consists of:

	<u>FY25</u>	<u>FY24</u>
Grants and Contracts		
Federal appropriation, grants and contracts	\$ 203,470	163,812
State grants and contracts	7,133	8,710
Other governmental & private grants and contracts	<u>68,182</u>	<u>76,207</u>
Total	\$ <u>278,785</u>	<u>248,729</u>

State appropriations (general fund and capital) are reported as non-operating revenue. Grants awarded for capital improvements are reported as other revenues.

The University has recorded reimbursement of indirect costs relating to government contracts and grants at a predetermined rate. The reimbursement of indirect costs included in grant revenue is \$41.8 million in 2025 and \$38.4 million in 2024.

Private grants and contracts include funding of \$29.0 million in 2025 and \$25.8 million in 2024 to the Robert Larner, M.D. College of Medicine from the University of Vermont Medical Center, Inc. to offset facilities and operation costs.

(e) Gifts

Gifts are recorded at their fair value and reported as non-operating revenue.

Promises to donate to the University are recorded as receivables and revenues when the University has met all applicable eligibility and time requirements. Since the University cannot fulfill the

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requirement to invest in perpetuity for gifts to endowments until gifts are received, pledges to endowments are not recognized until received.

(f) Deposits and Unearned Revenue

Deposits and advance payments for the following academic year are unearned and recorded as revenues when earned. Summer session revenues are unearned to the extent that they relate to courses scheduled in July and August. Deposits and advance payments unearned revenue at June 30, 2025, and 2024, are \$6,030 and \$5,522, respectively.

The University records unearned revenue for cash received in excess of expenditures on grants and contracts. Grants and contracts unearned revenue at June 30, 2025, and 2024, is \$10,504 and \$5,005, respectively.

(g) Employee Benefits

The University provides health and dental insurance to retired employees hired prior to 2012, and their families during their lives and life insurance until age 70. Employees hired on or after January 1, 2012 will continue to receive dental insurance and life insurance upon retirement. The health insurance benefit for these employees hired after January 1, 2012 has been replaced with a defined contribution Retiree Health Savings Plan (RHSP). UVM makes regular tax-free contributions to the RHSP for benefits-eligible faculty and staff. Earnings that accumulate in the RHSP grow tax free. Retirees will be able to access the savings in the RHSP to pay for eligible healthcare expenses upon retirement.

The total cost for active and retired employees for health, dental and life insurance, net of employee contributions, was \$87,242 in 2025 and \$88,443 in 2024. The total cost for contributions to the RHSP was \$1,584 in 2025 and \$1,454 in 2024. See footnote 11 for further information about postemployment benefits.

(h) Compensated Absences

The University accrues amounts for compensated absences (principally vacation allowances) as earned. They are included in the current portion of accrued liabilities.

As of June 30, 2025, \$33,280 (\$28,548 in 2024) was accrued for compensated absences.

(i) Collections and Works of Art

The University maintains collections of inexhaustible assets, including works of art; historical artifacts; biological, geological, archaeological and ethnographic materials; and literature. While management believes the collections are quite valuable and irreplaceable, the University has not placed a dollar value on these assets. It is the University's policy to hold these assets for public exhibit, education and research rather than for financial gain and to protect, care for and maintain such assets in perpetuity. Accordingly, the collections are not capitalized for financial statement purposes.

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(2) Accounts, Loans, Notes, and Pledges Receivable

Accounts, loans, notes and pledges receivable at June 30, 2025 and 2024 are summarized as follows:

	<u>2025</u>	<u>2024</u>
Accounts, Loans, Notes and Pledges Receivables, Net		
Current:		
Federal, state and private grants receivable	\$ 45,459	31,387
Student and trade accounts receivable, net	14,583	13,232
Other accounts receivable	29,549	31,505
Student loans receivable, net	2,141	1,667
Pledges receivable, net	2,351	—
Total Current	\$ <u>94,083</u>	<u>77,791</u>
Non-Current:		
Student loans receivable, net	\$ 20,359	19,760
Lease receivable	14,839	10,373
Other notes receivable	4,631	4,631
Pledges receivable, net	2,191	2,739
Total Non-current	\$ <u>42,020</u>	<u>37,503</u>

Current other accounts receivable includes the present value of expected future cash flows for lease agreements between the University and third parties, where the University serves as lessor. The current other accounts receivable balance includes \$1,151 in 2025 from leases and \$971 in 2024. The long-term balance from these arrangements are reported as a non-current lease receivable totaling \$14,839 in 2025 and \$10,373 in 2024. The lease receivables are offset by a deferred inflow of resources totaling \$16,945 in 2025 and \$10,725 in 2024.

The student accounts receivable are carried net of an allowance for doubtful accounts of \$372 in 2025 and \$303 in 2024.

Student loans receivable are carried net of an allowance for uncollectible UVM loans. The balances at June 30, 2025 and 2024 were \$182 and \$221, respectively. The University does not record an allowance for uncollectible federal student loans since they can be assigned to the government if certain conditions stipulated by the federal government are met.

The University's liability for the federal capital contribution to the Health Professions, Primary Care, and Nursing Student loan programs is \$1,869 for 2025 and \$1,869 for 2024. These amounts are included in non-current accrued liabilities.

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Collections and disbursements of pass through student loans such as Federal Direct Loans, Federal Plus Loans, and Vermont Student Assistance Corporation's Green Mountain Loans are reported on a net basis in the Statements of Cash Flows.

Accounts receivable from the UVMF and UMEA are \$10,294 in 2025 and \$8,923 in 2024 and are presented in accounts, loans, notes and pledges receivable, net on the Statements of Net Position.

(3) Accounts Payable and Current Accrued Liabilities

Accounts payable and current accrued liabilities at June 30, 2025 and 2024 are summarized below:

	<u>2025</u>	<u>2024</u>
Accounts Payable and Current Accrued Liabilities		
Accounts payable and other	\$ 38,654	34,875
Compensation and benefits	61,023	36,639
Insurance reserves	24,059	20,838
Interest expense	5,497	5,490
Total	<u>\$ 129,233</u>	<u>97,842</u>

(4) Capital and Right of Use Assets

Capital assets are stated at acquisition cost or, in the case of gifts, at the fair value at the date of donation.

Depreciation is calculated using the straight-line method over the estimated economic useful lives of the related assets. Certain research buildings are classified into the following components: 1) building (basic construction components/shell) with an estimated useful life of 40 years; 2) building service systems (plumbing, electrical, etc.) with an estimated useful life of 25 years; 3) interiors/renovations with an estimated useful life of 20 years and 4) fixed equipment with an estimated useful life of 15 years.

Other buildings are depreciated over a useful life of 40 years, land improvements are depreciated over a useful life of 20 years, fixed equipment is depreciated over a useful life of 15 years, and moveable equipment is depreciated over a useful life of 5 years. Software systems are amortized over a useful life of 7 years. Research Vessels are depreciated over a useful life of 30 years. Major construction projects are capitalized but are not depreciated until they are put into service.

Depreciation expense for building and components including fixed equipment for fiscal year 2025 is \$33,781 (\$33,707 in 2024). Moveable equipment, software systems, research vessels and land improvements depreciation expense is \$4,993 for 2025 (\$5,230 in 2024). Right of use asset amortization expense totaled \$3,199 in 2025 (\$2,673 in 2024).

Land and construction in progress are the only non-depreciable capital assets.

Right of use assets include contractual agreements for noncancellable leases where the University is the lessee, primarily of land and buildings, and subscription-based information technology arrangements where the University pays for a third party's software for a specified period of time. For leases or information

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technology arrangements with a maximum possible term of 12 months or less at commencement, the University recognizes expense based on the provisions of the contract. For those greater than 12 months, the University recognizes an operating lease or subscription liability (footnote 5) and an intangible right of use lease or subscription asset. The asset is initially measured as the initial amount of the corresponding liability, less payments made at or before the commencement date, plus any initial direct costs or software implementation costs ancillary to placing the underlying asset into service, less any incentives received at or before the commencement date. Subsequently, the right of use asset is amortized into amortization expense on a straight-line basis over the shorter of the contractual term or the useful life of the underlying asset. The corresponding lease or subscription liability is measured as the present value of payments over the term discounted using an incremental borrowing rate. The value of an option to terminate or extend the agreement is reflected to the extent it is reasonably certain management will exercise the option. The University monitors changes in circumstances that may require remeasurement. When certain changes occur that are expected to significantly affect the amount of the liability, it is remeasured and a corresponding adjustment is made to the asset.

Key estimates and judgments include how the University determines the discount rate used to calculate the present value of the expected contractual payments over the term. The University generally uses its estimated incremental borrowing rate as the discount rate for leases and information technology arrangements unless the rate is set within the contract. The University's incremental borrowing rate was determined from available debt instruments that carried similar dollar value and time periods to the portfolio.

The term includes the noncancellable period of the agreement plus any periods covered by either a University or vendor unilateral option to extend for which it is reasonably certain to be exercised, or terminate for which it reasonably certain to be exercised. Periods in which both the University and the lessor or vendor have an option to terminate are excluded from the term.

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The University's net capital and right of use asset activity for the years ended June 30, 2025 and 2024 is summarized as follows:

	Fiscal Year 2025				
	Balance			Reclass/	Balance
	June 30, 2024	Additions	Retirements	Changes	June 30, 2025
Capital Assets:					
Land	\$ 20,627	2,269	—	—	22,896
Land improvements	23,792	1,748	—	—	25,540
Buildings	846,304	12,134	—	—	858,438
Buildings service systems	221,100	8,976	—	—	230,076
Building interiors	105,090	3,007	—	—	108,097
Fixed equipment	112,253	1,203	—	68	113,524
Moveable equipment	39,207	3,688	(441)	654	43,108
Software systems	31,618	—	(2,929)	—	28,689
Construction in progress	19,980	4,166	—	(722)	23,424
Total capital assets	1,419,971	37,191	(3,370)	—	1,453,792
Less: accumulated depreciation	(694,404)	(38,774)	3,114	—	(730,064)
Capital assets, net	725,567	(1,583)	(256)	—	723,728
Right of use assets	13,629	9,259	(1,521)	219	21,586
Less: accumulated amortization	(5,017)	(3,199)	1,110	—	(7,106)
Right of use assets, net	8,612	6,060	(411)	219	14,480
Total capital and right of use assets, net	\$ 734,179	4,477	(667)	219	738,208

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	Fiscal Year 2024				
	Balance			Reclass/	Balance
	June 30, 2023	Additions	Retirements	Changes	June 30, 2024
Capital Assets:					
Land	\$ 20,627	—	—	—	20,627
Land improvements	21,827	889	—	1,076	23,792
Buildings	829,566	8,389	(249)	8,598	846,304
Buildings service systems	205,770	5,368	—	9,962	221,100
Building interiors	98,882	657	—	5,551	105,090
Fixed equipment	108,886	1,393	(6)	1,980	112,253
Moveable equipment	33,546	2,388	(1,420)	4,693	39,207
Software systems	31,891	—	(273)	—	31,618
Construction in progress	44,377	7,463	—	(31,860)	19,980
Total capital assets	1,395,372	26,547	(1,948)	—	1,419,971
Less: accumulated depreciation	(657,285)	(38,936)	1,817	—	(694,404)
Capital assets, net	738,087	(12,389)	(131)	—	725,567
Right of use assets	7,960	5,963	(774)	480	13,629
Less: accumulated amortization	(3,122)	(2,673)	774	4	(5,017)
Right of use assets, net	4,838	3,290	—	484	8,612
Total capital and right of use assets, net	\$ 742,925	(9,099)	(131)	484	734,179

(5) Long-Term Debt

Debt obligations are generally callable by the University and bear interest at fixed rates ranging from 1.60% to 4.23%. The debt obligations mature at various dates through 2050.

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Long term debt activity for the years ended June 30, 2025 and 2024 is summarized as follows:

Fiscal Year 2025					
Bonds, Notes and Leases Payable	Beginning Balance	New Debt	Payments	Ending Balance Current	Non-current
General obligation bonds					
Series 2010A	\$ 9,000	—	—	—	9,000
Series 2012A (1)	46,676	—	(13)	(13)	46,702
Series 2014A (2)	58,780	—	2,472	2,592	53,716
Series 2015 (3)	178,832	—	3,293	3,449	172,090
Series 2016 (4)	61,845	—	2,978	3,104	55,763
Series 2017 (5)	51,811	—	2,948	3,078	45,785
Series 2019A (6)	42,625	—	968	1,003	40,654
Series 2019B (7)	65,098	—	2,576	2,681	59,841
Series 2021 (note payable)	8,660	—	1,680	1,705	5,275
Financing lease liability	49	—	22	20	7
Operating lease and subscription liability	8,383	5,916	2,287	2,854	9,158
Total bonds, notes and leases payable	\$ 531,759	5,916	19,211	20,473	497,991

- (1) This balance shown net of bond discount of \$ 171
(2) This balance shown net of bond premium of \$ 3,738
(3) This balance shown net of bond premium of \$ 6,574
(4) This balance shown net of bond premium of \$ 7,822
(5) This balance shown net of bond premium of \$ 6,993
(6) This balance shown net of bond premium of \$ 6,572
(7) This balance shown net of bond premium of \$ 11,987

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Bonds, Notes and Leases Payable	Fiscal Year 2024				
	Beginning	New	Payments	Ending Balance	
	Balance	Debt		Current	Non-current
General obligation bonds					
Series 2010A	\$ 9,000	—	—	—	9,000
Series 2012A (1)	46,663	—	(13)	(13)	46,689
Series 2014A (2)	61,160	—	2,380	2,472	56,308
Series 2015 (3)	181,981	—	3,149	3,293	175,539
Series 2016 (4)	64,689	—	2,844	2,978	58,867
Series 2017 (5)	54,624	—	2,813	2,948	48,863
Series 2019A (6)	43,563	—	938	968	41,657
Series 2019B (7)	67,568	—	2,470	2,576	62,522
Series 2021 (note payable)	10,315	—	1,655	1,680	6,980
Financing lease liability	71	—	22	22	27
Operating lease and subscription liability	4,697	5,928	2,242	2,112	6,271
Total bonds, notes and leases payable	\$ 544,331	5,928	18,500	19,036	512,723

- (1) This balance shown net of bond discount of \$ 184
(2) This balance shown net of bond premium of \$ 4,050
(3) This balance shown net of bond premium of \$ 6,902
(4) This balance shown net of bond premium of \$ 8,250
(5) This balance shown net of bond premium of \$ 7,376
(6) This balance shown net of bond premium of \$ 6,855
(7) This balance shown net of bond premium of \$ 12,503

In compliance with the University's various bond indentures, at June 30, 2025 the University has deposits with trustees of \$20 (\$115 in 2024) for debt service reserves, sinking funds, and other requirements. Deposits with trustees are invested in obligations of the U.S. Government as required by the University's bond indentures.

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The principal and interest due on bonds, notes and financing leases over the next five years and in subsequent five-year periods are presented in the table below:

For the Fiscal Year Ending June 30
(in thousands of dollars)

	<u>Principal Due</u>	<u>Interest Due</u>	<u>Total Due</u>
2026	\$ 15,382	20,514	35,896
2027	16,095	19,786	35,881
2028	16,910	19,021	35,931
2029	17,655	18,196	35,851
2030	19,055	17,325	36,380
2031-2035	107,310	73,376	180,686
2036-2040	136,605	47,158	183,763
2041-2045	113,675	17,133	130,808
2046-2050	20,250	1,777	22,027
Total	\$ <u>462,937</u>	<u>234,286</u>	<u>697,223</u>

Operating lease and subscription-based information technology arrangement payments are evaluated by the University to determine if they should be included in the measurement of the liability. Outstanding commitments for operating lease and subscription liabilities are expected to be paid over the agreement's contractual term. At June 30, 2025, the average right of use lease term is approximately 9 years, with the farthest lease end date in 2054.

Variable and short-term lease and subscription-based information technology arrangement payments are excluded from the measurement of the corresponding liability. Such amounts are recognized as expense in the period in which the obligation for those payments is incurred. The amounts recognized as outflows (expense) for variable and short-term lease and subscription-based information technology arrangement payments not included in the measurement of the lease liabilities were \$18,557 and \$11,972 in 2025 and 2024, respectively.

(6) Cash and Cash Equivalents and Operating Investments

The University's cash management policy provides parameters for investment of the University's pooled cash. The University classifies resources invested in money market funds and short-term investments with maturities at date of purchase of 90 days or less as cash equivalents. Operating funds invested in instruments with maturities beyond 90 days are classified as operating investments. The cash management policy establishes three pools for investment: short, intermediate and long term. Allowable investments in the short-term pool and intermediate term pool are restricted to U.S. Treasury and government agency securities, money markets, high quality corporate and asset-backed securities, and commercial and bank

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paper, whereas the intermediate term pool may have maturities up to six years. Investments shall be in marketable securities of the following types and with the noted credit ratings:

1. Debt securities rated Aaa, Aa, A or Baa by Moody's Investor's Service, Inc. or AAA, AA, A or BBB by Standard & Poor's Corporation.
2. Obligations of, or guaranteed by, the United States of America, its agencies or instrumentalities.
3. Obligations of, or guaranteed by, national or state banks or bank holding companies rated BB or better. No more than 20% of the funds held in the cash pool shall be invested in debt obligations of institutions within any single holding company.
4. Asset-backed securities rated Aaa by Moody's Investor's Service, Inc. or AAA by Standard & Poor's Corporation.
5. Commercial paper rated A-1 or higher by Standard and Poor's or Prime-1 (P1) by Moody's Investor's Service, Inc.
6. Bankers' acceptances or negotiable certificates of deposit issued by banks rated BB or better. No more than 20% of the funds held in the cash pool shall be invested in certificates of deposit, bankers' acceptances or floating rate notes of the institutions within any single holding company.
7. Repurchase agreements of banks having Fitch ratings no lower than BB secured by the U.S. government and federal agency obligations with market values of at least 100% of the amount of the repurchase agreement.
8. Commingled funds may be used if they are in compliance with the above guidelines.

Investment of the long-term pool shall be restricted to those that are allowable under the University's Statement of Objectives and Policies for the Endowment Fund and that meet the overall objective of achieving consistent long-term growth of the pool with limited exposure to risk.

Current and non-current cash and cash equivalents is summarized below:

	<u>2025</u>	<u>2024</u>
Cash and Cash Equivalents		
Current	\$ 213,751	158,538
Endowment	<u>60,467</u>	<u>21,061</u>
Total	<u>\$ 274,218</u>	<u>179,599</u>

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Current and non-current cash and cash equivalents are comprised of the following:

	<u>2025</u>	<u>2024</u>
Cash and Cash Equivalents		
Cash	\$ 78,847	47,267
Money Markets	130,242	132,332
Treasury Bills	65,129	—
Total	<u>\$ 274,218</u>	<u>179,599</u>

The balance of cash held in bank deposit accounts was \$87,387 at June 30, 2025 and \$57,450 at June 30, 2024. Of these bank balances, \$765 in 2025 and \$699 in 2024 were covered by the Federal Depository Insurance Corporation. The University had a third-party custodian agreement with Wilmington Trust, through M&T Bank, of \$59,649 at June 30, 2025 and \$81,409 at June 30, 2024. The University has a letter of credit program of \$144,437 as of June 30, 2025 and \$185,926 as of June 30, 2024, through the Bank of New York Mellon, as collateral for the University's primary depository and money market account that the University has never drawn on.

Total operating investments of \$214,912 at June 30, 2025 and \$264,069 at June 30, 2024 were primarily made through comingled funds as described in footnote 7.

(7) Investments

Investments are reported in three categories in the Statements of Net Position. Investments reported as non-current assets include endowment, annuity, and life income funds. Investments for capital activities reported as non-current assets are replacement reserves designated for capital renovations. All other investments are reported as operating investments. A summary of investments is below:

	<u>2025</u>	<u>2024</u>
Investments		
Operating investments	\$ 214,912	264,069
Endowment cash and investments	571,133	537,514
Investments for capital activities	88,973	78,740
Total	<u>\$ 875,018</u>	<u>880,323</u>

Deposits with trustees include \$7,878 in 2025 and \$8,244 in 2024 of assets held under deferred giving arrangements, \$1,251 in 2025 and \$1,197 in 2024 of investments in the waste disposal fund required by the EPA, and \$20 in 2025 and \$115 in 2024 of investments held by bond trustees.

The University records its purchases and sales of investments on a trade date basis.

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The assets or liabilities level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The determination of what constitutes observable requires judgement by the University's management. University management considers observable data to be that market data, which is readily available, regularly distributed or updated, reliable, and verifiable, not proprietary, and provided by multiple independent sources that are actively involved in the relevant market.

The categorization of an investment within the hierarchy is based upon the relative observability of the inputs to its fair value measurement and does not necessarily correspond to University management's perceived risk of that investment.

These valuations may produce a fair value that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the University believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Because of the inherent uncertainty of valuations, the estimated values as determined by the appropriate manager or general partners may differ significantly from the values that would have been used had a ready market for the investments existed, and the differences could be material.

