

**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, September 25, 2020

8:00 a.m. – 8:35 a.m.

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

1-802-489-6040; Conference ID: 501 957 793#

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 May 15, 2020 meeting minutes	Attachment 1	Ron Lumbra	8:00-8:02
2.	Chair's report		Ron Lumbra	8:02-8:05
3.	President's report		Suresh Garimella	8:05-8:08
4.	Governance leader discussion: Faculty aspirations with respect to <i>Amplifying Our Impact</i> • Faculty Senate leadership	Attachment 2	Thomas Chittenden Christopher Burns	8:08-8:26
5.	Action items • Resolution authorizing agreement with the City of Burlington to provide COVID education circuits • Resolution approving Audit Committee Charter revisions • Resolution authorizing new residency policy for medical school students	Attachment 3 Attachment 3; Appendix A Attachment 3; Appendix B	Suresh Garimella Shap Smith Sharon Reich Paulsen	8:26-8:33
6.	Other business**		Ron Lumbra	8:33-8:35
	Motion to adjourn			8:35 a.m.

*Times are approximate.

**Executive session as needed.

Committee of the Whole - Executive Summary

Friday, September 25, 2020

Prepared by – Ron Lumbra, Chair

The committee will convene on Friday morning with customary reports from the president and chair. Trustees will have an opportunity to engage in dialogue with Faculty Senate leadership regarding faculty aspirations with regard to [*Amplifying Our Impact: Strategic Vision for UVM*](#) and will be asked to approve action items outlined below.

ACTION ITEMS

Approval of previous meeting minutes

The minutes from the May 15, 2020 meeting is included as **Attachment 1**.

Action: Motion to approve the minutes.

Resolution authorizing an agreement with the City of Burlington to provide COVID educational circuits

The University and the City of Burlington are partnering to provide COVID education to UVM students living in certain Burlington neighborhoods. The committee will be asked to approve an agreement whereby the City may arrange for City personnel, selected by the City, to provide COVID educational circuits, during the fall 2020 and spring 2021 UVM semesters.

Action: Approval of a resolution authorizing a one-year agreement with the City of Burlington for the City to provide COVID education to UVM students, for an amount not to exceed \$100,000. **Attachment 3**

Approval of Audit Committee Charter revisions

On September 14, 2020, the Audit Committee conducted its annual review of the committee charter and charge. Audit Committee Chair Shap Smith will introduce proposed revisions to the charter.

Action: Resolution approving Audit Committee Charter revisions. **Attachment 3; Appendix A**

Resolution authorizing new residency policy for medical school students

The University and the Larner College of Medicine propose a new residency policy that takes into account the unique situation of medical school applicants.

Action: Resolution authorizing new residency policy for medical school students. **Attachment 3; Appendix B**

ROUTINE REPORTS

Faculty Senate President's report - **Attachment 2**

Staff Council President's report - **Attachment 4**

Alumni Association President's report - **Attachment 5**

Graduate Student 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, May 15, 2020, at 8:00 a.m. The meeting was held via remote conferencing due to the COVID-19 pandemic.

MEMBERS PRESENT: Chair Ron Lumbra, Vice Chair Cynthia Barnhart, Secretary Curt McCormack¹, Briar Alpert, David Aronoff, John Bartholomew, Otto Berkes, Robert Brennan, Kevin “Coach” Christie², Frank Cioffi, John Dineen, Johannah Donovan³, Carolyn Dwyer, President Suresh Garimella, Jodi Goldstein, David Gringeri, Don McCree, Carol Ode, Ed Pagano, Shap Smith, Berke Tinaz, Tristan Toleno, and Samuel Young

MEMBERS ABSENT: Governor Phil Scott

ALSO PARTICIPATING: Provost and Senior Vice President Patricia Prelock, Staff Council President Stephen Lunna, Alumni Association President Afi Ahmadi, Vice President for Legal Affairs & General Counsel and Chief of Staff to the President Sharon Reich Paulsen, and Vice President for Finance and Treasurer Richard Cate

¹Joined the meeting at 8:06 a.m.

²Joined the meeting at 8:36 a.m.

³Joined the meeting at 8:26 a.m.

Chair Ron Lumbra called the meeting to order at 8:01 a.m.

Approval of minutes

Chair Lumbra presented the January 31, 2020 meeting minutes for approval. A motion was made, seconded and voted to approve the minutes as presented.

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

President’s report

President Suresh Garimella reported that there will be a virtual celebration of graduates and conferring of degrees on Sunday, May 17, 2020 and encouraged everyone to watch the ceremonial video at 1:00 p.m. on the university’s website. President Garimella informed trustees that the university is preparing now for the return of students to campus in the fall. The UVMStrong-Fall 2020 Advisory Committee was formed in April and is tasked with developing strategies and protocols to prepare UVM for a safe return to on-campus operations. Vice President for Operations and Public Safety Gary Derr is chairing the advisory committee, supported by five work groups consisting of faculty, staff and students from across the campus along with members of the medical and public health faculty, who are offering advice based on their areas of expertise. The advisory committee is consulting and coordinating with city, state,

and government officials, along with the Department of Health. The president concluded by noting that there would be increased communication with the UVM community in the coming weeks.

Adoption of the 2020 University Strategic Imperatives Statement

Chair Lumbra introduced the University Strategic Imperatives Statement included as appendix A to attachment 2 in the meeting materials.

The following resolution was presented and an opportunity for discussion offered:

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*.

A motion was made, seconded and it was unanimously voted to refer the statement to the board for adoption as presented.

Governance leaders discussion

Staff Council President Stephen Lunna and Alumni Association President Afi Ahmadi reported on how their constituencies align with the university's strategic imperatives of ensuring student success, investing in our distinctive research strengths, and fulfilling our land grant mission. Each discussed the role of staff and alumni, respectively, in responding to and promoting the strategic imperatives on campus and beyond.

Staff Council President Lunna announced that his term as president was to have concluded at the end of June, but that he and Staff Council Vice President Caleb Gilbert have agreed to continue in their roles for one more year to provide continuity throughout the pandemic planning process.

