

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

COMMITTEE OF THE WHOLE

Chair Ron Lumbra, Vice Chair Cynthia Barnhart, Secretary Curt McCormack, Briar Alpert, David Aronoff, John Bartholomew, Otto Berkes, Robert Brennan, Kevin Christie, Frank Cioffi, John Dineen, Johannah Donovan, Carolyn Dwyer, President Suresh Garimella, Jodi Goldstein, David Gringeri, Donald McCree, Carol Ode, Ed Pagano, Governor Phil Scott, Shap Smith, Berke Tinaz, Tristan Toleno and Samuel Young

Friday, May 15, 2020

8:00 a.m. – 9:25 a.m.

**This meeting will be held remotely. If interested in listening in, please dial:*

1-802-489-6040; Conference ID: 497 223 154 #

For any technical issues or questions, please email edickinson@uvm.edu.

AGENDA

	Item	Enclosure/ Exemption	Discussion Leader(s)	Time
	Call to order			*8:00 a.m.
1.	Approval of the January 31, 2020 meeting minutes	Attachment 1	Ron Lumbra	8:00-8:05
2.	Chair's report		Ron Lumbra	8:05-8:10
3.	President's report		Suresh Garimella	8:10-8:15
4.	Adoption of the 2020 University Strategic Imperatives Statement	Attachment 2; Appendix A	Suresh Garimella	8:15-8:25
5.	Governance leaders discussion: staff and alumni alignment with the university's strategic imperatives <ul style="list-style-type: none">• Staff Council President• Alumni Association President	Attachment 3 Attachment 4	Stephen Lunna Afi Ahmadi	8:25-8:45
6.	Sustainability Work Group report		Carolyn Dwyer	8:45-8:55
7.	Action items <ul style="list-style-type: none">• Resolution approving Audit Committee assignments• Resolution in memoriam for Bernard C. Juskiewicz	Attachment 2	Ron Lumbra	8:55-9:00
	Motion to enter into executive session**			
8a.	UVM Foundation MOU and Service Agreement	Contracts	Sharon Reich Paulsen Richard Cate	9:00-9:05
8b.	Collective bargaining update	Labor relations agreements	Sharon Reich Paulsen Richard Cate	9:05-9:15
8c.	Litigation report	Advice of counsel	Sharon Reich Paulsen	9:15-9:20

	Item	Enclosure/ Exemption	Discussion Leader(s)	Time
	Motion to go out of executive session**			
9.	Other Business			9:20-9:25
	Motion to adjourn			9:25 a.m.

*Times are approximate. **The Chair will entertain a motion to enter into executive session to discuss contracts, labor relations agreements, and to receive advice of counsel. Action is anticipated following.

Committee of the Whole - Executive Summary
Friday, May 15, 2020

Prepared by – Ron Lumbra, Chair

The committee will convene on Friday morning with customary reports from the president and chair. The president will present the strategic imperatives statement, “Amplifying our Impact,” for the board to consider adopting. Trustees will have an opportunity to engage in dialogue with Staff Council and Alumni Association leaders regarding staff and alumni alignment with the university’s strategic imperatives. The committee will be asked to approve additional action items outlined below and will meet in executive session for the purpose of discussing contracts, labor relations agreements, and to receive advice from counsel. Action is anticipated following.

ACTION ITEMS

Approval of previous meeting minutes

The minutes from the January 31, 2020 meeting is included as **Attachment 1**.

Action: Motion to approve the minutes.

Resolution recommending adoption of the 2020 University Strategic Imperatives Statement

President Garimella will present for adoption the 2020 University Strategic Imperatives Statement. The statement is included in the meeting materials as **Appendix A** to the committee consent agenda.

Action: Resolution approving adoption of the University Strategic Imperatives Statement.
Attachment 2

Resolution approving Audit Committee assignments

The committee will be asked to approve the appointment of Shap Smith as Audit Committee Chair and Jodi Goldstein as Vice Chair. Appointments will take effect once approved by the board.

Action: Resolution approving Audit Committee assignments. **Attachment 2**

Resolution in memoriam for Bernard C. Juskiewicz

We will pay tribute to our beloved friend and colleague, Bernard C. Juskiewicz, who passed away on April 8, 2020 from complications due to Coronavirus.

Action: Approval of resolution in memoriam for Bernard C. Juskiewicz. **Attachment 2**

STATUS UPDATES/PRESENTATIONS

Sustainability Work Group report – Carolyn Dwyer, Work Group leader, will offer a status update on progress to date and preview next steps.

OTHER BUSINESS

Time is reserved at the end of the meeting for an executive session to discuss contracts, labor relations agreements, and to receive advice from counsel. Action is anticipated following.

ROUTINE REPORTS

Staff Council President's report - **Attachment 3**

Alumni Association President's report - **Attachment 4**

Graduate Student Senate President's report - **Attachment 5**

Faculty Senate President's report - **Attachment 6**

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

A meeting of the Committee of the Whole of the University of Vermont and State Agricultural College Board of Trustees was held on Friday, January 31, 2020, at 8:00 a.m. in the Silver Maple Ballroom, Room 401 at the Dudley H. Davis Center.

