

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

COMMITTEE OF THE WHOLE

Chair Ron Lumbra, Vice Chair Cynthia Barnhart, Secretary Johannah Donovan, John Bartholomew, Otto Berkes, Susan Brengle, Robert Brennan, Kevin Christie, Frank Cioffi, John Dineen, Carolyn Dwyer, President Suresh Garimella, Jodi Goldstein, Stephanie Jerome, Kisha Kalra, Kenny Nguyen, Donald McCree, Carol Ode, Ed Pagano, Kristina Pisanelli, Lucy Rogers, Governor Phil Scott, Shap Smith, Catherine Toll, and Samuel Young

Friday, February 10, 2023

8:30 a.m. – 10:00 a.m.

2:15 p.m. – 4:15 p.m.

Silver Maple Ballroom, (401) Dudley H. Davis Center

REVISED AGENDA

	Item	Enclosure/ Exemption	Discussion Leader(s)	Time
	Call to order			*8:30 a.m.
1.	Approval of the October 28-29, 2022 meeting minutes	Attachment 1	Ron Lumbra	8:30-8:31
2.	Chair's report		Ron Lumbra	8:31-8:38
3.	President's report		Suresh Garimella	8:38-8:45
4.	Biennial Enterprise Risk Management (ERM) report	Attachment 2	Tessa Lucey Michael Schirling Francis Churchill Katie Haining	8:45-9:10
5.	Academic Presentation – <i>Innovations in Student Support</i>		Jennifer Dickinson <u>Tammy Bender</u> KC Williams Zyakkiriah Rhoden	9:10-9:35
	Motion to enter into executive session**			
6.	Naming discussion	Contracts	Suresh Garimella	9:35-9:50
	Motion to go out of executive session			
7.	Resolution authorizing the implementation of naming a college and/or program	Separate distribution	Ron Lumbra	9:50-10:00
	Recess			10:00 a.m.
	Reconvene			2:15 p.m.
	Motion to enter into executive session**			
8.	Multipurpose Center Work Group update	Contracts	Ed Pagano	2:15-3:15
9.	Advisory Committee on Asset Management	Contracts	Don McCree	3:15-3:45
	Motion to go out of executive session			

	Item	Enclosure/ Exemption	Discussion Leader(s)	Time
10.	Resolution authorizing creation of a nonprofit investment management subsidiary of the University of Vermont Foundation to oversee and manage the University's and the Foundation's combined endowment assets	Separate distribution	Ron Lumbra	3:45-3:50
11.	Multipurpose Center Work Group report <ul style="list-style-type: none"> • <u>Board discussion and Board charge to University administration</u> • <u>Resolution regarding Multipurpose Center project</u> 	Separate distribution	Ed Pagano Ron Lumbra	3:50-4:05
12.	Other business		Ron Lumbra	4:05-4:15
	Adjourn			4:15 p.m.

*Times are approximate.

**The Chair will entertain a motion to enter into executive session for the purpose of discussing contracts. Action is anticipated following the session.

**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, October 28, 2022, at 8:00 a.m. in the Silver Maple Ballroom, Room 401 at the Dudley H. Davis Center.

MEMBERS PRESENT: Chair Ron Lumbra, Vice Chair Cynthia Barnhart, Secretary Johannah Donovan¹, John Bartholomew, Otto Berkes, Susan Brengle, Robert Brennan², Kevin “Coach” Christie, Frank Cioffi³, John Dineen, Carolyn Dwyer, President Suresh Garimella, Jodi Goldstein⁴, Stephanie Jerome, Kisha Kalra, Donald McCree, Kenny Nguyen, Carol Ode, Ed Pagano, Kristina Pisanelli, Lucy Rogers, Shap Smith, Catherine Toll, and Samuel Young

MEMBERS ABSENT: Governor Phil Scott

ALSO PARTICIPATING: Chief Communications & Marketing Officer Joel Seligman, Associate Director of Planning, Lisa Kingsbury, Associate Planner, Claire Forbes, Vice President for Legal Affairs & General Counsel Trenten Klingerman, Vice President for Finance & Administration Richard Cate, Provost & Senior Vice President Patricia Prelock, CEO & President of the UVM Foundation Monica Delisa, Special Assistant to the President Jonathan D'Amore, President & CEO of Nations Group Chris Nations, Director of Construction Services of Nations Group Kevin Hurley, Associate Director of Planning, Design & Construction David Blatchly, and Director of Athletics Jeff Schulman

¹ Joined the meeting at 8:39 a.m.

² Participated by phone; joined at 9:45 a.m.

³ Joined the meeting at 8:36 a.m.

⁴ Participated by phone.

Chair Ron Lumbra called the meeting to order at 8:07 a.m.

Approval of minutes

Chair Lumbra presented the May 20, 2022 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 6.)

President’s report

President Suresh Garimella began by extending his congratulations to Trustees Rob Brennan, Frank Cioffi, Shap Smith, Kristina Pisanelli, and Kitty Toll for their noteworthy reunion milestones this year. He also recognized Trenten Klingerman, the new Vice President for Legal Affairs & General Counsel and welcomed him to his first board meeting.

