

**EDUCATIONAL POLICY AND INSTITUTIONAL RESOURCES COMMITTEE
BOARD OF TRUSTEES
UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE**

A meeting of the Educational Policy and Institutional Resources (EPIR) Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Friday, February 6, 2026, at 1:45 p.m. in the Silver Maple Ballroom, (401) Dudley H. Davis Center.

MEMBERS PRESENT: Chair Stephanie Jerome, Vice Chair Tristan Toleno, Cynthia Barnhart¹, John Bartholomew, Matt Devost², Jodi Goldstein, Jennifer Ha, McKenzie Hart, Jason Maulucci, and Lucy Rogers

TRUSTEES ABSENT: Monique Priestley

REPRESENTATIVES PRESENT: Faculty Representatives Colby Kervick and Bikki Smith, Staff Representative Jay LaShombe, Alumni Representative Susan Wertheimer, and Foundation Representative Skip Beitzel²

REPRESENTATIVES ABSENT: Faculty Representative Amy Trubek, Staff Representative Sarah Heath, Student Representatives Joseph Rob and Catherine Jones, and Graduate Student Representatives Ritwik Bandyopadhyay and Kat Gainer

PERSONS ALSO PARTICIPATING: Interim Provost and Senior Vice President Linda Schadler, Chief Professional and Continuing Education (PACE) Officer Bettyjo Bouchey, Director of the UVM Cancer Center and Associate Dean of Cancer Programs, Randall Holcombe, and Vice President for Legal Affairs and General Counsel Sharon Reich Paulsen

¹ Joined the meeting at 2:25 p.m.

² Joined the meeting via remote conferencing.

Chair Stephanie Jerome called the meeting to order at 1:46 p.m. She welcomed new undergraduate student representatives Joe Rob and Catherine Jones to the committee and acknowledged remote attendees.

Approval of minutes

The minutes from the October 17, 2025, meeting were presented for approval. A motion was made, seconded and voted to approve the minutes as presented.

Interim Provost's report

Interim Provost Schadler began her report by acknowledging the commitment and quality of UVM's faculty and staff, their ability to innovate, and their enthusiasm for continuous improvement. She then offered the following highlights from her written report, included as attachment 2 in the meeting materials:

- Catamount LEAP reviewed over 100 proposals from across campus in December, with priority projects selected for implementation in early 2026, ranging from improved training and digital signatures to more complex human resources and business process improvements.
- UVM's researchers have achieved notable successes this year. New research from an interdisciplinary team revealed that exposure to smoke from Canadian wildfires occurring hundreds of miles away in the summer of 2023 could be directly tied to worsening asthma symptoms in children in Vermont and upstate New York. And two new studies have revealed a growing public interest in natural solutions, from wetlands for flooding prevention to holistic health care approaches. In FY26, there are 21 active sponsored awards – across seven colleges, schools, and offices – worth \$1M or more.
- The Office of the Vice President for Research is about to multiply the research enterprise's computing capabilities by more than 25 times with the Vermont Advanced Computing Center's newest supercomputer – IceCore.
- Updates were provided on leadership searches for the Deans of the College of Nursing and Health Sciences (CNHS) and the Grossman School of Business (GSB), both of which attracted strong applicant pools and resulted in the appointment of Dain LaRoche who will succeed CNHS Dean Noma Anderson and Vikas Anand who will succeed GSB Dean Sanjay Sharma. The university will recognize and thank Deans Anderson and Sharma later this spring for their service and incoming deans will join UVM on July 1, 2026. The search for the Dean of the College of Engineering and Mathematical Sciences remains underway, with interviews concluding in early February.
- UVM continues to expand faculty leadership development through cohort-based Research and Emerging Academic Leadership Programs, which have seen strong demand and support preparation for future academic leadership roles.
- Planning continues for a centralized student services hub, now named "Ask UVM," designed to provide integrated academic, health, involvement, and career support. A Phase I working group has developed operational recommendations now under review, with a pilot planned for March 2026, and full launch in Fall 2026.
- UVM continues its AI initiatives in teaching and learning through two working groups focused on faculty development and AI in the curriculum. Efforts include updates to academic integrity policy language, development of AI ethics and literacy resources, and the launch of an AI in the Curriculum Fellows program to

integrate AI concepts into undergraduate courses, with additional exploration of a first-year AI module.

Credit for Prior Learning

Chief Professional and Continuing Education Officer Bettyjo Bouchey presented guidelines related to awarding Credit for Prior Learning (CPL) at the graduate level for credit awarded by credential, and credit awarded by portfolio. CPL awards college credit for skills and knowledge acquired outside a formal academic setting. The benefits of CPL include decreased cost of attendance, reduced time to graduation, and increased completion rates. The central tenets of CPL at UVM are: academic integrity and quality assurance, faculty governance, student eligibility and equity, financial controls and policy alignment, program participation and flexibility.

