

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

COMMITTEE OF THE WHOLE

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

Friday, February 9, 2024

11:15 a.m. – 12:00 p.m.

2:15 p.m. – 4:00 p.m.

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

AGENDA

	Item	Enclosure/ Exemption	Discussion Leader(s)	Time
	Call to order			* 11:15 a.m.
1.	Approval of the October 20-21, 2023 meeting minutes	Attachment 1	Ron Lumbra	11:15-11:20
2.	Chair's report		Ron Lumbra	11:20-11:30
3.	President's report		Suresh Garimella	11:30-11:40
4.	Housing and construction project updates		Dave Blatchly Lisa Kingbury	11:40-12:00
	Recess			12:00 p.m.
	Reconvene			2:15 p.m.
5.	Academic presentation - Tech Hub and Economic Development update		Kirk Dombrowski	2:15-2:45
	Motion to enter into executive session**			
6.	Collective bargaining updates	Labor relations agreements	Chris Lehman	2:45-3:45
	Motion to go out of executive session			
7.	Other business <ul style="list-style-type: none">Resolution authorizing negotiation of collective bargaining agreements with UVM Staff United and United Academics Full-Time Faculty	Separate distribution	Ron Lumbra	3:45-4:00
	Adjourn			4:00 p.m.

*Times are approximate.

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

**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 20, 2023, at 8:30 a.m., in the Silver Maple Ballroom (401) at the Dudley H. Davis Center.

MEMBERS PRESENT: Chair Ron Lumbra, Vice Chair Cynthia Barnhart, Secretary Catherine Toll,¹ Otto Berkes, Susan Brengle, Katelynn Briere, Kevin “Coach” Christie, Frank Cioffi², John Dineen, Carolyn Dwyer, President Suresh Garimella, Jodi Goldstein, Stephanie Jerome, Kenny Nguyen, Carol Ode, Ed Pagano, Kristina Pisanelli, Lucy Rogers, Shap Smith, Tristan Toleno³, and Samuel Young

MEMBERS ABSENT: Robert Brennan, Donald McCree, Monique Priestley, and Governor Phil Scott

ALSO PARTICIPATING: Provost & Senior Vice President Patricia Prelock, Vice President for Legal Affairs & General Counsel Trent Klingerman, Vice President for Finance & Administration Richard Cate, Vice President for Research Kirk Dombrowski, Vice Provost for Diversity, Equity & Inclusion Amer Ahmed, Vice Provost for Student Affairs Erica Caloiero, Strategic Initiatives & Diversity, Equity & Inclusion Coordinator for the Division of Student Affairs Phiona Atuhaire, Vice Provost for Faculty Affairs Jane Okech, Research Assistant Professor in the Rubenstein School of Environment & Natural Resources (RSENr) Mariano Rodriguez-Cabal, RSENr student Soham Mehta, Dean of the College of Education & Social Services (CESS) Katherine Sheperd, CESS Assistant Dean Tiffanie Spencer, Associate Director Planning Design & Construction David Blatchley, Associate Director of Planning Lisa Kingsbury, Executive Director for Government Relations Wendy Koenig, Chief Communications and Marketing Officer Joel Seligman, Vice Provost for Enrollment Management Jay Jacobs, Foundation President & CEO Monica Delisa, and Chief of Staff to the President Jonathan D’Amore

¹ Joined the meeting at 8:37 a.m.

² Joined the meeting at 9:35 a.m.

² Joined by phone at 10:35 a.m.

Chair Ron Lumbra called the meeting to order at 8:32 a.m.

Approval of minutes

Chair Lumbra presented the May 19, 2023, 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 8)

President's report

President Suresh Garimella began his report by recognizing the tragedy that has unfolded in the Middle East in the last two weeks and its impact on the UVM community. He expressed his sadness by the loss of life in Israel and Gaza, and by the violence that struck at children and civilians living their lives peacefully in a place they call home. He added that he and Provost Prelock have sent a message to the community denouncing acts of terror and recognizing many in the UVM community that have personal and important connections to the region. He acknowledged the kindness and respect that was pervasive across campus during the past weeks. President Garimella also acknowledged the response of the community for modeling care, civility, and concern for one another and for the people directly affected by terrorism, by violence and by the destruction, and recognized the UVM community for its strength, respect, and caring. President Garimella extended his thanks to the people providing support and community to the students over the past couple of weeks, including Beverly Belisle, who is currently leading the Interfaith Center on an interim basis, the committed leaders of organizations like Hillel and Chabad, the Student Life staff, the Residential Life, and the Center for Health and Wellbeing staff, and the UVM police who ensure the safety of the UVM community.