Sustainability Work Group report

Work Group Leader Carolyn Dwyer offered a status update on progress to date and previewed next steps. She reminded all that the Work Group was established in March to advise the board on rapidly changing circumstances around sustainable investment and to provide perspective to the

board on fossil fuel divestment. The primary goal of the Work Group was to learn from a diverse set of perspectives and bring recommendations to the board based on those perspectives.

The Work Group has undertaken a number of action steps beginning with soliciting input from the UVM community on sustainable investment and fossil fuel divestment. The survey resulted in over 400 responses with a clear majority favoring divestment from fossil fuels by UVM. The Work Group has reviewed current practices of the Investment Subcommittee including general and sustainable investment parameters and looked at the work occurring at other colleges around sustainability. Additionally, the Work Group requested a comprehensive report from the administration on current sustainability practices on campus including, but not limited to, the areas of academic programs, research, facilities, transportation, investments and student programs. The Work Group has met twice to review the results and to discuss how the results might help inform the Work Group's report to the board. In addition, the Investment Subcommittee has been asked to review its divestment parameters and to provide feedback to the Work Group.

Leader Dwyer noted that this is an extremely complex issue and that while the institution is facing an unprecedented set of challenges at this time, the Work Group is continuing to fulfill its charge and expects to have a report and recommendation to present to the board at the board's next meeting.

Chair Lumbra reiterated his intention to convene a special board meeting later in the summer to address the issues of sustainability and divestment.

Action Items

Chair Lumbra thanked Trustees Shap Smith and Jodi Goldstein for their willingness to take on leadership roles on the Audit Committee and presented the following resolution:

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.

A motion was made, seconded and it was unanimously voted to refer the resolution to the board for approval.

Chair Lumbra next paid tribute to the board's beloved friend and colleague, Bernard C. Juskiewicz, who passed away on April 8, 2020 from complications due to the Coronavirus. A moment of silence was offered.

The following resolution was presented:

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.

A motion was made, seconded and it was unanimously voted to refer the resolution to the board for approval.

Executive Session

At 8:50 a.m., Chair Lumbra 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 to receive advice of counsel.

Public members listening to the meeting were advised that the session would last for approximately 20 minutes with action anticipated following and that once the meeting is re-opened to the public, the audio feed will become active again for the remainder of the meeting.

The motion was seconded and approved. 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 and Vice President for Finance and Treasurer Richard Cate.

The meeting re-opened to the public at 9:42 a.m.

The following resolution was presented for approval:

Resolution authorizing amendments to the Services Agreement and Memorandum of Understanding with the University of Vermont Foundation

BE IT RESOLVED, that the Board of Trustees hereby authorizes the administration to execute an amendment to the Services Agreement and Memorandum of Understanding with the University of Vermont Foundation, extending the agreements for a one year term from July 1, 2020 through June 30, 2021, with terms consistent with the report given on this date.

A motion was made, seconded and it was unanimously voted to refer the resolution to the board for approval.

Other Business

There being no further business, the meeting adjourned at 9:44 a.m.

Respectfully submitted,

Ron Lumbra, Chair

Ron E. Lumbra
UVM Board of Trustees Chair's Report
May 15, 2020

Good morning. Let me open the meeting by offering profound thanks to the administration, and our faculty, staff, and students. Faced with an extraordinary crisis, each in their own way have adjusted to achieve our mission and finish out the academic year despite profound challenges. I'm reminded of the famous British phrase "keep calm and carry-on", and feel it nicely summarizes just what our colleagues on campus and students have done during this unprecedented crisis. Thank you all for hard work, commitment, agility, and for all you continue to do to support this great university.

Speaking personally, this is normally my favorite board meeting of the year. It's a chance for us to close out the academic year, to participate in graduation, to see the myriad of happy graduating seniors and their families on campus and in Burlington, and to be reminded of our mission focused on student success and why we support this great institution. I would like to virtually offer my heartfelt congratulations and best wishes to our graduating students.

Although we are facing an unprecedented crisis where uncertainty and change abounds, let's not lose sight of the full picture as the academic year comes to an end. Heading into the crisis we welcomed our new president, Suresh Garimella, who has hit the ground running and brought the energy, passion, and can-do attitude we expected. He certainly picked a tough year to start, but we surely appreciate and admire his resilience and commitment. I would also like to acknowledge the smooth transition that Suresh executed with Tom Sullivan. Tom and Suresh developed a warm and constructive relationship that allowed for the smooth handoff we had hoped for.

We also welcomed Patty Prelock into her first full academic year as Provost. She has hit the ground running, brought the right touch to the campus community, and partnered in a highly complementary way with Suresh, the Deans and Faculty.

Our announced tuition freeze was critically important, strategic, and well-timed. Taking concerns about the cost of higher education head-on, the decision has been phenomenally well received by families, government officials, and the community at large.

We've also increased our attention on sustainability and are taking another look at divestment. Our Sustainability Work Group, led by Carolyn Dwyer, has been formed and you will hear more from Carolyn on their progress today. We will follow-up on the work of the Sustainability Work Group and the Investment Subcommittee and intend to host a special board meeting later in the summer to address the issues of sustainability and divestment. Please standby for details on that meeting as the calendar firms-up in the weeks to come.

I'm also pleased with the strength of our incoming leadership talent, with the new College of Agricultural and Life Sciences Dean, Leslie Parise, new Vice President of Research, Kirk Dombrowski, and Chief Communications Officer, Nicci Brown, who will collectively serve to enhance our brand, and help us on our journey to become a stronger research institution. Achieving that goal of becoming an R1 institution is critical to the long-term standing and success of the university and the state.

With that as a backdrop, we entered an unprecedented period in early March with the onset of the COVID-19 crisis. This crisis is profoundly human. As you know, we lost our beloved fellow trustee, Bernie Juskiewicz, along with a foundation board member and others affiliated with the campus community. They will all be missed and we will offer a resolution in memory of Bernie during today's meeting.