Chair Jerome presented the following resolution:

Resolution approving Credit for Prior Learning Frameworks for Graduate Courses

WHEREAS, Credit for Prior Learning is a method of awarding academic credit approved by the University of Vermont's accrediting body (New England Commission of Higher Education); and

WHEREAS, Credit for Prior Learning can result in a number of positive outcomes including decreased cost of attendance, reduced time to graduation, increased completion rates, and attracting and retaining a broader range of students; and

WHEREAS, a taskforce including UVM faculty and staff designed a framework to award Credit for Prior Learning at the University of Vermont; and

WHEREAS, the Curricular Affairs Committee of the Faculty Senate has approved the framework and guidelines for awarding Credit for Prior Learning; and

WHEREAS, the Faculty Senate of the University of Vermont agrees with the recommendation of the Curricular Affairs Committee and the Graduate College and recommends approval of the proposal to award Credit for Prior Learning at the graduate level;

BE IT RESOLVED, that the Board of Trustees approves the Credit for Prior Learning Frameworks for Graduate Courses, as approved and advanced by the Interim Provost on November 18, 2025 and President on November 20, 2025.

An opportunity for discussion was offered. There being none, a motion was made, seconded, and it was unanimously voted to refer the resolution to the Board for approval.

Faculty Senate Curricular Affairs Committee chair's report

Chair Jerome reminded the committee that they are asked to review and approve the creation, elimination, or substantial revision of an academic unit, curriculum, research, or service endeavor. This is consistent with the committee's responsibility and authority as a board and reflects the careful stewardship of the university's educational resources to ensure that students are provided with a comprehensive, vital, and transformative educational experience. Faculty members and academic leaders across the institution contribute to this extensive stewardship process, which culminates in the report the committee receives from the Chair of the Curricular Affairs Committee of the Faculty Senate.

Faculty Senate Curricular Affairs Committee (CAC) Co-Chair Colby Kervick offered highlights from her written report included as attachment 3 in the meeting materials and emphasized the strong momentum in curricular innovation at both the graduate and undergraduate levels, with a shared focus on preparing students for the workforce. She noted that graduate certificates and undergraduate minors are being developed to provide cross-disciplinary, marketable skills, often through collaborative use of existing courses rather than new resources. The proposed minor in Urban and Rural Community Planning was highlighted as an example of this collaborative, skill-focused approach.

Curricular action items

Chair Jerome presented the following resolutions:

Resolution approving the creation of a minor in Urban, Rural and Community Planning in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a minor in Urban, Rural and Community Planning in the College of Arts & Sciences, as approved and advanced by the Interim Provost and President on December 17, 2025.

Resolution approving the creation of a minor in Biodiversity and Global Change in the College of Agriculture & Life Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a minor in Biodiversity and Global Change in the College of Agriculture & Life Sciences, as

approved and advanced by the Interim Provost and President on December 17, 2025.

Resolution approving the creation of a Bachelor of Science in Animal Studies in the College of Agriculture & Life Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a Bachelor of Science in Animal Studies in the College of Agriculture & Life Sciences, as approved and advanced by the Interim Provost and President on December 17, 2025.

Resolution approving a Certificate of Graduate Study in Autonomy and Robotics in the Graduate College

BE IT RESOLVED, that the Board of Trustees approves the creation of a Certificate of Graduate Study in Autonomy and Robotics in the Graduate College in conjunction with the College of Engineering & Mathematical Sciences, as approved and advanced by the Interim Provost and President on January 27, 2025.

Resolution approving the creation of a Master of Science in Agroecology in the Graduate College

BE IT RESOLVED, that the Board of Trustees approves the creation of a Master of Science in Agroecology in the Graduate College in conjunction with the College of Agriculture & Life Sciences, as approved and advanced by the Interim Provost and President on January 27, 2025.

Resolution approving the creation of a Master of Science in Exercise Science in the Graduate College

BE IT RESOLVED, that the Board of Trustees approves the creation of a Master of Science in Exercise Science in the Graduate College in conjunction with the College of Nursing & Health Sciences, as approved and advanced by the Interim Provost and President on January 27, 2025.

Resolution approving a Doctorate in Public Health in the Graduate College

BE IT RESOLVED, that the Board of Trustees approves the creation of a Doctorate in Public Health in the Graduate College in conjunction with the Larner College of Medicine, as approved and advanced by the Interim Provost and President on January 27, 2025.

An opportunity for discussion was offered. There being none, a motion was made, seconded, and it was unanimously voted to refer all resolutions to the Board for approval.

Annual review and reaffirmation of Equal Opportunity Policy Statements

Vice President for Legal Affairs and General Counsel Sharon Reich Paulsen presented her annual review of UVM's Equal Employment Opportunity Policy Statement and Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statements.

Chair Jerome presented the following resolution:

Resolution reaffirming Equal Opportunity Policy Statements

BE IT RESOLVED, that the Board of Trustees reaffirms the Equal Employment Opportunity Policy Statement with no changes, attached here as Appendix A; and

BE IT FURTHER RESOLVED, that the Board of Trustees reaffirms the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement with no changes, attached here as Appendix B, both effective as of February 4, 2017.

An opportunity for discussion was offered. There being none, a motion was made, seconded, and it was unanimously voted to refer the resolution to the Board for approval.