Continuing his report, President Garimella introduced the following senior leaders who have joined UVM this semester:

- Chris Lehman, the new Chief Human Resources Officer, comes to UVM with deep leadership experience and brings important perspective from his prior roles.
- Jamie McGowan, the Executive Director of International Partnerships and Programs. Jamie joined UVM from the University of Tennessee and also worked in key global roles with the Big Ten Academic Alliance. This is a new role that was created to bring professionalism, vision and focus to the way the university pursues global engagement.
- Holger Hoock, the new Dean of the Graduate College. Dean Hoock is a scholar of British history and served for many years at the University of Pittsburgh as both a faculty member and administrator.

President Garimella reported on several events that have taken place on campus this fall beginning with Convocation and Orientation at the beginning of the academic year, to the many exciting soccer and field hockey games at Virtue Field, and UVM Weekend which connects alumni, students and their families. The President concluded his report by thanking the trustees for taking part in the responsibility that a board holds and for being a part of the UVM community.

Comprehensive Inclusive Excellence Action Plan process presentation

Chair Lumbra introduced Provost Prelock who provided a brief introduction to the Comprehensive Inclusive Excellence Action Plan (IEAP). Provost Prelock reported that the IEAP was founded on and incorporates *Our Common Ground* values and helps the UVM community to effectively work together across the institution by embedding the value of diversity, equity, and inclusion into every aspect of the work of the institution. Following a brief

overview of the process, Provost Prelock introduced Vice Provost for Diversity, Equity and Inclusion Amer Ahmed.

After distributing a draft version of the plan Vice Provost Ahmed asked the trustees to reflect on two key questions:

1. Are there aspects of this Plan that are particularly resonant for Vermont?
2. What opportunities do you envision for the implementation of this plan?

Vice Provost Ahmed explained that UVM's IEAP is leveraging institutional resources to address historical patterns of inequity that will help create healthy societies and a healthy environment. He presented the rationale, the principles that guided the process, and the development timeline which began in spring 2021 with the charge and launch of the University Diversity Council (UDC). IEAP themes include DEI-related Academic Success Goals (ASGs) that strengthen curricular and co-curricular learning, recruitment and retention of a more diverse faculty, staff, and student population, strengthening campus climate, professional faculty learning, accessibility, and internationalization.

In introducing the stakeholder presentations, Vice Provost Ahmed explained that each academic and administrative unit created customized IEAPs with measurable goals tailored to the unit's function. The following four units provided a brief overview of the process they took in creating their DEI plans: College of Education and Social Services (Dean Katherine Shepard and Assistant Dean Tiffanie Spencer); Faculty Affairs (Vice Provost for Faculty Affairs Jane Okech); Rubenstein School of Environment and Natural Resources (Dr. Mariano Rodriguez-Cabel, Research Assistant Professor and undergraduate student Soham Mehta); and the Division of Student Affairs (Vice Provost for Student Affairs Erica Caloiero and Strategic Initiatives & DEI Coordinator Phiona Atuhaire).

Vice Provost Ahmed concluded the presentation with two key takeaways:

- Mission through business
- Commitment to creating inclusion and belonging

Following an opportunity for comments and questions, Board Chair Lumbra thanked Vice Provost Ahmed and the presenters.

Housing and construction projects update

Associate Director of Planning Design & Construction David Blatchley and Associate Director of Planning Lisa Kingsbury updated the trustees on two housing projects: Catamount Run and Catamount Woods.

Catamount Run, located at City Center in South Burlington, is designed to serve UVM graduate students, staff, and faculty with approximately 620 beds (studios, one, two and three bedroom units). Associate Director Blatchley shared a site map showing the six buildings that will make up Catamount Run. The first phase is slated for occupancy in summer 2024 with the second phase to be occupied in summer 2025. Associate Director Blatchley informed trustees that the

utilization of a ZIP exterior wall system, which is fabricated onsite, results in very little waste and is very sustainable.

Associate Director Kingsbury provided an update on the status of Catamount Woods in South Burlington. The project is in partnership with AAM 15, the owners of the DoubleTree Hotel. Catamount Woods will be built on an existing parking lot at the DoubleTree Hotel site, and is designed to serve UVM undergraduates with approximately 540 beds. Since the lot is on UVM property, UVM will take the lead on permitting, and preparations for permitting are underway. Project occupancy is planned for summer 2026.

President Garimella pointed out that providing housing is an important part of serving UVM's student population, especially thinking of the future vision for graduate education. Chair Lumbra thanked Associate Directors Blatchley and Kingsbury for their presentation.

At 10:20 a.m., Chair Lumbra called for a 15-minute break. The meeting resumed at 10:35 a.m.

Executive Session

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, and records exempt from disclosure under provisions of the Public Records Act. He noted the session would last for approximately 60 minutes with potential for action following. Everyone was excused from the meeting with the exception of Trustees, Provost Patty Prelock, Vice Presidents Trent Klingerman and Richard Cate, Executive Director for Government Relations Wendy Koenig, Chief of Staff to the President Jonathan D'Amore, and Chief Communications and Marketing Officer Joel Seligman.

