Appendix: UVM Facts
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Appendix: UVM – Essential Facts

Mission

To create, evaluate, share, and apply knowledge and to prepare students to be accountable leaders who will bring to their work dedication to the global community, a grasp of complexity, effective problem-solving and communication skills and an enduring commitment to learning and ethical conduct.

Vision

To be among the nation’s premier small research universities, preeminent in our comprehensive commitment to liberal education, environment, health, and public service.

University of Vermont - Our Common Ground

We aspire to be a community that values:

RESPECT. We respect each other. We listen to each other, encourage each other and care about each other. We are strengthened by our diverse perspectives.

INTEGRITY. We value fairness, straightforward conduct, adherence to the facts and sincerity. We acknowledge when things have not turned out the way we had hoped. As stewards of the University of Vermont, we are honest and ethical in all responsibilities entrusted to us.

INNOVATION. We want to be at the forefront of change and believe that the best way to lead is to learn from our successes and mistakes and continue to grow. We are forward-looking and break new ground in addressing important community and societal needs.

OPENNESS. We encourage the open exchange of information and ideas from all quarters of the community. We believe that through collaboration and participation, each of us has an important role in determining the direction and well-being of our community.

JUSTICE. As a just community, we unite against all forms of injustice, including, but not limited to, racism. We reject bigotry, oppression, degradation and harassment, and we challenge injustice toward any member of our community.

RESPONSIBILITY. We are personally and collectively responsible for our words and deeds. We stand together to uphold Our Common Ground.

Academics

UVM offers more than 100 undergraduate majors, over 50 master’s programs, nearly two dozen post-baccalaureate and master’s certificate programs and a growing number of doctoral degrees including a medical degree (more than 25). For a small university, it has unusually broad offerings.

The University’s academic units include: the College of Agriculture and Life Sciences; College of Arts and Sciences; College of Education and Social Services; College of Engineering and Mathematical Sciences; Larner College of Medicine; College of Nursing and Health Sciences; the Rubenstein School of Environment
and Natural Resources; the Grossman School of Business; the Honors College; the Graduate College; the University of Vermont Extension; the Vermont Agricultural Experiment Station; a Division of Continuing and Distance Education; and the UVM Libraries. UVM is the nation’s smallest land-grant institution with a medical school. UVM is classified as a higher activity research university by the Carnegie Foundation for the Advancement of Teaching. With more than 80 percent of headcount enrollment at the undergraduate level, UVM is one of about 70 institutions in the U.S., out of over 4,300, that combine a “high research” profile with a “high undergraduate” enrollment mix.

The University has decentralized undergraduate degree programs that place responsibility and standards at the level of the faculty of the schools and colleges. Curricular development has traditionally occurred therefore within the colleges and schools, resulting in an unusually wide array of undergraduate majors in the liberal arts, and the professions and a set of doctoral degrees dominated by the STEM disciplines (science, technology, engineering and mathematics). This growth in new programs has not been matched with program termination, stretching academic budgets thin, particularly in the current economic climate.

Research
In 2021, UVM was recognized as one of the top 100 public research universities in the US. UVM is classified as a Carnegie 2 high intensity research university. In academic year 2022, UVM received over $200 million in extramural funding. The major focus of this research activity was the Larner College of Medicine, but activity in all colleges, especially in Engineering and Mathematical Sciences, Agriculture and Life Sciences and the Rubenstein School for the Environment and Natural Sciences, has been on a steady increase. The University’s biomedical research centers and institutes focus on cardiovascular disease, cancer, neuroscience, lung biology, and addiction treatment and prevention and are nationally recognized. The research programs and world-class experts in environmental issues such as acid rain, forest management, land stewardship, lake studies and groundwater contamination have recently been integrated through the establishment of the University-wide Gund Institute for Environment. Specialized laboratories in every school and college, four research farms, nine University-managed natural areas, a waterfront lake research center, a Biohazard Level 3 facility, a supercomputer cluster and an aquatic research vessel are among UVM’s research facilities. Research administration is supported by a team of more than 50 grant administrators, 8 research development professionals, and a dedicated tech transfer/startup development office. UVM has seen record increases in research funding for three consecutive years.