MEMBERS PRESENT: Chair David Daigle, Vice Chair Ron Lumbra, Secretary Curt McCormack, Briar Alpert, David Aronoff, Cynthia Barnhart, John Bartholomew, Otto Berkes, Robert Brennan, Kevin "Coach" Christie¹, Johannah Donovan, Carolyn Dwyer, Suresh Garimella, Jodi Goldstein, David Gringeri, Sidney Hilker, Bernard Juskiewicz, Don McCree, Ed Pagano, Shap Smith, Tristan Toleno, and Samuel Young

MEMBERS ABSENT: Frank Cioffi, Carol Ode, and Governor Phil Scott

ALSO PARTICIPATING: Provost and Senior Vice President Patricia Prelock; Professor of Computer Science Josh Bongard; Evolutionary Robotics PhD candidate Sam Kriegman; Student Government Association (SGA) Jillian Scannell; SGA Vice President Owen Doherty; Graduate Student Senate (GSS) President Jessica Bocanegra; GSS Vice President Avery Rasmussen; Director of the Career Center Pamela Gardner; Vice President for Research Richard Galbraith; Chief Information Officer Simeon Ananou; Professor of Physics and Director of the Vermont Advanced Computing Core Adrian Del Maestro; Physics PhD student Emanuel Casiano-Diaz; Vice President for Legal Affairs & General Counsel and Chief of Staff to the President Sharon Reich Paulsen; Vice President for Human Resources, Diversity & Multicultural Affairs Wanda Heading-Grant; Vice President for Finance and Treasurer Richard Cate; Vice President for Executive Operations & Public Safety Gary Derr; Chief Human Resource Officer Jes Kraus; Director for Labor Relations Employment Services Mary Brodsky; and Associate General Counsel Meghan Siket

¹Arrived at 8:58 a.m.

Chair David Daigle called the meeting to order at 8:06 a.m.

Approval of minutes

Chair Daigle presented the October 25, 2019 meeting minutes for approval. A motion was made, seconded and voted to approve the minutes as presented.

Chair Daigle noted that the reporting cycle for grant and contract awards has been revisited. Moving forward, an annual report will be provided to the board in October, with time reserved for the Vice President for Research to discuss highlights with trustees.

He also previewed that the format of the governance leader reports has been revised. Governance leaders will continue to be invited to submit written reports each meeting, but they will provide oral reports annually rather than at each meeting. This will enable them to engage in more meaningful discussions with the board.

Chair's report (see full report appended to minutes, beginning on page 5.)

President's report

President Suresh Garimella thanked retiring trustees Chair David Daigle and Sidney Hilker for their service on the board. He concluded his remarks by presenting a video of Professor of Computer Science Josh Bongard's CNN interview discussing living programmable robots, also known as xenobots, that his team at UVM helped design in collaboration with a team at Tufts University. President Garimella invited Professor Bongard and evolutionary robotics PhD candidate Sam Kriegman to provide brief remarks regarding their path breaking research.

Governance leaders discussion

Trustees engaged in discussion with Student Government Association (SGA) President Jillian Scannell, SGA Vice President Owen Doherty, Graduate Student Senate (GSS) President Jessica Bocanegra and GSS Vice President Avery Rasmussen regarding the importance of research and student advising.

In terms of research, the student leaders said that UVM's research opportunities are attractive to prospective students. Suggestions include: encourage greater utilization of the Fellowships, Opportunities, and Undergraduate Research (FOUR) office; improve communication of potential research-related careers; further develop mentorship opportunities among graduate and undergraduate students; provide a dedicated graduate student presentation session at the student research conference; and better spotlight humanities-related research.

In discussing advising, the student leaders acknowledged the improvements being made and the attention advising has received. SGA President Scannell noted that hiring professional advisors across campus could be helpful, though it would be costly. GSS President Bocanegra added that graduate students could benefit from additional career advising. Several trustees asked about industry-mentorship opportunities. Director of the Career Center Pamela Gardner described existing mentorship opportunities through UVM Connect and the Career Center. Provost & Senior Vice President Patty Prelock noted that NAVIGATE (for undergraduates) and Adobe Connect (for graduates), are current software platforms used at UVM that connect students with advisors and have the ability to connect students to career groups.

Referencing the SGA and GSS presidents' written reports, trustee Ed Pagano commended their collaboration on Rally Cat's Cupboard, an on-campus food pantry for undergraduate and graduate students, which is set to open on February 24th.

Action Items

Audit Committee Chair Bernard Juskiewicz introduced a resolution accepting the fiscal year (FY) 2019 audited financial statements and acknowledgement of the FY 2019 financial report.

The following resolution was presented for approval:

Acceptance of fiscal year 2019 audited financial statements

WHEREAS, the financial statements of the University of Vermont and State Agricultural College for the fiscal year ended June 30, 2019, have been audited by KPMG LLP, Certified Public Accountants, in accordance with 16 V.S.A. Section 2281(a);

BE IT RESOLVED, that the Board of Trustees hereby accepts the FY 2019 audited financial statements as recommended by the Audit Committee and presented today, and acknowledges receipt of the FY 2019 financial report

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

Moving on, Chair Daigle referred to the 2021 board meeting and retreat dates as proposed in attachment 5 of the meeting materials.

A motion was made, seconded, and voted to approve the 2021 meeting and retreat dates as presented.

Academic presentation

Vice President for Research Richard Galbraith introduced the academic presentation, which focused on the essential and impactful role information technology plays at a comprehensive research university.