The COVID-19 crisis brings profound and evolving challenges, on top of an already challenging environment in higher education. As you know, at special board meeting in April we passed a continuing budget resolution in order to delay the firming of our budget for the next academic year until we get more clarity. We have a number of variables to consider including size of the incoming class, in- state versus out-of-state mix of students, cost to operate in new way given need for personal health protections, and potential need of families for additional financial aid, among other factors. We appreciate the hard work and dedication of Vice President Richard Cate and his finance team, and our Budget, Finance & Investment Committee in helping to work through and plan for a myriad of scenarios to help manage both our finances and risk.

We are dedicated to arriving at the right budget with the right cost structure to support the university for both the short and long-term. We have worked hard on administrative costs, which rank in the bottom decile relative to our peer group, the majority of our administrative leaders have taken voluntary pay cuts and made contributions in order to support the university in this time of crisis, we have worked with the UVM Foundation, vendors, and renegotiated major contracts in order to address our budget shortfall. More will be done in the weeks to come.

Finally, in closing, we will manage through this challenging environment, both prudently with the long and short term health of the institution at the top of mind, and with empathy and caring. Although sacrifices must be made, together we will get through this.

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.



FACULTY SENATE

Faculty Senate Report

**Board of Trustees – Committee of the Whole
September 25th, 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.

Highlights of Last Year 2019-2020

1. After a great deal of work led by Associate Provost for Academic Affairs J Dickinson, the Faculty Senate overwhelmingly approved 42 credit hours of General Education requirements for the University of Vermont.
2. The Professional Standards Committee (PSC) reviewed 57 sabbatical applications and 94 applications for second reappointments, promotion, and/or tenure (RPT).
3. The Curricular Affairs Committee (CAC) completed the review of 9 proposals, approved 5 new academic programs, terminated 3 existing programs and significantly revised one existing program.
4. Financial & Physical Planning Committee (FPPC) moved forward a resolution through the full Faculty Senate in support of student-led efforts ‘Requesting the University of Vermont and Affiliated Organizations Divest from Fossil Fuels’ and proposed a study of restructuring colleges and schools at UVM for better efficiency and delivery of programs.
5. Research, Scholarship and the Creative Arts (RSCA) Committee paid special attention and time to Diversity, Equity and Inclusion across UVM advisory & governance boards that resulted in collaboration with Board Chair Ron Lumbra to adopt some language changes to UVM Board of Trustees guidelines. As well, the RSCA continued with the annual important tasks for ranking Burack Distinguished Lecture nominations, selection process participation in strategic university hires and Distinguished Professor selections.
6. The Student Affairs Committee (SAC) passed resolutions through 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.

The Faculty Senate had many important discussions including the Residential Learning Communities (RLC), retirement plan changes, student data privacy concerns and other matters that came to constructive conclusions and collaborations with UVM administration leaders.

The Year Ahead

The Faculty Senate looks forward to continued refinement and curricular implementation of the recently approved 42 credit hours of General Education requirements during the 2020-21 academic year.

The Faculty Senate Executive Council has charged a special task force 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 submitted to the Board of Trustees for your consideration at your May 2021 board meeting.

A great deal of attention and concern was voiced this summer regarding the administrative decision to close the Campus Child Care Center. The Faculty Senate Executive Council called on the administration to reverse the decision to permanently close the facility. That has yet to happen but Provost Patty Prelock has charged a working group on this important topic to chart a course for child care services in the coming years. Continued interest from the Faculty Senate is expected on the pressing need for UVM to have on campus child care offerings.

The Faculty Senate is currently focused on proposed changes to the Spring 2021 Academic Calendar and will be taking the matter up for possible action at our September 21st meeting (four days prior to the September 25th Board of Trustees meeting). A verbal update on this topic will be offered at the meeting.

General Comment

Pandemic related decision making has been challenging and fraught with issues at UVM and at every organization during these challenging times. Unnecessary friction was created around decision making for UVM because of insufficient faculty representation initially on the UVM Strong Fall 2020 Advisory committee. These concerns are being addressed gradually over the past six months. This university must have a strong commitment to shared governance with our faculty to be successful. Faculty representation on all university committees enhance the expertise, operational perspective and academic priority of decision-making while increasing campus support for the strategic necessity of those decisions.

Possible Leadership Transition

This past summer, I was successful in earning one of six Democratic Primary nominations to be on the ballot this November to serve in the Vermont State Senate representing Chittenden County. Should I be successful on November 3rd, I will resign from the UVM Faculty Senate Presidency effective sometime in December or January with the hope that Chris Burns, Vice President of the Faculty Senate, would complete my current term through until June 30th 2021. As this has happened before (recently), we have in our bylaws a process to conduct a special election if a Faculty Senate President resigns and would begin those steps in December to seek a Faculty Senate President Elect to hopefully begin their term on July 1st 2021.

Serving as the President of the University of Vermont Faculty Senate President has been the highest honor of my UVM career and I am humbled every day to be serving in this role. I hope my pursuit for the state legislature does not offend, frustrate or disappoint.

COMMITTEE OF THE WHOLE

September 25, 2020

Resolution authorizing agreement with the City of Burlington to provide COVID educational circuits

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to negotiate and execute a one-year agreement with the City of Burlington to provide COVID education to UVM students living in certain Burlington neighborhoods during the fall 2020 and spring 2021 semesters, for an amount not to exceed \$100,000.

Resolution approving Audit Committee Charter revisions

WHEREAS, the Audit Committee annually reviews its Charter and Guidelines and recommends to the Board of Trustees revisions thereto in view of evolving accounting standards, legal developments and experience gained;

BE IT RESOLVED, that the Board of Trustees hereby approves the revisions to the Audit Committee Charter and Audit Committee Guidelines, as included in Appendix A to this document.

Resolution authorizing new residency policy for medical school students

BE IT RESOLVED, that Board of Trustees hereby approves the new residency policy for medical school students recommended by the President, the Provost, and the Dean of the Larner College of Medicine, as included in Appendix B to this document.

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

AUDIT COMMITTEE

Charter

This Charter sets forth the responsibilities of the University Board of Trustees Audit Committee.