President Garimella next shared some campus updates. He reported that the fall semester is off to a good start and that it has been a time for seasonal celebration and fun. Earlier this week, he attended his first UVM Horse Barn Halloween and on Sunday night he will join the Diwali celebration hosted by the Indian Student Association.

He reported that last season's remarkable athletics achievements continue and reported the men's soccer team, which won the America East last season, has lost only once this season and is currently ranked 10th in the country, and the field hockey team is 11-3 and tied for 2nd in the conference. Winter sports are starting up and women's hockey is ranked 14th in the country.

President Garimella highlighted the wonderful attention received around the new School of the Arts and recognized the appointment of Kelley Di Dio as the Director. He reminded trustees that the concept for the school was coming into final form last fall and the board approved its formation in February.

Next, to further reinforce UVM's commitment to student affordability and access, President Garimella announced the "UVM Promise." The initiative guarantees full-tuition and comprehensive fees for students from Vermont families with an adjusted income of \$60,000 or less. Making this commitment means that almost half of Vermont households are eligible, and combined with other programs, this can bring nearly half of Vermont students to UVM without spending anything on tuition. The program will be launched for incoming first year students in fall 2023.

President Garimella then addressed the issue of antisemitism. He noted this has been on the rise around the world and members of the UVM community are experiencing risk. He stressed that antisemitism, in any form, will not be tolerated at UVM, and if a member of the UVM community is found responsible for such conduct, they will be held fully accountable. The President added that he has charged the Divisions of Student Affairs and Diversity, Equity, and Inclusion with building and maintaining meaningful actions to ensure that Jewish students and community members feel support and care. President Garimella's entire statement on antisemitism was posted on the university website at: <https://www.uvm.edu/news/story/president-suresh-garimella-condemns-antisemitism-uvms-campus>

To conclude his report, President Garimella invited Chief Communications & Marketing Officer Joel Seligman to preview the new uvm.edu website. Beginning in December and through next summer, Officer Seligman's team will roll out the new uvm.edu website in phases using new technology tools that will express the distinctiveness of UVM more creatively and boldly.

Campus Plan update 2022-2032

President Garimella introduced members of the university's Planning, Design and Construction team, Associate Director Lisa Kingsbury and Associate Planner Claire Forbes. He recognized Vice President for Finance & Administration Richard Cate and Provost Patty Prelock, who with his support, were responsible for this project and thanked Lisa and Claire for their expert and professional leadership on this important process.

Trustees were reminded that the last campus planning process was in 2006. Due to the transition of the UVM presidency and then the COVID-19 pandemic, the current planning process was delayed. The university's accreditation body, the New England Commission of Higher Education, has pointed out that the university needed to undertake this process and develop a plan, as well as set down some principles for the coming years. The process began well over a year ago and President Garimella is pleased with the results that will be shared with the board today. This plan will serve as a guiding document as the university moves forward with discussions of housing, academics and athletic facilities.

Directors Kingsbury and Forbes reviewed the engagement process for developing the campus plan and the guiding vision "to create and uphold a beautiful and vibrant campus that promotes an educational community that is welcoming, inclusive, and respectful of all, while promoting and nurturing the student experience, world class research, and sustainable." They presented the principles, key ideas, objectives and strategies. Next steps include presenting the Campus Plan to surrounding municipalities and agencies and follow-up with the UVM campus community and the formation of a streamlined site planning and design review process. In response to the question of what this plan will cost, Vice President Cate said there is no financial cost attached to the plan. Its purpose is to direct the progression of UVM's physical campus by providing overall guidance for capital projects, landscape design, and campus improvements. President Garimella added that the plan is not a facilities plan; it is a high-level plan reflecting the sense of the campus community. Provost Prelock suggested that as new ideas are brought forward, they should be incorporated into the plan, keeping in mind how they fit with its aspirational goals.

Following discussions, it was decided to defer the resolution adopting the 2022 Campus Plan to allow additional time for trustees to review the plan and offer feedback. Trustees were instructed to send their feedback to Provost Prelock and Vice President Cate by November 15, 2022 with the goal of making any appropriate changes in time for consideration for approval at the December 12, 2022 Executive Committee meeting, to which all trustees will be welcomed and encouraged to attend.

At 9:24 a.m., Chair Lumbra called for a brief break. The meeting reconvened at 9:41 a.m.

On Campus Multipurpose Center update

Chair Lumbra introduced presenters Planning, Design & Construction Associate Director David Blatchly, President & CEO of Nations Group Chris Nations, and Director of Construction Services of Nations Group Kevin Hurley. Chair Lumbra noted that he requested this presentation and progress report on behalf of the board and that trustees will have an opportunity for further discussions during the executive session following this presentation. Associate Director Blatchly reported on the timeline of construction on the Multipurpose Center project from groundbreaking until present work, and then he presented a 10-minute video showing progress and improvements in the completed phases of the project.