Chief Information Officer (CIO) Simeon Ananou explained that as technology advances in complexity and scope, research and educational opportunities become endless. He described Enterprise Technology Service's (ETS) complex portfolio that, through partnerships with the campus community, supports and protects a wide array of information systems and technologies that promote research and innovation.

CIO Ananou next discussed the Vermont Advanced Computing Core (VACC), UVM's primary institutional high-performance computing facility. In recent years, VACC has expanded storage capacity in response to research needs. For example, the original supercomputer's (Bluemoon) capacity was increased by 500 terabytes (TB), approximately 50%, and traditional storage was increased by another 400TB, a 33% growth. Additionally, in August 2019, a second supercomputer was unveiled (DeepGreen), which was funded in part by a National Science Foundation grant. DeepGreen is dedicated to supporting interdisciplinary research, including artificial intelligence and machine learning. CIO Ananou presented a video of the unveiling of DeepGreen.

Professor of Physics and Director of VACC Adrian Del Maestro stated that UVM's computer facilities are an immense recruitment draw for those in the research field. He further elaborated that DeepGreen has the power of roughly 20,000 laptops and its users require specific expertise. Director Del Maestro also noted that DeepGreen is environmentally friendly, utilizing approximately 95% less energy than previous supercomputers.

Physics PhD student Emanuel Casiano-Diaz discussed how DeepGreen has affected his studies and provided opportunities he would not otherwise have been afforded. He also described that when he applies for future jobs, his experience working with DeepGreen will make him more attractive to employers.

Chair Daigle called for a break at 9:39 a.m.

The meeting resumed at 9:49 a.m.

Executive Session

At 9:50 a.m., Chair Daigle entertained a motion to enter into executive session for the purpose of discussing contracts, premature public knowledge of which would clearly place the university at a substantial disadvantage, labor relations agreements and confidential attorney-client communications. He noted the session would last for approximately 15 minutes and action is anticipated following. Everyone was excused from the meeting with the exception of Trustees; Provost & Senior Vice President Patricia Prelock; Vice President for Legal Affairs & General Counsel and Chief of Staff to the President Sharon Reich Paulsen; Vice President for Human Resources, Diversity & Multicultural Affairs Wanda Heading-Grant; Vice President for Finance and Treasurer Richard Cate; Vice President for Executive Operations & Public Safety Gary Derr; Chief Human Resource Officer Jes Kraus; Director for Labor Relations Employment Services Mary Brodsky; and Associate General Counsel Meghan Siket.

The meeting re-opened to the public at 10:30 a.m.

The following resolution was presented for approval:

Resolution authorizing negotiation of collective bargaining agreements with United Academics and United Electrical

BE IT RESOLVED, that the Board of Trustees authorizes the administration to negotiate collective bargaining agreements with United Academics and United Electrical on the material terms reported on this date.

A motion to approve the resolution was made, seconded, and unanimously adopted.

Other Business

There being no further business, the meeting adjourned at 10:31 p.m.

Respectfully submitted,

David A. Daigle, Chair

**David A. Daigle
UVM Board of Trustees Chair's Report
January 31, 2020**

Good morning everyone, and welcome to our January board meeting.

As you know, this will be my last full board meeting, marking the end of a decade of service on our board. Although not without occasional challenges, the last decade was one of remarkable progress for UVM.

We have welcomed some of the most talented, diverse academic classes in UVM's history over the last several years. Our enormously successful capital campaign marked an important milestone with respect to private underwriting of our University, establishing permanent resources to sustain ongoing faculty and student support. We completed the second successful presidential transition during my term, and we continue to build talented leadership throughout the University. Our campus looks spectacular after a sustained reinvestment campaign to address long-standing facility needs, and we have completed this investment without materially weakening our financial condition.

I wish to extend my gratitude to all our faculty, staff, students, alumni, and donors whose contributions, in so many ways during my term, made these advances possible.

I am confident in and optimistic about the future of our University. At the same time, we should acknowledge the very real challenges that confront higher education. We know that demographics are unfavorable, that affordability is challenging, and that confidence in traditional higher education is to some degree waning. Our success in responding to challenges will define UVM's future success and demand creative, thoughtful leadership.

Addressing the demographic challenge will require UVM to broaden its appeal, locally and nationally, to continue attracting a healthy pool of talented students. Recent data show that college enrollment peaked in 2010 and has since slowly declined. The population of 17-year-olds in the U.S. has likewise been declining and is not projected to grow appreciably over the next two decades.

The composition of our population is changing, geographically and demographically, with the highest growth in the South and among Hispanic and Asian populations. The mean center of population in the U.S. continues to migrate South and West. Vermont itself, by some projections, may lose residents over the next two decades. To sustain recent gains in the academic quality of our applicants, we will need to capture the hearts and minds of a wider array of students.

The twin issues of access and affordability have received significant attention in recent years. Since I graduated from UVM thirty years ago, the real cost of attendance at colleges in the U.S. has doubled. Our historical pricing philosophy has positioned UVM in a precarious spot relative to peers, with out-of-state costs comparable to private universities and higher than all but the elite public flagships. Expanding financial aid has offset a portion of this cost escalation, but for families who do not receive financial aid the burden has increased dramatically.