I. Principal Responsibilities

The principal responsibilities of the Committee shall include:

- a. promoting the development and monitoring the effectiveness of an institutional system of risk assessment and internal controls. At least annually, reviewing with management the University's processes for identifying, prioritizing, mitigating, and reporting institutional risks;
- b. reviewing and, as appropriate, making recommendations to the Board, regarding institutional policies relevant to the scope of Committee responsibilities, including conflict of interest, ethical and fraudulent conduct, whistleblower protection, and document retention;
- c. ensuring that audit plans encompass significant and material aspects of University operations;
- d. full authority and oversight of the internal audit function including appointment decisions, performance evaluations, and employment termination of the chief internal auditor;
- e. implementing a selection process to retain the independent auditor and making a recommendation to the Board of Trustees for approval. Recommending such additional audits as the Committee and/or the Board must approve under the Board's reserved authority;
- f. maintaining direct and effective communication with independent auditors on behalf of the Board;
- g. reviewing the results of internal and external audits (including the annually audited financial statements), and assessing the quality and timeliness of management's response and corrective actions;
- h. reviewing the effectiveness of the University's practices related to monitoring its compliance with laws and regulations;
- i. reviewing the results of management's investigation and resolution of any reported, or otherwise discovered, significant instances of noncompliance;
- j. evaluating the scope and quality of internal and independent audit services, and the degree of coordination and appropriate degree of independence between them;
- k. reporting regularly and promptly to the Board regarding matters within the scope of the Committee charge; and,
- l. periodically reviewing expense reimbursements, or summaries thereof that have been submitted by the President and reviewed and certified by the Vice President for Finance and Treasurer.

II. Membership

The University of Vermont Board of Trustees shall annually appoint at least 5 of its members to the Committee. Its members shall be independent of management and the University including its component units and affiliated organizations. For the purposes of this charter, “independence” is defined as rendering a Trustee ineligible for Committee service if he or she (1) is employed by the University; (2) is a partner or employee of a firm retained to conduct an audit of the University; (3) held such University employment or audit engagement at any time during the previous three years; or (4) is receiving consulting, advisory, or other compensatory fees for services provided to the University. Members of the Investment Subcommittee are eligible for appointment to the Audit Committee, but no such member may serve as its Chair or Vice Chair. The University President is ineligible for service as a member, ex officio or otherwise, of the Audit Committee, as a University official and employee.

Committee members shall otherwise be subject to the Conflicts of Interest Policy in the conduct of their work.

Members of the Committee shall receive orientation appropriate to their Committee membership. All members should have a general understanding of general accounting, business and finance principles, including the ability to read and understand institutional financial statements, whether gained preceding service on this Board of Trustees or during Committee orientation. At least one member of the Committee should possess accounting or financial expertise.

III. Authority

The Committee is authorized to investigate any matter within the scope of its Charter, with full and direct access to all pertinent University records, personnel, independent auditors and consultants.

IV. Adoption of Charter

This Charter shall be effective as of the date of its approval by the Board. The Committee will annually review the Charter and recommend to the Board revisions thereto, in view of evolving accounting standards, legal developments and experience gained.

Audit Committee Guidelines

These Guidelines serve as an operational supplement to the Audit Committee Charter. They are intended to reflect generally accepted accounting industry standards and practices applicable to non-profit corporations and higher education institutions.

The Guidelines shall be reviewed annually by management, and management shall report annually to the Committee regarding the status of the Guidelines. The Committee shall make revisions to the Guidelines as necessary or appropriate in view of evolving accounting standards and practices, legal developments and experience gained.

I. Retention of the Independent Audit Firm

a. The Committee shall annually authorize and direct the Committee Chair to retain the independent audit firm to conduct the mandatory annual audit of the financial statements and/or compliance audits. In conjunction with such retention, the Committee will assess the independence and objectivity of the firm by obtaining statements from the firm on relationships between the firm and the University. The Committee will review and assess any relationships disclosed that may impact auditor objectivity and independence.

b. The Committee shall solicit requests for proposals relative to the mandatory annual audit of the financial statements and/or compliance audits from qualified independent audit firms no less than once every five years.

c. The Committee shall ensure the proper rotation of the lead audit partner, in accordance with standards of the profession. In the event that an independent audit firm is retained to conduct the mandatory annual audit of the financial statements and/or compliance audit for seven or more consecutive years, the Committee shall, as a condition of retention of the firm, require rotation of the lead audit partner on the University engagement.

II. Retention of Other Audit Services

a. The independent audit firm retained to conduct the mandatory annual audit of the financial statements and/or compliance audits generally shall not be eligible for University engagements to perform non-audit services that would violate the U.S. Government Accountability Office Independence Standard. If, due to extenuating circumstances, and in the exercise of its reasonable discretion, management deems it to be in the best interests of the University to retain the independent audit firm for non-audit services, the proposed retention is subject to review and action by the Committee where the retention will result in fees of \$25,000 or more.

b. Contracts for non-audit services with independent audit firms not already retained by the University to conduct the mandatory annual audit of the financial statements and/or compliance audits are subject to review and recommendation by the Committee and subsequent Board consideration and action when such retentions will result in fees of \$ 250,000 or more.

III. Oversight of Audits

The Committee will, no less than once annually, and otherwise periodically as necessary or desirable:

a. review annual audit plans developed by the Office of Audit Services, and receive regular progress reports relative to such plans;