Executive Session

At 10:18 a.m., Chair Lumbra entertained a motion to enter into executive session for the purpose of discussing contracts. He noted the session would last for approximately 90 minutes and no action is anticipated following. Everyone was excused from the meeting with the exception of Trustees, Provost Patricia Prelock, Vice Presidents Trenten Klingerman and Richard Cate, Special Assistant to the President Jonathan D'Amore, President & CEO of the UVM Foundation Monica Delisa, Associate Director David Blatchly, Director of Athletics Jeff Schulman, Chief Communications and Marketing Officer Joel Seligman, President & CEO of Nations Group Chris Nations, and Director of Construction Services of Nations Group Kevin Hurley

The meeting re-opened to the public at 12:06 p.m. and recessed.

Chair Lumbra reconvened the meeting on Saturday, October 29, 2022 at 8:00 a.m. in the Silver Maple Ballroom, Room 401 at the Dudley H. Davis Center.

MEMBERS PRESENT: Chair Ron Lumbra, Vice Chair Cynthia Barnhart, Secretary Johanna Donovan, John Bartholomew, Otto Berkes, Susan Brengle, John Dineen, Carolyn Dwyer, Jodi Goldstein¹, Stephanie Jerome, Kisha Kalra, Kenny Nguyen, Carol Ode, Ed Pagano, Kristina Pisanelli, Lucy Rogers, Shap Smith, Catherine Toll, and Samuel Young

MEMBERS ABSENT: Robert Brennan, Kevin “Coach” Christie, Frank Cioffi, President Suresh Garimella, and Governor Phil Scott

¹ Participated by phone.

At 8:02 a.m., Chair Lumbra entertained a motion to enter into executive session for the purpose of discussing the evaluation of a public officer. He note the session is expected to last approximately 25 minutes and action is anticipated following. Everyone was excused from the meeting with the exception of Trustees.

The meeting re-opened to the public at 9:06 a.m.

Other business

Chair Lumbra introduced the following resolution:

Resolution regarding FY 2022 presidential evaluation and compensation

WHEREAS, on this date the Annual Review Subcommittee (“the Subcommittee”) has reported on the status of its work to this Board;

BE IT RESOLVED, that the Board of Trustees hereby authorizes the Board Chair to finalize the President’s annual FY 2022 performance evaluation and compensation following such additional consultation with the Subcommittee as he deems necessary or desirable; and

BE IT FURTHER RESOLVED, that the Board Chair shall report his final actions to the Board in due course.

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

Adjournment

There being no further business, the meeting adjourned at 9:08 a.m.

Respectfully submitted,

Ron Lumbra, Chair

Ron E. Lumbra
UVM Board of Trustees Chair's Report
October 28, 2022

Welcome everyone to the first UVM Board of Trustees meeting of the 2022-23 academic year. I would like to begin the meeting in the spirit of celebration. First, we have a number of alums on the board celebrating noteworthy reunion milestones this year:

Kristina Pisanelli – 25 years
Shap Smith and Kitty Toll – 35 years
Frank Cioffi - 45 years

Let me offer hearty congratulations to all. We are fortunate to have you as part of the UVM family, and thank you for all you do for the university.

Also, Rob Brennan and his wife Carolyn (along with former trustee, John Hilton) are recipients of this year's Distinguished Service Award and were recognized at the Celebrating Excellence Awards Ceremony earlier in the month at the UVM Alumni House. Congratulations to Rob and Carolyn, and to John for their well-deserved recognition.

We have a lot to address on our agenda today. One of our primary areas of focus will be to take a strategic look at facilities, specifically the campus master plan. Additionally, we will receive an important update on the multipurpose center project from our facilities team and with support from the external consultants Nations Group. Together they will bring us up to speed on the current status of the project. We will then discuss in executive session a number of scenarios for moving forward. To be clear, no decision will be made today on the project. We will reconstitute the Multipurpose Center Work Group with the remit to work with the administration and outside advisers to consider and refine alternatives and come back to the board with their recommendations and reports on progress at future meetings. The Multipurpose Center Work Group will be led by Ed Pagano who also led the initial Multipurpose Center Work Group formed back in 2016. Thank you, Ed, for your continued leadership and willingness to take on this important role, and to all the workgroup participants for your engagement and counsel.

We will also address tuition for the upcoming academic year. As you all know, the value proposition of higher education is under increasing scrutiny in our country and being widely questioned. Total cost of attendance and associated student debt loads are under pressure. I'm proud of the work we have done over the past four years to keep tuition flat in order to help address these concerns and support our students and their families. I look forward to an engaging discussion on the topic again today.

Administratively, we are in process of concluding the annual presidential performance review for the past academic year and will report out findings in executive session.