The story for Vermonters attending UVM is far more positive, a reality we need to relentlessly highlight for our Vermont friends. Yet, with nearly 90% of our net tuition revenue from out-of-state students, UVM must focus on improving access and affordability for these families. Our efforts to strategically reduce growth in the cost of attendance, initiated under President Sullivan and now accelerated by President Garimella, are essential in positioning UVM as a more attractive option, and they have our Board's unanimous approval.

Although higher education has expanded its reach over time, signs of waning confidence should not be ignored. A recent Gallup survey had only 51% of Americans labelling higher education as "very important", down from 70% just six years ago. Declines were registered across every age cohort and for both women and men, but most surprisingly, the largest decline occurred in the age 18-29 cohort. Pew Research Center reached similar findings. The factors behind such trends are myriad and complex, but these patterns pose risks for enrollment and raise legitimate concerns about future political and private financial support.

With its rich history, incredible location, beautiful campus, talented leadership, and passionate faculty and students, I believe UVM is well positioned to meet these challenges. The paradox of UVM is that for us to maximize our contributions *for* the benefit of Vermont, consistent with our land grant history and mission, we may need to become a little less *of* Vermont as we move forward.

Let me share a few thoughts about the governance of UVM. Since 1865, when the private University of Vermont merged with the newly-created Vermont State Agricultural College, the core of our board has been a combination of private and public trustees. It is a unique structure in higher education, and one that I have grown to appreciate as a tremendous asset to UVM.

Reflecting on the trustees with whom I have served, and all the decisions we have collectively made, I can with confidence state that our trustees have acted with the University's best interests at heart. To my fellow trustees I extend my deepest gratitude for your service to UVM; we are fortunate to have you as selfless supporters of this institution. It has been my privilege to serve with you, and an honor to serve as our chair.

I want to take a moment to extend a very special thank you to Corinne Thompson and Erin Dickinson, who do a fabulous job with board coordination and management. Your thoughtful, and persistent, guidance allows this board to function smoothly and effectively. I know that your institutional wisdom will carry over to Ron Lumbra and Cindy Barnhart and enable their success. On behalf of our entire board, please join me in expressing our sincere thanks to Corinne and Erin!

Finally, a few Board announcements. I would like to welcome two new trustees, whose terms will begin March 1. Our new student trustee is Berke Tinaz, a 2016 Skidmore College graduate who is now a PhD student at UVM, studying plant biology in CALS. Berke is also a graduate student senator and a crew coach. He is a native of Karsiyaka Izmir, Turkey, and attended high school in Istanbul. Welcome, Berke!

We wish to also welcome John Dineen, whose nomination will be formally approved by our UVM board this afternoon. A 1986 UVM graduate with bachelor's degrees in biology and computer science, John went on to serve 28 years at GE in a variety of global leadership roles,

spending considerable time in Europe and Asia. Since retiring from GE in 2014, John has served as an advisor to an investment firm, working with several private companies. Please join me in welcoming John!

In December, our UVM board appointed Cindy Barnhart to another six-year term, and appointed Ron Lumbra to serve the final two years of my term. This afternoon our UVM board will appoint Don McCree to an additional six-year term. Trustee Sidney Hilker will be retiring from the board with me, and we will celebrate her contributions a bit later.

In closing, let me simply state that this has been an incredible and rewarding personal journey. I truly admire and respect you all for your dedication and contributions to our University.

With respect and gratitude, thank you.

This concludes my final report.

COMMITTEE OF THE WHOLE

May 15, 2020

Resolution recommending adoption of the 2020 University Strategic Imperatives Statement

WHEREAS, the administration presented to this Committee for review and approval the 2020 University Strategic Imperatives Statement, titled *Amplifying our Impact*, appearing as Appendix A to this document;

WHEREAS, all faculty, staff, and students received a survey soliciting feedback on a draft of *Amplifying our Impact*; and

WHEREAS, the administration reported today regarding the nearly 1,200 survey responses that were received;

THEREFORE, BE IT RESOLVED, that the Committee hereby recommends Board approval and adoption of the Strategic Imperatives Statement, *Amplifying our Impact*.

Resolution approving Audit Committee assignments

BE IT RESOLVED, that the Board of Trustees approves the following appointments to the Audit Committee, effective immediately: Shap Smith as Chair and Jodi Goldstein as Vice Chair.

Resolution in memoriam for Bernard C. Juskiewicz

The University of Vermont Board of Trustees wishes to include in its official records a special recognition in memory of Bernard “Bernie” Juskiewicz, beloved colleague, friend, and devoted supporter of the University and dedicated fan of UVM athletics, especially men’s basketball. Bernie was a tireless advocate for UVM whose leadership and many contributions as a trustee and state legislator will have a lasting and profound impact. The Board desires to convey to Mrs. Suzan Juskiewicz and family its sincere and heartfelt condolences on the passing of a most distinguished member of the UVM community and citizen of the State of Vermont.

BE IT THEREFORE RESOLVED, that this expression of sympathy and recognition with respect to the late Bernard C. Juskiewicz be entered into the minutes of the Board of Trustees of the University of Vermont.

University of Vermont

Amplifying our Impact

The University of Vermont is poised and ready to build upon our reputation as a premier research institution focused on sustainable solutions with local, national, and global applications and impact. Our distinctive strengths align with the most pressing needs of our time: the health of our societies and the health of our environment. And we pursue these interconnected issues through the cross-disciplinary research and collaboration that comes more easily at a public research university of our size and scale. Our setting in the state of Vermont, with its deep-seated commitment to the interplay between education and a healthy democracy, enables us to be nimble while still providing the depth of analysis that contemporary challenges demand.