UVM Cancer Center Presentation

Director of the UVM Cancer Center (UVMCC) and Associate Dean of Cancer Programs, Randall Holcombe, presented on the Center's work to reduce the burden of rural cancer in Vermont, northeastern New York and across northern New England. The pillars of the work of the UVMCC include research, education, clinical care, and community outreach. The UVMCC is highly active in its catchment area which includes Vermont and northern New York. The UVMCC is seeking National Cancer Center Institute designation, which will provide access to additional research funding, facilitate recruitment of the best researchers and clinicians, and assure cancer patients that they are receiving nationally certified care here in Vermont.

Other business

There being no further business, the meeting adjourned at 2:42 p.m.

Respectfully submitted,

Stephanie Jerome, Chair

OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES

POLICY

Title: Equal Employment Opportunity Policy Statement

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal employment opportunity.

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

In addition, the University of Vermont recognizes that discriminatory harassment, including sexual harassment, is a form of unlawful discrimination, and it is, therefore, the policy of the University that discriminatory harassment will not be tolerated. The University will reasonably, timely, and effectively respond to all reports of discrimination and discriminatory harassment of which the University has notice, based on the protected categories referenced herein.

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

The University of Vermont maintains an audit and reporting system that measures the effectiveness of the University's compliance with federal regulatory requirements related to equal employment opportunity.

Sources: Titles VI and VII of the Civil Rights Act of 1964; the Immigration Reform and Control Act of 1986; Title IX of the Education Amendments of 1972; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967; the Age Discrimination Act of 1975; Sections 503 and 504 of the Rehabilitation Act

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

of 1973; the Americans with Disabilities Act of 1990; Section 402 of the Vietnam-Era Veterans Readjustment Assistance Act of 1974; the Genetic Information Nondiscrimination Act of 2008; U.S. Department of Homeland Security regulation 6 C.F.R Part 19; and the Vermont Fair Employment Practices Act, all as amended; and such other federal, state and local non-discrimination laws as may apply.

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

Contacts

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

Forms/Flowcharts/Diagrams

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

Related Documents/Policies

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

Regulatory References/Citations

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

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.3.12	Effective Date:	February 4, 2017
Revision History:	<ul style="list-style-type: none"> • V. 7.0.1.1 effective April 7, 2006 • V. 7.0.1.2 effective September 5, 2008 • V. 7.0.1.3 effective April 13, 2009 • V. 7.0.1.4 effective March 8, 2010 • V. 7.0.1.5 effective May 22, 2011 • V. 7.0.1.6 effective May 19, 2012 • V. 7.3.7/V. 7.0.1.7 effective February 9, 2013 • V. 7.3.8 effective February 8, 2014 • V. 7.3.9 effective February 7, 2015 • V. 7.3.10 effective February 6, 2016 • V. 7.3.11/V. 4.23.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018, March 6, 2019, February 27, 2023 • Reaffirmed by the President February 3, 2020, February 9, 2021, March 7, 2022 and the Chair of the Board of Trustees January 30, 2020, February 8, 2021, March 10, 2022, May 17th, 2024 		

	<ul style="list-style-type: none">• Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs and Vice President for Finance and Administration on May 1, 2020• Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022• V. 7.3.12 approved as interim August 25, 2023• V.7.3.12 Interim Status removed June 24, 2025
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University of Vermont Policies and Operating Procedures are subject to amendment. For the official, approved, and most recent version, please visit UVM's [Institutional Policies Website](#).

**OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES**

POLICY

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

Policy Statement

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

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

Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):	
Title(s)/Department(s):	Contact Information:
Questions regarding this policy statement or compliance with its provisions may be directed to:	
Director, Office of Equal Opportunity	Nick Stanton 428 Waterman Building Burlington VT, 05405 (802) 656-3368

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

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

Forms/Flowcharts/Diagrams

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

Related Documents/Policies

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

Regulatory References/Citations

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

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.4.12	Effective Date:	February 4, 2017

Revision History:	<ul style="list-style-type: none"> • V. 7.0.5.1 effective April 7, 2006 • V. 7.0.5.2 effective September 5, 2008 • V. 7.0.5.3 effective April 13, 2009 • V. 7.0.5.4 effective March 8, 2010 • V. 7.0.5.5 effective May 22, 2011 • V. 7.0.5.6 effective May 19, 2012 • V. 7.4.7/V. 7.0.5.7 effective February 9, 2013 • V. 7.4.8 effective February 8, 2014 • V. 7.4.9 effective February 7, 2015 • V. 7.4.10 effective February 6, 2016 • V. 7.4.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018 and March 6, 2019, February 27, 2023 • V. 7.4.11/V. 4.24.11 Reaffirmed by the President February 3, 2020, February 9, 2021, April 4, 2022 and the Chair of the Board of Trustees January 30, 202, February 8, 2021, April 5, 2022, May 17th, 2024 • Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs to the Vice President for Finance and Administration on May 1, 2020 • Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022 • V. 7.4.12 approved as interim August 25, 2023 • Interim Status removed June 24th, 2024
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