Finally, I would like to make a brief remark about campus climate. There's an often quoted remark that "culture eats strategy for breakfast" coined by legendary management consultant, Peter Drucker. Said another way, no matter what course we embark on, having a culture that

promotes full engagement and commitment from the talent throughout the community is critical to our success. I do not need to remind anyone in the room about the challenges we face societally and the divisions that exist in so many places. We must work hard to assure we come together as a community such that people of differing views, perspectives, life experiences, and backgrounds can safely and confidently express themselves in a civil and constructive manner. One element of that is a growing concern regarding antisemitism. I have become aware of unfortunate experiences amongst our Jewish students and alums who are confronted by an increase in antisemitism in the country, our community, and on campus. I want you to know it's critical to me that our Jewish students feel safe and embraced in our community and assure you the board will do its part to help. Our president, Suresh Garimella, will have more to share on this important topic shortly.

In closing, I'd like to thank the administration, faculty, staff, and students for their outstanding performance that is helping to elevate the reputation of The University of Vermont. Whether through the significant increase in our research programming and funding, to the quality and caliber of our student body, to the numerous recognitions and awards that both students and faculty have most deservedly earned, to the outstanding performance of our athletic teams across-the-board. We have much to be proud of and thankful for. On behalf of the board, we are thankful to each of you for your contributions.

That concludes my remarks.



The University of Vermont

2022 Enterprise Risk Management Assessment Results

**Board of Trustees'
Audit Committee
and
Committee of the Whole**

DIVISION OF SAFETY AND COMPLIANCE

MICHAEL SCHIRLING
Chief Safety and Compliance Officer

Enterprise Risk Assessment Team

TESSA LUCEY
Director of Compliance Services and Chief Privacy Officer

FRANCIS CHURCHILL
Director of Environmental Health & Safety

KATIE HAINING
Director of Risk Management

EMILY HARWOOD
Compliance Specialist

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Section I: Introduction

The purpose of UVM's enterprise risk management (ERM) program is to enhance the University's ability to achieve its mission, vision, and strategic objectives and strengthen its competitive position by fostering an institution-wide culture of risk and opportunity awareness and providing a structured, consistent, and continuous process for the early and proactive identification and reporting of material risks and opportunities to senior management and trustees. The University takes a broad view of risk as any event—positive or negative—that could affect the University's competitive position or ability to achieve its mission, vision, and strategic objectives. The University acknowledges that risk, in one form or another, is present in virtually all its endeavors, and that successful risk-taking will often be necessary to achieve its aims. We therefore do not seek to eliminate all risk; rather, we seek to be risk-aware but not risk-averse, and to effectively manage the uncertainty inherent in our environment. To this end, we seek to identify, understand, assess, and respond to the risks and opportunities we face, considering their impact on UVM's people, standing, reputation, financial position, and performance. We further seek to pursue prudent risks or opportunities that we believe will generate sufficient and sustainable performance and value, avoid intolerable risks, manage residual risk within defined levels, and be prepared to respond to risks or appropriate opportunities when necessary.

This year's report includes an updated heat map including all portfolio and register level risks and opportunities (Appendix A). Given that this is a restart year and Management Response Plans have not been reported since 2020, this report does not include Management Response Plan (MRP) presentations by Responsible Officials (ROs) to their assigned Board of Trustees' committee. These MRP presentations will be scheduled and will restart in 2023.

Section II: Background

At the February 9, 2023 Audit Committee meeting and at the February 10, 2023 Committee of the Whole meetings, the results of the 2022 Enterprise Risk Management (ERM) Assessment (the Assessment) will be presented. The last time that the ERM results were presented to the board was at the January 30, 2020 Audit Committee meeting. Since that time, there have been some updates and changes to the ERM program. Specifically,

1. With the retirement of Al Turgeon, Chief Risk Officer and Mary Dewey, Director of Risk Management and Safety, oversight of the program moved to the Office of Compliance and Privacy Services, now within the Division of Safety and Compliance. The core assessment team is now comprised of Tessa Lucey, Director of Compliance Services, Katie Haining, Director of Risk Management, and Francis Churchill, Director of Environmental Health and Safety.
2. The assessment is now on a biennial cycle rather than annual as was the case from 2011 through 2019¹. This meant that the next assessment was scheduled to be completed in 2021, however, due to the pandemic and the retirement of key staff, the program was put on hold.

¹ In 2019, Senior Leadership and the Board of Trustees agreed that the ERM program had matured enough to warrant a move from an annual risk assessment to a biennial risk assessment.

3. The mitigation/enhancement process has been updated to account for controls during the management response process. For portfolio level risks, Internal Audit will be consulted to help responsible officials (RO's) identify control effectiveness.

Biennially, as part of UVM's Enterprise Risk Management (ERM) program, the Director of Risk Management, Katie Haining, Director of Environmental Health & Safety, Francis Churchill, and Director of Compliance Services and Chief Privacy Officer, Tessa Lucey, partner to conduct senior leader and selected Trustee interviews to identify potential emerging risks and opportunities to evaluate for inclusion in UVM's Heat Map.

Two standing University-level committees, the Enterprise Risk Management and Operational Compliance Committee, which is comprised of mid-level administrators and faculty, and the President's Advisory Committee on Enterprise Risk Management, comprised of Senior Leaders, then review recommended emerging risks and opportunities and select those for possible inclusion in UVM's Risk-Opportunity Portfolio-Register. Additionally, the senior level committee helps identify responsible officials for each new emerging risk and opportunity.