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Investments measured at fair value or net asset value as of June 30, 2025 and 2024 is summarized as follows:

June 30, 2025					
	Level 1	Level 2	Level 3	NAV	Total Investments
Investments:					
Public global equity	\$ 258,095	—	—	193,878	451,973
Subscription paid in advance	—	—	—	548	548
Marketable alternatives	—	—	—	99,231	99,231
Private investments	—	—	—	243,784	243,784
Fixed income/debt	72,499	184,249	—	—	256,748
Other	1,536	—	1,503	—	3,039
Cash and cash equivalents	59,918	—	—	—	59,918
Subtotal investments	392,048	184,249	1,503	537,441	1,115,241
Less UVM Foundation					(240,223)
Total Investments					\$ 875,018
Deposits With Trustees at Fair Value:					
Beneficial interests in trusts	\$ —	—	3,079	—	3,079
Public global equity	312	—	—	—	312
Fixed income/debt	445	4,435	—	—	4,880
Cash and cash equivalents	878	—	—	—	878
Total Deposits With Trustees	\$ 1,635	4,435	3,079	—	9,149

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June 30, 2024					
	Level 1	Level 2	Level 3	NAV	Total Investments
Investments:					
Public global equity	\$ 300,879	—	—	103,221	404,100
Subscription paid in advance	—	—	—	70,000	70,000
Marketable alternatives	—	—	—	104,487	104,487
Private investments	—	—	—	218,653	218,653
Fixed income/debt	64,440	236,920	—	—	301,360
Other	1,650	—	686	—	2,336
Cash and cash equivalents	21,061	—	—	—	21,061
Subtotal investments	388,030	236,920	686	496,361	1,121,997
Less UVM Foundation					(241,674)
Total Investments					\$ 880,323
Deposits With Trustees at Fair Value:					
Beneficial interests in trusts	\$ —	—	4,028	—	4,028
Public global equity	10	—	—	—	10
Fixed income/debt	397	4,355	—	—	4,752
Cash and cash equivalents	766	—	—	—	766
Total Deposits With Trustees	\$ 1,173	4,355	4,028	—	9,556

Investment liquidity as of June 30, 2025 and 2024 is summarized as follows:

June 30, 2025									
		Daily	Monthly	Quarterly	Semi-Annual	Annual	Illiquid	Total	Redemption Notice Period
Investments:									
Public global equity	\$	229,482	101,749	17,804	—	80,345	22,593	451,973	1-90 days, Illiquid
Subscription paid in advance		—	—	—	548	—	—	548	90 days
Marketable alternatives		32,029	—	46,747	6,400	9,864	4,191	99,231	1-90 days, Illiquid
Private investments		—	—	—	—	—	243,784	243,784	Illiquid
Fixed income/debt		256,748	—	—	—	—	—	256,748	Same day
Other		1,536	—	—	—	—	1,503	3,039	Same day, Illiquid
Cash and cash equivalents		59,918	—	—	—	—	—	59,918	Same day
Subtotal Investments		579,713	101,749	64,551	6,948	90,209	272,071	1,115,241	
Less UVM Foundation								(240,223)	
Total Investments								\$ 875,018	

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June 30, 2024								
	Daily	Monthly	Quarterly	Semi-Annual	Annual	Illiquid	Total	Redemption Notice Period
Investments:								
Public global equity	\$ 219,839	163,069	21,192	—	—	—	404,100	1-90 days
Subscription paid in advance	—	—	—	—	70,000	—	70,000	60 days
Marketable alternatives	22,285	—	49,809	12,135	13,915	6,343	104,487	1-90 days, illiquid
Private investments	—	—	—	—	—	218,653	218,653	Illiquid
Fixed income/debt	301,360	—	—	—	—	—	301,360	1-30 days
Other	1,650	—	—	—	—	686	2,336	Same day, illiquid
Cash and cash equivalents	21,061	—	—	—	—	—	21,061	Same day
Subtotal Investments	566,195	163,069	71,001	12,135	83,915	225,682	1,121,997	
Less UVM Foundation							(241,674)	
Total Investments							\$ 880,323	

The following is a description of the investment categories:

Public Global Equity – Investments are with managers who have a geographic focus, either the U.S., Developed ex U.S. Markets, or Emerging Markets. The program provides the portfolio exposure to common equities across the globe. The University has investments in commingled vehicles, mutual funds, and separate accounts.

Marketable Alternatives – This asset class includes hedge fund managers with the intention of reducing total portfolio volatility and providing diversification. The investments are in the following categories: multi-strategy, distressed securities, global macro, open mandate, and long/short equity in global markets.

Private Investments - This asset class includes investments focusing on interests in private companies including buyout funds, secondary markets, and distressed debt as well as investments focusing on non-publicly traded interests in start-up entities.

Fixed Income/Debt – Investments consisting of U.S. Treasuries, corporate, and high yield bonds. The allocation is liquid and designed to protect the portfolio in deflationary periods.

Other Investments – This asset class includes insurance policies where the University is named as the beneficiary.

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The fixed income/debt portfolio is composed of passive and active bond funds. The following shows the risk profiles at June 30, 2025 and 2024:

Fixed income/debt	Amount	Average Maturity/ Effective Duration	Gov't/ Agency	Credit Quality %				
				AAA	AA	A	BBB	<BBB
2025	\$ 256,748	4.4 / 3.4	33	3	14	37	6	7
2024	301,360	2.4 / 2.2	53	1	10	29	6	1

Investment income is recorded as revenue when earned. Net investment income is reported as non-operating revenue and includes income net of investment fees and the change in the fair value of investments as well as losses on impaired investments. The calculation of realized gains (losses) is independent of the calculation of the net increase in the fair value of marketable investments. Net investment income consists of:

	FY25	FY24
Net Investment Income		
Net interest, dividend and other income	\$ 13,787	12,429
Realized gains	56,785	51,952
Unrealized gains	28,070	24,946
Investment management fees	(1,598)	(1,641)
Total	\$ 97,044	87,686

(8) Endowment and Other Long-Term Funds

The University's investment policies are governed and authorized by the University Board of Trustees. The Board of Trustees Budget, Finance and Investment Committee has established a formal policy for investment of the endowment and other long term funds with an objective to provide a stable and consistent level of ongoing support for the University's programs through a reasoned spending policy that is also consistent with preserving and enhancing the real purchasing power of the fund over time. The primary long-term investment goal is to attain a real total return that exceeds the amount being distributed for spending and administration, currently set at 5.50%. Other important investment objectives are to achieve annualized returns in excess of the strategic policy portfolio blended benchmark, measured over a full market cycle; and to outperform the median return of a pool of endowment funds of similar size with broadly similar investment objectives and policies.

The endowment in aggregate (which comprises the consolidated endowment and other separately invested assets), long term capital and operating reserves, and UVM Foundation assets are invested in a balanced portfolio consisting of traditional equities (domestic and international) and fixed income/debt; marketable alternatives (hedge funds); private investments (venture capital and private equity); and a diversified

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portfolio of public real assets (real estate and commodities). The consolidated endowment's asset allocation target and actual percentages at June 30 are presented in the following tables:

Unaudited	2025	
	Target %	Actual %
Public Global Equity	\$ 45.0	49.2
Marketable Alternatives	10.0	9.0
Private Investments	35.0	27.0
Fixed Income/Debt	8.0	8.0
Cash and Cash Equivalents	2.0	6.8
Total	<u>\$ 100 %</u>	<u>100 %</u>

Unaudited	2024	
	Target %	Actual %
Public Global Equity	\$ 45.0	54.4
Marketable Alternatives	10.0	10.3
Private Investments	35.0	25.4
Fixed Income/Debt	8.0	7.5
Cash and Cash Equivalents	2.0	2.4
Total	<u>\$ 100 %</u>	<u>100 %</u>

The majority of endowment fund assets are pooled for investment purposes. Each individual fund subscribes to or disposes of units on the basis of the value per unit at fair value at the beginning of the month within which the transaction takes place. Income is distributed on a per unit basis. Of the total units (each having a fair value of \$77.92), 5,822.8165 units were owned by endowment funds and 5,759.5295 units by quasi endowment funds at June 30, 2024 (\$74.08, 5,785.1722 and 5,835.5940 respectively, at June 30, 2024).

The University of Vermont Foundation (UVMF) participates in the UVM pooled endowment. The UVMF owned 3,083.1045 units with a market value of \$240,223 as of June 30, 2025 and 3,262.2564 units with a market value of \$241,674 as of June 30, 2024.

The Uniform Prudent Management of Institutional Funds Act (UPMIFA) requires the institution define an overall prudent approach both to distribution of funds for spending and long-term preservation and growth of capital. The University policy allows distributions from endowments that are temporarily underwater in accordance with the statute. The Budget, Finance, and Investment Committee of the Board of Trustees reviews the income distribution rate annually.

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The table below summarizes changes in relationships between cost and fair values of the pooled endowment, which includes the University of Vermont Foundation's share:

	<u>Fair Value</u>	<u>Cost</u>	<u>Net Change</u>
June 30, 2025	\$ 902,449	682,418	220,031
June 30, 2024	<u>860,887</u>	<u>669,847</u>	<u>191,040</u>
Unrealized net gain			<u>28,991</u>
New gifts and transfers			(6,611)
Realized net gain			55,471
Net income			(2,289)
Withdrawn for spending			<u>(34,000)</u>
Total Net Change		\$	<u><u>41,562</u></u>

	<u>Fair Value</u>	<u>Cost</u>	<u>Net Change</u>
June 30, 2024	\$ 860,887	669,847	191,040
June 30, 2023	<u>803,983</u>	<u>642,278</u>	<u>161,705</u>
Unrealized net gain			<u>29,335</u>
New gifts and transfers			18,513
Realized net gain			47,995
Net income			(6,641)
Withdrawn for spending			<u>(32,298)</u>
Total Net Change		\$	<u><u>56,904</u></u>

(9) Commitments

Major plant projects include commitments as follows:

<u>Project</u>	<u>Estimated Project Cost</u>	<u>Project-to-Date Expenditures 2025</u>	<u>Project-to-Date Expenditures 2024</u>
Multipurpose Center	95,000	66,972	66,968
Multipurpose Center Phase 3	15,000	6,878	1,683
475 Main Street Renovation	15,000	9	—

Obligations under lease agreements are detailed in footnote 5.

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The University is obligated under certain of its investments to make future capital contributions in the amount of \$100,403 as of June 30, 2025.

The University entered into agreements with the State of Vermont Department of Vermont Health Access in both 2025 and 2024, to make payments to support the Graduate Medical Education (GME) program. The GME program helps ensure access to quality and essential professional health services for Medicaid beneficiaries through the care provided by teaching physicians and teaching hospitals. The University uses general fund state appropriation dollars to fund the GME payments through an inter-governmental transfer to the State. GME payments totaling \$25,243 and \$22,628 were made in 2025 and 2024, respectively, and are recorded on the Statements of Revenues, Expenses, and Changes in Net Position under Intergovernmental transfers in the Non-operating revenues and expenses section. For 2026 the University will make a payment to the State of Vermont Department of Vermont Health Access totaling \$27,437.

The University is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; injuries to employees; and natural disasters and business interruption. The University manages these risks through a combination of self-insurance and commercial insurance purchased in the name of the University. The University's annual self-insured obligation for general liability is \$500 per occurrence and \$25 per occurrence for automobile liability. Its assumption of risk for property losses is \$250 per occurrence. Educator's legal liability risks are subject to a \$300 per loss retention. Worker's compensation is subject to a \$650 per occurrence retention. None of these lines of coverage have an annual self-insured aggregate or stop-gap. Settled claims resulting from these risks have not exceeded commercial insurance coverage in any of the past three fiscal years.

The University is a member of a Vermont captive, Pinnacle Consortium of Higher Education. The captive covers two insurance lines, general liability and automobile liability. All members are required to participate in the captive general liability program which provides \$5,000 excess limit and the group purchase liability program that provides a \$20,000 excess limit. The University has purchased an additional \$75,000 from the commercial liability insurance market to bring the total excess limit to \$100,000.

The University follows the policy of self-insuring risks up to certain limits. At year end, the University had open claims valued at \$3,286 in 2025 and \$2,716 in 2024; \$95 and \$44 of this is covered by excess insurance in 2025 and 2024, respectively. The University paid claims of \$1,944 in 2025 and \$2,317 in 2024. Reserves for property and casualty liabilities are included in accrued liabilities (including incurred but not reported) in the amount of \$24,059 at June 30, 2025 and \$20,838 at June 30, 2024.

In conducting its activities, the University from time to time is the subject of various claims and has claims against others. The ultimate resolution of such claims is not expected to have a material adverse or favorable effect on the financial position, operating performance or cash flows of the University.

Five groups of University employees are represented by collective bargaining units. The University participates in contract negotiations with these groups periodically.

The University receives significant financial assistance from federal and state agencies in the form of grants and contracts. Expenditures of funds under these programs require compliance with the grant agreements and are subject to audit. Any disallowed expenditures resulting from such audits become a

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liability of the University. In the opinion of management such adjustments, if any, are not expected to materially affect the financial condition, operating performance or cash flows of the University

(10) Retirement Plans

Faculty, staff and post-doctoral employees at the University of Vermont may participate in the University's 403(b) defined contribution plan and a 457(b) deferred compensation plan provided the following criteria are met:

- faculty and staff in 9-, 10-, 11-, or 12-month appointments must have a full-time equivalency of .75 or greater. These individuals may become eligible for UVM contributions;
- faculty, staff and post-doctoral employees with a 12-month appointment must have a full-time equivalency of .50 to .75 to be eligible to make contributions to UVM's 403(b) and 457(b) plans. These individuals are not eligible for UVM contributions;
- post-doctoral employees must have a full-time equivalency of .50 or greater to be eligible to make contributions to UVM's 403(b) and 457(b) plans. These individuals are not eligible for UVM contributions;
- non-represented staff, Staff United and United Electrical staff must be employed three years before they qualify for University contributions to their retirement plan, or, to waive this waiting period, they must have a vested interest in the retirement plan of their previous nonprofit employer;
- staff represented by the Teamsters Union are eligible for the 10% UVM contribution after the successful completion of their probationary period;
- non tenure-track faculty and faculty under the rank of assistant professor must wait one year to qualify for University contributions to their retirement plan, or, to waive this waiting period, they must have a vested interest in the retirement plan of their previous nonprofit employer;
- officers of administration or tenure track faculty at the level of assistant professor or above receive University contributions to their retirement plan immediately upon enrolling in the plan.

To obtain University contributions, faculty members and officers of administration must contribute 3% of their salary, and staff must contribute 2%. The University's contribution to the retirement fund of qualified faculty and staff is 10% of salary and this amount is immediately vested.

The University also offers a 457(b) deferred compensation plan. Faculty and staff can participate provided they are participating in the 403(b) plan. The University makes no contributions to this plan.

The University's 403(b) and 457(b) contributory retirement plans are administered by the Teachers Insurance Annuity Association of America (TIAA), the College Retirement Equities Fund (CREF), and Fidelity Investments.

Since both faculty and staff are immediately vested in all retirement contributions made on their behalf, the University has no control of, responsibility for, or ownership of retirement funds, except that employees may not withdraw employer funds contributed to either their 403(b) or 457(b) plan while employed at the

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University. Retirement funds may be transferred among the investment alternatives at the discretion of the employee.

Upon leaving the University, employees may remain in the UVM plan but may no longer make contributions, withdraw funds from their accounts, or transfer the funds to other investment alternatives subject to the limitations of 403(b) and/or 457(b) regulations and the contractual provisions of their investment alternative.

For the years ended June 30, 2025 and 2024, the University had total payroll expense of \$402,283 and \$363,340, respectively, of which \$261,537 in 2025 and \$247,265 in 2024 was covered by the University's 403(b) retirement plan. Total employee and employer contributions for 403(b) pension benefits for the year were \$23,438 and \$26,154, respectively, for 2025 and \$21,809 and \$24,726, respectively, for 2024. The University's contribution for 403(b) pension benefits is 10% of the covered payroll. Total employee contributions to the 457(b) retirement plan were \$7,718 in fiscal year 2025 and \$7,283 in fiscal year 2024.

(11) Postemployment Benefits Other Than Pensions (OPEB)

The University accounts for its postemployment benefit plan in accordance with GASB Statement 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*. GASB Statement 75 prescribes a methodology which requires the employer to recognize a total OPEB liability on the Statements of Net Position. Changes in the total OPEB liability will immediately be recognized as OPEB expense on the Statements of Revenues, Expenses, and Changes in Net Position or reported as deferred outflows or deferred inflows of resources depending on the nature of the changes.

(a) Plan Description

The University's OPEB plan covers medical, (base) dental, life insurance, and tuition remission benefits provided to eligible University retirees and their dependents. The plan was established under the authority of and may be amended by the University. It is a single employer defined benefit OPEB plan administered by the University. No assets are accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement 75.

Plan provisions include two levels of eligibility based on whether the employee was at least 65 years of age at June 30, 2014:

1) Pre-65 retirees that met the retirement benefit eligibility criteria that were in place at the time of his or her hire date, and retired on or before June 30, 2014, will receive the post-retirement medical benefit and premium contributions will remain unchanged. For employees hired before January 1, 2012, if the employee met the retirement eligibility criteria that were in place at the time of his or her hire date, and did not retire on or before June 30, 2014, then he or she is eligible for the benefit but his or her share of the premium contribution will change based on the employee's salary at the date of retirement. If, by June 30, 2014, the employee has not met the eligibility criteria that were in place at the time of his or her hire date, then he or she will be eligible to enroll in the pre-65 post-retirement medical benefit plan, but will be responsible for 100% of the premium unless the employee has at least fifteen years of service in which case, at the age of 62, the employee will be eligible for the pre-retirement medical benefit and will pay 50% of the premium for Non-United Academic employees, and 60% of the

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premium for United Academic employees. Employees hired on or after January 1, 2012 will be able to participate in the post-retirement medical plan, but they will be responsible for 100% of the premium.

2) Post-65 retirees that met the retirement benefit eligibility criteria that were in place at the time of his or her hire date, and retired on or before June 30, 2014, will receive the post-retirement medical benefit and premium contributions will remain unchanged. Employees hired before January 1, 2012 who do not retire by June 30, 2014 will be eligible for the post-65 benefit when they reach the age of 65 and have 15 years of service, but the premium will change based on the employee's salary at the date of retirement. Employees hired on or after January 1, 2012 will be able to participate in the post-retirement medical plan, but they will be responsible for 100% of the premium.

Employees who retired under the Voluntary Separation Plan of 1992 or before are not required to contribute to the plan, however, a surviving spouse receives two (2) years of medical and base dental coverage without charge, after which dental terminates (the surviving spouse would be eligible for 36 months of COBRA) and medical coverage is available at 50% of the cost of providing coverage. Retirees under the Voluntary Separation Plan of 2000 pay for their medical benefits based on the contribution system in effect prior to June 30, 2000 (based on 0.5% times 75% of the average final three years' base salary). Retirees hired after June 30, 1992 have the same salary band contribution percentages as active employees, which is based on 75% of their average final three years' base salary. Retirees hired after June 30, 1992 and before July 1, 1997 are required to contribute as above plus a percentage based on the sum of their age at retirement and their years of continuous full-time service. This surcharge is based on a scale that ranges from 65 to 75 and over. A retirement benefit structure was announced in December 2011, affecting employees retiring on or after June 30, 2015. Consideration is given to age and years of service, with employee participation in medical benefit coverage and the costs associated with that coverage.

At the valuation date of January 1, 2023, the following employees were covered by the benefit terms:

Inactive employees or beneficiaries currently receiving benefits	\$ 1,957
Active employees	<u>4,063</u>
Total	<u>\$ 6,020</u>

(b) Total OPEB Liability

The University's total OPEB liability of \$434,826 in 2025 and \$402,125 in 2024 was determined by an actuarial valuation as of January 1, 2023, and then projected forward to the measurement date of December 31, 2024 and December 31, 2023, respectively.

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The total OPEB liability as of the December 31, 2024 measurement date was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

Inflation	2.30%
Salary Increases	3.00%
Discount Rate	4.08%

The following percentages have been assumed for election of coverage by future eligible retirees:

Medical and Rx	90%
Dental	95%
Life Insurance	95% for healthy retirees 50% for disabled retirees

Assumed health care cost trend rates vary by benefit type as follows:

Benefit	Initial Rate	Ultimate Rate	Year Ultimate Rate is Reached
VHP Pre-Medicare	6.3%	3.7%	2074
J Carve-Out Medicare	24.1%	3.7%	2074
MediComp III Medicare	30.0%	3.7%	2074
Dental	4.0%	3.7%	2074
Tuition Remission	2.3%	2.3%	2024

The discount rate was based on Bond Buyer GO 20-Bond Municipal Index. The discount rate is as of the measurement date.

The mortality rates for 2025 and 2024 were based on the Pri-2012 Retiree/Employee Mortality Table projected with Projection Scale MP-2021 for healthy participants, Pri-2012 Contingent Survivor Table with Scale MP-2021 for current surviving spouses, and Pri-2012 Disabled Mortality Table projected with Projection Scale MP-2021 for disabled participants.

The University's OPEB plan is not large enough to develop credible mortality table based exclusively on plan experience. Therefore, the University has relied on the previously mentioned published mortality table in which credible mortality experience was analyzed.

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(c) Changes in Total OPEB Liability

The following table represents changes in Total OPEB Liability for the year ended June 30, 2025 and 2024:

	FY25	FY24
Total OPEB Liability		
Balance at beginning of year	\$ 402,125	186,997
Changes for the year:		
Service cost	10,953	5,933
Interest on total OPEB liability	13,355	7,057
Effect of economic/demographic gains or losses	(2,044)	200,605
Effect of assumption changes or inputs	17,299	8,036
Benefit payments	(6,862)	(6,503)
Net changes	32,701	215,128
Balance at end of year	\$ 434,826	402,125

The University changed medical carriers for the Medicare Advantage plans effective January 1, 2025. This change has been reflected in the valuation and caused the liability to increase \$211.4 million in FY24. The discount rate increased to 4.08% in FY25 from 3.26% in FY24 and medical and dental claims and trend were updated to reflect current premiums, and expectations of future experience. Combined these assumption changes increased the liability \$17.3 million.

The following tables present the total OPEB liability of the University, calculated using the discount rates of 4.08% in FY25 and 3.26% in FY24, as well as what the University's total OPEB liability would be if it were calculated using a discount rate that is 1 percentage point lower or 1 percentage point higher than the current rate.

Fiscal Year 2025			
	1% Decrease -3.08%	Discount Rate -4.08%	1% Increase -5.08%
Total OPEB liability	\$ 491,987	434,826	387,504

Fiscal Year 2024			
	1% Decrease -2.26%	Discount Rate -3.26%	1% Increase -4.26%
Total OPEB liability	\$ 459,546	402,125	354,930

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The following tables present the FY25 and FY24 total OPEB liability for the University, calculated using the current healthcare cost trend rates as well as what the University's total OPEB liability would be if it were calculated using trend rates that are 1 percentage point lower or 1 percentage point higher than the current trend rates.