Faculty
The University currently has a full-time faculty of 1,321 and a part-time faculty of 364. About 89 percent of full-time faculty hold the Ph.D. or the highest degree in their field. University expectations for faculty are defined not only by maintaining currency in a field of scholarship and depth of engagement in scholarly pursuits including research, scholarship and creative activity, but also by the expectation that this scholarship informs teaching and the mentoring of students. This ideal of the Teacher-Scholar model is a hallmark of the University, and the many facets of UVM faculty distinction reflect the University’s strong commitment to this model. The expectation of excellence in both research and teaching provides the foundation for the University mission and vision, which demand strong research activity and currency in established and emerging fields of inquiry. This is coupled with modeling our aspirations for our graduates to be lifelong learners and informed, involved, ethical citizens contributing to a global community.

This commitment to the Teacher-Scholar model is evident in resources and support available for faculty in research, scholarship and the creative arts, as well as for implementing best practices and exploring innovation in teaching. The promotion of the Teacher-Scholar model is one of most important ways in which research and education work in tandem to enable the fulfillment of the institutional mission.
The University is also committed to diversity in its faculty hiring. These activities have resulted in a 26 percent increase in tenure-track faculty of color to 11 percent of the total, although this rate remains below that of peer institutions. Currently, women faculty occupy slightly less than one-third of all tenure-track appointments, on par with its peer institutions. While progress has been made on recruiting faculty of color, retention remains a challenge.

The faculty has an important role in university governance, primarily through the Faculty Senate. Authority in matters related to the academic mission is vested in the faculty by the Board of Trustees. This authority is exercised in the Faculty Senate by elected senators with voting privileges and by committees authorized to act on their behalf. Meetings of the Faculty Senate are presided over by a President and Vice-President and follow a town-meeting format at which all University faculty members have a voice. The activities of the Faculty Senate are overseen by an Executive Council, comprising the chairs of the Senate standing committees, four at-large members elected from among the senators, and the Senate President and Vice-President. The Faculty Senate President and Vice-President meet monthly with the President and Provost, as does the full Executive Council. In addition, members of the Executive Council serve as faculty representatives to relevant Board of Trustees committees. UVM faculty also established a chapter of United Academics (AAUP/AFT) full- and part-time faculty unions in the early 2000's. Faculty from the Larner College of Medicine and the program in military studies are not part of these collective bargaining units.

Students

Students are attracted to the opportunities provided by the breadth and depth of academic programs UVM offers; the tight-knit community that enables interdisciplinary learning, mentorship by faculty, and lasting friendships; the living laboratory of Vermont’s lakes and Mountains; and the vibrant culture of Burlington and its status as a top tech hub and creator of innovative businesses. This academic ecosystem provides students with countless opportunities for hands-on learning and recreation, both on campus and off.

The UVM student community today totals 13,346 students, including 10,612 undergraduate, 1,530 graduate, 466 medical, 22 post-baccalaureate certificate and 1,132 non-degree students. Approximately one-quarter of UVM undergraduates are Vermonter, and the balance is from outside the State, with 49 U.S. states and over 73 countries represented. The University's relatively small size enables it to provide an educational experience on a human scale, with about half of UVM classes having fewer than 20 students.

Attention has also been paid to diversifying the student body broadly, increasing the international population, the number of students from outside New England and the number of students from lower socio-economic backgrounds. In 2017, the University launched the Catamount Commitment program, which covers tuition and fees for Pell-eligible Vermonter; more than 300 students have been admitted to the program. The student of color population is 12 percent of the undergraduate population. While this is a considerable achievement within the context of the State of Vermont, with its limited racial diversity and a 98 percent white population, increasing this number remains a priority. There are five diversity and equity centers focused primarily on providing services and programs for students including: Center for Cultural Pluralism, Interfaith Center, PRISM Center, Mosaic Center for Students of Color and the Women’s Center.