Next, responsible officials evaluate newly assigned and re-evaluate existing risk and opportunities in their risk/opportunity portfolio-register. They utilize a standard rubric to assign scores for impact and for likelihood. The impact score and the likelihood score are multiplied together to result in a risk score. These scores will be between 1 and 18. For those risks and opportunities scoring 10 or higher overall, they are assigned to the "portfolio" and are coded in red for risks and dark green for opportunities. Those scoring between 4 and 9.9 are in the "register" level and are coded orange for risks and mid-green for opportunities. "Inventory" risks fall between 1 and 3.9 and are in the yellow (risk) or light green (opportunity) band.

The President reviews and approves the revised Heat Map (register and portfolio), assigns new risks and opportunities to ROs, and will review and approve the Management Response Plan Reporting Schedule. Those in the inventory level are managed at the unit level and not reported on the Heat Map. Those at the register level are overseen by senior leadership and managed by division leadership. Those at the portfolio level are overseen by the Board of Trustees or a Board Committee and managed by senior leadership. Responsible Officials will present their management response plans for those portfolio-level risks/opportunities to the assigned committee according to the schedule.

Section III: CY 2022 Biennial Risk Assessment Results

The 2022 Enterprise Risk Assessment identified some new risks and opportunities. Many of the risks and opportunities identified in this year's assessment at both the portfolio and register level were carried over from the 2019 risk assessment. It is worth noting, however, that many of these carryovers were updated to account for (i) changes in the higher education landscape, (ii) changes to leadership; and (iii) reorganizations. As such, rationale, risk scores, and responsible officials have been updated accordingly. The following chart illustrates the changes in results between the last ERM risk assessment from 2019 and the current risk assessment.

NEW	2019			2022			NET CHANGE
	RISKS	OPPORT	TOTAL	RISK	OPPORT	TOTAL	
Portfolio	1	3	4	2	0	2	-2
Register	3	1	4	4	2	6	+2
Total	4	4	8	6	2	8	-0-
CARRYOVERS	2019			2022			NET CHANGE
	RISKS	OPPORT	TOTAL	RISK	OPPORT	TOTAL	
Portfolio	5	5	10	9	11	20	+10
Register	13	9	22	9	4	13	-9
Total	18	14	32	18	15	33	+1
TOTALS	2019			2022			NET CHANGE
	RISKS	OPPORT	TOTAL	RISK	OPPORT	TOTAL	
Portfolio	6	8	14	11	11	22	+8
Register	16	10	26	19	6	25	-1
Total	22	18	40	30	17	47	+7

The increase in portfolio level risks and opportunities can be attributed primarily to increased impact and/or likelihood scores due to the period of inactivity.

APPENDIX A - CY 2022 UVM Heatmap (Risk/Opportunity Portfolio & Register)