Fiscal Year 2025			
	1% Decrease	Current Trend Rate	1% Increase
Total OPEB liability	\$ 379,812	434,826	502,215

Fiscal Year 2024			
	1% Decrease	Current Trend Rate	1% Increase
Total OPEB liability	\$ 350,182	402,125	466,186

(d) OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

OPEB expense for the fiscal year ended June 30, 2025 and 2024 is summarized as follows:

	FY25	FY24
OPEB (Credit) Expense		
Service cost	\$ 10,953	5,933
Interest on total OPEB liability	13,355	7,057
Recognition of deferred outflows/inflows of resources		
Recognition of economic/demographic gains or losses	(33,548)	(41,833)
Recognition of assumption changes or inputs	(3,856)	3,773
OPEB (credit) expense	<u>\$ (13,096)</u>	<u>(25,070)</u>

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Deferred outflows and inflows of resources as of June 30, 2025 and 2024 are summarized as follows:

		2025	
		Deferred Inflows of Resources	Deferred Outflows of Resources
Difference between expected and actual experience	\$	(78,903)	140,901
Changes of assumptions		(25,194)	20,075
Contributions after measurement period		—	7,480
Total	\$	<u>(104,097)</u>	<u>168,456</u>

		2024	
		Deferred Inflows of Resources	Deferred Outflows of Resources
Difference between expected and actual experience	\$	(140,782)	171,276
Changes of assumptions		(42,295)	16,020
Contributions after measurement period		—	3,293
Total	\$	<u>(183,077)</u>	<u>190,589</u>

Deferred outflows of resources resulting from contributions after the measurement period totaling \$7,480 and \$3,293 will be recognized as a reduction of the total OPEB liability in the year ended June 30, 2025 and June 30, 2024, respectively. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expenses as follows:

For the Fiscal Year Ending June 30	OPEB Expense
2026	\$ (31,515)
2027	(3,721)
2028	33,578
2029	33,578
2030	24,959

*Note that additional future inflows and outflows of resources may impact these numbers.

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(12) Operating Expenses by Function

Operating expenses by functional classification for the years ended June 30, 2025 and 2024 are summarized as follows:

Function	Year ended June 30, 2025				
	Compensation and Benefits	Supplies and Services	Depreciation and Amortization	Scholarships and Fellowships	Total
Instruction	\$ 177,073	27,050	—	—	204,123
Research	85,976	54,764	—	—	140,740
Public service	54,914	11,862	—	—	66,776
Academic support	78,422	17,513	—	—	95,935
Student services	39,429	16,735	—	—	56,164
Institutional support	51,589	20,155	—	—	71,744
Operation and maintenance of plant	38,772	25,872	—	—	64,644
Scholarships and fellowships	—	—	—	7,754	7,754
Auxillary enterprises	37,532	71,399	—	—	108,931
Depreciation and amortization	—	—	41,973	—	41,973
Total	\$ 563,707	245,350	41,973	7,754	858,784

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Function	Year ended June 30, 2024				
	Compensation and Benefits	Supplies and Services	Depreciation and Amortization	Scholarships and Fellowships	Total
Instruction	\$ 147,409	25,902	—	—	173,311
Research	73,054	50,256	—	—	123,310
Public service	47,709	13,809	—	—	61,518
Academic support	68,451	17,689	—	—	86,140
Student services	32,517	15,209	—	—	47,726
Institutional support	42,226	14,540	—	—	56,766
Operation and maintenance of plant	34,144	21,264	—	—	55,408
Scholarships and fellowships	—	—	—	8,447	8,447
Auxiliary enterprises	31,633	61,142	—	—	92,775
Depreciation and amortization	—	—	41,610	—	41,610
Total	\$ 477,143	219,811	41,610	8,447	747,011

(13) Subsequent Events

The University considers events or transactions that occur after the statement of net position date, but before the financial statements are issued, to provide additional evidence relative to certain estimates or to identify matters that require additional disclosure. These financial statements covering the years ended June 30, 2025 and 2024 were available to be issued on November 5, 2025 and subsequent events have been evaluated through that date.

(14) Combining information for Discretely Presented Component Units

As indicated in footnote 1, the University consolidates certain component units in a discrete presentation. Condensed combining financial information for the years ended June 30, 2025 and 2024 is presented below.

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Discretely Presented Component Unit's Statements of Net Position

June 30, 2025 and 2024

	UMEA		UVMF		Catamount Run Phase 1		Catamount Run Phase 2		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Assets										
Current assets:										
Cash and cash equivalents	\$ 1,046	179	36,640	28,647	1,076	105	1,009	5,747	39,771	34,678
Operating investments	72,429	64,013	50,668	49,194	—	—	—	—	123,097	113,207
Accounts, loan notes, and pledges receivable, net	937	—	8,680	8,274	111	11	12	—	9,740	8,285
Inventories and prepaid expenses	11	11	693	723	—	—	—	—	704	734
Total current assets	<u>74,423</u>	<u>64,203</u>	<u>96,681</u>	<u>86,838</u>	<u>1,187</u>	<u>116</u>	<u>1,021</u>	<u>5,747</u>	<u>173,312</u>	<u>156,904</u>
Non-current assets:										
Endowment cash, cash equivalents and investments	—	—	310,465	278,317	—	—	—	—	310,465	278,317
Student loans, notes, and pledges receivable, net	—	—	3,806	5,637	—	—	—	—	3,806	5,637
Investments for capital activities	—	—	66	121	—	—	—	—	66	121
Deposits with trustees	—	—	1,851	1,675	—	—	—	—	1,851	1,675
Capital and right of use assets, net	—	—	6,583	6,946	56,714	37,045	54,189	29,969	117,486	73,960
Total non-current assets	<u>—</u>	<u>—</u>	<u>322,771</u>	<u>292,696</u>	<u>56,714</u>	<u>37,045</u>	<u>54,189</u>	<u>29,969</u>	<u>433,674</u>	<u>359,710</u>
Total assets	<u>74,423</u>	<u>64,203</u>	<u>419,452</u>	<u>379,534</u>	<u>57,901</u>	<u>37,161</u>	<u>55,210</u>	<u>35,716</u>	<u>606,986</u>	<u>516,614</u>
Liabilities										
Current liabilities:										
Accounts payable and accrued liabilities	1,100	439	10,439	9,894	189	2,917	1,449	2,318	13,177	15,568
Unearned revenue, deposits, and funds held for others	57,605	47,886	—	—	405	—	—	—	58,010	47,886
Bonds and leases payable	—	—	—	—	430	—	175	—	605	—
Total current liabilities	<u>58,705</u>	<u>48,325</u>	<u>10,439</u>	<u>9,894</u>	<u>1,024</u>	<u>2,917</u>	<u>1,624</u>	<u>2,318</u>	<u>71,792</u>	<u>63,454</u>
Non-current liabilities:										
Bonds and leases payable	—	—	3,775	3,998	33,306	10,035	20,188	—	57,269	14,033
Total non-current liabilities	<u>—</u>	<u>—</u>	<u>3,775</u>	<u>3,998</u>	<u>33,306</u>	<u>10,035</u>	<u>20,188</u>	<u>—</u>	<u>57,269</u>	<u>14,033</u>
Total liabilities	<u>58,705</u>	<u>48,325</u>	<u>14,214</u>	<u>13,892</u>	<u>34,330</u>	<u>12,952</u>	<u>21,812</u>	<u>2,318</u>	<u>129,061</u>	<u>77,487</u>
Net position										
Net investment in capital assets	—	—	2,808	2,948	—	—	—	—	2,808	2,948
Restricted:										
Non-expendable	—	—	265,836	248,532	—	—	—	—	265,836	248,532
Expendable	10,216	11,618	116,200	97,336	—	—	—	—	126,416	108,954
Unrestricted	5,502	4,260	20,394	16,826	23,571	24,209	33,398	33,398	82,865	78,693
Total net position	<u>\$ 15,718</u>	<u>15,878</u>	<u>405,238</u>	<u>365,642</u>	<u>23,571</u>	<u>24,209</u>	<u>33,398</u>	<u>33,398</u>	<u>477,925</u>	<u>439,127</u>

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Discretely Presented Component Unit's Statements of Revenue, Expenses and Changes in Net Position

Years ended June 30, 2025 and 2024

	UMEA		UVMF		Catamount Run Phase 1		Catamount Run Phase 2		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Operating revenues										
Federal, state, and private grants and contracts	\$ —	—	989	1,146	—	—	—	—	989	1,146
Student loan interest and other operating revenues	202	183	38	56	1,629	17	4	3	1,873	259
Total operating revenues	202	183	1,027	1,202	1,629	17	4	3	2,862	1,405
Operating expenses										
Compensation and benefits	(249)	(260)	(12,402)	(12,245)	(107)	—	—	—	(12,758)	(12,505)
Supplies and services	—	—	(3,110)	(3,345)	(1,324)	(4)	(4)	(6)	(4,438)	(3,355)
Depreciation and amortization	—	—	(363)	(368)	(836)	—	—	—	(1,199)	(368)
Total operating expenses	(249)	(260)	(15,875)	(15,958)	(2,267)	(4)	(4)	(6)	(18,395)	(16,228)
Operating gain (loss)	(47)	(77)	(14,848)	(14,756)	(638)	13	—	(3)	(15,533)	(14,823)
Non-operating revenues (expenses)										
Private gifts	1,610	—	27,160	24,005	—	—	—	—	28,770	24,005
Net investment income (loss)	463	784	30,832	29,125	—	—	—	—	31,295	29,909
Interest on indebtedness	—	—	(37)	(43)	—	—	—	—	(37)	(43)
Net other non-operating revenue (expense)	—	—	(649)	(681)	—	—	—	—	(649)	(681)
Transfers from UVM to component units	—	—	13,454	11,671	—	—	—	—	13,454	11,671
Transfers to UVM from component units	(2,186)	(537)	(31,558)	(25,192)	—	—	—	—	(33,744)	(25,729)
Net non-operating revenues (expenses)	(113)	247	39,202	38,885	—	—	—	—	39,089	39,132
Revenue (loss) before capital and endowment additions	(160)	170	24,354	24,129	(638)	13	—	(3)	23,556	24,309
Gifts for endowment purposes	—	—	15,242	9,723	—	—	—	—	15,242	9,723
Capital contributions from equity partner	—	—	—	—	—	24,196	—	33,401	—	57,597
Total capital and endowment additions	—	—	15,242	9,723	—	24,196	—	33,401	15,242	67,320
Increase (decrease) in net position	(160)	170	39,596	33,852	(638)	24,209	—	33,398	38,798	91,629
Net position, beginning of year	15,878	15,708	365,642	331,790	24,209	—	33,398	—	439,127	347,498
Net position, end of year	\$ 15,718	15,878	405,238	365,642	23,571	24,209	33,398	33,398	477,925	439,127

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Required Supplementary Information - Postemployment Benefits

Schedule of Changes in the University's Total OPEB Liability and Related Ratios

Total OPEB Liability	FY25	FY24	FY23	FY22	FY21	FY20	FY19	FY18
Service cost	\$ 10,953	5,933	8,909	15,745	13,582	13,452	15,645	14,434
Interest on total OPEB liability	13,355	7,057	9,062	10,251	14,661	19,063	17,175	18,066
Changes of benefit terms	—	—	—	—	—	—	—	—
Effect of economic/demographic (gains) or losses	(2,044)	200,605	(213,796)	(9,093)	(117,836)	9,862	1,395	847
Effect of assumption changes or inputs	17,299	8,036	(42,777)	(41,561)	51,272	45,175	(48,429)	4,085
Benefit payments	(6,862)	(6,503)	(10,773)	(13,455)	(17,225)	(17,853)	(18,029)	(16,058)
Net change in total OPEB liability	32,701	215,128	(249,375)	(38,113)	(55,546)	69,699	(32,243)	21,374
Total OPEB liability beginning	402,125	186,997	436,372	474,485	530,031	460,332	492,575	471,201
Total OPEB liability ending	\$ <u>434,826</u>	<u>402,125</u>	<u>186,997</u>	<u>436,372</u>	<u>474,485</u>	<u>530,031</u>	<u>460,332</u>	<u>492,575</u>
Covered-employee payroll	\$ 283,001	283,001	259,184	259,184	258,395	258,395	241,981	241,981
Total OPEB liability as a % of covered-employee payroll	153.65 %	142.09 %	72.15 %	168.36 %	183.63 %	205.12 %	190.23 %	203.56 %

This schedule is presented to illustrate the requirement to show information for 10 years. However, recalculations of prior years are not required, and if prior years are not reported in accordance with the current GASB standards, they should not be reported.

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Notes to the Required Supplementary Information

For the Years Ended June 30, 2025 and 2024
(Dollars in thousands)

Notes to Schedule:

Changes of assumptions. Changes of assumptions and other inputs reflect the effects of changes in the discount rate each period. The following are the discount rates used in each period:

2025	4.08%
2024	3.26%
2023	3.72%
2022	2.06%
2021	2.12%
2020	2.74%
2019	4.10%
2018	3.44%

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Supplementary Schedule of Expenditures of Federal Awards

Year ended June 30, 2025

Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Research and Development Cluster:				
Department of Agriculture:				
Animal and Plant Health Inspection Service	Direct	10.RD	\$ —	522,825
Agricultural Marketing Service	Direct	10.RD	17,505	506,713
Forest Service	Direct	10.RD	1,868,423	2,928,417
National Institute of Food and Agriculture	Direct	10.RD	7,194,705	20,868,957
Natural Resources Conservation Service	Direct	10.RD	18,999	793,300
Agriculture Research Service	Direct	10.RD	40,530	4,838,243
Economic Research Services	Direct	10.250	—	(12)
Department of Agriculture Direct Subtotal			9,140,163	30,458,443
Dairy Research Institute	D1295-0	10.000	—	207,504
US Endowment Forestry and Communities	21-00284	10.000	—	34,550
Subtotal			—	242,054
Geisinger Clinic	646515UV01	10.001	—	19,976
Michigan State University	RC114418 - UVT	10.164	—	26,547
Pollinator Partnership	LOA Proj Partner-7/27/22	10.170	—	14,146
Vermont Agency of Agric Food and Markets	02200-SCBGP-17-04	10.170	—	(525)
Vermont Agency of Agric Food and Markets	02200-SCBGP-19-04	10.170	—	17,911
Vermont Agency of Agric Food and Markets	02200-SCBGP-19-05	10.170	—	9,166
Vermont Agency of Agric Food and Markets	02200-SCBGP-20-03	10.170	—	19,753
Vermont Agency of Agric Food and Markets	02200-SCBGP-20-04	10.170	—	17,747
Vermont Agency of Agric Food and Markets	02200-SCBGP-21-02	10.170	—	12,137
Vermont Beekeepers Association	AWD2004	10.170	—	9,161
Subtotal			—	99,496
University of Maine	UMS2338	10.174	—	8,271
Vermont Agency of Agric Food and Markets	02200-DBIC-21-06	10.176	—	962
Vermont Agency of Agric Food and Markets	002200-DBIC-G4A-25-06	10.176	—	109,441
Vermont Agency of Agric Food and Markets	43373	10.176	—	(356)
Vermont Agency of Agric Food and Markets	45171	10.176	—	57,946
Vermont Creamery	202201	10.176	—	(3,949)
Subtotal			—	164,044
Colorado State University	CSU 531459	10.200	—	6,321
University of Maryland Eastern Shore	IR4SZ4327370/SLR	10.200	—	273
University of Maryland Eastern Shore	2023IR4SZ4328080	10.200	—	6
University of Maryland Eastern Shore	2024IR4SZ4328080	10.200	—	1,802
Subtotal			—	8,402
Born to Swarm Apiaries	AWD1815	10.215	—	2,586
Cornell University	142258-21588	10.215	—	23,194
Lemon Fair Honeyworks	8/22/2024	10.215	—	4,510
Pennsylvania State University	S004814-UV	10.215	—	2,349
University of Maryland	141643-Z5336205	10.215	—	19,780
University of Massachusetts Amherst	21-015580-B	10.215	—	(375)
University of New Hampshire	PZL0306	10.215	—	11,208
Subtotal			—	63,252

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Supplementary Schedule of Expenditures of Federal Awards

Year ended June 30, 2025

Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Applied Research Associates Inc.	ARA-UVM-001	10.241	\$ —	1,627
NEK Biosciences LLC	UVM-ARC Project	10.241	—	9,126
NEK Biosciences LLC	UVM-Bock Project	10.241	—	14,496
NEK Biosciences LLC	UVM-Creutzinger Project	10.241	—	27,780
NEK Biosciences LLC	UVM-Doiron Project	10.241	—	4,231
Subtotal			—	57,260
Iowa State University	025840A	10.250	—	34,133
Duke University	343-000110	10.290	—	8,032
Organic Seed Alliance	43056-07	10.303	—	35,351
University of Connecticut	195626973	10.303	—	7,057
University of Minnesota	SUBA00000944-A011421703	10.303	—	34,900
Subtotal			—	77,308
University of Maine	UMS1427	10.304	—	24,256
Cornell University	143324-21723	10.307	—	64,389
Cornell University	158619-22492	10.307	—	85,306
Subtotal			—	149,695
Colby College	2021-NIFA-CRS-05	10.310	—	94,190
Colorado State University	G-03163-02	10.310	—	166,033
Harvard University	131727-5116598	10.310	—	14,110
North Carolina State University	2019-1507-06	10.310	—	25,297
University of Maine	UMS1443	10.310	111,087	280,166
University of Michigan	SUBK00020683	10.310	—	15,151
University of Missouri	C00075322-1	10.310	—	65,223
University of Missouri	C00080426-2	10.310	—	63,449
University of Nevada, Reno	UNR-24-136	10.310	—	9,494
Virginia Polytechnic Institute and State University	423764-19D19	10.310	—	57,690
Subtotal			111,087	790,803
West Virginia University	24-706-UVT	10.311	—	12,100
Pennsylvania State University	S005195-USDA	10.320	—	153,219
Michigan State University	RC116843UVM	10.328	—	19,415
University of Massachusetts Amherst	23-017183 A 00	10.328	—	987
Subtotal			—	20,402
Cornell University	143809-23176	10.329	7,094	21,212
Cornell University	143809-23219	10.329	—	9,715
Cornell University	143809-24001	10.329	—	16,286
Subtotal			7,094	47,212
University of Maine	UMS1393	10.330	—	9,363
Iowa State University	026499D	10.352	—	73,055
University of Delaware	UDR0000365	10.520	—	4,486
University of Delaware	UDR0000513	10.520	—	91,296
University of Delaware	UDR0000527	10.520	—	42,211
University of Delaware	UDR0000530	10.520	—	40,543
University of Delaware	UDR0000741	10.520	—	5,255
Subtotal			—	183,792

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Supplementary Schedule of Expenditures of Federal Awards

Year ended June 30, 2025

Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Vermont Agency of Agric Food and Markets	02200-FRSAN-21-002	10.525	\$ —	(2,286)
Colgate University	201684-621	10.652	—	(1)
National Audubon Society, Inc	Grant1883	10.664	—	7,271
Vermont Dept of Forests Parks Recreation	06130-SUSTAP-20-04	10.664	—	46,890
Vermont Dept of Forests Parks Recreation	06130-UVM-FEMC-FFY19	10.664	37,248	82,564
Vermont Dept of Forests Parks Recreation	06130-UVM-FEMC-FFY21	10.664	35,834	121,546
Vermont Dept of Forests Parks Recreation	06130-UVM-FEMC-FFY22	10.664	7,360	354,558
Vermont Dept of Forests Parks Recreation	06130-UVM-UCF-FFY23	10.664	—	(1,438)
Vermont Dept of Forests Parks Recreation	FP00019249_SA001	10.664	15,914	107,225
Subtotal			96,356	718,616
Vermont Dept of Forests Parks Recreation	06130-UVM-FEMC-FFY23	10.680	—	261,246
University of New Hampshire	PZL0345	10.907	—	38,238
American Farmland Trust	1/1/2024	10.912	—	24,460
Vermont Land Trust	2021-VLT-UVMCIG	10.912	—	55,429
			—	79,889
Nature Conservancy	AGF_PCSC_C_Y1Q4_UVM	10.917	—	5,009
American Farmland Trust	3/31/2022	10.932	—	57,998
Vermont Agency of Agric Food and Markets	48705	10.932	—	4,968
Subtotal			—	62,966
Department of Agriculture Pass Through Subtotal			214,537	3,436,349
Department of Agriculture Total			9,354,700	33,894,792
Department of Commerce:				
Economic Development Administration	Direct	11.039	—	276,995
National Oceanic Atmospheric Admin/NOAA	Direct	11.RD	215,001	1,990,629
National Inst Standards Technology/NIST	Direct	11.RD	36,999	472,559
Department of Commerce Direct Subtotal			252,000	2,740,182
Dartmouth College	R1930	11.417	—	1,888
Louisiana State University	PO-0000187366	11.417	—	7,091
University of Minnesota	D010061406	11.417	—	8,830
University of Minnesota	D011591106	11.417	—	10,540
University of Puerto Rico	2023-000254	11.417	—	1
Subtotal			—	28,350
University of Alabama - Tuscaloosa	A22-0303-S001	11.432	—	1,019,731
University of Alabama - Tuscaloosa	A22-0303-S002	11.432	—	99,431
University of Alabama - Tuscaloosa	A22-0303-S003-A02	11.432	32,327	422,043
University of Alabama - Tuscaloosa	A22-0304-S002	11.432	45,954	588,311
University of Alabama - Tuscaloosa	A22-0305-S001	11.432	—	840,194
University of Alabama - Tuscaloosa	A22-0309-S002-A03	11.432	—	154,047
University of Alabama - Tuscaloosa	A22-0310-S007	11.432	—	496,856
University of Alabama - Tuscaloosa	A23-0233-S003-A03	11.432	—	142,815
University of Alabama - Tuscaloosa	A23-0236-S001-A03	11.432	—	42,634
University of Alabama - Tuscaloosa	A23-0238-S002-A02	11.432	—	73,675
University of Alabama - Tuscaloosa	A23-0251-S001-A02	11.432	—	78,330
University of Alabama - Tuscaloosa	A23-0263-S002-A02	11.432	—	174,812
University of Alabama - Tuscaloosa	A23-0265-S001-A03	11.432	—	90,626
University of Alabama - Tuscaloosa	A23-0273-S002	11.432	—	45,674
University of Alabama - Tuscaloosa	A23-0353-S002-A03	11.432	34,826	64,473
University of Alabama - Tuscaloosa	A24-0453-S001	11.432	—	13,458