- b. review audit plans developed in consultation with independent audit firms, including (i) the critical accounting policies and practices to be used; (ii) all alternative treatments of financial information discussed with management, ramifications of alternative treatment and the treatment preferred by the firm; (iii) other material communications between the firm and management; and (iv) required communications from the firm under ~~Statement of~~ Auditing Standards [AU-C Section 250 No. 114, as amended](#);
- c. subject to subsequent Board consideration and action, review and accept the mandatory annual audit of the financial statements. Review the Uniform Guidance audit, and the financial agreed upon procedures report of institutional National Collegiate Athletic Association programs;
- d. resolve disagreements between management and the independent audit firm regarding financial reporting;
- e. review the independent audit firm management letter comments regarding institutional financial and information technology and security internal controls, accounting policies and procedures, and management's response to those comments;
- f. review with management and the independent audit firm their respective judgments about the quality of University accounting principles; the consistency, and the degree of aggressiveness or conservatism, in the application of accounting principles; the reasonableness of significant accounting judgments; and the clarity and completeness of the financial statements and related disclosures;
- g. confirm with management ~~and the independent audit firm respectively~~ that the annual financial statements disclose all material off-balance sheet transactions, arrangements, obligations, and other relationships of the University with unconsolidated entities or other persons that may have a material current or future effect on institutional financial condition, and the results of operations, liquidity, capital expenditures, capital resources, or significant components of revenues or expenses;
- h. receive reports from management, the Office of Audit Services and the independent audit firm, regarding new and significant accounting standards to understand their impact on institutional financial statements;
- i. receive reports from the Office of Audit Services regarding any [findings of financial](#) fraud which, in single incident or aggregate, results in an institutional uninsured or insured loss in excess of \$10,000, [or potentially significant reputational damage to the university](#);
- j. review the organizational structure, qualifications, independence, scope of services inclusive of office charter, and adequacy of resources of the University's Office of Audit Services;
- k. annually review the appointment, evaluate the performance and set the salary of the chief internal auditor;
- l. identify and document specific administrative responsibilities relevant to the routine operations of the office of chief internal auditor that are assigned to the President;
- m. ensure that regular quality assessment reviews of the internal audit operations are performed in accordance with Institute of Internal Auditors standards; and,
- n. meet separately with both the internal and external auditors without management representatives present subject to the requirement of the Vermont open meeting laws.

IV. Internal Controls

The University's executive management and the Board of Trustees Audit Committee have adopted the Committee of Sponsoring Organizations (COSO) Internal Control – Integrated Framework to help assess and enhance its internal control systems.

a. Certifications

i. The Committee will receive periodic reports from management on representations it is rendering in conjunction with mandatory annual audit of the financial statements and/or compliance audits as well as significant and material debt financing, such as issuance of bonds.

ii. Without limitation on IV.a(i), the Committee will receive from the Chief Financial Officer (CFO) a record of certification along with the annual financial statement report that:

a. The CFO has approved the financial statements,

b. Based on the CFO's knowledge, the report does not contain any material errors or omissions,

c. Based on the CFO's knowledge, the financial statements materially present the financial condition and result of operations,

d. The CFO is responsible for establishing and maintaining a system of internal controls over financial reporting, and that,

e. The CFO has disclosed to the auditors and the Audit Committee all significant internal control deficiencies and changes that could materially affect financial data.

b. Policy Review.

The Committee will receive for its review and comment and, if necessary, its recommendation to the Board, institutional policies relevant to its scope of work, including conflict of interest, ethical and fraudulent conduct, whistleblower protection, and documents retention.

c. Required Disclosures and Compliance Monitoring.

The Committee shall oversee compliance with the Board Reserved Rights and Delegated Authority resolution. Violations of the Board Reserved Rights and Delegated Authority resolution identified by management or the internal audit office shall be reported to the Committee.

d. Confidential Reporting.

The committee will ensure that the University has a mechanism that permits confidential communications from employees and others regarding potential financial or accounting improprieties or nonfeasance.

V. Enterprise Risk Management

a. Oversee management's enterprise risk management process on behalf of the Board.

b. Receive periodic updates on management's process to identify, prioritize, mitigate, and report institutional risks including the process to map risks to relevant Board Committees.

VI. Compliance and Privacy

- a. Review with the Office of Compliance and Privacy Services, and management the effectiveness of the University's practices related to monitoring compliance with laws and regulations;
- b. Review with the Office of Compliance and Privacy Services and management, findings of internal compliance auditing and monitoring activities;
- c. Review with the Office of Compliance and Privacy Services and management, findings of government agency audits, investigations, reviews and monitoring activities that the Director considers significant, that are initiated by a government agency as a result of a whistleblower report, or on a for-cause basis, or that result in a fine, penalty, refund, disallowance or questioned cost in excess of \$10,000;
- d. Review with the Office of Compliance and Privacy Services and management, the process for communicating the Code of Conduct and Ethical Standards to University personnel and for monitoring compliance therewith;
- e. Receive periodically, but not less than annually, reports from the Office of Compliance and Privacy Services on its activities;
- f. Receive updates from the Office of Compliance and Privacy Services, and management on new and emerging compliance issues, including their impact to the University.; and,
- g. Receive as needed, through the Audit Committee Chair, compliance matters communicated directly by the Chief Internal Auditor or Director of Compliance Services and Chief Privacy Officer.

As approved by the Board of Trustee: November 13, 2004

Approved as amended by the Board of Trustees: September 8, 2007

Revised by the Audit Committee: November 12, 2007

Approved as amended by the Board of Trustees: December 1, 2007

Revised by the Audit Committee: April 28, 2009

Approved by the Board of Trustees: May 16, 2009

Revised by the Audit Committee: October 11, 2010

Approved by the Board of Trustees: October 30, 2010

Revised by the Audit Committee: November 14, 2011

Approved by the Board of Trustees: February 4, 2012

Revised by the Audit Committee: September 15, 2014

Approved by the Board of Trustees: October 18, 2014

Revised by the Audit Committee: September 12, 2016

Approved by the Board of Trustees: October 22, 2016

Revised by the Audit Committee: July 10, 2017

Approved by the Board of Trustees: October 21, 2017

Approved by the Board of Trustees:



OFFICE OF AUDIT AND COMPLIANCE SERVICES
UVM.EDU/POLICIES



POLICY

Title: Residency - Larner College of Medicine

Policy Statement

The Vermont Legislature has established a lower rate of tuition for students who are Vermont residents. These regulations define eligibility requirements for in-state status classification within the Larner College of Medicine. All students enrolled at the Larner College of Medicine shall be assigned an in-state or out-of-state status classification consistent with these regulations. The establishment of domicile in Vermont is necessary, but not sufficient, for a student to qualify for in-state status.

Reason for the Policy

To define criteria for in-state residency status of medical students in accordance with Vermont Statute (Title 16, Chapter 75, section 2282).

Applicability of the Policy

This policy applies to all Larner College of Medicine students.

Definitions

In-state status: eligible for Vermont resident tuition rate.