2022 HEAT MAP

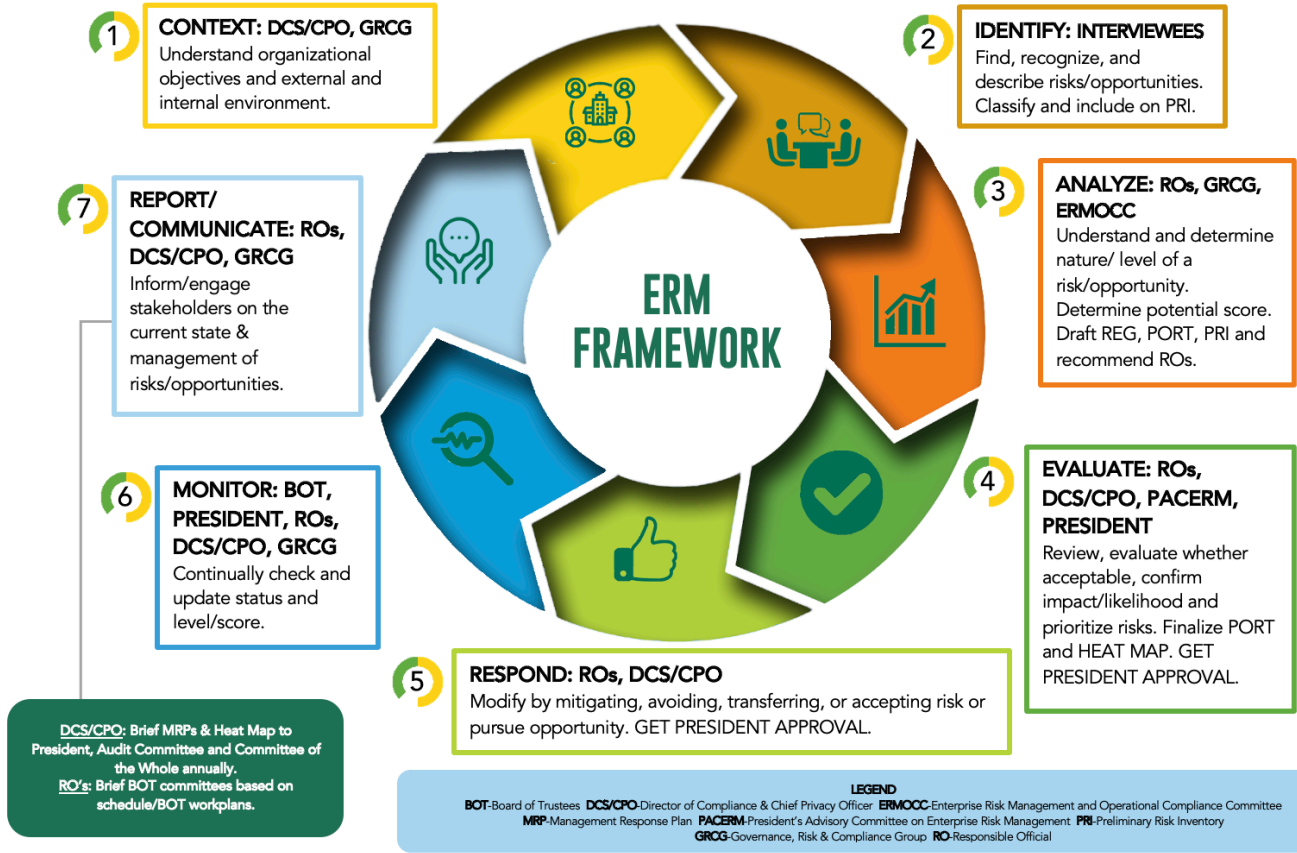
DRAFT: FOR BOARD OF TRUSTEES DISCUSSION PURPOSES ONLY



APPENDIX B – Biennial ERM Risk-Opportunity Management Process



BIENNIAL RISK-OPPORTUNITY MANAGEMENT PROCESS





Staff Council President's Report

**Board of Trustees
February 10, 2023**

**Prepared By
Jon Reisenweaver, Staff Council President**

Members of the Board,

As you are intimately aware, the University is in an incredibly active state of change and evolution. The Staff Council, as well, has been embracing change and forging ahead with many new initiatives and appreciating our successes along the way. The Council had a very productive 2022 and we are excited for the coming year.

In my previous report I informed you all that The Council's Compensation, Benefits, and Budgeting committee had been reinstated. The committee has been fully populated with strong and strategically aware members that are eager to work with senior leadership. Collaboration with Labor and Employee Relations and the entire Human Resource Services team will be ongoing to provide meaningful and data-driven proposals for positive changes for non-represented staff here at the University.

Our November Staff Council retreat was extremely useful in recognizing the strength that comes from each of our diverse backgrounds. The retreat was specifically put together to allow a safe space for both our keynote speaker Dr. Amer Ahmed and Staff Council Representatives to share our culture, stories and history with each other. This allowed us to recognize and reinforce that our diversity is what will keep The Council and UVM staff strong through any adversity. It gave us the space to renew our commitment to The Council, to each other as colleagues, and to being the voice for all staff on campus.

The Staff Council is working with several senior leaders on fulfilling various pieces of the Recognition and Retention proposal put forth to President Garimella this past Fall. We will be championing this effort to continue to evolve UVM's recognition for its high caliber staff that keep this University functioning. We will be collaborating with senior leadership to host informal events where The Council and senior leaders can have more informal conversations and discuss identified topics and help increase awareness and understanding of strategic decisions and their impacts. As we look to continue to promote retention here at UVM there is also the consideration that awards and accolades for newer staff could come in the form of potential professional development funds to help further their growth in our campus community. These are just a few of the ideas that are being worked on to help recognize the value of staff on campus and retain the vital institutional knowledge that keeps things running smoothly.

Speaking as the President of the Staff Council, I can also share with you a sentiment that many of our constituents are feeling and struggling with. While we have weathered a once-in-a-lifetime pandemic, picked up the pieces and even shown that we can thrive post-pandemic, many staff are feeling the effects of early burnout. The current economic climate, number of unfilled positions, added workload because of

said open positions, and faster pace of work are contributing to this. There is no easy solution and no magic remedy, but it is something that has been commented on to me and other Staff Council Representatives. Staff are always going to embrace a good challenge, but we must all recognize that progress comes with a cost that is not always monetary. I am grateful that we have been able to overcome so much and remain strong, but I would be remiss if I did not mention that staff are feeling it.

As we roll up our sleeves and dig into the new semester and new calendar year, it is important to also pause and reflect on our purpose for being a part of the University of Vermont. We as a collective staff, faculty, Board, and senior leadership share a common goal of providing the best possible higher educational experience for our students. This is something I have believed in in my twenty-six years of service here, and I know I am not alone. Many of us have mentored, taught, instructed, supported, and become friends with members of our student population. Their success is helped by all the work we do.

Finally, I want to specifically thank the Board and President Garimella for your continued support and commitment to communication with the Staff Council. The opportunity to share both positive and negative feedback with you is healthy and vital to maintain strong working partnerships.