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Supplementary Schedule of Expenditures of Federal Awards

Year ended June 30, 2025

Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
University of Alabama - Tuscaloosa	A24-0490-S001-A02	11.432	—	55,460
University of Alabama - Tuscaloosa	A24-0504-S002	11.432	\$ —	2,774
University of Alabama - Tuscaloosa	A24-0505-S002-A01	11.432	—	10,428
Subtotal			113,108	4,415,771
Mississippi State University	193700.364089.01	11.617	—	173,418
Department of Commerce Pass Through Subtotal			113,108	4,617,540
Department of Commerce Total			365,108	7,357,722
Department of Defense:				
Department of the Navy	Direct	12.000	—	23,167
US Army Medical Research Acquisition Activity	Direct	12.420	253,964	1,482,720
Department of The Army	Direct	12.431	65,543	270,175
Defense Advanced Research Projects Agency	Direct	12.910	—	188,206
Department of Defense Direct Subtotal			319,507	1,964,268
ATA Engineering, Inc.	73248-100 FMI PO121824	12.000	—	45,292
Stealth Software Technologies	SIEVE Program	12.000	—	(813)
Stealth Software Technologies	11/6/2023	12.000	—	98,365
Stealth Software Technologies	1/31/2025	12.000	—	135,489
University of Calgary	UCalgary	12.000	—	921
University of Pittsburgh	AWD00001267-9	12.000	—	157,070
Subtotal			—	436,324
University of Colorado, Boulder	1562376	12.300	—	221,451
Henry M. Jackson Foundation	PO1067059-FM6193-HJF67370	12.420	—	166,509
MedStar Health Research Institute	5002071103	12.420	—	1,403
Mount Sinai School of Medicine	IF130501450-9400002	12.420	—	17,266
University Massachusetts Medical School	SUB00000422	12.420	—	242,982
University Massachusetts Medical School	SUB00000631	12.420	—	23,635
Veterans Education and Research Association of Northern New England, Inc.	210295	12.420	—	15,942
Veterans Education and Research Association of Northern New England, Inc.	210579	12.420	—	84,285
Subtotal			—	552,022
Tufts University	PO EP0237001	12.431	—	77,956
University of Virginia	GR100223.SUB00000842	12.630	—	307,090
Stanford University	62621898-192767	12.910	—	69,018
University of Pittsburgh	AWD00001593 (419447-1)	12.910	—	130,820
University of Pittsburgh	AWD00001593 (801595-1)	12.910	—	84,362
University of Pittsburgh	AWD00001593 (801737-1)	12.910	—	336,993
University of Pittsburgh	AWD00001593 (801740-1)	12.910	—	189,617
Subtotal			—	810,810
Department of Defense Pass Through Subtotal			—	2,405,652
Department of Defense Total			319,507	4,369,920
Department of the Interior:				
US Geological Survey	Direct	15.RD	38,046	1,186,544
National Park Service	Direct	15.RD	—	499,183
US Fish and Wildlife Service	Direct	15.RD	—	261,017
Department of the Interior Direct Subtotal			38,046	1,946,744

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Supplementary Schedule of Expenditures of Federal Awards

Year ended June 30, 2025

Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Vermont Dept of Fish and Wildlife (ANR)	06120FY23618	15.634	\$ —	77,522
Vermont Dept of Fish and Wildlife (ANR)	06120FY24649	15.634	—	67,311
Subtotal			—	144,833
Saint Michaels College	SUBAWD520052	15.805	—	12,943
AmericaView	AV23-VT-01	15.815	—	46,114
Cornell University	174107-23313	15.820	—	21,871
University of Massachusetts Amherst	015184-9337	15.820	—	80,493
University of Massachusetts Amherst	017979-9163	15.820	176,022	202,650
University of Massachusetts Amherst	018576-9403	15.820	—	38,548
University of Massachusetts Amherst	018659-9391	15.820	—	49,406
Subtotal			176,022	392,968
Pennsylvania State University	S005863-NPS	15.945	—	4,211
Pennsylvania State University	S006059-NPS	15.945	—	16,643
Pennsylvania State University	S006152-NPS	15.945	—	3,561
University of New Mexico	045501-8723	15.945	—	6,635
Subtotal			—	31,050
Department of the Interior Pass Through Subtotal			176,022	627,907
Department of the Interior Total			214,069	2,574,651
Department of Justice:				
Vermont Law School	15PBJA-20GK-00035-NCRJ-01	16.030	193,042	400,687
Vermont Law School	2020-MU-CX-K001-01	16.030	—	203,688
Vermont Law School	15PBJA23GK01578NCRJ-01	16.030	—	27,634
Department of Justice Pass Through Subtotal			193,042	632,009
Department of Justice Total			193,042	632,009
Department of Transportation :				
Federal Aviation Administration	Direct	20.RD	84,858	536,082
Department of Transportation Direct Subtotal			84,858	536,082
University of California, Davis	A24-3016-S004	20.000	—	23,699
University of Alabama - Huntsville	2020-1263	20.109	—	574
Minnesota Department of Transportation	1054112	20.200	—	98,267
University of Texas at Austin	UTAUS-SUB00001462	20.200	—	61,338
Vermont Agency of Transportation	GR1688	20.200	—	25,637
Vermont Agency of Transportation	GR1846	20.200	—	37,680
Subtotal			—	222,921
Chittenden County Regional Planning	PL 2024-UVM-TSAT&D	20.205	—	20,284
Vanasse Hangen Brustlin Inc.	58987.00	20.205	—	13,855
Vermont Agency of Transportation	GR1891	20.205	—	62,703
Vermont Agency of Transportation	GR1892	20.205	—	15,412
Vermont Agency of Transportation	PS0961	20.205	3,555	86,945
Subtotal			3,555	199,199

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

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Year ended June 30, 2025

Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
University of Maine	UMS-1186	20.701	\$ —	285,678
University of California, Davis	A23-2302-S004	20.701	—	320,833
Subtotal			—	606,511
Department of Transportation Pass Through Subtotal			3,555	1,052,905
Department of Transportation Total			88,413	1,588,987
United States Department of the Treasury				
Vermont Agency of Agric Food and Markets	02200-WQ-CWF-2024-005	21.027	—	344,863
United States Department of the Treasury Pass Through Subtotal			—	344,863
United States Department of the Treasury Total			—	344,863
National Aeronautics & Space Admin:				
National Aeronautics & Space Admin:	Direct	43.RD	198,483	2,170,370
National Aeronautics and Space Administration Direct Subtotal			198,483	2,170,370
University of Maryland	104049-Z6358201	43.001	—	4,047
World Wildlife Fund	SC17896	43.001	—	74,534
National Aeronautics and Space Administration Pass Through Subtotal			—	78,581
National Aeronautics and Space Administration Total			198,483	2,248,951
National Science Foundation:				
National Science Foundation	Direct	47.RD	2,283,528	13,151,985
National Science Foundation Direct Subtotal			2,283,528	13,151,985
Virginia Polytec Inst State University	480771-19D19	47.041	—	428,241
Wake Forest University	2351-45801-11000002713	47.041	—	70,400
Subtotal			—	498,641
Oregon State University	S2429A-A	47.049	—	9,196
Columbia University	2(GG016707-01)	47.074	—	1,690
Donald Danforth Plant Science Center	24409-V	47.074	—	70,001
Harvard University	PI 144255-5118459	47.074	—	7,463
University of Texas at Austin	UTA20-000899	47.074	—	182,805
Virginia Polytec Inst State University	480146-19D19	47.074	—	43,292
Subtotal			—	305,251
Oklahoma State University	2-581900.UVT	47.083	—	10,918
University of Maine	UMS1275	47.083	—	398,918
University of Maine	UMS1400	47.083	—	369,601
Subtotal			—	779,438
Cornell University	144070-21857	47.084	—	159,247
Northern Forest Center	2303493	47.084	—	91,083
Subtotal			—	250,331
National Science Foundation Pass Through Subtotal			—	1,842,857
National Science Foundation Total			2,283,528	14,994,842
Environmental Protection Agency:				
Environmental Protection Agency	Direct	66.RD	16,498	224,725
Environmental Protection Agency Direct Subtotal			16,498	224,725

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Supplementary Schedule of Expenditures of Federal Awards

Year ended June 30, 2025

Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Vermont AHS Department of Health	03420-10388	66.312	\$ —	7,810
Dartmouth College	R1623	66.481	—	32,587
NE Interstate Water Pollution/NEIWPCC	LC00A00695-0	66.481	—	(1,397)
NE Interstate Water Pollution/NEIWPCC	LS-2021-057	66.481	—	645
NE Interstate Water Pollution/NEIWPCC	LS-2022-021	66.481	—	6,334
NE Interstate Water Pollution/NEIWPCC	LS-2022-039	66.481	—	52
NE Interstate Water Pollution/NEIWPCC	LS-2022-081	66.481	—	27,826
NE Interstate Water Pollution/NEIWPCC	LS-2023-002	66.481	—	27,354
NE Interstate Water Pollution/NEIWPCC	LS-2023-005	66.481	—	72,522
NE Interstate Water Pollution/NEIWPCC	LS-2023-027	66.481	—	65,740
NE Interstate Water Pollution/NEIWPCC	LS-2023-035	66.481	—	129,224
NE Interstate Water Pollution/NEIWPCC	LS-2023-124	66.481	—	83,054
NE Interstate Water Pollution/NEIWPCC	LS-2024-004	66.481	—	99,447
NE Interstate Water Pollution/NEIWPCC	LS-2024-005	66.481	—	124,860
NE Interstate Water Pollution/NEIWPCC	LS-2024-142	66.481	—	20,092
Stone Environmental, Inc.	20211011	66.481	—	4,783
State University of New York at Plattsburgh	240-96769	66.481	—	13,072
Vermont Dept Environmental Conservation	47654	66.481	—	46,856
Subtotal			—	753,051
Environmental Protection Agency Pass Through Subtotal			—	760,861
Environmental Protection Agency Total			16,498	985,585
Department of Energy:				
Department of Energy	Direct	81.RD	142,215	2,658,079
Department of Energy Direct Subtotal			142,215	2,658,079
Lawrence Berkeley National Laboratory	7737133	81.000	—	77,625
Pacific Northwest National Laboratory	603561	81.000	—	189,771
Subtotal			—	267,396
University of Connecticut	194436647	81.008	—	55,757
Middlebury College	2022-0126 UVM	81.049	—	81,254
Carnegie Mellon University	1070152-495622	81.086	—	34,057
Subtotal			—	171,067
Department of Energy Pass Through Subtotal			—	438,463
Department of Energy Total			142,215	3,096,542
Department of Education:				
Department of Education	Direct	84.200A	—	366,961
Department of Education	Direct	84.324B	—	73,463
Department of Education	Direct	84.325K	—	539,690
Department of Education Direct Subtotal			—	980,113
Vermont Student Assistance Corporation	GEAR UP 2024	84.334S	—	1,659
Vermont Student Assistance Corporation	9/16/2024	84.334S	—	19,124
Vermont AHS Dept of Aging Disabilities	03460-3-2617	84.421E	—	236,176
Department of Education Pass Through Subtotal			—	256,959
Department of Education Total			—	1,237,072

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Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Department of Health and Human Services:				
Administration for Children and Families	Direct	93.556	\$ 102,777	429,136
Administration for Community Living	Direct	93.632	—	630,246
National Institutes of Health	Direct	93.RD	10,285,212	54,609,625
Health Resources and Services Administration	Direct	93.RD	307,005	6,194,741
Substance Abuse and Mental Health Services Administration	Direct	93.243	—	33,049
Department of Health and Human Services Direct Subtotal			10,694,994	61,896,796
Johns Hopkins University	2005474783	93.RD	—	53,166
Johns Hopkins University	75N93019D00031	93.RD	—	335,999
University of Mississippi Medical Center	66111350819-08	93.RD	—	(905)
University of Mississippi Medical Center	SP14712-SB3	93.RD	—	353,583
University of Mississippi Medical Center	SP14837-SB10	93.RD	—	65,748
University of Washington	UWSC11635	93.RD	—	112,215
University of Washington	UWSC12413	93.RD	—	58,077
University of Washington	UWSC14907	93.RD	—	217,977
Vermont AHS Department of Health	41093	93.RD	—	(30,159)
Subtotal			—	1,165,700
Seattle Children's Hospital	12603SUB	93.103	—	9,397
Vermont Agency of Agric Food and Markets	02200-FSMA-25-01	93.103	—	24,441
Vermont Agency of Agric Food and Markets	02200-FSMA-25-02	93.103	—	29,582
Subtotal			—	63,421
American College of Obstetricians Gyn	UC4MC28042	93.110	—	298
Saint Louis University	CYSHCN-UVM	93.110	—	26,680
Vermont AHS Department of Health	03420-10449	93.110	—	60,646
Vermont AHS Department of Mental Health	48755	93.110	—	55,416
Subtotal			—	143,041
Washington State University	139122 WSU001184	93.113	—	216,360
University of Maine	USM-2258	93.155	—	352,838
University of Southern Maine	COM USM-2300	93.211	—	29,311
Brown University	SUB00000697	93.226	—	11,392
Bradley Hospital	7127737	93.242	—	157,444
Columbia University	2(GG017224-01)	93.242	—	34,224
Dartmouth-Hitchcock Clinic	GC10960-01	93.242	—	49,726
University of North Carolina Chapel Hill	5119198	93.242	—	55,276
Subtotal			—	296,670
Pathways Vermont	PROPS 23-28	93.243	—	58,459
Vermont AHS Department of Health	03420-09634	93.243	—	19,908
Subtotal			—	78,367
University of Utah	10067906-06-UV	93.262	—	1,716
George Mason University	E206019B	93.279	—	3,855
George Mason University	E2065194	93.279	—	3,746
Georgia State University	SP00014597-02	93.279	—	29,222
J. Craig Venter Institute	JCVI 25-003	93.279	—	34,408
Medical University of South Carolina	A25-0036-S001	93.279	—	147,576
University of California, San Diego	131643098	93.279	—	94,602
University of California, San Diego	132356569	93.279	—	100,028
University of California, San Diego	704390	93.279	—	39,398
University of California, San Diego	705051	93.279	—	52,458

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Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
University of California, San Diego	706155	93.279	\$ —	60,246
University of California, San Diego	706306	93.279	—	62,780
University of California, San Diego	KR 704898	93.279	—	57,889
University of Michigan	SUBK00023458	93.279	—	73,232
University of North Carolina Chapel Hill	5112084	93.279	—	(1,765)
University of South Florida	5820-1365-00-A	93.279	—	25,695
Subtotal			—	783,369
American Academy of Pediatrics	PO# 101779	93.283	—	4,762
Klein Buendel	0337-0196-000	93.307	—	17,572
University of California San Francisco	13021sc	93.307	—	48,780
University of South Carolina	22-4485	93.307	—	34,176
Subtotal			—	100,528
Duke University	303002982	93.310	—	78,643
Duke University	WBSE:383000909;SPS:280176	93.310	—	68,579
University of Arkansas	54005-leadership	93.310	—	23,982
University of Arkansas	54005-protocol dev	93.310	—	18,184
University of Arkansas	54487-BREATHE	93.310	—	46,914
University of Arkansas	54487 - INTACT	93.310	—	2,070
Subtotal			—	238,372
University of Utah	10059044-UVM	93.321	—	31,285
Vermont AHS Department of Health	03420-09284	93.323	—	27,846
University Massachusetts Medical School	SUB00000378	93.359	—	99,636
Subtotal			—	158,767
Emory University	A1093936	93.393	—	48,000
Moffitt Cancer Ctr Research Institute	10-19731-99-01-G4	93.393	—	35,112
Moffitt Cancer Ctr Research Institute	10-21000-99-01-G1	93.393	—	30,248
University of California, Davis	A22-1534-S010	93.393	—	157,252
University of North Carolina Chapel Hill	5118234	93.393	—	461,147
University of North Carolina Chapel Hill	5118237	93.393	—	219,738
University of Utah	10061258-02	93.393	—	63,455
University of Washington	UWSC12807	93.393	—	36,120
University of Wisconsin-Madison	0000003156	93.393	—	11,877
University of Wisconsin-Madison	0000003934	93.393	—	25,216
Subtotal			—	1,088,164
University of Washington	UWSC13874	93.394	—	19,314
University of Washington	UWSC16275	93.394	—	54,039
Subtotal			—	73,353
Public Health Institute	Work Order: PCR	93.395	—	20,367
Public Health Institute	AR66737	93.395	—	9,203
Subtotal			—	29,570
University of Nebraska Medical Center	34-1905-2281-102	93.396	—	173,112
Beth Israel Deaconess Medical Center	GRT66844	93.398	—	14,511
Versiti Wisconsin, Inc.	ACTIV-4	93.398	—	15,104
Subtotal			—	29,614

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Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Public Health Institute	7UG1CA189955-08	93.399	\$ —	600
University of Cincinnati	015387-00004	93.399	—	8,499
Subtotal			—	9,099
RTI International	43-312-0217571-66611L	93.738	—	27,938
Duke University	303003201	93.837	—	147,477
Duke University	303004354	93.837	—	4,457
Johns Hopkins University	2005683450	93.837	—	18,907
Massachusetts General Hospital	239432	93.837	—	10,482
Mount Sinai School of Medicine	0255-A346-4605	93.837	—	835
Northwestern University	60060283 UVSAC	93.837	—	342,688
Pennsylvania State University	UVTHL163585	93.837	—	119,116
Pennsylvania State University	UVTHL163585-SUPP	93.837	—	104,291
Princeton University	SUB0000423	93.837	—	716
University of Alabama at Birmingham	000530071-SC001	93.837	—	28,905
University of California San Francisco	12916sc	93.837	—	9,468
University of California San Francisco	12999sc	93.837	—	68,462
University of Minnesota	P008505102	93.837	—	33,529
University of Rochester	SUB00000463/URFAOGR532689	93.837	—	739
University of Washington	UWSC11251	93.837	—	(12,992)
University of Washington	UWSC16323	93.837	—	33,679
University Texas Hlth Sci Ctr San Anton	172396/172293	93.837	—	(48,464)
University Texas Hlth Sci Ctr San Anton	175519/175514	93.837	—	448,258
Wayne State University	WSU22067-A2	93.837	—	25,973
Subtotal			—	1,336,527
Arkansas Childrens Research Institute	01/26/2022	93.838	—	148,729
Columbia University	31(GG015997-03)	93.838	—	141,750
Duke University	383001279 (SPS 281174)	93.838	—	10,581
Duke University	SPS-281825	93.838	—	23,919
Duke University	SPS-282236/WBSE-383001268	93.838	—	89,144
Fred Hutchinson Cancer Center	0001162615	93.838	—	43,720
Fred Hutchinson Cancer Center	0001197873	93.838	—	18,698
Fred Hutchinson Cancer Center	0001197897	93.838	—	207
Fred Hutchinson Cancer Research Center	0001092789	93.838	—	3,166
Fred Hutchinson Cancer Research Center	0001131459	93.838	—	2,520
RTI International	8-312-0217571-66064L	93.838	150,786	709,697
University of California, Los Angeles	17120000156841	93.838	—	7,493
University of California, San Diego	705102	93.838	—	28,969
University of Illinois	19174	93.838	—	14,642
University of Pennsylvania	583172	93.838	—	31,555
Subtotal			150,786	1,274,790
Kaiser Permanente	RNG212543-UVMM	93.839	—	34,510
Prolocor Inc.	Subcontract 001	93.839	—	149,151
Rutgers University	1484	93.839	—	230
University of Pittsburgh	AWD00008239(139572-6)	93.839	—	306,009
Subtotal			—	489,900
University of Arizona	731201	93.846	—	92,042
Wake Forest University	2073-45121-11000002213	93.846	—	198,114
Wake Forest University Health Sciences	2597-45121-11000002213	93.846	—	1,095,730
Subtotal			—	1,385,886