Medical Experience: paid or volunteer work in a hospital, clinic, hospice, or other health care setting that is appropriate work experience to benefit a medical school application, including working as an emergency medical technician (EMT), medical scribe, or certified nursing assistant (CNA); volunteering at a hospice or indigent care clinic; volunteering on a medical mission trip; shadowing a physician via a preceptorship; or conducting academic laboratory research.

Procedures

In-State Classification Rules

1. Domicile shall mean a person's true, fixed, and permanent home. It is the place at which one intends to remain indefinitely, and to which one intends to return when absent.
2. In addition to establishing domicile, an in-state status applicant must reside in Vermont continuously for one full year prior to the semester for which in-state status is sought unless the applicant's absence is

temporary and for the express purpose of gaining Medical Experience, as defined herein, to support their application to the Larner College of Medicine, provided that:

- a. their absence from Vermont for the purpose of gaining Medical Experience does not exceed four academic semesters, excluding the summer term, prior to matriculation;
 - b. the applicant did not take steps to establish domicile in another state, other than legally required to effectuate the Medical Experience (e.g. filing of state taxes at the resident rate); and
 - c. the applicant was eligible for in-state status under UVM's [Residency Policy](#) for a minimum of one full year (12 months) immediately prior to leaving Vermont to gain Medical Experience.
3. A residence or domicile established for the purpose of attending UVM shall not qualify a student for in-state status.
 4. An in-state status applicant who applies for admission or registers for class within one year of moving to the state shall have created a rebuttable presumption that residency in Vermont is for the purpose of attending UVM and/or acquiring in-state status for tuition purposes.
 5. A domicile or residency classification assigned by a public or private authority other than UVM neither qualifies nor disqualifies a student for UVM in-state status. Such classification may be taken into consideration, however, in determining the student's status at UVM.
 6. Receipt of financial support by a student from his/her family shall create a rebuttable presumption that the student's domicile is with his/her family, regardless of whether the student has reached the age of 18.
 7. A student of parents legally separated or divorced may be granted in-state status if a noncustodial or joint custodial parent is domiciled in Vermont and has contributed more than 50 percent of financial support for at least one year prior to the semester for which in-state status is sought.
 8. The burden of proof as to eligibility for in-state status rests with the student. Eligibility must be established by clear and convincing evidence.

Irrespective of a student's in-state status as defined in this Policy, upon submission of appropriate documentation, UVM will charge members of the armed forces, veterans, and qualifying family members thereof, the in-state tuition rate in accordance with federal law (e.g. the Higher Education Opportunity Act and 38 U.S.C. 3679(c)) and further detailed in the University's [Tuition Billing for Members of the Armed Forces, Veterans, and their Families](#) Operating Procedure.

In-State Status Classification Documentation

1. The student must submit with the Application for In-State Status all relevant information.
2. The classification decision shall be made by the Residency Officer based upon information furnished by the student, information requested of the student, and other relevant information available consistent with University policies and procedures and legal guidelines.
3. Additional documents and/or verification may be requested.
4. The student's failure to produce information requested may adversely affect the decision for in-state status.
5. A student or others furnishing information may request the deletion of irrelevant private data from documents.
6. A determination of in-state status is valid only if a student actually enrolls for the semester in question. If a student does not enroll, they must submit a new and timely Application for In-State Status for subsequent semesters.

Appeal of In-State Status Classification

The decision of the Residency Officer must be appealed in writing to the Residency Appellate Officer within thirty calendar days of the date of the Residency Officer's written decision. Appeal to the Residency Appellate Officer is the final internal appeal at UVM.

In-State Status Reclassification

1. A student who does not qualify for in-state status classification may reapply for such classification once each semester by submitting the Application for In-State Status to the Residency Officer.
2. In-state status reclassification becomes effective for the semester for which the successful application was made, provided that the Application for In-State Status was received on or before the last day to add/drop classes for that semester. An application may be submitted as early as 75 days in advance of the first day of classes for a semester or as requested by the Residency Officer. Approved residency reclassification will not be applied retroactively to previous terms.

Re-Examination of Classification Status:

Classification status may be re-examined upon the initiative of the Residency Officer in the exercise of sound discretion. Circumstances such as periodic enrollment may be cause for re-examination. An in-state student who leaves Vermont may be required to re-apply and re-establish residency upon returning.

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:
Residency Officer	Registrar@uvm.edu (802) 656-8515
Residency Appellate Officer	Residency.Appeals@uvm.edu (802) 656-2045

Forms/Flowcharts/Diagrams

- [Application for In-State Status](#)

Related Documents/Policies

- [Residency Policy](#) - Undergraduate and Graduate Studies
- [Tuition Billing for Members of the Armed Forces, Veterans and their Families](#)

Regulatory References/Citations

- Higher Education Opportunity Act and 38 U.S.C. 3679(c)
- Vermont Statute (Title 16, Chapter 75, section 2282)

Training/Education

Training will be provided on an as-needed basis as determined by the Approval Authority or the Responsible Official.

About This Policy

Responsible Official:	Vice Provost for Enrollment Management	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:		Effective Date:	
Revision History:			



Staff Council President's Report
Board of Trustees – Committee of the Whole
Friday, September 25, 2020
Prepared by
Stephen Lunna, Staff Council President

My first order of business is to inform you that this will be my final communication to the Board as President of Staff Council, with my resignation from this position becoming effective September 30, 2020. Unfortunately, juggling the vital duties of both this position and my work serving veterans has become unfeasible. It has been an honor and a privilege to serve as President of Staff Council for the past 27 months. I know that incoming Staff Council leadership will continue to embody an open, honest, and collaborative spirit in their relations with UVM administration.

My updates on non-represented staff are the least positive of my tenure as president. Morale is very low. In July, the 2.5–5 % cuts to the salaries of non-represented staff went into effect. This loss of pay has been difficult for many struggling to meet essential needs during the pandemic. When combined with the lack of a cost-of-living raise, as well as increased expenses around childcare, goods and services, and utilities (for working from home), this loss becomes much more significant—probably closer to 5–10%. When UVM salaries are compared with the [actual minimum wages required to rent lodgings in Vermont and in Chittenden County](#), it becomes even clearer how difficult these cuts are on staff.