To more fully realize our significant potential, we must view all our endeavors through the lens of enhancing student success—on campus and beyond—while drawing upon our unique strengths as one of the nation’s first land grant universities. This will require steadfast focus, discipline, and the pragmatism for which Vermont is known. The approach will be three-pronged, but the efforts will be interrelated, working in concert with one another.

Ensuring Student Success

UVM has historically served its students extremely well. We have a culture of strong faculty mentorship, and staff dedicated to our students’ growth. The connection between health and well-being and academic achievement is promoted holistically. We must continue to build on that legacy by making their success and that of our alumni a core measure of all we do. This means offering a vibrant educational experience, ensuring that UVM is affordable and accessible for a broad and diverse population, and providing support and meaningful opportunity well beyond graduation day.

To ensure that we extend UVM’s appeal to a wide cross-section of talented students, while enhancing the quality of education offered and safeguarding our financial stability and sustainability, we must:

- Provide an unparalleled educational experience for our students by continually enhancing course offerings through rigorous evaluation and evolution, and alignment with a liberal arts foundation and societal demands. Exposure to the humanities—and the critical thought this engenders—will position our graduates for success in the broadest range of pursuits.
- Carefully evaluate expenses to minimize costs and make a UVM education more affordable and accessible.
- Grow corporate, foundation, federal and philanthropic partnerships to develop new internship, research, study-abroad and service-learning opportunities, while enhancing existing programs.
- Enhance online offerings and programs that promote efficient course and degree completion with targeted support for first-generation and non-traditional learners.
- Attract a larger cohort of graduate students by enhancing their academic experience and research opportunities.
- Accelerate our success in recruiting students from areas beyond the Northeast, as well as internationally.
- Provide an environment that fosters diversity of all kinds, including diversity of thought.
- Envision programming that leverages campus assets on a year-round basis to increase and strengthen connections to UVM while building financial resources.
- Welcome nontraditional students to new professional, certificate, and online programs.

Investing in our Distinctive Research Strengths

UVM benefits from the powerful combination of a liberal arts core and the comprehensive academic resources of a major research institution. This dual nature has also positioned our faculty as leaders across multiple disciplines that support investigation and discovery in areas key to the university’s reach and reputation.

In particular, UVM has built distinctive research strengths that align with the urgent—and interdependent—need to support the health of our environment and our societies:

- **Healthy Societies:** Our cross-disciplinary work is strengthened by collaboration and research in areas ranging from immunobiology and microbiology, to data mining, mapping and analysis, to ethics, historical context and communication. This will drive actions with broad application including substance abuse prevention and rehabilitation, and immunobiology, microbiology, infectious disease treatment, vaccine testing, and public health campaigns.
- **Healthy Environment:** Faculty, researchers, and practitioners from throughout UVM collaborate to create new knowledge and establish best practice in areas related to sustainable farming, food systems and business solutions, and the protection of water systems. Leveraging our strength in engineering, machine learning and complex systems will provide pathways for the development of scalable solutions.

Strategic investment of available resources will accelerate and enhance these distinctive strengths, positioning us as the preeminent institution for innovative and sustainability-focused solutions. At the same time, the intersections between these areas provide opportunity for investigation, innovation, and impactful discovery in areas dedicated to the associated economic, ethical, and policy considerations. Targeted support will create research opportunities that span disciplines and foster pathways for collaboration. Our students will be among the greatest beneficiaries of this focused investment.

Cultivating these areas of research strength will leverage the unique characteristics of the state of Vermont. As one of the smallest states in the nation, with a thriving participatory democracy, Vermont offers a microcosm for national programs to be piloted at manageable scale.

Articulation of distinctive strengths will also grow corporate, philanthropic, foundation, and federal partnerships to enhance UVM's research portfolio, impact and recognition, and make enriching new opportunities available to faculty and students.

Fulfilling our Land Grant Mission

As one of the nation's first land grant institutions, the University of Vermont's alignment with the state is fitting. We are nationally acclaimed for helping Vermonters tackle everything from farm viability to complex environmental issues to business growth. We support commercialization and job creation initiatives in the state, and our partnerships with large corporations enable the possibility of attracting satellite operations, jobs, and a talented workforce to the state.

UVM's partnership with the state includes more than 200 programs designed to help Vermont and Vermonters. For example, the Rural Center of Excellence on Substance Use Disorders confronts the opioid epidemic with innovative new approaches, while Vermont EPSCoR and the Vermont Biomedical Research Network attract millions in federal funding and make sophisticated technology and learning opportunities available throughout the state. But to better realize the vision of the Land-Grant Act's author Vermont Senator Justin Morrill, we must create a more streamlined gateway for Vermonters to learn about and access the many resources UVM offers. Efforts to set up that front door—inviting the community to engage more fully with UVM—are underway.

Engaging with the state not only helps Vermont, but also benefits the university by strengthening its connection to entrepreneurship, hands-on learning, problem-solving and critical thinking, all ideals championed by alumnus, educator, and noted philosopher John Dewey. This enriches the educational experience of our students and broadens our faculty's research portfolios.