Graduate students, while a smaller proportion of the overall population, have also grown in number over the last ten years. Graduate student enrollment increased by ten percent, paced by a 26 percent increase in doctoral enrollment from 2008 to 2018. Graduate students constitute an integral part of both the teaching and research activities at UVM, supporting undergraduate instruction, most especially in the STEM laboratories but also in the teaching of discussion sections and labs across the University.
In the research arena, graduate students, as they are trained in their research discipline, provide critical personnel to faculty who seek to be productive researchers. There is renewed effort to strategically increase graduate enrollment, including through the creation of accelerated master’s programs that create a pathway for undergraduate students. Several new low-residency, online and professional master’s degree programs have been implemented. Further, there is a need to grow the number of Ph.D. programs.

Staff
Approximately 2,264 full-time and 156 part-time staff are employed at UVM. The staff recently voted to unionize UVM Staff United now represents 1,350 clerical, technical, specialized and professional staff at the university. The UVM Staff Council is a resource to staff, and, “serves as an advocate for staff by seeking out and responding to their ideas and concerns, representing them to the University administration, and keeping staff informed of University initiatives. Staff Council works to create a cohesive community, have a positive impact on staff culture, and promote the betterment of all.” (Staff Council Mission Statement).

Campus and Facilities
The University today encompasses more than five million square feet of space, much of which is located in historic buildings. UVM has an exceptionally beautiful campus that has benefited significantly from the financial results of the University’s growth strategy of recent years. UVM has invested approximately $275 million in campus facilities since 2012. Since 2012, the University has added or renovated 21 buildings. Seven new buildings or spaces, including Discovery Hall, Innovation Hall, Silver Pavilion, Central Campus Residence Hall, UVM Rescue Building, Virtue Field and Ifshin Hall have been built, and 13 buildings, including Votey Hall, Alumni House, Billings Library, Howe Library, Cohen Hall for the Integrative Creative Arts, Miller Research Facility and Royall Tyler Hall have been renovated. Several projects are currently in the planning phase including: Southwick Hall (home to the Department of Music and Dance), Torrey Hall (home to the Pringle Herbarium Collection), and a Medical Research Facility (Joint facility for the College of Arts and Sciences and the Larner College of Medicine).

Finances
The University’s financial condition is “stable” as recently affirmed by the rating agencies, and its ratings are Aa3 (Moody’s) and A+ (S&P). Consistent with the University’s goal of affordability and financial access, the University has had record low tuition increases over the past few years. Modest budget cuts and growth in enrollment have made these low increases possible. The University’s FY 2019 budget totals $683 million. The total general fund budget, which excludes auxiliaries and sponsored research, for the same period is $370 million. The University has cash reserves and a line of credit to sustain it in uncertain times. Its debt is comprised of fixed-rate bonds, thereby avoiding the uncertainty associated with variable rate debt. Current debt service ratio is 5.25 percent.

The market value of the University’s pooled endowment as of July 31, 2018 totaled $540 million—a 66 percent increase in ten years. (In July 2008, the University’s pooled endowment totaled $325 million.) It provides a $19 million revenue stream that supports academic programs, scholarship aid and faculty. The annual State appropriation to the University is $42 million. The greatest financial challenge going forward is the need to sustain and increase resources to deliver on our mission and meet our strategic objectives. It will be important to diversify revenue sources by growing revenue from nontraditional academic programs and graduate programs, and it will be critical to continue our recent success in developing philanthropic resources and externally funded research. Although the State of Vermont has served the University well by not significantly reducing its general appropriation as has occurred in many other states, state funding is not likely to grow in the foreseeable future. The State appropriation currently represents just 11 percent of UVM’s general fund revenue and six percent of the total operating budget. The leadership of the University is currently engaged in a strategic budgeting process with the goal of identifying initiatives that would have a material impact on either increasing revenue or decreasing expenses.
Private Philanthropy

The University of Vermont’s donor community is robust and successful, and has the potential to become a much more powerful resource by leveraging the success of recent engagement strategies.