However, the low spirits are not only attributable to financial hardship. In reflecting on recent direct communications with staff, and examining the last 2.5 months' worth of comments on the open-ended "How Are You Doing" survey which Staff Council has made available throughout the pandemic, I find additional reasons repeatedly and consistently cited:

- Non-represented staff feel they are shouldering the bulk of the financial burden for the University, since as of this report, they are the only employee group at UVM to experience a loss of income. Staff had hoped that any necessary financial sacrifices would be spread more equitably, both across campus and across income tiers.
- Staff feel unheard by senior administration, and are angry and frustrated at the perceived disengagement from collaboration with their representation (Staff Council).
- Staff feel frustration with regards to the infrequency and timing of communications to them from senior administration, whom they feel do not understand the full impact this can have on staff.

- Staff report experiencing a dismissive and sometimes hostile climate for Black, Indigenous, and People of Color (BIPOC) members of the community, including (but not limited to) the recent decision to discontinue flying the Black Lives Matter flag.
- Staff report feeling overwhelmed, as pandemic-related duties are added to their regular duties, student staff are not re-hired, and open staff positions remain unfilled, resulting in both longer hours and expanded work expectations.
- Staff are experiencing a great deal of fear around the safety of returning to campus.

Positive feedback has also come through, specifically around the following:

- Staff enjoy the flexibility, safety, and eco-friendliness of telecommuting. When asked to rate from 1–5 their experience with telecommuting (with 1 being terrible, 5 being great) the average response from respondents is 4. Most express the desire to continue to have this flexibility post-pandemic, and the hope that UVM will reach for more sustainable norms with regards to telecommuting policies and related issues of childcare and parental leave.
- Staff have expressed gratitude for UVM’s ongoing flexibility with school-age parents’ schedules.

For the first time in recent memory, Staff Council finds itself boasting a full complement, having filled every representative position. As the year opens, new energy and new ideas are combining synergistically with the dogged ongoing work of longer-term representatives. We are examining ourselves and re-aligning our policies, procedures, and values, with the aim of becoming a more antiracist organization. Each committee is re-investing in their duties to represent and serve UVM staff, with a particular focus on making sure no one is left behind or left out of the conversation.

We look forward to better times, but are focused wholly on addressing and tackling the myriad challenges of the current moment. Thank you.



UVM ALUMNI ASSOCIATION UPDATE

Board of Trustees — Committee of the Whole

Friday, September 25, 2020

Prepared by: Afi Ahmadi '93, Alumni Association President

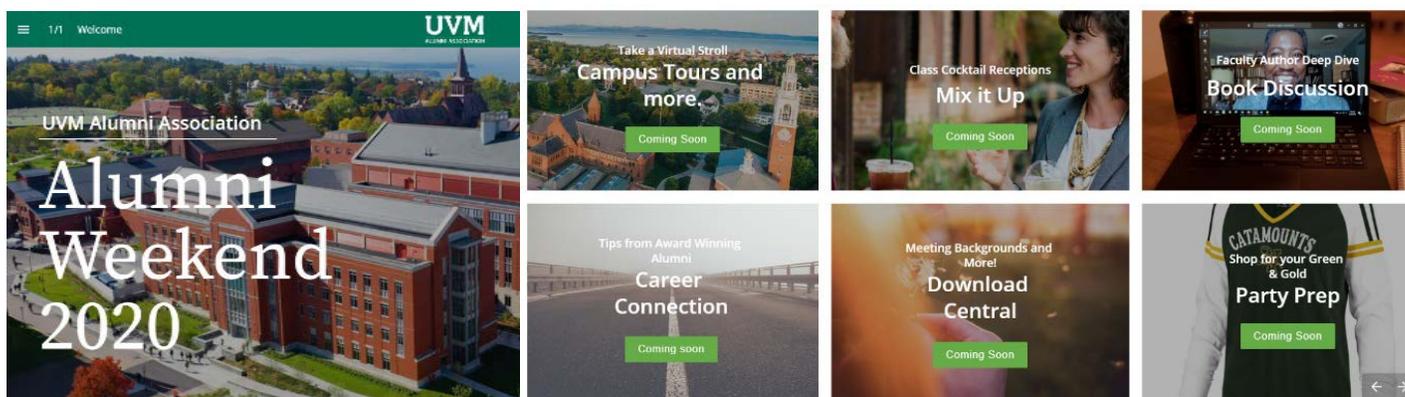
Cathy Tremblay '85, Alumni Association Vice President

The UVM Alumni Association is pleased to present this report reflecting first quarter accomplishments and current areas of focus. Our traditional in-person activities are being reimagined as virtual engagement opportunities as a result of the COVID-19 pandemic. While not able to hold in-person gatherings, many alumni have risen to the challenge and are increasing their engagement through remote volunteerism for both UVM and their respective communities.

Strategic Priority Updates and Program Highlights

Alumni Weekend 2020 Reimagined

On October 1-4, the University community will host a series of programs online. Guests will have an opportunity to engage in a wide variety of activities, including class reunion events (undergraduate and medical), academic lectures, awards programs, campus tours, book discussions, and more. The programs will be available for either 'live' or 'later' (recorded) participation. While we will miss seeing everyone in person, we are excited about this new opportunity to engage a broader range of alumni through a different medium. Alumni Weekend will mark the launch of ongoing virtual programming for our alumni, parents, friends, and community members.



What's behind the login screen on UVM Connect?

A new alumni business directory, job postings, groups, and more! The UVM Alumni Association's career networking platform has hit another milestone. More than 8,100 members are now registered, with over 88% 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 **Be the Pride. Be the Future. Build your Home.**

The UVM Student Alumni Association (SAA), a Student Government Association (SGA) recognized club, is supported by the UVM Alumni office and is led by a six-member executive board. This past spring, SAA

worked tirelessly to provide a virtual Senior Week experience for the Class of 2020. The virtual planning involved a theme for each day and ways to engage online with chances to win UVM giveaways. Virtual Senior Week ended with over 100 notes from alumni congratulating the Class of 2020 on their accomplishments. Notes of congratulations, tips, and words of wisdom were shared across all social media platforms and on the Alumni Association website. We warmly welcomed current leaders, Sophie Meyer '21 (Alexandria, VA) and Katie Amendola '21 (Rumson, NJ), into their new leadership roles. Sophie, Katie, and the new directors have already begun collaborating with more than forty student leaders planning for new and innovative ways to engage their classmates this fall.