Summary

The University of Vermont's future success will be assured by following these three strategic imperatives: student success and experience; focusing on and expanding upon our distinctive research strengths; and better-realizing our land-grant mission by partnering with our communities, businesses, and state. Doing so effectively will require insightful leadership, unprecedented collaboration, and our decisive collective action. This commitment to explore without reservation while working as one, resonates with our state motto, "freedom and unity." And it will enable us to amplify our impact for years to come.



THE UNIVERSITY OF VERMONT STAFF COUNCIL

Staff Council President's Report

Board of Trustees – Committee of the Whole

Friday, May 15, 2020

Stephen Lunna, Staff Council President

I am writing this update (and you are probably reading it) from home, although it is mid-morning on a weekday. COVID-19 has turned everyone's lives upside down. This is a historic event in our long, proud history—to the best of my knowledge, not since the War of 1812 has a major world event had such a dramatic effect on the daily life of our campus. Although we're being faced with significant challenges, I am confident that UVM will ultimately emerge an even stronger institution.

As the New Year arrived, Staff Council was brimming with optimism and good tidings. The Staff Council-initiated Nursing Parents Work Group had just secured two Mamava pods for campus after diligently working toward this goal for nearly a year. These are self-contained, small private rooms which provide new parents a comfortable, private, secure place to breastfeed or pump. In addition, updates were made to existing lactation spaces on campus, including improved security and interior design. The work group also created the Lactation Liasons (a group of volunteer employees), and a website with lactation resource information.

In March, the Staff Council Office sent out the 2020 Staff Council Survey. The intention of this survey, which happens every 2-3 years, is to gain feedback from staff about the effectiveness of Staff Council. With valuable assistance from the Office of Institutional Research (OIR), the survey was significantly refined, and enjoyed a 48.3% response rate. Although we are still working with OIR to analyze the results, I can share that staff continue to strongly support Staff Council work, such as the annual compensation recommendation to administration and our ongoing work on benefits. Roughly 50% of staff have taken advantage of UVM's tuition remission benefit, and 59% have taken advantage of professional development opportunities at UVM in the past year. We will be working on a variety of responses to any identified areas for improvement.

The Staff Council Professional Development Fund received the greatest number of applications to date for the 3rd quarter: 26. The Fund was granted by the President of the University to help offset costs associated with professional development for staff which are not covered by their departments, and has had a total of 56 applications so far. Of these, we have awarded \$7500 to 17 staff members for a diverse range of professional development activities including conferences, accreditations, and certifications.

Finally, I want to recognize the Staff Council office team. During the best of times, Alan Shashok, Staff Council Administrator and Elisabeth Blair, Staff Council Program Coordinator, keep Staff Council running like clockwork. In this new world of pandemic stress and uncertainty, they have stepped up even more. Each week Elisabeth sends all UVM staff a newsletter packed with pandemic-related campus and community resources. It has been highly praised by both staff and administration—to quote Custodial staff member JP Marton, the newsletter offers “encouragement” and “positive messages of resilience.” He writes, “It is remarkable, and to me like a miracle, that UVM has turned the COVID-19 crisis into a period of time we can all manage and get through as a community.” I can’t adequately express my deep appreciation and thanks for Elisabeth’s work, and the work of all those staff at UVM who are so successfully adjusting to the new normal and rising to the occasion each day.



UVM ALUMNI ASSOCIATION UPDATE

Board of Trustees — Committee of the Whole

Friday, May 15, 2020

Prepared by: Afi Ahmadi '93, Alumni Association President
Cathy Tremblay '85, Alumni Association Vice President

The UVM Alumni Association is pleased to present this report reflecting third quarter accomplishments and current focus areas. Most of our traditional spring activities were postponed or cancelled as a result of the COVID-19 pandemic. Despite the inability to participate in those gatherings, many alumni have risen to the challenge and are playing prominent roles in helping not only UVM, but also their respective communities.

Strategic Priority Updates and Program Highlights

EPIC Event Challenge

In February, the UVM Alumni Association received over 50 EPIC Event Challenge submissions. The contest challenged all members of the UVM community (students, faculty, staff, alumni) to generate ideas for a new annual signature event to be held at UVM. The submissions contained many thoughtful and exciting ideas, and reflected a broad desire to establish a new tradition. With the current unknown timelines related to the COVID-19 pandemic, we have determined that it makes sense to pause the Epic Event Challenge for the next several months. To enjoy the full list of submissions, we invite you to visit the [Epic Event Challenge website](#).



UVM Connect Program passes 7,500 members

The UVM Alumni Association's career networking platform has hit another milestone. More than 7,500 members are now registered with over 86% offering to be a resource for current students and recent graduates. Over 1,000 alumni have offered to host a student to shadow them at work and over 4,000 are willing to discuss their career or industry with fellow alumni or students, including those interested in relocating to another region.

Join today at: www.uvmconnect.org.