UVM ALUMNI ASSOCIATION UPDATE

Board of Trustees — Committee of the Whole

Friday, February 10, 2023

Prepared by: Cathy Tremblay '85, Alumni Association President
Deb Mignucci '82, Alumni Association Vice President

The UVM Alumni Association is pleased to present this report reflecting recent accomplishments and areas of focus in the first half of the year. Constituents have returned to engaging with us in person while we are still offering virtual engagement opportunities. Our volunteer leadership consists of more than 150 individuals representing eight decades of graduates, and we continue to build our representation from traditionally underrepresented communities and special interest affinity groups. This report contains a small sample of the diverse array of engagement programs we offer to our global UVM community.

Strategic Priority Updates and Program Highlights

UVM Connect reaches new milestone

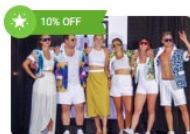
With **14,000** plus members, UVM Connect—the University's networking platform—has hit another milestone. Now over 100 business owners have featured their business on the UVM Connect business directory featuring a full array of alumni owned businesses from all over the country. Own a business? Take advantage of this free marketing space and enjoy special offers exclusive to the UVM Connect community. If you have not done so already, we encourage you to join the platform at www.uvmconnect.org and help us grow the UVM network.



Free Local Delivery
Four Town Lowlines LLC
Food & Beverage - Danville, Vermont, United States

Vermont Grazed Beef- 100% Grass Fed

We're Jake and Aii (UVM Animal Science '18), and we raise Australian Lowline Angus Cattle on a 5th generation Vermont family...[Read more](#)



10% OFF
Kinzly & Co.
Clothing & Fashion - Burlington, Vermont, United States

Kinzly & Co. Cabana Shirts

Kinzly & Co. make totally unique, vintage-inspired cabana shirts. Terry cloth lined for a plush, towel feel the shirts come...[Read more](#)



DONAHUE ASSOCIATES
Donahue & Associates
Real Estate - Burlington, Vermont, United States

Commercial Real Estate Services

With over 75 years of collective experience in the industry, we know our marketplace well. We are accomplished in our industry...[Read more](#)

Catamounts Make Some NOISE



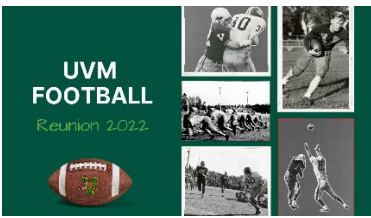
The success of the UVM Men's Soccer team provided a rallying point for alumni engagement during the fall. Alumni gathered with fellow Catamount fans at regional game-watch locations including the UVM Alumni House and at pre-game rallies in Dallas Texas, Burlington Vermont, and Syracuse New York.



Refer-A-Catamount exceeds 1,000 referrals to UVM



The admissions referral program Refer-A-Catamount has referred over 1,000 potential Catamounts since it launched. For the incoming Class of 2027, students who were referred received an Alumni Referral Fee Waiver for the Common Application and Coalition Applications. This new benefit and enhanced marketing have seen the largest year-to-date referrals since 2016 - over 400 referrals. As of January, we have seen referrals from thirty states with the top five being (in order of most to least) Massachusetts, Connecticut, New York, Vermont, and New Jersey. Through Refer-A-Catamount, alumni can refer students to the UVM Admissions team for direct outreach. We've found this to be a successful recruitment tool and look forward to sharing end-of-cycle statistics in late spring of this year.



Affinity Celebration strengthens ties

During the fall the UVM Alumni Association welcomed nearly 100 former varsity football players for a reunion. In collaboration with a volunteer committee that represented three decades, this celebration saw many alumni



returning home for the first time in over 30 years. One alumnus shared that *“Life is made up of a collection of wonderful moments that provide a treasury of richness to our lives. For those of us who participated in this past weekend’s event, we have added another **Memorable Moment!**”* We plan to collaborate with other campus partners to help celebrate affinity gatherings because the strength of those relationships as a lifeline back to UVM.

Celebrating the holidays in-person



During the month of December, we gathered once again in person with alumni in Boston MA, New York NY, Washington DC, San Francisco CA, and Burlington VT. 408 alumni joined us to celebrate the holiday season. Class years spanning eight decades were represented, 40% of our participants were alumni who graduated in the last ten years, and 46 alumni and parents gave a gift as part of their registration (36% of those donors were young alumni—graduates of the last decade). UVM Foundation President and CEO Monica Delisa was joined by UVM Foundation staff and University leadership to share a toast to the holiday season and the University of Vermont.

Engaging in the social media sphere



Our data shows that those who are engaged with us have a higher likelihood of being philanthropic than those who are not. We know that connections help relationships grow. We also know that branded swag helps! Over the past few months, we have updated over 900 alumni records as a result of our second social media giveaway campaign. All alumni that updated their information were entered to win a branded Yeti Rambler. We encourage you to follow us on social media to see regular posts about alumni-owned businesses, career tips, campus photos, and giving stories!