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Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Michigan State University	RC110044UVSAC	93.847	\$ —	74,669
Ohio State University	GR113097/SPC-1000003811	93.847	—	10,336
Subtotal			—	85,005
Cleveland Clinic Foundation	1433-SUB	93.853	—	28,262
Cleveland Clinic Foundation	10/04/2023	93.853	—	22
Florida International University	000509	93.853	—	79,809
Massachusetts General Hospital	GR0244862-S12	93.853	—	4,111
University of Alabama at Birmingham	000525282-SC001	93.853	—	69,805
University of Alabama at Birmingham	000542621-SC003	93.853	—	542,294
University of California, Los Angeles	1580 G ZG753	93.853	—	78,107
University of Cincinnati	011337-137268	93.853	—	7,477
University of Cincinnati	012043-137268	93.853	—	8,077
University of Cincinnati	012044-137268	93.853	—	7,877
University of Cincinnati	013888-137268	93.853	—	14,738
University of Cincinnati	014559-00010	93.853	—	52,782
University Texas Hlth Sci Ctr San Anton	173828/173805	93.853	—	1,230
University Texas Hlth Sci Ctr San Anton	176286/176120	93.853	—	23,377
Subtotal			—	917,970
Boston Childrens Hospital	GENFD0002329322	93.855	—	5,870
Celdara Medical, LLC	STTR Phase II	93.855	—	356,180
University of Florida	SUB00001749	93.855	—	38,950
University of New Mexico	3RTN9	93.855	—	23,662
University of North Carolina Chapel Hill	5112871	93.855	—	6,659
University of North Carolina Chapel Hill	5127749	93.855	—	54,788
University of Utah	10057734 UV	93.855	—	65,189
Washington University at St. Louis	WU-25-0334-MOD-1	93.855	—	58,152
Subtotal			—	609,450
MaineHealth	111605-ROSEN-CTR-1	93.859	—	1,509,957
MaineHealth	CTR-Pilot-Yr6-UVM-Frietze	93.859	—	1,156
MaineHealth	CTRPilotYr6UVMvanEeghen	93.859	—	2,643
MaineHealth	CTR-Pilot-Yr6-Belardino	93.859	—	6,813
MaineHealth	CTR-Pilot-Yr7-UVM-Smith	93.859	—	27,106
MaineHealth	CTR-UVMDataSciSupp-111791	93.859	—	352,595
MaineHealth	CTR-Pilot-Gund-UVM	93.859	—	19,908
MaineHealth	CTRPilotYr7UVMFiorentino	93.859	—	4,281
MaineHealth	CTR-Pilot-Yr8-UVM-Joshi	93.859	—	40,332
MaineHealth	CTR-UVM-Supp-111871	93.859	—	106,058
Purdue University	11001435-002	93.859	—	92,879
Purdue University	11001520-005	93.859	—	1
State University of New York	93818-UV	93.859	—	68,430
Tufts University	103716-00001	93.859	—	107,260
University of New Hampshire	PZL0385	93.859	—	247,658
West Virginia University	23-278-UVT-2	93.859	—	153,903
Subtotal			—	2,740,980
Duke University	303-004087	93.865	—	41,384
Research Foundation of SUNY	R1325273	93.865	—	23,913
RTI International	2-312-0218259-66958L	93.865	—	41,114
University of Connecticut	UCHC7-143456319	93.865	—	4,391
Subtotal			—	110,802

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Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Boston University	4500003476	93.866	\$ —	29,447
University of Colorado Denver	FY25.1205.002	93.866	—	12,757
University of Miami	OS00001239	93.866	—	126,906
University of Minnesota	D010722001	93.866	—	(0)
University of North Carolina Chapel Hill	5124099	93.866	—	418,434
University of North Carolina Chapel Hill	513006	93.866	—	94,932
University of North Carolina Chapel Hill	5134281	93.866	—	272,933
University of North Carolina Chapel Hill	5134308	93.866	—	357,096
University of Wisconsin-Madison	0000000692	93.866	—	13,887
Vanderbilt University Medical Center	VUMC99326	93.866	—	3,069
Vanderbilt University Medical Center	VUMC115921	93.866	—	11,561
Virginia Commonwealth University	FP00019249_SA001	93.866	—	89,139
Wake Forest University	1517-45107-11000000181	93.866	—	(5,320)
Wake Forest University Health Sciences	2527-33364-11000002967	93.866	—	162,391
Subtotal			—	1,587,231
University of Wisconsin-Madison	0000003272	93.867	—	9,363
University of Wisconsin-Madison	0000003945	93.867	—	14,021
Subtotal			—	23,384
Emory University	A132491	93.879	—	(4,747)
Phrase Health, Inc.	1/11/2022	93.879	—	3,372
Subtotal			—	(1,375)
Vermont AHS Department of Health	03420-09892	93.898	—	(151)
Vermont AHS Dept of Mental Health	Contract #48008	93.958	—	40,248
Subtotal			—	40,097
Department of Health and Human Services Pass Through Subtotal			150,786	15,676,111
Department of Health and Human Services Total			10,845,780	77,572,907
Department of Homeland Security:				
Mississippi State University	193700.362394.02	97.005	—	81,599
Mississippi State University	193700.364108.02	97.005	—	70,944
Mississippi State University	193700.364447.02	97.005	—	68,538
Mississippi State University	193700.366843.02	97.005	—	13,783
Subtotal			—	234,864
Vermont Agency of Natural Resources	45317	97.023	—	(588)
Department of Homeland Security Pass Through Subtotal			—	234,276
Department of Homeland Security Total			—	234,276
United States Agency for International Development				
CIAT International Center Tropical Ag	C-002-2	98.000	—	122,045
United States Agency for International Development Pass Through Subtotal			—	122,045
United States Agency for International Development Total			—	122,045
Research and Development Cluster Total			24,021,343	151,255,165
Student Financial Assistance Cluster:				
Federal Supplemental Education Opportunity Grant	Direct	84.007	—	2,015,617
Federal Work Study Program	Direct	84.033	—	1,413,513
Federal Pell Grant Program	Direct	84.063	—	11,864,045
Federal Direct Loan Program	Direct	84.268	—	83,548,986

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Year ended June 30, 2025

Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Health Professions Student Loan program (note 2)	Direct	93.342	\$ —	3,675
Nursing Student Loans (note 2)	Direct	93.364	—	809,695
Student Financial Assistance Cluster Total			—	99,655,531
Medicaid Cluster:				
University of Massachusetts	CM-CFSVC-17785	93.778	—	24,056
Vermont AHS Dept Vermont Health Access	43977	93.778	—	282,466
Vermont AHS Department of Health	03420-09732	93.778	—	380,103
Vermont AHS Department of Health	03420-09926	93.778	—	49,253
Vermont AHS Department of Health	03420-09927	93.778	183,916	502,489
Vermont AHS Department of Health	03420-09966	93.778	—	(255,683)
Vermont AHS Department of Health	03420-10292	93.778	—	30,941
Vermont AHS Department of Health	03420-10389	93.778	—	5,782,382
Vermont AHS Department of Health	03420-10421	93.778	—	139,686
Medicaid Cluster Total			183,916	6,935,694
Other Programs:				
Department of Agriculture (USDA):				
Institute of Rural Partnership	Direct	10.238	—	1,385,986
Beginning Farmer and Rancher Development Program	Direct	10.311	(255)	(255)
Food Safety Outreach Program	Direct	10.328	—	71,864
Smith-Lever Extension Funding	Direct	10.511	—	1,484,471
Expanded Food and Nutrition Education Program	Direct	10.514	—	182,396
Renewable Resources Act and National Focus Fund Projects	Direct	10.515	—	45,642
Partnership Agreements	Direct	10.699	—	(6,202)
Environmental Quality Incentives Program	Direct	10.912	—	51,987
Other Department of Agriculture Direct Subtotal			(255)	3,215,887
Specialty Crop Block Grant Program - Farm Bill	02200-SCBGP-20-05	10.170	—	11,101
Dairy Business Innovation Initiatives	02200-DBIC-G3A-23-UVM-01	10.176	—	67,032
Dairy Business Innovation Initiatives	02200-DBIC-G6A-25-04	10.176	—	66,165
Subtotal			—	133,197
Extension Collaborative on Immunization Teaching & Engagement	EXCB-2024-2509	10.229	—	58,020
Agriculture and Food Research Initiative (AFRI)	UMS2206	10.310	—	4,368
Agriculture and Food Research Initiative (AFRI)	WKFC-2024-2642	10.310	—	5,541
Subtotal			—	9,909
Cooperative Extension Service	17001094-044	10.500	54,000	66,059
Agriculture Risk Management Education Partnerships Competitive Grants Program	UDR0000528	10.520	—	49,382
Agriculture Risk Management Education Partnerships Competitive Grants Program	UDR0000620	10.520	—	9,945
Subtotal			—	59,327
State Administrative Matching Grants for the Supplemental Nutrition Assistance Program	03420-10010	10.561	—	21,404
State Administrative Matching Grants for the Supplemental Nutrition Assistance Program	03420-10404	10.561	—	31,500
Subtotal			—	52,904
Cooperative Forestry Assistance	06130-UVMLSR-01	10.664	—	34,111
Other Department of Agriculture Pass Through Subtotal			54,000	424,628
Other Department of Agriculture Total			53,745	3,640,516

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Department of Commerce:				
Climate and Atmospheric Research	UMS1397	11.431	\$ —	1,358
Other Department of Commerce Pass Through Subtotal			—	1,358
Other Department of Commerce Total			—	1,358
Department of the Interior:				
American Battlefield Protection	FAN P23AP01908-00	15.926	—	56,848
Other Department of the Interior Pass Through Subtotal			—	56,848
Other Department of the Interior Total			—	56,848
Department of Labor:				
Community Project Funding/Congressionally Directed Spending	Direct	17.289	—	347,473
Other Department of Labor Pass Through Subtotal			—	347,473
Other Department of Labor Total			—	347,473
Department of Transportation :				
Highway Training and Education	Direct	20.215	—	5,043
Other Department of Transportation Direct Subtotal			—	5,043
Highway Planning and Construction	GR1670	20.205	—	8,361
Highway Planning and Construction	PS0962-WA00004 LVRT11-300	20.205	—	10,595
Highway Planning and Construction	58793.01	20.205	—	11,569
Highway Planning and Construction	PS0962-WA00006	20.205	—	3,704
Highway Planning and Construction	PS0962-WA00007 A6240-000	20.205	—	489
Highway Planning and Construction	PS0962-WA00008	20.205	—	2,028
Highway Planning and Construction	PS0962-WA00009	20.205	—	1,667
Highway Planning and Construction	58926	20.205	—	19,584
Highway Planning and Construction	PS0962-WA00011	20.205	—	4,734
Highway Planning and Construction	PS0962-WA00012	20.205	—	4,884
Highway Planning and Construction	PS0962-WA00013	20.205	—	4,120
Other Department of Transportation Pass Through Subtotal			—	71,736
Other Department of Transportation Total			—	76,779
Department of the Treasury:				
BAB Subsidy	Direct	21.000	—	192,398
Other Department of the Treasury Direct Subtotal			—	192,398
Coronavirus State and Local Fiscal Recovery Fund	PO#14501Contract#46291	21.027	—	6,662
Coronavirus State and Local Fiscal Recovery Fund	06140-ARPA-CWF-MS4-13	21.027	—	32,788
Other Department of the Treasury Pass Through Subtotal			—	39,450
Other Department of the Treasury Total			—	231,848
Department of Veterans Affairs:				
VA Supportive Services for Veteran Families Program	Direct	64.033	(32)	2,631,836
Other Department of Veterans Affairs Direct Subtotal			(32)	2,631,836
Other Department of Veterans Affairs Total			(32)	2,631,836

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Environmental Protection Agency:				
Geographic Programs – Lake Champlain Basin Program	LS-2023-100	66.481	\$ —	14,162
Geographic Programs – Lake Champlain Basin Program	LS-2023-118	66.481	—	14,175
Geographic Programs – Lake Champlain Basin Program	2/1/2024	66.481	—	1,960
Subtotal			—	30,297
Rsch, Devlpmt, Monitoring, Public Education, Outreach, Training, Demonstrations, and Studies	PSEFMP-2024-2430	66.716	—	11,046
Rsch, Devlpmt, Monitoring, Public Education, Outreach, Training, Demonstrations, and Studies	PSEFMP-2025-2630	66.716	—	9,081
Subtotal			—	20,128
Superfund State, Political Subdivision, and Indian Tribe Site-Specific Cooperative Agreements	46124	66.802	—	973
Other Environmental Protection Agency Pass Through Subtotal			—	51,397
Other Environmental Protection Agency Total			—	51,397
Department of Energy:				
Conservation Research and Development	EMPOWER	81.086	—	11,667
Conservation Research and Development	2024-VTOCOMM-4	81.086	—	69,054
Conservation Research and Development	CIISR DE-EE0010632	81.086	—	15,081
Conservation Research and Development	12/7/2023	81.086	—	3,480
Other Department of Energy Pass Through Subtotal			—	99,282
Other Department of Energy Total			—	99,282
Department of Education:				
Fund for the Improvement of Postsecondary Education	Direct	84.116Z	—	35,372,991
Subtotal			—	35,372,991
TRIO Upward Bound	Direct	84.047A	—	271,199
School Safety National Activities	Direct	84.184K	—	201,630
Special Education - Personnel Dev to Improve Services and Results for Children with Disabilities	Direct	84.325K	—	23,857
Subtotal			—	496,686
Other Department of Education Direct Subtotal			—	35,869,677
Migrant Education State Grant Program	4253R2192401	84.011A	—	7,788
Migrant Education State Grant Program	4253R2192501	84.011A	—	578,753
Rehabilitation Services Vocational Rehabilitation Grants to States	42716	84.126A	—	74,724
Migrant Education Coordination Program	4256R2192401	84.144F	—	553
Migrant Education Coordination Program	4256R2192501	84.144F	—	37,849
Special Education - State Personnel	AWD00001421	84.323A	—	45,936
Other Department of Education Pass Through Subtotal			—	745,603
Other Department of Education Total			—	36,615,280
Department of Health and Human Services:				
Area Health Education Centers	Direct	93.107	216,664	296,982
Maternal and Child Health Federal Consolidated Programs	Direct	93.110	—	490,883
Substance Abuse and Mental Health Services Projects of Regional and National Significance	Direct	93.243	—	755,629
University Centers for Excellence in Developmental Disabilities Education, Research, and Service	Direct	93.632	54,283	55,477
Mental and Behavioral Health Education and Training Grants	Direct	93.732	—	486,779
Lung Diseases Research	Direct	93.838	5,009	7,421
Other Department of Health and Human Services Direct Subtotal			275,956	2,093,171
Maternal and Child Health Federal Consolidated Program	03420-10292	93.110	—	221,505
Subtotal			—	221,505

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Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Injury Prevention and Control Research and State and Community Based Programs	03420-09932	93.136	\$ —	12,780
Injury Prevention and Control Research and State and Community Based Programs	03420-09484	93.136	—	1
Injury Prevention and Control Research and State and Community Based Programs	03420-10261	93.136	—	68,522
Injury Prevention and Control Research and State and Community Based Programs	03420-10307	93.136	—	96,847
Subtotal			—	178,150
Grants to States for Loan Repayment	03420-10021	93.165	—	988,919
Subtotal			—	988,919
Telehealth Programs	U1UTH42523	93.211	—	37,085
Health Center Program	10/20/2021	93.224	—	29,199
Substance Abuse and Mental Health Services Projects of Regional and National Significance	0009873/01232023	93.243	—	11,973
Substance Abuse and Mental Health Services Projects of Regional and National Significance	47340	93.243	—	143,617
Substance Abuse and Mental Health Services Projects of Regional and National Significance	03420-10470	93.243	—	60,583
Subtotal			—	216,173
Immunization Cooperative Agreements	03420-09103	93.268	—	69,062
Immunization Cooperative Agreements	03420-10506	93.268	—	50,061
Subtotal			—	119,123
The Healthy Brain Initiative: Technical Assistance to Implement Public Health Actions related to Cognitive Health, Cognitive Impairment, and Caregiving at the State and Local Levels	03420-10126	93.334	—	72,355
Every Student Succeeds Act/Preschool Development Grants	03420-09828	93.434	—	151,832
Every Student Succeeds Act/Preschool Development Grants	VECF-S24OG-035	93.434	—	73,321
Every Student Succeeds Act/Preschool Development Grants	Early MTSS PD	93.434	—	198,820
Subtotal			—	423,972
ACL Assistive Technology	42716	93.464	—	227,087
Foster Care Title IV-E	41277 Amendment 2	93.658	—	(117,806)
Foster Care Title IV-E	41277 (FY25: Amend 4 & 5)	93.658	—	2,424,248
Subtotal			—	2,306,441
Adoption Assistance	41277 (FY25: Amend 4 & 5)	93.659	—	50,991
Child Abuse and Neglect State Grants	41277 (FY25: Amend 4 & 5)	93.669	—	10,135
Subtotal			—	4,674,008
Cancer Prevention and Control Programs for State, Territorial and Tribal Organizations	03420-10312	93.898	—	94,885
Rural Health Care Serv Outreach, Rural Health Network Dev and Small Health Care Prov Quality Imp	3.1.2021	93.912	—	11,250
Cooperative Agreements to Support State-Based Safe Motherhood and Infant Health Initiative Programs	SW03420-10259	93.946	—	111,830
Subtotal			—	217,965
Maternal and Child Health Services Block Grant to the States	03420-10444	93.994	—	4,902
Subtotal			—	4,902
Other Department of Health and Human Services Pass Through Subtotal			—	5,104,004
Other Department of Health and Human Services Total			275,956	7,197,175
Department of Homeland Security:				
Financial Assistance for Targeted Violence and Terrorism Prevention	Direct	97.132	—	448,174
Other Department of Homeland Security Direct Subtotal			—	448,174

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Federal grantor/pass-through grantor/program title	Direct award or pass-through entity identification	Federal ALN	Passed through to subrecipients	Total federal expenditures
Non-Profit Security Program	02140-7N22111-109	97.008	\$ —	35,934
Non-Profit Security Program	02140-7N23111-119	97.008	—	89,152
Flood Mitigation Assistance	PS0962-WA00005	97.029	—	8,083
Flood Mitigation Assistance	PS0997-WA00002	97.029	—	6,378
Other Department of Homeland Security Pass Through Subtotal			—	139,547
Other Department of Homeland Security Total			—	587,721
Total Other Programs			329,670	51,537,512
Total Expenditures of Federal Awards			\$ 24,534,929	309,383,903

See accompanying independent auditors' report and notes to supplementary schedule of expenditures of federal awards.

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Notes to Supplementary Schedule of Expenditures of Federal Awards

Year ended June 30, 2025

(1) Basis of Presentation

The accompanying supplementary schedule of expenditures of federal awards (the Schedule) includes the federal grant activity of University of Vermont and State Agricultural College (the University) and is presented on the accrual basis of accounting. The information in the Schedule is presented in accordance with the requirements of the cost principles contained in Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Therefore, some amounts presented in the Schedule may differ from amounts presented in, or used in the preparation of, the basic financial statements. For the year ended June 30, 2025, the University's discretely presented components units did not administer any federal awards.

For purposes of the Schedule, and except as noted below, federal awards include all grants, contracts and similar agreements entered into directly between the University and agencies and departments of the federal government and all subawards to the University by nonfederal organizations pursuant to federal grants, contracts and similar agreements. Grants made from the University to other organizations are shown separately on the Schedule as passed through to subrecipients.

(2) Loan Activity

Loan activity under federal programs was as follows:

	<u>ALN number</u>	<u>Outstanding balances at June 30, 2024</u>	<u>Disbursements in fiscal 2025</u>	<u>Outstanding balances at June 30, 2025</u>
Health Professions Student Loans Program	93.342	\$ 3,675	—	151
Nursing Student Loans	93.364	631,168	178,527	666,355
Total federal loan programs		\$ 634,843	178,527	666,506

Expenditures reported on the Schedule for the Health Professions Student Loans Program and the Nursing Student Loans represent the outstanding balance at June 30, 2024 plus fiscal 2025 disbursements. There were no disbursements for the Health Professions Student Loans Program during the year ended June 30, 2025.

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Notes to Supplementary Schedule of Expenditures of Federal Awards

Year ended June 30, 2025

With respect to the Federal Direct Loan Program, the University is responsible only for the performance of certain administrative duties and, accordingly, these loans are not included in the University's financial statements. It is not practical to determine the balances of loans outstanding under this program at June 30, 2025.

(3) Direct and Indirect Federal Award Expenditures

Federal award expenditures consist of direct and indirect costs, which are commonly referred to as facilities and administrative costs (F&A). Direct costs are those that can be readily identified with an individual federally sponsored project. The salary of a principal investigator of a sponsored research project and the materials consumed by the project are examples of direct costs.

Unlike direct costs, indirect costs cannot be readily identified with an individual federally sponsored project. Indirect costs are the costs of services and resources that benefit both sponsored and non-sponsored projects and activities. Indirect costs consist of expenses incurred for administration, library, plant maintenance, and building and equipment depreciation.

The University and federal agencies use an indirect cost rate to charge indirect costs to individual federally sponsored projects. The rate is a result of a number of complex cost allocation procedures that the University uses to allocate its indirect cost to both sponsored and non-sponsored activities. Rates are negotiated with and approved by the University's cognizant audit agency, the U.S. Department of Health and Human Services.

(4) Indirect Cost Rate

The University has elected not to use the 10% de minimis indirect cost rate allowed under the Uniform Guidance.



KPMG LLP
Two Financial Center
60 South Street
Boston, MA 02111

**Independent Auditors' Report on Internal Control Over Financial Reporting and on
Compliance and Other Matters Based on an Audit of Financial Statements Performed in
Accordance With Government Auditing Standards**

The Honorable Douglas Hoffer,
Auditor of Accounts, State of Vermont
and

The Board of Trustees of the University of Vermont and State Agricultural College:

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the business-type activities and the aggregate discretely presented component units of the University of Vermont and State Agricultural College (collectively, the University), a component unit of the State of Vermont, which comprise the University's basic financial statements as of June 30, 2025, and have issued our report thereon dated November 5, 2025. Our report includes a reference to other auditors who audited the financial statements of University Medical Education Association, Inc., a discretely presented component unit, as described in our report on the University's financial statements. This report does not include the results of the other auditors' testing of internal control over financial reporting or compliance and other matters that are reported on separately by those auditors.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the basic financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the basic financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's basic financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the



financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

KPMG LLP

Boston, Massachusetts
November 5, 2025

**Independent Auditors' Report on Compliance for the Major Federal Program;
Report on Internal Control Over Compliance; and Report on Supplementary Schedule of
Expenditures of Federal Awards Required by the Uniform Guidance**

The Honorable Douglas Hoffer,
Auditor of Accounts, State of Vermont
and
The Board of Trustees of University of Vermont and State Agricultural College:

Report on Compliance for the Major Federal Program

Opinion on the Major Federal Program

We have audited University of Vermont and State Agricultural College's (the University's) compliance with the types of compliance requirements identified as subject to audit in the *OMB Compliance Supplement* that could have a direct and material effect on the University's major federal program for the year ended June 30, 2025. The University's major federal program was identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, the University complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on the major federal program for the year ended June 30, 2025.