UVMCONNECT

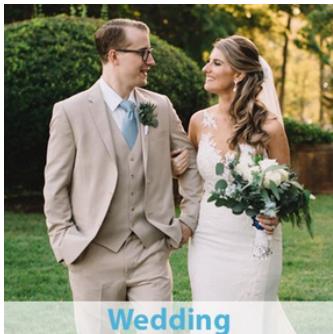


UVM Student Alumni Association

The UVM Student Alumni Association (SAA)—Student Government Association (SGA) recognized club—is supported by the UVM Alumni office and is led by a six-member executive board. Current leaders, Hannah Rameaka '20 and Max Greenberg '20, work with more than forty student leaders to advance marketing and programming in the areas of affinity engagement, campus programs, philanthropy, and senior programs. This past winter, SAA collaborated with our annual giving team to sponsor the fourth annual LUVMYCLUB campaign which provides SGA clubs a platform to raise dollars to support themselves. Over \$63,000 was raised for over 70 clubs, and nearly a quarter of the 1,846 donors were students. The program concluded with a stewardship event, during which the students wrote thank you notes to donors and were offered a special note of thanks by UVM Foundation President and CEO Shane Jacobson.



Online Class Notes



Wedding



Professional Update



Personal Update

Our Online Class Notes have received over 9,900 page views, reflecting engagement with thousands of visitors. We have collected many amazing stories from our alumni who are helping to flatten the COVID-19 curve by caring for patients, creating and engineering lifesaving devices, and teaching us how to work from home. Visit www.alumni.uvm.edu/classnotes to submit your class note.

UVM Enrollment Management Partnerships

In its fourth year, the **Refer-A-Catamount** program continues to generate significant applicant referrals from the alumni community. More than 275 referrals have been admitted to the Class of 2024. Legacy initiatives this winter included a special legacy-only reception at the UVM Alumni House. Admitted student events were held in Boston, Hartford, Princeton, Philadelphia, and New York City.

UVM Alumni House



Opportunities are endless

The UVM Alumni House was active in 2020 with 61 events scheduled by the University and the local community. Since opening in 2016, the House has been the “home” for, among other things, birthday celebrations, high school retreats, memorial services, dinners, lectures, meetings, conferences, and weddings. During a “Murder Mystery Dinner” hosted by UVM’s Program Board, UVM students gathered at the House—playing the role of a 19th-century luxury resort—to solve a murder. The UVM Alumni House has been a part of many special academic and social occasions for the UVM family, and we are looking forward to reopening soon.



UVM Discovery Travel *Explore the World!*



Six trips were planned for the 2020 UVM Discovery Travel Program. Two trips successfully traveled prior to the COVID-19 pandemic and travel restrictions. Twelve alumni traveled to South Africa to explore the many facets of the region, including a visit to Robben Island on the 30th anniversary of Nelson Mandela’s release from prison, and ended their trip with a “Big Five” game viewing. Later in February, nine travelers circumnavigated the South Island of New Zealand. By boat the alumni were able to explore the uniquely friendly nature of New Zealand

“Kiwis” and the rich Maori culture while admiring the exceptional scenery. We are hopeful that some of the remaining 2020 trips will be able to move forward. Upcoming Adventures in 2020 and 2021 can be found on the [UVM Discover Travel Website](http://UVM%20Discover%20Travel%20Website).





Graduate Student Senate Report
Board of Trustees - Committee of the Whole
May 15, 2020
Prepared By
Jessica Bocanegra, President of the Graduate Student Senate

Members of the Board,

I hope you are all doing well and staying healthy! I know this is not how most of us envisioned ending the academic year, but I wanted to thank you for your leadership during this unprecedented time. It is a true testament to your commitment to the UVM community.

With this being my last board report, I wanted to highlight some of the accomplishments and progress the Graduate Student Senate (GSS) has made during the 2019-2020 academic year. At the start of the year, the GSS Executive Board did an in-depth analysis of the data and results collected from the campus climate survey (CCS). The CCS illuminated some of the needs and issues within the graduate student community. From the data, GSS hosted our first-ever open forum for graduate students to come and review the data from the CCS and propose how to address some of the needs of our community. After the open forum, GSS met with members of UVM's Human Resources department and Living Well to develop a three-part bias incident reporting training aimed at educating and empowering graduate students. Because of COVID-19, we had to push back the launch of this training to September 2020. Additionally, for event planning and implementation, GSS met with staff members at the Women's Center and the Center on Disability and Community Inclusion (CDCI) to ensure that our events and meetings were inclusive and welcoming to all members of our community.

Our GSS ad hoc committees had a productive year as well. The GSS Parking and Transportation committee worked with Transportation and Parking Services to come up with a daily pass program (up to 10 passes per semester) for graduate students. Graduate students who live too close to campus could purchase a daily pass to park on campus when they had late night Teaching or Research Assistantship responsibilities. Our Diversity, Equity, and Inclusion committee hosted their second annual multicultural night in the Davis Center featuring culturally appropriate food and in-depth conversations about what being an international student is like at UVM. The Student Engagement committee is working on a radio broadcast with WRUV for graduate students to talk about life at UVM in hopes of building a stronger community amongst graduate students. We are hoping this broadcast will launch in the Fall.

While food insecurity still remains a prevalent issue for some graduate students, COVID-19 has sparked additional concerns around consistent and healthy food options. GSS was able to provide grocery gift cards for over 50 graduate students experiencing food insecurity. Additionally, Rally Cat's Cupboard has been an incredible asset to graduate students who don't have reliable transportation to get to an off-campus food pantry.

Lastly, I would like to introduce the newly elected 2020-2021 GSS Executive Board: Avery Rasmussen (President), Aayudh Das (Vice President), Jaspreet Singh Nagi (Treasurer), Rosie Chapina (Communications Director), and Mike Hoaglund (Secretary). I look forward to seeing all of the wonderful things this powerful team will accomplish while on the Board.