The University’s most recent comprehensive fundraising effort, named *Move Mountains: The Campaign for the University of Vermont*, launched its public phase in October 2015 and concluded in June 2019. This joined fundraising effort between the University of Vermont and the University of Vermont Medical Center exceeded its $500 million goal one year ahead of schedule and ultimately raised over $581 million. During the campaign, donors gave $83 million for scholarship (291 new endowed scholarships), $66 million for endowed professorships (increasing their number from 52 to 121), $99 million for facilities, and $331 million for academic and co-curricular programs.

The University of Vermont Foundation was created in 2012. The organization is a separately incorporated 501(c)(3), governed by a 26-member Board of Directors and employs more than 75 development and alumni relations professionals. The Foundation’s mission is to secure and steward private support to benefit the University of Vermont, and this volunteer leadership group invests high levels of energy, capacity and capability to the institution’s fundraising enterprise. The President of the University of Vermont, the Chair of the Board of Trustees, and the Foundation’s President and CEO sit as *ex officio* voting members of the Foundation’s Board of Directors and its Executive Committee.

In addition to the UVM Foundation Board of Directors, the Foundation Leadership Council provides volunteer leadership to the Foundation and the University through philanthropy, service, skills, networking, knowledge and strategic business acumen. The Council was established to provide a platform to engage the institution’s most passionate, influential, and accomplished alumni and friends. Council members are chosen as a result of their previous philanthropic involvement and interest in advancing the University of Vermont, are asked to attend at least one Foundation Leadership Council meeting per year, and are elected to five-year terms that are renewable without limit for additional five-year terms.

University of Vermont Alumni

The University of Vermont has over 117,000 living alumni, with approximately 32,000 living in Vermont, that are the largest stakeholder of the University. UVM alumni are engaged with, and committed to, their Alma Mater. With alumni spread across the country and around the world, they serve as active ambassadors for the University helping to grow the University’s reputation.

Alumni are involved in all facets of University life. Alums are active members of college and school boards of advisors, the Board of Trustees, serve as sources of internships and practicum sites for students and a resource for students seeking employment opportunities. Alumni are actively engaged in regional cultural and social events sponsored by the University. Alumni are passionate and devoted supporters of UVM Athletics both at home games and when the teams travel.

In recent years, the number of regional alumni groups has increased coupled with several recently established and highly successful affinity groups. In many ways, the opportunity to grow the alumni’s connection and involvement with their Alma Mater is seemingly limitless and a treasure waiting to be further expanded upon. In 2017, the UVM Alumni Association launched with great success UVM Connect—an online University community connecting alumni across all areas. Initial response and enrollment exceeded all expectations. The realization of the University’s aspirations are intrinsically tied to finding ways to increase and expand engagement and involvement of the alumni.

The UVM Alumni Association (UVMAA) is the umbrella organization for alumni relations, and is, itself, administered out of the UVM Foundation. The UVMAA is not a dues-paying association, so all of UVM’s
graduates are considered members. The UVMAA is governed by an unincorporated Board of Directors, and supports the activities of five regional boards: New York, Boston, Washington, DC, San Francisco and Vermont. The President of the UVMAA holds an *ex officio* seat on the UVM Foundation.

**Governance**
The UVM Board of Trustees, which has full legal responsibility and authority for the University, reflects the public/private nature of the institution. The Board is composed of 25 members: nine legislative; nine self-perpetuating; three gubernatorial; two students; and two *ex officio* members, the Governor of Vermont and the President of the University. The Trustees have full fiduciary authority for the University: they set and approve policies, budgets, tuition and fees, engage in strategic planning, and have the authority to award honorary degrees and to hire and fire the President. UVM administration, led by the President and the Senior Vice President/Provost, and the Faculty Senate share responsibility in managing the University's academic affairs. The UVM Staff Council plays an advisory role in raising staff issues and concerns, as well as planning a variety of activities for staff. The Student Government Association and Graduate Student Senate also play advisory roles to the administration, as well as recognizing student clubs and organizations and allocating funding generated through the student activities fee.