Basis for Opinion on the Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); and the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the University and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the University's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the University's federal programs.

Auditors' Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the University's compliance based on our audit. Reasonable assurance is a high level of assurance but is not

absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the University's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the University's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the University's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A material weakness in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A significant deficiency in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Report on Supplementary Schedule of Expenditures of Federal Awards Required by the Uniform Guidance

We have audited the business-type activities and aggregate discretely presented component units of the University, a component unit of the State of Vermont, as of and for the year ended June 30, 2025, and the related notes, which collectively comprise the University's basic financial statements, and have issued our report thereon dated November 5, 2025, which contained an unmodified opinion on those basic financial statements. Our audit was conducted for the purpose of forming an opinion on the basic financial statements as a whole. The accompanying supplementary schedule of expenditures of federal awards is presented for purposes of additional analysis as required by the Uniform Guidance and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the supplementary schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the financial statements as a whole.

 (signed) KPMG LLP

February XX, 2026

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Schedule of Findings and Questioned Costs

Year ended June 30, 2025

(1) Summary of Auditors' Results

Financial Statements

Type of auditors' report issued on whether the financial statements were prepared in accordance with U.S. generally accepted accounting principles:

Unmodified

Internal control over financial reporting:

- Material weakness(es) identified? _____ yes X no
- Significant deficiency(ies) identified that are not considered to be material weakness(es)? _____ yes X none reported

Noncompliance material to the financial statements noted?

_____ yes X no*Federal Awards*

Internal control deficiencies over the major program:

- Material weakness(es) identified? _____ yes X no
- Significant deficiency(ies) identified that are not considered to be material weakness(es)? _____ yes X none reported

Type of auditors' report issued on compliance for the major program:

Unmodified

Audit findings disclosed that are required to be reported in accordance with 2 CFR?

_____ yes X no

The University's major program was as follows:

Name of federal program or cluster	Federal ALN
Research & Development Cluster	Various

Dollar threshold used to distinguish between type A and type B programs:

\$3,000,000

Auditee qualified as low-risk auditee?

 X yes _____ no

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE

Schedule of Findings and Questioned Costs

Year ended June 30, 2025

(2) Findings Relating to the Financial Statements Reported in Accordance with *Government Auditing Standards*

None.

(3) Findings and Questioned Costs Relating to Federal Awards

None.



**UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE
INTERCOLLEGIATE ATHLETICS DEPARTMENT**

**Independent Accountants' Report on Applying
Agreed-Upon Procedures**

Year ended June 30, 2025

KPMG LLP
Two Financial Center
60 South Street
Boston, MA 02111

Independent Accountants' Report On Applying Agreed-Upon Procedures

Marlene Tromp, President
University of Vermont and State Agricultural College:

We have performed the procedures enumerated below on the accompanying Combining Statement of Revenues and Expenses (the Statement) of the Intercollegiate Athletics Department of the University of Vermont and State Agricultural College (the University) for the year ended June 30, 2025, which was prepared in order to comply with the National Collegiate Athletic Association (NCAA) Bylaws 20.2.4.18 and 20.2.4.18.1. Management of the University (Management) is responsible for the Statement and for the University's compliance with the associated requirements of the NCAA Bylaws 20.2.4.18 and 20.2.4.18.1.

The University has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of assisting the University in evaluating the Statement for the year ended June 30, 2025 and the University's compliance with NCAA Bylaws 20.2.4.18 and 20.2.4.18.1. This report may not be suitable for any other purpose. No other parties have agreed to or acknowledged the appropriateness of these procedures for the intended purpose or any other purpose.

The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes. We make no representation regarding the appropriateness of the procedures either for the intended purpose or for any other purpose.

Transactions from line items in the Statement have been selected for testing only to the extent that the line item represents more than 4.0% of total revenues or expenses, as applicable. For presentation purposes, all amounts have been rounded to the nearest dollar.

- A. We obtained the Statement for the fiscal year ended June 30, 2025, as prepared by Management, and added the line items comprising each of the total amounts in the "Total revenues" and "Total expenses" and we recalculated "Excess (deficiency) of revenues over (under) expenses."

We noted no exceptions.

- B. We compared the amounts on each line item to the corresponding total amounts included in the accounts within the University's general ledger (as adjusted for reclassifications, allocations and other adjustments) for the year ended June 30, 2025.

We found such amounts to be in agreement.

Procedures Related to Revenues

Ticket Sales

- C. We obtained a report from the University's Provenue Max system (the Report) detailing tickets sold for the year ended June 30, 2025, complimentary tickets provided during the reporting period, and unsold tickets, by sport, prepared by the University, and agreed the total revenue for each sport to the corresponding revenue on the Statement. We found all such amounts to be in agreement. We selected five revenue items



from the Report and agreed each item to related supporting documentation such as cash receipts, noting no exceptions in our procedures. See items below:

Sport, Opponent & Date	Ticket income		General ledger amount
Men's Basketball - UMBC - 1/25/2025	\$	32,259	\$ 32,259
Women's Soccer - Fairleigh Dickinson - 9/1/2024		659	659
Women's Hockey - Holy Cross - 11/9/2024		3,070	3,070
Men's Hockey - Providence - 10/26/2024		33,486	33,486
Men's Hockey - Umass Lowell - 11/16/2024		37,042	37,042

We selected five games during fiscal 2025 from the Report and compared the totals in the report to the Athletic Department Game Summary Report, which was prepared by Management. We found all such amounts to be in agreement, as follows:

Sport, Opponent & Date	Ticket Sales	
	Sold	Complimentary
Men's Basketball - UMBC - 1/25/2025	2,070	285
Women's Soccer - Fairleigh Dickinson - 9/1/2024	102	133
Women's Hockey - Holy Cross - 11/9/2024	512	168
Men's Hockey - Providence - 10/26/2024	1,532	263
Men's Hockey - Umass Lowell - 11/16/2024	1,823	294

Student Fees

- D. We compared Student Fees revenue reported by sport in the Statement to corresponding amounts in the NCAA Student Fee supporting schedule provided by the University and found such amounts to be in agreement. We noted that the student fees allocated to Intercollegiate Athletics were a portion of the overall comprehensive fee billed to each student. The allocated athletics amount of the comprehensive fee agreed to the University's methodology for allocating student fees and approved by the Board of Trustees.

No exceptions were noted in our procedures.



We selected 10% of the athletic student aid recipients, which yielded a sample of 27, and obtained their student account history in the Banner student account system and agreed the fee that was charged to each student's account to the fees per the schedule noted above.

#	Student ID
1	XXX-XX-1140
2	XXX-XX-7288
3	XXX-XX-5575
4	XXX-XX-3375
5	XXX-XX-9061
6	XXX-XX-3567
7	XXX-XX-4503
8	XXX-XX-4934
9	XXX-XX-1707
10	XXX-XX-5559
11	XXX-XX-1624
12	XXX-XX-3590
13	XXX-XX-1177
14	XXX-XX-9849
15	XXX-XX-4426
16	XXX-XX-6498
17	XXX-XX-6847
18	XXX-XX-6485
19	XXX-XX-4449
20	XXX-XX-0120
21	XXX-XX-4606
22	XXX-XX-3829
23	XXX-XX-0227
24	XXX-XX-4972
25	XXX-XX-6850
26	XXX-XX-8711
27	XXX-XX-4423

We found such amounts to be in agreement.

Direct Institutional Support

- E. We obtained a schedule of direct institutional support (General Fund Allocation) of \$12,302,504 from Management, which is an allocation schedule prepared by the University for the fiscal year ended June 30, 2025, and agreed the total to the corresponding amount reported in the Statement. No exceptions were noted in our procedure.

Indirect Institutional Support

- F. We obtained a schedule of indirect institutional support from Management and agreed the total amounts by sport in the schedule to corresponding amounts reported in the Statement. We found such amounts to be in agreement.



Contributions

- G. We obtained a schedule of detailed contributions from Management and compared the total to the corresponding amount reported in the Statement and found such amounts to be in agreement.

We scanned the schedule of detailed contributions and noted that none constituted 10% or more for the reporting period of total contributions. As such, no further procedures were performed.

Procedures Related to Expenses

Athletic Student Aid

- H. We obtained a detail schedule of athletic student aid recipients from the University, and recalculated and agreed the amounts to the corresponding amounts, both by sport and overall, to the general ledger and the Statement noting no exceptions. As the University uses the NCAA Compliance Assistance software, we selected 10% of the total student athletes, which yielded a sample size of 27, from the schedule. For each student, we compared the amount of aid from the listing to the student's award letter and to the student's account.

We performed a check of each student selected to ensure his/her information was reported accurately in the NCAA's Compliance Assistant (CA) software using the following criteria:

- a. Grants-in-aid is calculated by using the revenue distribution equivalencies by sport and in aggregate. (Athletic grant amount divided by the full grant amount).
- b. Other expenses related to attendance (also known as cost of attendance) should not be included in grants-in-aid revenue distribution equivalencies. Only tuition, fees, room, board and course-related books are countable for grants-in-aid revenue distribution per Bylaw 20.02.10). Note: for compliance purposes equivalencies may include other expenses related to attendance per Bylaw 15.02.2, however, these expenses are not allowed to be included for revenue distribution equivalencies.
- c. Full grant amount should be entered as a full year of tuition, not a semester or quarter.
- d. Student-athletes are to be counted once regardless of multiple sport participation, and should not receive a revenue distribution equivalency greater than 1.00.
- e. Athletics grants are valid for revenue distribution purposes only in sports in which the NCAA conducts championships competition, emerging sports for women and bowl subdivision football.
- f. Grants-in-aid are valid for revenue distribution purposes in NCAA sports that do not meet the minimum contests and participants' requirements of Bylaw 20.9.6.3.
- g. Institutions providing grants to student-athletes listed on the CRDE as "Exhausted Eligibility (fifth-year)" or "Medical" receive credit in the grants-in-aid component.
- h. The athletics aid equivalency cannot exceed maximum equivalency limits. However, the total revenue distribution equivalency can exceed maximum equivalency limits due to exhausted eligibility and medical equivalencies (reference Bylaw 15.5.3).
- i. If a sport is discontinued and the athletic grant(s) are still being honored by the institution, the grant(s) are included in student-athlete aid for revenue distribution purposes.
- j. All equivalency calculations should be rounded to two decimal places.
- k. If a selected student received a Pell Grant, ensure the value of the grant is not included in the calculation of equivalencies or the total dollar amount of student athletic aid expense for the institution.



- I. If a selected student received a Pell Grant, ensure the student's grant was included in the total number and total dollar value of Pell Grants reported for Revenue Distribution purposes in the NCAA Membership Financial Reporting System.

The following student athletes were selected:

#	Student ID
1	XXX-XX-1140
2	XXX-XX-7288
3	XXX-XX-5575
4	XXX-XX-3375
5	XXX-XX-9061
6	XXX-XX-3567
7	XXX-XX-4503
8	XXX-XX-4934
9	XXX-XX-1707
10	XXX-XX-5559
11	XXX-XX-1624
12	XXX-XX-3590
13	XXX-XX-1177
14	XXX-XX-9849
15	XXX-XX-4426
16	XXX-XX-6498
17	XXX-XX-6847
18	XXX-XX-6485
19	XXX-XX-4449
20	XXX-XX-0120
21	XXX-XX-4606
22	XXX-XX-3829
23	XXX-XX-0227
24	XXX-XX-4972
25	XXX-XX-6850
26	XXX-XX-8711
27	XXX-XX-4423

No exceptions were identified.



Coaching Salaries, Benefits, and Bonuses

- I. We compared the total expenses for coaching salaries, benefits, and bonuses in the general ledger to the corresponding amounts in the Statement and found the amounts to be in agreement. We obtained a detailed schedule of coaching salaries, benefits and bonuses from Management. From this schedule, we selected five coaches paid by the University. The following coaches were selected:

<u>Title</u>
Men's Basketball Head Coach
Women's Basketball Head Coach
Track and XC Head Coach
Women's Lacrosse Head Coach
Women's Swimming Assistant Coach

For each of these five coaches, we also compared the recorded salary expense from the schedule to the related contracts or employment letters as adjusted by annual salary approvals and labor distribution reports for fiscal year 2025 from the Peoplesoft system, which were also provided by Management.

We found such amounts to be in agreement.

Support Staff/Administrative Salaries, Benefits and Bonuses

- J. We obtained a detailed schedule of support staff/administrative compensation and benefits provided by Management and recomputed the total and compared the total to the corresponding amounts in the general ledger and in the Statement. We found such amounts to be in agreement. From this listing, we selected five support staff/administrative employees paid by the University, as follows:

<u>Employee ID</u>
XXXX7712
XXXX2103
XXXX7383
XXXX4394
XXXX8401

For these five support staff/administrative employees, we also compared the recorded salary expense for fiscal year 2025 to payroll summary reports for fiscal year 2025 from the Peoplesoft system, which were provided by Management.

We found such amounts to be in agreement.

Team Travel

- K. We obtained a schedule of Team Travel expenses from the general ledger detail and compared the total per the schedule to the amount reported in the Statement and found such amounts to be in agreement. From the detailed general ledger, we selected five transactions and, for each item selected, we obtained the supporting documentation, including vendor invoice, purchase order, journal entry, as applicable. We



compared the amount from the general ledger to the supporting documentation. The following team travel expenses were selected:

Date	Line Description	Amount per Invoice
3/6/2025	Lodging Domestic - Track and Field	\$ 5,892
2/14/2025	Airfare Domestic - Men's Basketball	25,975
8/28/2024	Airfare Domestic - Women's Soccer	716
10/28/2024	Airfare Domestic - Women's Basketball	10,717
12/3/2024	Airfare Domestic - Women's Lacrosse	11,400

We found such amounts to be in agreement.

We obtained and read documentation from the Intercollegiate Athletic Department regarding team travel policies. Given the nature of agreed-upon procedures, we are unable to comment on the adequacy of the policies.

Indirect Institutional Support

- L. We obtained a schedule of indirect institutional support from Management and agreed the total amounts by sport in the schedule to the corresponding amounts reported in the Statement.

We found such amounts to be in agreement.

Other Operating Expenses

- M. We obtained the detailed supporting schedule of other operating expense provided by Management and recalculated and agreed the corresponding amounts to the general ledger and the Statement.

We selected five expense transactions and obtained and agreed such amounts to copies of invoices and purchase orders, as applicable. The expenses selected were as follows:

Date	Line Description	Amount per Invoice
6/2/2025	Printing & Publishing Services	\$ 122
11/2/2024	Athletic Supplies	2,500
11/2/2024	Printing & Publishing Services	3,285
12/2/2024	Office Supplies	152
6/2/2025	Office Supplies	116

We found such amounts to be in agreement.

Procedures for Actual to Budget Comparison

- N. For each expense or revenue line item greater than 10% of total revenues or total expenses, respectively, we compared actual revenues and expenses in each line item in the Statement to the corresponding budgeted amounts and recalculated the variances without exception. We identified two budget variances



greater than 10% for the following line items and obtained the following explanations from Management regarding the variances:

Expenses

Coaching salaries, benefits, and bonuses was 22% above the budgeted amount. The primary driver in Coaching compensation is related to contract negotiations that occurred during the period that increased some head coaching salaries and also added more assistant/associate coaching positions based on those negotiations that occurred after the budget was approved and were not included in the budget.

We performed no additional procedures regarding Management's response.

Procedures for Current Year to Prior Year Comparison

- O. For each revenue or expense line item greater than 10% of total revenues or total expenses, we compared actual revenues and expenses in each line item on the Statement to comparable amounts for the year ended June 30, 2024 (prior year) and recalculated the variances without exception. We identified four variances greater than 10% for the following line item and obtained the following explanation from Management for the variance:

Revenues

Direct institutional support was 11% above prior year amounts. The increase was related to increases in gift/endowment revenue used to offset operating expenses, such as increased participation in tournaments, etc.

Indirect institutional support was 256% above prior year amounts. The increase was primarily driven by the continued overhaul renovation of the University's multipurpose recreation center, which entered phase 3 during the period ending June 30, 2025.

Expenses

Coaching salaries, benefits, and bonuses was 20% above prior year amounts. The primary driver in Coaching compensation is related to contract negotiations that occurred during the period that increased some head coaching salaries and also added more assistant/associate coaching positions.

Indirect institutional support was 362% above prior year amounts. The increase was primarily driven by the continued overhaul renovation of the University's multipurpose recreation center, which entered phase 3 during the period ending June 30, 2025.

We performed no additional procedures regarding Management's response.

Procedures for Additional Minimum Agreed-Upon Procedures

- P. We compared the current year Grants-In-Aid distribution equivalencies to prior year reported Grants-in-Aid distribution equivalencies from the Membership Financial Report submission. We noted no variances greater than 4%. As such, no further procedures were performed.
- Q. We compared and agreed the reported sports sponsored in the NCAA Membership Financial Reporting System to the squad lists of the institution. We found them to be in agreement.
- R. We obtained the University's Sport Sponsorship and Demographics Forms Report for the year ended June 30, 2025 and compared the countable sports reported by the University to the minimum requirements set forth in Bylaw 20.9.6.3 for the number of contests and the number of participants in each contest that is counted toward meeting the minimum contest requirement. We noted no variances.



We compared the current year number of Sports Sponsored to prior year report total per the Membership Financial Report Submission. We noted no variances.

- S. We compared the total number of Division 1 student-athletes who, during the fiscal year, received a Pell Grant award and the total dollar amount of these Pell Grants reported in the NCAA Membership Financial Reporting System to a report, generated from the University's financial aid records, of all student-athlete Pell Grants. We noted no variances.

We compared the current year Pell Grants total to the prior year reported total per the Membership Financial Report Submission. We noted no variances greater than 20 grants. As such, no further procedures were performed.

Procedures for Other Reporting Items

- T. We agreed a schedule including the total amount of outstanding institutional debt to total debt reported in the University's audited financial statements and found the amounts to be in agreement.
- U. We obtained a schedule of all athletics dedicated endowments maintained by the Department and the University as of June 30, 2025. We agreed the fair value of these endowments as indicated on the schedule to supporting documentation including the University's general ledger.
- V. We obtained a schedule detailing institutional endowments and agreed the total fair value in the schedule to the corresponding total in the University's audited financial statements. We noted no exceptions.
- W. We obtained a schedule of athletic-related capital expenditures made by the University and agreed the total amount on the schedule to the University's general ledger. We selected one transaction each from five projects and compared each transaction to the related vendor invoice(s). All amounts were found to be in agreement. The following transactions were selected:

Description	Asset ID	Amount
Virtue Field Athletic Supporting Building	000000013440	\$ 12,000
Patrick Gym Elevator	00000015521	91,151
Moulton Winder Field Turf	000000015538	2,031
Indoor Track Netting Replacement	000000015562	25,043
Patrick Gym Vestibule Reno	000000015488	20,540

* * * * *

We were engaged by the University to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants, which involves us performing the specific procedures agreed to and acknowledged above and reporting on findings based on performing those procedures. We were not engaged to and did not conduct an examination or review, the objective of which would be the expression of an opinion or conclusion, respectively, on whether the accompanying Statement is in compliance with NCAA Bylaws 20.2.4.18 and 20.2.4.18.1 for the fiscal year ended June 30, 2025. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the University and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.



This report is intended solely for the information and use of the President of the University, the Board of Trustees, and Management of the University, and is not intended to be and should not be used by anyone other than these specified parties.

KPMG LLP

Boston, Massachusetts
January 14, 2026

**UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE
INTERCOLLEGIATE ATHLETICS DEPARTMENT**

Combining Statement of Revenues and Expenses

Year ended June 30, 2025
(Unaudited)

	Men's Hockey	Men's Basketball	Women's Basketball	Other	Total Fiscal 2025	Total Fiscal 2024
Revenues:						
Ticket sales	\$ 694,727	469,220	72,849	115,555	1,352,351	1,361,707
Student fees	—	—	—	4,377,055	4,377,055	4,202,833
Direct institutional support	1,115,903	1,582,355	873,568	8,730,678	12,302,504	11,086,307
Indirect institutional support	—	—	—	8,547,373	8,547,373	2,400,109
Guarantees	—	150,000	32,500	6,000	188,500	163,000
Contributions	63,658	143,799	91,223	1,216,521	1,515,201	1,454,439
In-Kind	—	1,052	—	—	1,052	7,088
NCAA/Conference distributions, including all tournament revenues	—	13,765	57,618	835,771	907,154	1,080,335
Conference distributions (non media or bowl)	—	102,781	25,000	—	127,781	—
Royalties, licensing, advertisements and sponsorships	—	—	—	1,221,701	1,221,701	948,263
Sports camp revenues	—	—	—	—	—	2,130
Endowment and investment income	77,402	6,672	—	516,751	600,825	577,525
Other operating revenue	600	—	—	680,067	680,667	431,823
Total revenues	1,952,290	2,469,644	1,152,758	26,247,472	31,822,164	23,715,559
Expenses:						
Athletic student aid	1,105,387	781,628	807,579	5,781,898	8,476,292	8,095,315
Guarantees	5,000	12,000	—	1,000	18,000	20,502
Coaching salaries, benefits, and bonuses	753,130	1,439,449	735,451	3,409,733	6,337,763	5,262,487
Support staff/administrative salaries and benefits	348,636	549,759	312,673	2,244,188	3,455,256	2,890,799
Recruiting	58,103	89,194	86,150	149,066	382,513	342,670
Team travel	308,545	289,468	310,869	1,834,389	2,743,271	2,917,276
Equipment, uniforms, and supplies	321,740	53,975	56,582	600,072	1,032,369	1,002,879
Game expenses	526	92,851	72,797	231,881	398,055	435,339
Fund raising, marketing and promotion	—	—	—	65,341	65,341	122,022
Spirit groups	—	—	—	3,200	3,200	6,722
Athletic facilities debt svc, leases and rental fees	—	—	—	700,000	700,000	700,000
Direct facilities, maintenance and rental	—	—	—	982,838	982,838	836,074
Indirect institutional support	—	—	—	7,847,373	7,847,373	1,700,109
Medical exp and med insurance	—	—	—	—	—	172,615
Memberships and dues	35,500	25,185	470	74,948	136,103	142,849
Student-athlete meals (non-travel)	16,990	6,481	2,280	27,712	53,463	53,552
Other operating expenses	117,653	99,026	67,571	1,217,937	1,502,187	1,312,299
NCAA post-season non-football expenses	—	—	82,530	434,934	517,464	—
NCAA post-season non-football expenses-coaching compensation/bonuses	—	—	20,000	99,500	119,500	—
NCAA non-football host expense settlements	—	—	—	9,804	9,804	—
Total expenses	3,071,210	3,439,016	2,554,952	25,715,414	34,780,592	26,013,509
(Deficiency) excess of revenues over (under) expenses	\$ (1,118,920)	(969,372)	(1,402,194)	532,058	(2,958,428)	(2,297,950)

See accompanying notes to Intercollegiate Athletics Department combining statement of revenues and expenses.