Respectfully,
 Jessica Bocanegra



FACULTY SENATE

Faculty Senate Report

Board of Trustees – Committee of the Whole
May 15, 2020

Prepared By
Thomas Ira Chittenden, Faculty Senate President

The Faculty Senate is responsible for the effective management of the academic affairs of the University, responsibility it shares with the administration.

The Year in Review

A great deal of attention and time was spent this year on the General Education requirements for University of Vermont undergraduate students. Jennifer Dickinson led a remarkable and thorough effort with the General Education Alignment Task Force over the entire academic year drawing in faculty perspective, expertise and opinion resulting in an overwhelming vote of support (90% approved, 9% opposed and 1% abstained) by the Faculty Senate at our April 20th meeting for 42 credit hours of General Education requirements. Special thanks to Cathy Paris for representing the Faculty Senate on the task force and to the entire task force for shepherding this process through the university and the Faculty Senate garnering widespread consensus and support. The Faculty Senate looks forward to continued refinement and implementation efforts on this important topic in the 2020-21 academic year.

The Faculty Senate has six standing committees. Below are year end summaries of their efforts. Full committee reports are available on the [Faculty Senate website](#).

Professional Standards Committee (PSC) – Chair Michael Giangreco

During the 2019-2020 academic term the Professional Standards Committee (PSC) reviewed 57 sabbatical applications and 94 applications for second reappointments, promotion, and/or tenure (RPT). Eighty-seven of these reviews were of full-time faculty, while seven were expedited tenure reviews for finalists seeking administrative posts. The full PSC annual report, including a series of recommendations for improving future sabbatical and RPT submissions is posted on the Faculty Senate's PSC web page.

Curricular Affairs Committee (CAC) – Chair Laura Almstead

Completed the review of nine proposals, approved five new academic programs, terminated three existing programs and significantly revised one existing program. The full report can be viewed [here](#). This committee is the engine of the Faculty Senate with the most members, processes, standing tasks and strict deadlines. Special thanks to the entire committee are warranted with special recognition to Chair Almstead who meticulously organizes, corrals and facilitates important consensus building essential to steward the academic mission of the University.

Financial & Physical Planning Committee (FPPC) – Chair Don Ross

Moved forward a resolution to the full Faculty Senate in support of student-led efforts ‘Requesting the University of Vermont and Affiliated Organizations Divest from Fossil Fuels.’ This resolution was adopted by the full Faculty Senate at our January meeting. The committee received ongoing updates from Vice President for Finance Richard Cate on deliberations to revise IBB by a committee of the deans and reviewed the final version of proposed changes (IBB 3.0) with no objections. This committee also proposed a study of restructuring colleges and schools at UVM for better efficiency and delivery of programs.

Research, Scholarship and the Creative Arts (RSCA) Committee – Chair Mary Cushman

Collaborated and offered faculty input on the ‘Click’ software adoption, UVM Libraries budget discussions, Graduate College policies and many other university programs. Special attention and time was spent on Diversity, Equity and Inclusion across UVM advisory & governance boards that resulted in collaboration with Board of Trustee Chair Ron Lumbra to adopt some language changes to the UVM Board’s guidelines for the selection of trustees. The committee continued with the annual important tasks for ranking Burack Distinguished Lecture nominations, selection process participation in strategic university hires and Distinguished Professor selections.

Student Affairs Committee (SAC) – Chairs Jen Prue & Ken Allen

Introduced resolutions to the full Faculty Senate on improved attendance guidelines for University student athletes and a resolution updating our GPA calculation policy for repeated courses. This committee also was instrumental in facilitating a campus wide conversation and resulting action adopting a COVID-19 specific grading policy with flexible P/NP end of semester option for our undergraduate students.

Educational & Research Technologies Committee (ERTC) – Chairs Regina Toolin & Helen Read

Addressed a number of important issues: One Drive for Business and Microsoft Teams, Blackboard Ally, Learning Management System (LMS) Evaluation, IT Governance, Online Course Evaluations, Staff Managed Computer Taskforce, Qualtrics Survey Software, Digital Citizenship, and general-purpose classroom technology and furniture needs. More recently, attention shifted to the overall impact of the COVID-19 pandemic on the UVM community as it transitioned to remote teaching and learning after spring recess.

Faculty Senate Executive Council (FSEC) – Chair Thomas Chittenden

This council curates the Faculty Senate agenda each month steering the body while serving as a direct consultative body to the senior administration leaders of the University. Additionally, this council has inspired the formation of a special task force committee to perform a comprehensive review of our Faculty Senate Constitution and By-Laws for the coming academic year. Proposed revisions to this important document are planned to be presented to the Board of Trustees for your consideration at the May 2021 board meeting.

The Faculty Senate has had many important discussions on other topics including the Residential Learning Communities (RLC), retirement plan discussions, student data privacy concerns and other matters that came to constructive conclusions and collaborations with UVM administration leaders. Special thanks are owed to Vice President Chris Burns for diligently serving on the RLC task force and for agreeing to chair the Comprehensive By-Laws Review committee during the coming year. The Faculty Senate, our seven standing committees, our subcommittees on current General Education requirements and the many task forces we facilitate would not function without the diligent and committed professionals in the Faculty Senate Office. Tiera Porter and Laurie Eddy are the glue that keeps the Faculty Senate together and successful in the execution of our charge.