UVM Weekend 2023



Mark your calendars September 29th through October 1st for UVM Weekend 2023! Campus will be alive and hopping with activities for alumni, parents, families, and friends. Formerly known as Alumni Weekend and Parents & Family Weekend. UVM Weekend is an annual campus wide weekend that amplifies the University of Vermont.

Engage with Us! Our volunteer webpage and upcoming events calendar are a hub for alumni to find event offerings, including campus-wide events: alumni.uvm.edu/events.



FACULTY SENATE

Faculty Senate President's Report**Board of Trustees – Committee of the Whole
February 10, 2023****Prepared By
Thomas Borchert, 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.

Since the October meeting of the Board of Trustees, the Senate and its committees have been working on three major items, two of which are coming to the Board of Trustees. The first of these is the establishment of an Institute for Agroecology. This proposal came to the Senate through the Office of Vice President for Research after an extensive nurturing process. The proposal was reviewed by the Research, Scholarship, and Creative Arts (RSCA) Committee, who was strongly in favor of the proposal. The proposal was discussed briefly by the Senate in December (before the RSCA review was complete) and was approved by the Senate on January 30.

The Senate's review of this proposal worked through a new set of procedures to review proposals to establish centers and institutes in order to regularize this process. The Senate adopted these procedures in November 2022.

The Senate has also considered a proposal to establish a School of World Languages and Cultures (SWLC) in the College of Arts and Sciences (CAS). The establishment of SWLC would entail the simultaneous closing of four departments that would comprise the school: Asian Languages and Literatures, Classics, German and Russian, and Romance Languages and Linguistics. This proposal follows the model of the School of the Arts in CAS that the Senate reviewed and recommended and the Board of Trustees approved at the February 2022 meeting. The Senate followed the same procedures to review the proposal by establishing an ad hoc committee comprised of members from the Senate standing committees and Senators. The ad hoc committee reviewed the proposal in November and December, following the approval by the CAS faculty in October. The ad hoc committee had questions about the workload changes and the benefits to the language programs with a perceived loss of independence that the new structure creates. While there was disagreement on the feasibility of some of the goals of the proposal, the ad hoc committee voted unanimously to approve the proposal. The proposal was

discussed briefly by the Senate in December (before the ad committee review was complete) and was approved by the Senate on January 30.

Finally, the Senate also reviewed a proposal to change the reporting structure of the Fleming Museum. The proposal, which formally came from the Provost's office, requested that the Director of the Fleming Museum, who reports to the Provost be moved in the organizational structure to report to the Director of the School of the Arts in CAS. The Senate had a role in this because the University Manual states that the Director of the Fleming Museum reports to the Provost (204.13.2), and, moreover, that changes to the University Manual require consultation with the Senate where appropriate (020). The Executive Council (EC) served as the review committee, and had a number of questions about the implication and scope of the change being presented. The EC recommended that the Senate accept the proposal, having agreed with the stated goals of linking the work of the Fleming and the academic mission of the units more closely and to provide greater capacity to integrate the fundraising work of the School of the Arts, CAS, and the Fleming. The Senate accepted the recommendation and approved this shift in November.



Student Government Association (SGA) President's Report

**Board of Trustees
February 10, 2023**

**Prepared By
Maddie Henson, SGA President**

Hello all,

As we settle back into the semester, we are implementing many of the frameworks prepared over the break. We are working hard to transform SGA not only externally, but internally as well. Internally, this looks like leadership check-ins, surveys to senators about the internal efficacy and professional development that people garner from SGA, and a new framework similar to that of the University's Risk Assessment/Enterprise Risk Management Plan. With the help of the Office of Compliance and Privacy Services, we are retrofitting the framework already used by the University for risk assessment to our specific needs – recording and reporting it from the student perspective. We plan on this being a biannual thing, with student focus groups, among other avenues of outreach, to help us guide our planning. This will help senators and committees form their own projects, and frankly, for an organization of our size, it's time we had something of this style. Simply, we are creating our own strategic plan that will hold us accountable to the student body, forge stronger relationships with administration, and overall increase the efficiency at which we tackle shared strategic goals at the University.

We are also looking at two key partnerships with the Provost's Office this semester: the Week of Kindness from March 6th to 10th and increasing engagement in SGA elections. This Week of Kindness, we hope to add even more campus-wide partnerships and increase our capacity for activities, so as to serve as many students as possible. And as for SGA elections, that has been quite tumultuous the past few years due to the pandemic. We have had consistently low voter turnout, and because of this, the Provost's Office has offered to help in any way possible, as it is a student success goal to be involved in your student government. We are looking forward to the success of these two partnerships, and what long-term benefits they will provide to the student body.

Finally, our Chair for Diversity, Inclusion, and Equity, Taylor MacHarrie, and his committee are planning for Sexual Violence Awareness Month (SVAM), this April. They intend to have events corresponding to both the response and prevention elements, and to partner with external organizations, as well.

Our mission remains the same: to advocate for every student and ensure they know that there is a governing body supporting them every step of the way. Through these partnerships and projects, we are doing just that.

And as this is my last report, thank you all for everything, especially the support of SGA initiatives, and I wish you all well.