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE
INTERCOLLEGIATE ATHLETICS DEPARTMENT

Notes to Combining Statement of Revenues and Expenses

Year ended June 30, 2025

(Unaudited)

(1) Organizations

The Intercollegiate Athletic Department is fully integrated within the organizational structure of The University of Vermont and State Agricultural College (the University). The Intercollegiate Athletic Department is responsible for:

- a. Advising in the development of athletic policy;
- b. Interpreting and implementing established athletic policy;
- c. Initiating program, budget, and facility planning; and
- d. Facilitating, coordinating, and guiding the daily operational activities within the Department and throughout the University and local community.

(2) Summary of Significant Accounting Policies

The combining statement of revenues and expenses (the Statement) is prepared on the accrual basis of accounting. Revenues are recognized when earned, and expenses are recognized when incurred. Gifts are recorded at their fair market value.

(3) Capitalized Assets, Additions and Improvements of Facilities, and Debt

Capital assets used by intercollegiate athletics are recorded at cost or, in the case of gifts, at fair value on the date of donation. Depreciation is calculated using the straight-line method over the estimated economic useful lives of the related assets. Buildings are depreciated over a useful life of 40 years, land improvements are depreciated over a useful life of 20 years, fixed equipment is depreciated over a useful life of 15 years, and movable equipment is depreciated over a useful life of 5 years.

Student fees for capital projects reserves are not reported in the Statement since they do not represent operating revenues. These fees totaled \$1,017,412 in fiscal 2025.

All capital projects over \$1 million must be approved by the Board of Trustees.

As of June 30, 2025, the total athletics related debt was \$0 and the total value of institutional debt was \$518,464,306.

UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE
INTERCOLLEGIATE ATHLETICS DEPARTMENT

Notes to Combining Statement of Revenues and Expenses

Year ended June 30, 2025

(Unaudited)

Capital assets activity for the Intercollegiate Athletics Department for the year ended June 30, 2025 is as follows:

Fiscal Year 2025

Asset	Beginning Balance	Additions	Retirements	Reclass/ Changes	Ending Balance
<i>Centennial Field:</i>					
Land	\$ 373,633	—	—	—	373,633
Land Improvement	1,433,376	—	—	—	1,433,376
Building	3,599,892	—	—	—	3,599,892
Fixed equipment	101,457	—	—	—	101,457
<i>Moulton-Winder Field:</i>					
Building	11,706,031	—	—	—	11,706,031
Fixed equipment	1,486,864	55,331	—	—	1,542,195
<i>P-F-G Complex:</i>					
Land	576,174	—	—	—	576,174
Land Improvement	3,872,419	—	—	—	3,872,419
Building	68,605,172	5,555,756	—	—	74,160,928
Building service systems	8,681,953	91,151	—	—	8,773,104
Fixed equipment	2,167,046	97,463	—	—	2,264,509
Movable equipment	394,111	—	—	—	394,111
Construction in progress	16,613,396	—	—	—	16,613,396
<i>Soccer and Lacrosse Field:</i>					
Land Improvement	936,282	—	—	—	936,282
<i>Virtue Field:</i>					
Land	147,433	—	—	—	147,433
Land Improvement	1,591,921	—	—	—	1,591,921
Building	1,376,536	—	—	—	1,376,536
Fixed equipment	977,856	—	—	—	977,856
Construction in progress	106,355	217,851	—	—	324,206
Total property, plant, and equipment	124,747,907	6,017,552	—	—	130,765,459
Less: accumulated depreciation	(34,050,637)	(3,024,175)	—	—	(37,074,811)
Property, plant, and equipment, net	\$ 90,697,270	2,993,377	—	—	93,690,648

**UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE
INTERCOLLEGIATE ATHLETICS DEPARTMENT**

Notes to Combining Statement of Revenues and Expenses

Year ended June 30, 2025

(Unaudited)

(4) Endowments

As of June 30, 2025, the University held endowments and similar investments with a fair value of \$571,133,153. Endowments and similar investments held by the University that support intercollegiate athletics had a fair value of \$14,546,274 as of June 30, 2025. In addition, the University of Vermont Foundation held endowments that support intercollegiate athletics with a fair value of \$4,575,017 as of June 30, 2025.

Internal Audit Update

Summary of Reports and Work Plan Status

Board of Trustees - Audit Committee

February 5, 2026

Prepared By

Tessa Lucey, Interim Chief Audit Executive

Director of Compliance Services and Chief Privacy Officer

Summary

The Office of Audit Services (the Office) performs independent and objective assurance and consulting activities that provide the Board of Trustees and management with observations, recommendations and advice designed to add value and improve the effectiveness of our risk management, control, and governance processes.

Following the departure of Bill Harrison in February 2025, Tessa Lucey, in addition to her role as Director of Compliance Services and Chief Privacy Officer, assumed the role of Interim Chief Audit Executive. Under her leadership, the Office continues to fulfill its responsibilities with a dedicated team comprising 1.75 full-time equivalent (FTE) UVM employees and a co-sourcing agreement with Baker Tilly, a third-party provider of professional internal audit services¹. The team is engaged in audit, advisory, and investigative projects.

The February update provides a brief snapshot of issued audit reports, the status of the audit follow-up process and open and closed recommendations, and overviews of how we select auditable activities.

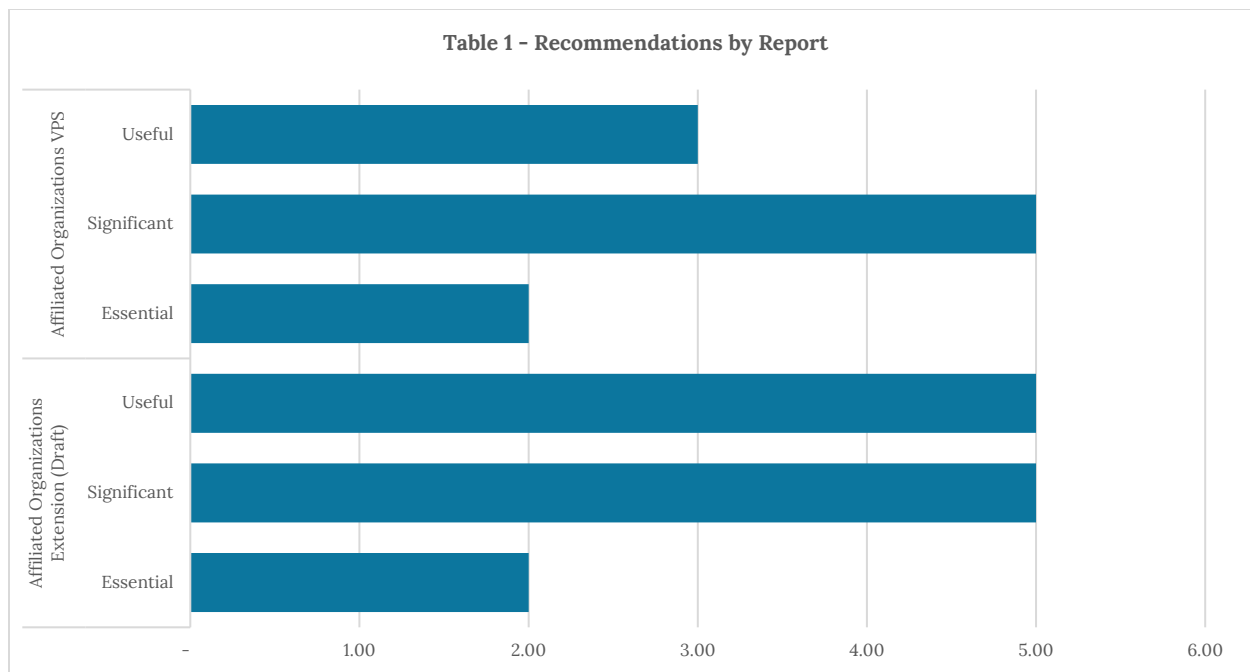
Section 1 - Issued Audit Reports

Since our last update in September 2025, the Office has issued 2 final and 1 draft report. Consistent with the office's work plan, ongoing projects are information technology, data governance, vendor management, and income and expense activities.

Audit Reporting – Final and Draft Reports since September 2025.

- **Affiliated Organizations:** This audit reviewed affiliated organization agreements for compliance with key affiliation agreement requisites and policy requirements. The audit focused on two UVM departments with institutional responsibilities as it relates to agreements with affiliated organizations.
 - **Final Report:** The final report was for the Department of Psychology.
 - **Draft Report:** The draft report was for Extension.
- **Advisory Report 26-001A Electric Vehicle Charging Documentation**

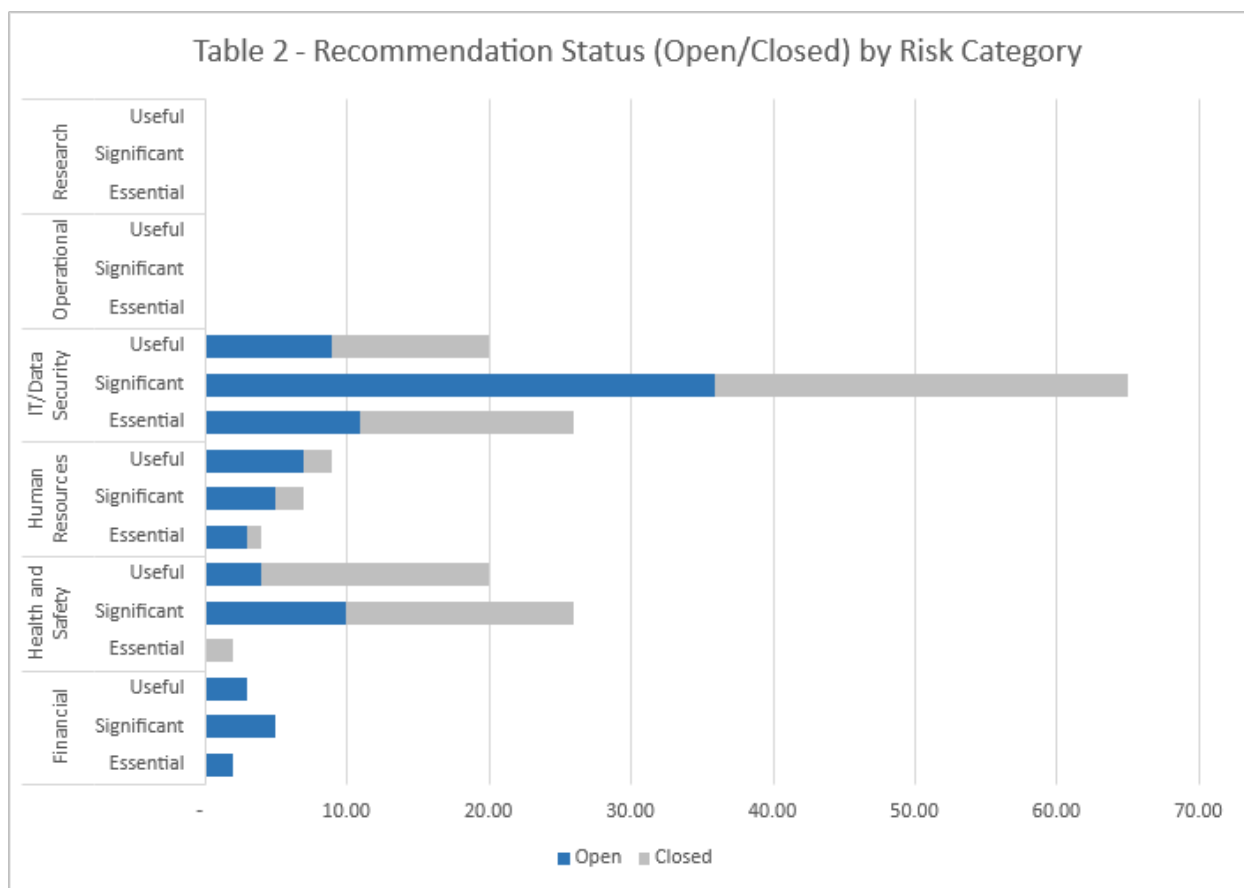
¹ To bolster internal capacity and ensure operational efficiency, the Office maintains this partnership. This collaboration allows the institution to access specialized expertise and scale resources as needed.



Section 2 – Audit Follow-Up

In the follow-up process (the final phase of the audit process), internal auditors confirm that management has implemented internal audit recommendations or management's action plans following an established methodology. Quarterly, responsible officials are prompted to confirm the status of all open recommendations. If the status of any recommendations has changed from open to closed, we request an explanation along with any documentation supporting completion of the corrective action.

Regarding follow-up on open recommendations, we issued one final report containing 10 recommendations, 4 recommendations were closed, leaving 95 recommendations open at the end of the reporting period (See Tables 2 and 3). Of note, we closed one essential recommendation and 3 significant recommendations in audits.



Classification of Internal Audit Recommendations

Essential – implementation of the recommendation(s) would help to avoid a probable and potentially critical negative impact involving financial, operational, health and safety, information technology, compliance, and reputational risks or non-compliance with institutional policies and procedures.

Significant – implementation of the recommendation(s) would help to avoid a possible and potentially significant negative impact involving financial, operational, health and safety, information technology, compliance, and reputational risks or non-compliance with institutional policies and procedures.

Useful – implementation of the recommendation(s) would help to improve University processes and internal controls. These recommendations may be in writing or communicated orally to unit management at the exit conference.

Table 3 – Status (Timeliness) of Open Recommendations – the following is a summary of open recommendations by number of month open and status.

Table 3 – Status (Timeliness) of Open Recommendations - the following is a summary of open recommendations by number of month open and status.

Report Number	Risk Category	Duration	Red	Yellow	Green
		(months)			
15-004M	IT/Data Security	133		1	
19-007	IT/Data Security	83		33	
19-008	IT/Data Security	83		5	
20-008	Health and Safety	70		2	
23-006	IT/Data Security	34		5	
23-007	IT/Data Security	34		1	
24-001	Health and Safety	29		1	
24-003	IT/Data Security	28		1	
24-004	Human Resources	27		5	
24-006	Health and Safety	25		1	
24-007	IT/Data Security	23		10	
25-001	Health and Safety	19		10	
25-005	IT/Data Security	15			8
25-008	Human Resources	12		10	
25-011	IT/Data Security	6			6
26-002	Financial	0		10	

Status of Internal Audit Recommendations

Green – the management update indicates that there has been progress towards implementation of the recommendation(s); the timeline for implementation is still within the agreed upon completion dates.

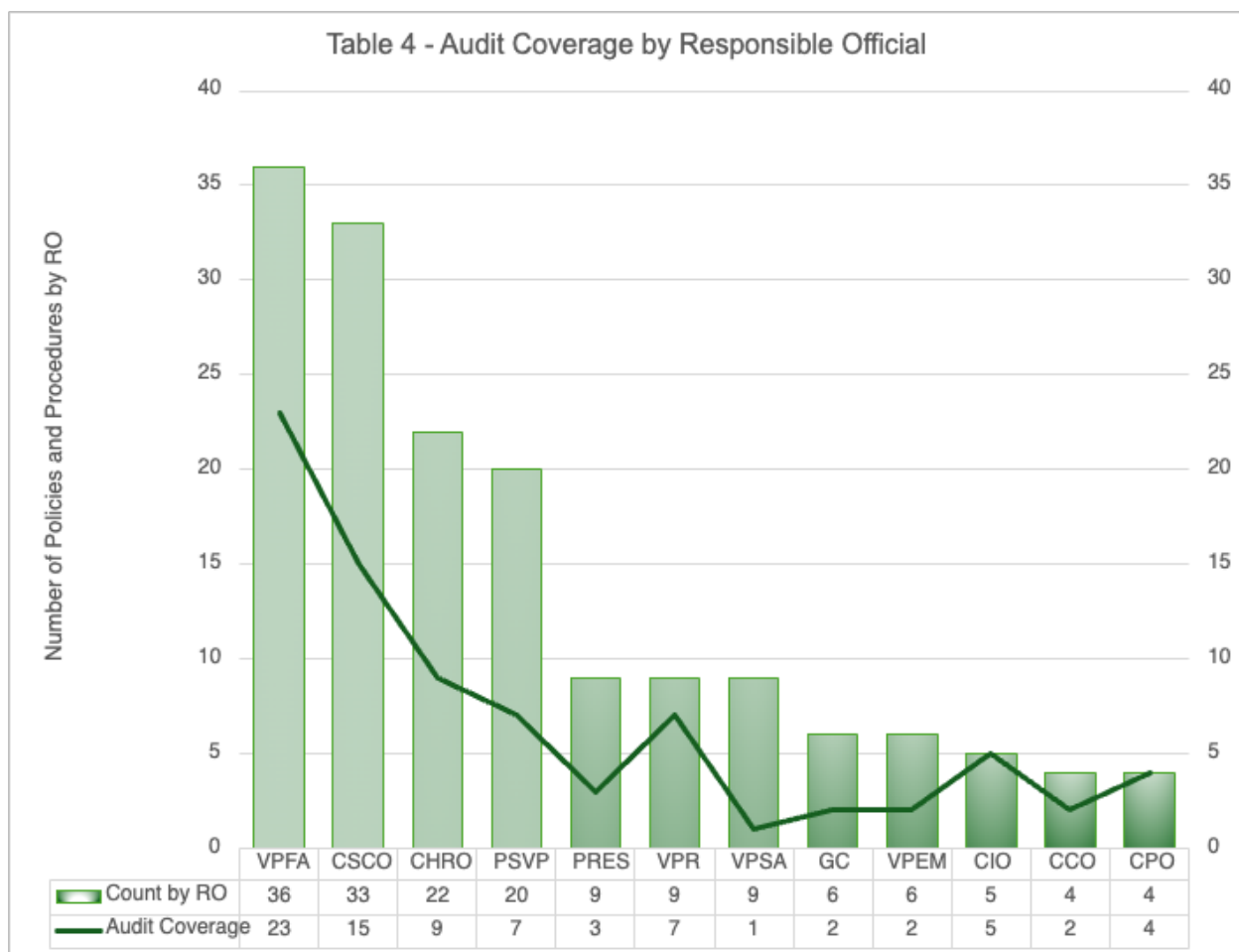
Yellow – the management update indicates that there has been progress towards implementation of the recommendation(s); however, the timeline for implementation has been extended beyond the original agreed upon completion dates.

Red – the management response or update is incomplete or indicates that there has been a lack of progress towards implementation of the recommendation(s).

Blue – recommendations have been partially or fully closed.

Section 3 - Audit Universe

An audit universe is a list of auditable entities, activities, systems, or processes within the University that could be subject to internal audit and serves as the foundation for the annual risk assessment and work plan. The Office defines the audit universe at the University primarily by our coverage of policies, procedures, and guidelines. As such, internal audits of university policies and procedures are an essential component of our annual work plans. Recent examples are audits of the Affiliated Organizations Policy and the Temporary Employee University Operating Procedure. The following table summarizes internal audits by responsible official between 2010 and 2025. The results align with our historic, risk-based focus on financial, research, safety, compliance, human resource, and security risks.



*See appendix A for RO acronyms.

The Institute of Internal Auditors (IIA) recently updated their International Professional Practices Framework to include Topical Requirements. According to the IIA, these Topical Requirements should be mandatory for assurance engagements and be recommended for advisory engagements in specific areas. These areas are cybersecurity, third-party risk, and organizational behavior. This means that, in addition to audits of policy, procedure, and guideline compliance, using the professional judgment of the Chief Internal Auditor, internal audit activities will begin to include these topical areas in audits.

Section 4 - Data Analytics Program

A data analytics program for internal audit involves leveraging university data to identify patterns, trends, and anomalies that may indicate non-compliance with university requirements and risks or opportunities for improvement. The Office periodically collects campus-wide data on university PurCard, student scholarship funds, remote work, and the timeliness of completion of employment documents. Based on the results of the data analysis, we reach out to administrative and academic units to correct any identified issues and how they plan to address any issues in the future. The Office is currently working with human resources to develop data queries related to leave time balances.

Section 5 – Reporting and Data Visualization Updates

As part of our ongoing commitment to continuous improvement, the Office of Audit Services has begun leveraging technology to enhance the tracking and visualization of key audit data. This initiative includes the automation of tracking and visualization of open recommendations, recommendation categories, and summaries of overall audit activity. Our objective with these improvements is to deliver clear, concise, and actionable insights through dashboards and other visual tools. These enhancements are designed to provide trustees and senior leaders with an at-a-glance understanding of the status and progress of the Office of Internal Audit's work, thereby supporting informed oversight and strategic decision-making.