Amplifying Young Alumni Engagement

In July, the UVM Alumni Association launched a renewed volunteer structure that strengthens ties to the University by connecting alumni to UVM through the channels that they find most meaningful. We established a NextGen Council in our five most active alumni markets (Vermont, Washington DC, San Francisco CA, New York, and Boston MA). NextGen will build relationships with alums who graduated in the past ten years through programming focused on career and social opportunities. A National NextGen Council will support our regional councils. To learn more about volunteer opportunities, visit alumni.uvm.edu.



UVM Enrollment Management Partnerships

In July, the Alumni Association and UVM Admissions office partnered to virtually offer our Catamount College Connection program – an insider’s look at the selective process of college admissions. A panel of regional and national experts, led by UVM’s Director of Admissions Ryan Hargraves, provided valuable advice on how to navigate the college admissions process, including an essay writing workshop. Participation grew by 120% from the previous year to 240 attendees, including over 30 legacy families. Nineteen states and three countries were represented. Survey responses from participants was overwhelmingly positive. Comments included: “I hope my son picks UVM”; “After attending today’s workshop, I want to go back to college”; “Bravo UVM!”; and “The program’s essay workshop ignited the energy my student needed to begin the application process; this program by far has set UVM higher than any other school.”

UVM Alumni House

Rally Together

The Alumni Association remains focused on supporting our students and alumni. When the University reopened campus this fall, the Alumni Association transitioned the UVM Alumni House’s Silver Pavilion into academic space. The pavilion is now a learning environment that can house 40 students per class. While we miss hosting large gatherings in the UVM Alumni House, we are pleased to do our part to provide a safe in-person learning opportunity for our students. Students will attend classes throughout the fall 2020 semester, and we will continue to evaluate when and how the space could again be utilized as an event space.



#UVMStrong

The UVM Alumni Association is pleased to share that increased campus collaboration, and ease in amplifying University messages has occurred since the hiring of UVM’s Chief Communications Officer, Nicci Brown, and UVM Foundation’s VP for Strategic Engagement, Kathy Howrigan. Their leadership in pulling together campus partners has helped strengthen our ability to share and spread the news from the University. Examples include the bi-weekly UVM Strong newsletter and the new [Diversity, Equity & Inclusion webpage](#) that is available to our alumni audience.



Graduate Student Senate Report
Board of Trustees - Committee of the Whole
September 25th, 2020
Prepared By
Avery Rasmussen, President of the Graduate Student Senate

Members of the Board,

As I enter my 6th year as a member of the UVM community, my pride in being a Catamount and in our collective resilience as a community to adapt to evolving challenges has never been more steadfast. On behalf of the Graduate Student Senate (GSS), we are grateful for the innovation and support we see flourishing under your leadership.

This year, we have the largest and most representative Senate body in GSS history, with almost 70 senators across 36 different graduate programs. From College of Arts and Sciences to Grossman School of Business, there are representatives from a myriad of fields and disciplines within each college. It's been an inspiring experience to work alongside Senators whose passion and drive to improve the lives of graduate students has led to tangible actions. The Senate will kick off the semester with our third annual Senators' retreat. During the retreat, Senators will have the opportunity to discuss major challenges that should be addressed in the upcoming year, including the following: Graduate student housing, compensation and benefits, diversity, equity and inclusion, student fees, parking and transportation, graduate student mental health and health services.

In line with local and national trends, COVID-19 exacerbated the prevalent issue of food insecurity among graduate students. In the spring, GSS provided grocery gift cards to graduate students experiencing food insecurity. Based on the response from our community, we'll be looking into ways to provide continued direct support to constituents experiencing food insecurity through grocery gift cards and raffles throughout this academic year. Rally Cat's Cupboard also continues to be a well-utilized asset for graduate students who do not have access to sufficient nutritious food. Another graduate student issue intensified by the pandemic is the accessibility of affordable convenient housing for graduate students. We will continue to advocate for the need for additional affordable accommodations and support initiatives to improve living conditions and the availability of affordable housing, specifically as it pertains to the barriers faced by international students.

Transportation is also a top-of-mind topic for graduate students. Last year, 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. In collaboration with the Office of Institutional Research, we hope to utilize geographic information system (GIS) software to compare the distribution of graduate students living off-campus to Green Mountain Transit bus routes. This will provide a clearer understanding of where the most significant gaps are in bus route coverage for graduate students.

Over the summer, GSS leadership advocated for graduate students on the UVMStrong Fall 2020 Advisory Committee's Research and Graduate Education and Student Experience Working Groups, hosted a Teams Live event for graduate students in collaboration with the Graduate College and the UVMStrong Committee, and provided space for our constituents to relay their questions and concerns.

We've also been busy this summer adapting our programming to support a hybrid model, so all graduate students can meaningfully engage with our community. Unsure how to proceed with planning for the fall, we tapped into the expertise of a group of some of the most creative minds on campus (in our totally unbiased opinion)... the graduate students! In addition to our seasonal favorites, apple picking and leaf peeping, a few of the many wonderful ideas submitted that we'll be working to implement this fall include virtual trivia and board game nights, safe state park adventure opportunities and sustainability-focused Grads Give Back events. We will also be hosting a variety of hybrid professional development and educational workshops throughout the semester, including a three-part bias incident training series in collaboration with LivingWell and The Center for Cultural Pluralism aimed at educating and empowering graduate students. Our third annual Resource Fair will take place virtually throughout the end of September to connect constituents with various on-campus services and resources and off-campus community organizations. At the end of September, we are also hosting the first Identity Centers Graduate Student Resource Share. We hope to continue our collaboration with other governing bodies and departments on campus and work in tandem on overlapping challenges and opportunities to support our UVM community.

Here's to hoping "precedented times" are right around the corner. Until then, we'll stay #UVMStrong.

Respectfully,
Avery Rasmussen
Pronouns: she/her/hers