Appendix A

Table 4 RO acronyms

VPFA	Vice President for Finance and Administration
CSCO	Chief Safety and Compliance Officer
CHRO	Chief Human Resource Officer
PSVP	Provost and Senior Vice President
PRES	President
VPR	Vice President for Research
VPSA	Vice Provost for Student Affairs
GC	Vice President for Legal Affairs and General Counsel
VPEM	Vice President for Enrollment Management
CIO	Chief Information Officer
CCO	Chief Communications Officer
CPO	Chief Privacy Officer



University
of Vermont

2025 Compliance Survey Results

Prepared by the Office of Compliance and Privacy Services
December 16, 2025

Presented to the Audit Committee, February 5, 2026

DIVISION OF SAFETY AND COMPLIANCE

OFFICE OF COMPLIANCE AND PRIVACY SERVICES

MICHAEL SCHIRLING
Chief Safety and Compliance Officer

TESSA LUCEY
Director of Compliance and Chief Privacy Officer

MAUREEN JENNINGS
Records Custodian and Compliance Coordinator

DANIELLE SLAUZIS
Institutional Policy Manager and Compliance Coordinator

AMY VILE
Administrative Assistant

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University
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SECTION I: INTRODUCTION

In today's environment, universities face heightened competition to attract students amidst a declining population while simultaneously experiencing increased regulatory oversight and public scrutiny. Having a robust, efficient, and effective compliance and ethics program is an important piece of modern operations. With higher education facing challenges, leaders are under increasing pressure not only to reduce the risks associated with regulatory non-compliance but to do so ethically. By fostering a culture of ethical behavior and proactive risk management, UVM positions itself as a leader in higher education, capable of navigating complex challenges while upholding our mission and values.

The Office of Compliance and Privacy Services ("the office") seeks to measure and demonstrate the effectiveness of the University's Compliance Program ("the program"). This involves continuous assessment of program functions in order to ensure that we can detect, prevent, and reduce instances of non-compliance. University leaders and members of the Board of Trustees must have confidence that the efforts of the program extend to all members of the university community and are covering all facets of the University's operations.

Compliance is an ongoing process that requires continuous monitoring and adaptation to keep pace with evolving regulatory and organizational needs. A critical tool used by the office to assess the effectiveness of the program is the Annual Compliance Survey ("the survey"). By capturing a snapshot of the culture of compliance and program awareness across the University, we are able to both gauge the program's progress over time and to identify areas of improvement.

This year marks the fifteenth year of administering the compliance survey. Utilizing a comprehensive 5-year retrospective analysis allows us to illustrate the effectiveness of the program over time and further provides us with a data-supported framework to engaged in targeted proactive improvement. This strategic approach enables the office to concentrate on awareness and culture measures when they begin to trend down rather than waiting and only addressing them when they become a significant risk to the University and its community. This survey enhances our ability to mitigate the risk of compliance and ethics violations, thereby reinforcing our steadfast commitment to upholding a culture of compliance.

SECTION II: KEY HIGHLIGHTS

Additional highlights include:

- 1 Overall Awareness and Culture measures rebounded from last year's low and, in some cases, are higher than even 2023.
- 2 94% of all respondents reported some or high awareness of the Code of Conduct
- 3 Those agreeing that the University of Vermont fosters a culture of compliance is up to 80% from a 5 year low of 68% in 2024.
- 4 Up from 82% in 2024, 92% of all respondents reported knowing how to find UVM Institutional Policies

SECTION III: BACKGROUND

SURVEY RECIPIENTS



The survey was sent to a statistically valid sample of individuals in 7 cohort groups. The Office of Institutional Research (“OIR”) provided a list of individuals representing the following cohorts: (i) management, (ii) full-time faculty, (iii) part-time faculty, (iv) full-time staff, (v) part-time staff, (vi) graduate students receiving stipends, and (vii) temporary employees. The full methodology is included in Appendix A.



SURVEY OBJECTIVES

The objectives of this survey are to: (i) measure the change in awareness of the program and its core elements over time; (ii) provide a snapshot of key indicators that reflect UVM’s culture of compliance; (iii) provide information related to program effectiveness¹ that the Audit Committee of the Board of Trustees needs in order to fulfill its obligations under its charter; and (iv) highlight those areas needing improvement.



RESPONDENT BREAKDOWN

■ Responded
 ■ Did Not Respond

SECTION IV: RESULTS SUMMARY & ANALYSIS

AWARENESS

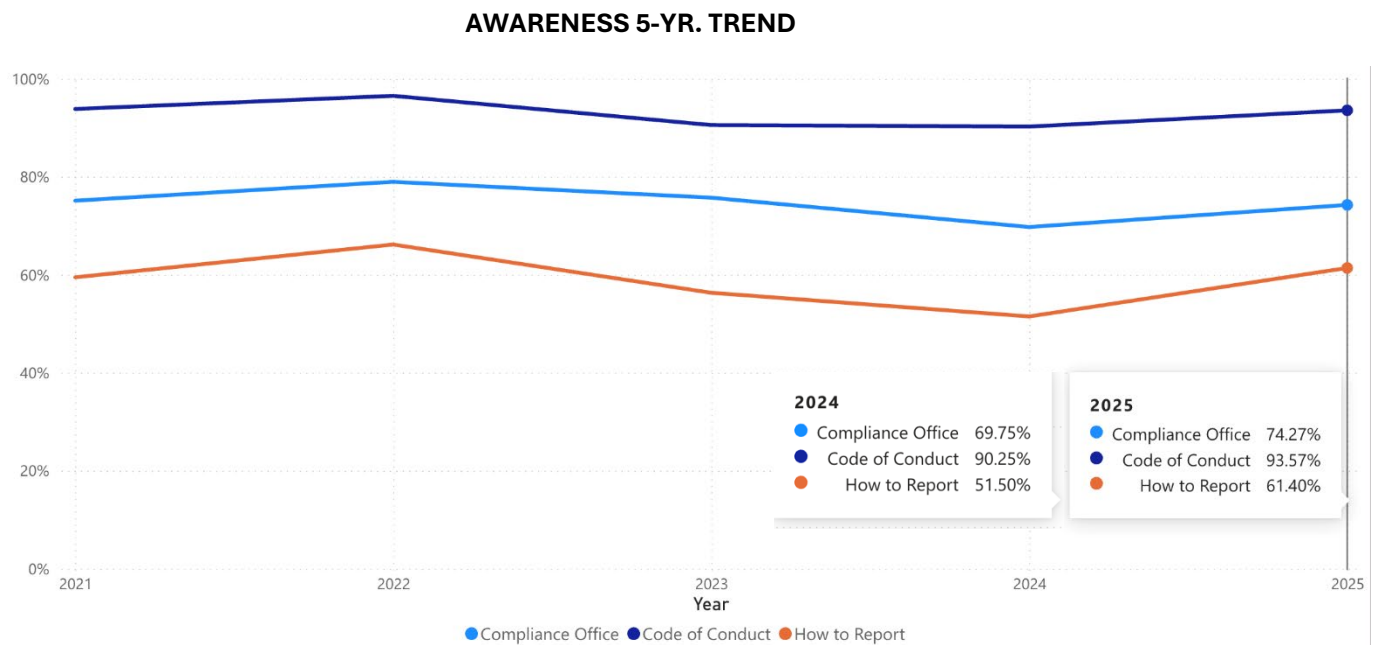
The awareness questions in the survey are designed to gauge the visibility of both the office and the program. Employees are asked how aware they are of (i) the Office of Compliance and Privacy Services (the office), (ii) the Code of Conduct and Ethical Standards (the Code), and (iii) the compliance reporting mechanisms.

¹ Program effectiveness is described in the United States Federal Sentencing Guidelines and is used as best practices across many industries including higher education.

While we had been trending down since the 2022 survey and we predicted the decline in 2023 and 2024, we were pleased to see that the downward trend did not continue in 2025. The 2025 awareness and culture scores are close to the 2022 scores, on average within 4%. Notably, 2022 saw the highest scores in the 5-year look-back period.

As presented in Table 4-1, the 2025 data indicate that awareness of all three measures increased from 2024 to 2025. Additionally, awareness of both the Code and How to Report is higher than the levels recorded in 2023.

Table 4-1



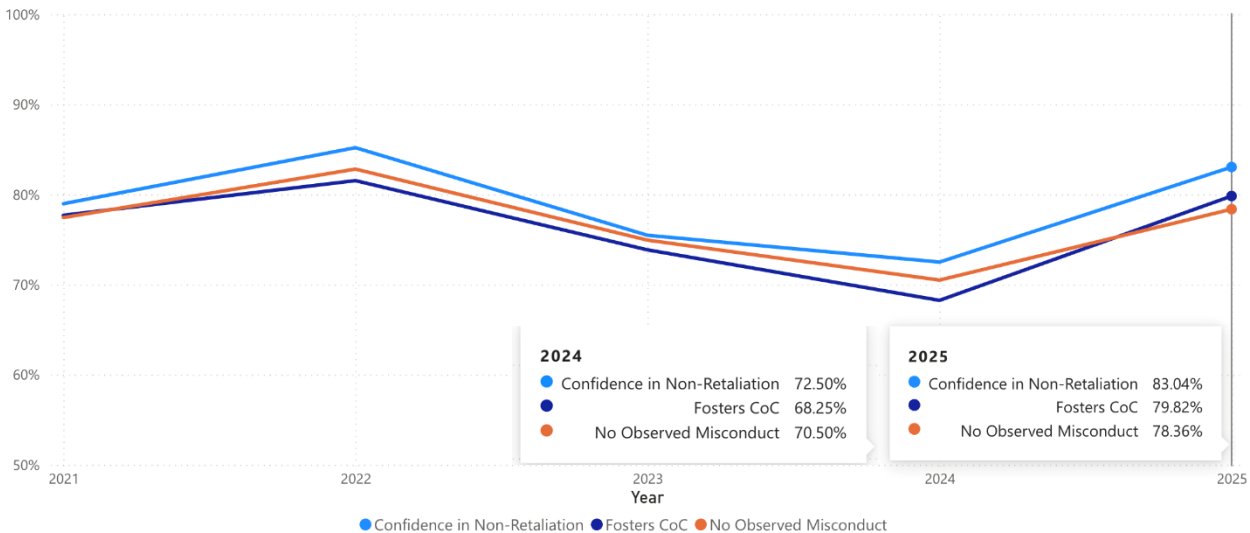
CULTURE

The compliance survey culture questions are designed to gauge employee sentiments regarding UVM's culture of compliance. Employees are prompted to express their views on (i) their confidence in being protected from retaliation if they report a violation; (ii) their perception on whether the University fosters a culture of compliance; and (iii) whether, in their opinion, they had observed misconduct.

Similar to what we experienced with the awareness measures, we anticipated a dip in culture scores from 2022 to 2023 but had hoped for improvement. We were pleased to see that scores did rise significantly over the past year. Notably, 8% more respondents answered "no" to experiencing or observing misconduct in the last twelve months. Other measures also improved: confidence in non-retaliation rose by 11%, and culture of compliance increased by 12%. Table 4-2 below illustrates this.

Table 4-2

CULTURE 5-YR. TREND



SECTION V: SURVEY COMMENTS

As part of the annual survey, respondents may provide optional comments about the compliance program and identify additional training needs. Unlike the culture and awareness questions, these open-ended questions are voluntary and have historically generated low response rates.

In this year’s cycle, the number of comments and training suggestions remained low. While the overall volume remains too limited to support definitive conclusions, we continue to include these questions because they offer valuable context for interpreting year-over-year score changes and help inform the development of our annual workplan.

The comments are reviewed internally and subsequently shared with division leaders. This collaborative approach enables leaders to determine whether any follow-up actions may be appropriate within their units. While responses to these two questions alone seldom prompt corrective measures, they can provide helpful insight for leaders engaged in ongoing continuous improvement efforts.

GENERAL COMMENTS

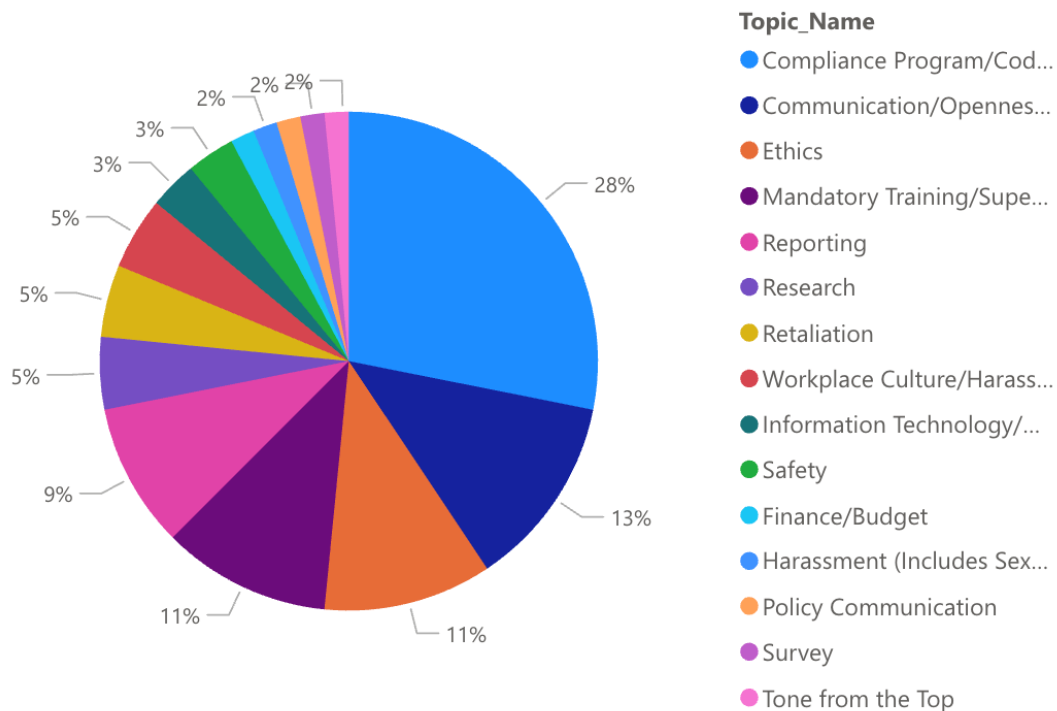
In total (see Table 5-1), out of those responding to the general comments and suggestions question, we received comments touching on 15 different topic areas which included the following:

- Compliance Program/Code of Conduct & Ethical Standards
- Communication/Openness/Transparency
- Ethics
- Mandatory Training/Supervisory Training
- Reporting
- Research
- Retaliation

- Workplace Culture/Harassment/Bullying
- Information Technology/Data Privacy/IT Security
- Safety
- Finance/Budget
- Harassment (includes Sexual)
- Policy Communication
- Survey
- Tone from the Top

Table 5-1

General Comment Categories



TRAINING COMMENTS

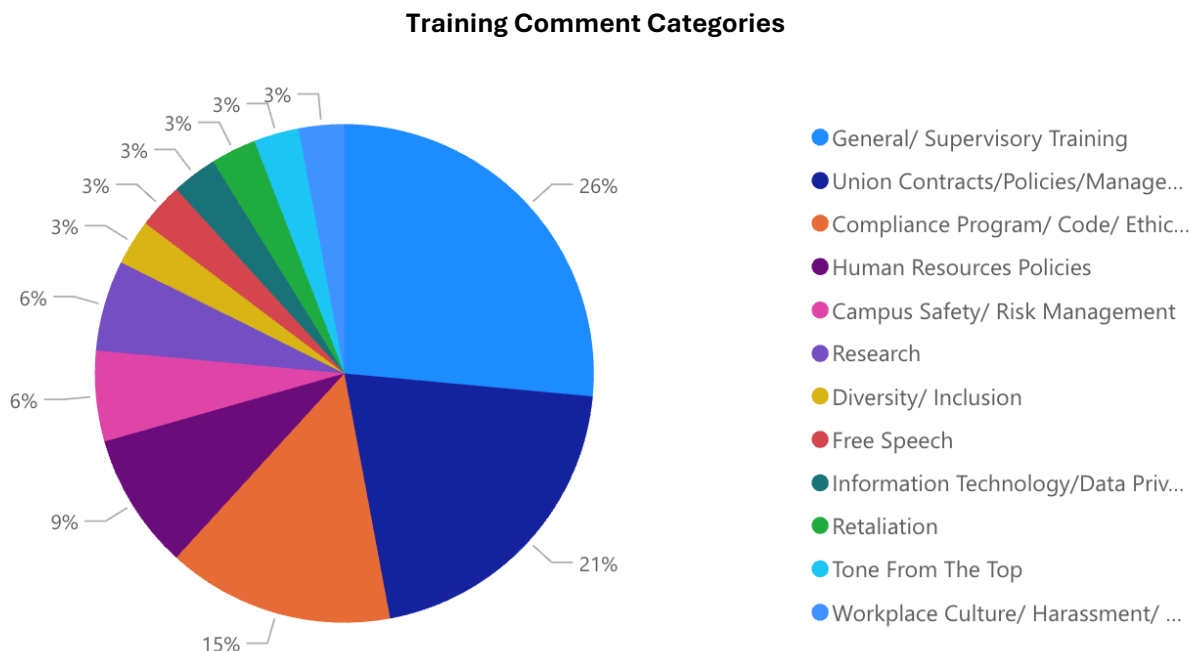
In addition to the general compliance comments, we also received training comments that were grouped broadly into the following categories:

- General/Supervisory Training
- Union Contracts/Policies/Management
- Compliance Program/Code of Conduct/Ethics/Non-Retaliation/Policy Communication
- Human Resources Policies
- Campus Safety/Risk Management
- Research
- Diversity/Inclusion
- Free Speech
- Information Technology/Data Privacy/IT Security
- Retaliation

- Tone From The Top
- Workplace Culture/Harassment/Bullying

This year, the highest number of training comments received were related to “General/Supervisory Training” followed closely by “Union Contracts/Policies/Management.” As we have seen in the past, comments indicate that respondents wanted more training. Recent campus communications from HR support this finding as trainings are recently available in areas such as new leader and training for supervisors.

Table 5-2



SECTION VI: ACTION PLAN

The results of the 2025 Compliance Survey reflect strong improvements in awareness and culture measures across the University. At the same time, the findings highlight opportunities to strengthen communication, enhance office visibility and resources available, reinforce reporting and non-retaliation practices, and continue building a culture of compliance. Areas of focus for 2026 will be:

- Communication & Outreach
 - Use updated technology to expand upon our existing multimodal communications. Consider shorter, more frequent messages, Teams communications, and monthly compliance digests.
 - Pilot “Compliance Minute” micro-training videos to deliver quick, accessible content.
 - Increase availability of offerings and participation in in-person engagement opportunities, including departmental meetings, orientations, and leadership sessions.

- Training Enhancements
 - Expand existing in-person and virtual training sessions and include the Code of Conduct, non-retaliation, reporting mechanisms, and other core compliance topics.
 - Partner with content experts to develop topic-specific modules aligned with comment themes, including union-related questions, IT security and data privacy, research compliance, campus safety, and harassment prevention.
- Reporting Mechanisms & Non-Retaliation
 - Continuing the work of the group working on the unified reporting project to simplify the reporting process and make it more visible/accessible.
 - Continue to integrate non-retaliation reminders into policy updates, outreach, and compliance trainings.
- Culture-Building Efforts
 - Re-start Operational Compliance Committee meetings and encourage leaders to incorporate compliance programmatic elements and standard language into unit/division-level operations.
- Policy Awareness & Accessibility
 - Continue focusing on the Policy Modernization Project which has, as one element, reinforcement on how to locate Institutional Policies in trainings and communications.
 - Expanding the development and dissemination of summaries, how-to resources, short tutorials whenever appropriate.

These actions, many of which are already integrated into the Office's operations, will be included in our annual report to University leadership and the Audit Committee to ensure survey priorities guide program development and support a strong culture of compliance.

SECTION VII: CONCLUSION

Survey scores continue to confirm the program's effectiveness and demonstrate strong compliance awareness at the University. Areas noted in the Corrective Action section will be added to the office's 2026 workplan. Detailed results are available to UVM leadership and Audit Committee members upon request.

We thank UVM leadership and the Audit Committee for their consistent support and remain committed to advancing compliance and working together to uphold and strengthen UVM's culture of compliance.

APPENDIX A: SURVEY TIMEFRAME & METHODOLOGY



SURVEY PERIOD

The Office of Compliance and Privacy Services (the office) sent the 2025 survey out to recipients on October 15, 2025. The survey was closed on November 24, 2025.



METHODOLOGY

The office consulted with the Office of Institutional Research (OIR) to obtain the sample. The methodology for determining the statistically valid sample is as follows:

Population Methodology: The population of employees was established by pulling a list of all actively paid employees as of September 19, 2025. The PeopleSoft query limits the list to active, UVM employees (excludes retirees). Employee class includes the following:

- Faculty
- Staff
- Graduate students, post doc fellows & associates
- Temporary staff.

The population does not include nonpaid groups, student temporary employees, visiting graduate students, or affiliated organization employees such as dining services and the UVM Foundation.

We then label persons who have an admin/management job and prioritize/keep that job information regardless of whether they have a secondary position. Full-Time Equivalent (FTE) is summed (for those that have multiple positions), duplicate lines are deleted, full-time & part-time status is coded based on the summed FTE information, and employee type categories are created. Note that post-docs are coded as staff members and pre-docs are coded as graduate student employees.

Sampling Methodology: The sample was stratified by the office's employee type category, which accounts for both employee type and full-time/part-time status.

2025 Compliance Survey Sample Breakdown:

	Population 2025		Sample	
	n	%	n	%
Management, Leadership, and Admin	95	1.6%	16	1.6%
Full-Time Faculty (.75 FTE or greater)	1680	27.7%	275	27.4%
Full-Time Staff (.75 FTE or greater)	2641	43.5%	432	43.1%
Part-Time Faculty	410	6.8%	68	6.8%
Part-Time Staff	9	0.1%	9	0.9%
Graduate Students (includes pre-docs)	564	9.3%	93	9.3%
Temporary Employees	672	11.1%	110	11%
Grand Total	6071	100.1%*	1003	100.1%*

*Due to rounding, numbers may not add up to 100%.