Executive Director for Government Relations Wendy Koenig was excused following the first topic and Vice Provost for Enrollment Management Jay Jacobs and Foundation President & CEO Monica Delisa were invited to join for the second topic.

Vice Provost for Enrollment Management Jay Jacobs and Foundation President & CEO Monica Delisa were excused following the second topic. Vice President for Research Kirk Dombrowski was invited to join for the last topic.

The meeting re-opened to the public at 11:32 a.m. and was recessed.

The meeting reconvened at 3:56 p.m.

MEMBERS PRESENT: Chair Ron Lumbra, Vice Chair Cynthia Barnhart¹, Secretary Catherine Toll, Otto Berkes, Susan Brengle, Robert Brennan², Katelynn Briere, Kevin "Coach" Christie, Frank Cioffi, John Dineen, Carolyn Dwyer, President Suresh Garimella, Jodi Goldstein, Stephanie Jerome, Donald McCree², Kenny Nguyen, Carol Ode, Ed Pagano, Kristina Pisanelli, Lucy Rogers, Shap Smith, Tristan Toleno², and Samuel Young

MEMBERS ABSENT: Monique Priestley and Governor Phil Scott

ALSO PARTICIPATING: Provost & Senior Vice President Patricia Prelock, Vice President for Finance & Administration Richard Cate, Chief of Staff to the President Jonathan D'Amore, UVM Foundation President & CEO Monica Delisa, Director of Athletics Jeff Schulman, Associate Director Planning Design & Construction David Blatchley, Chief Communications and Marketing Officer Joel Seligman, and Director of University Communications Adam White

¹ Departed the meeting at 4:30 p.m.

² Joined the meeting by phone.

Executive session

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. He noted the session is expected to last approximately 1 hour and that there is potential for action following. Everyone was excused from the meeting with the exception of Trustees, Provost Patty Prelock, Vice Presidents Trent Klingerman and Richard Cate, Chief of Staff to the President Jonathan D'Amore, President & CEO of the UVM Foundation Monica Delisa, Director of Athletics Jeff Schulman, Chief Communications and Marketing Officer Joel Seligman, and Director of University Communications Adam White.

The meeting re-opened to the public at 4:56 p.m.

Other business

Chair Lumbra introduced the following resolution:

Resolution Authorizing Continuation of Phased Construction for the On-Campus Multipurpose Center Project

WHEREAS, on October 27, 2018, the Board of Trustees authorized the administration to spend up to \$95 million for the on-campus Multipurpose Center ("Project") from a combination of gifts, general funds, and up to \$75 million of University debt; and

WHEREAS, in March 2020, construction on the Project was paused due to the Governor's "Stay Home, Stay Safe" Executive Order issued as a result of the COVID-19 pandemic; and

WHEREAS, on February 5, 2021, the Board of Trustees authorized the administration to spend up to an additional \$22.5 million to be financed through gifts directed to the Project, funds available from the bond issuance in 2018, and University reserves to further improve recreation and wellness facilities and the Gutterson Fieldhouse; and

WHEREAS, the University has expended \$67.2 million of the previously authorized \$95 million to date toward the goals of the Project; and

WHEREAS, the University believes it can continue to advance the goals of the Project related to improved individual fitness facilities and improve critical support spaces for its varsity athletic programs without the need to incur additional University debt or to levy additional student fees; and

WHEREAS, the Board of Trustees wishes to advance these goals in a phased approach that also furthers the University's ability to complete the Tarrant Center and the remaining elements of the Project as soon as funding is available to do so;

THEREFORE, BE IT RESOLVED, that the Committee of the Whole recommends to the Board that the University be authorized to continue with enhancements and additions to athletics and fitness facilities including a doubling of the Gucciardi Fitness and Recreation Center, at a cost not to exceed \$15 million, to be financed from University reserves.

A motion was made and seconded, and the resolution was unanimously approved.

The meeting was recessed at 4:58 p.m.

The meeting reconvened on Saturday, October 21, 2023 at 8:00 a.m. in the Silver Maple Ballroom (401) at the Dudley H. Davis Center.

MEMBERS PRESENT: Chair Ron Lumbr, Vice Chair Cynthia Barnhart, Secretary Catherine Toll, Otto Berkes, Susan Brengle, Katelynn Briere, J Kevin "Coach" Christie¹, John Dineen, Carolyn Dwyer, Jodi Goldstein, Stephanie Jerome, Kenny Nguyen, Carol Ode, Ed Pagano, Kristina Pisanelli, Lucy Rogers, Shap Smith, and Samuel Young

MEMBERS ABSENT: Robert Brennan, Frank Cioffi, President Suresh Garimella, Donald McCree, Monique Priestley, Tristan Toleno, and Governor Phil Scott

ALSO PARTICIPATING: Vice President for Legal Affairs & General Counsel Trent Klingerman

¹ Joined the meeting at 8:34 a.m.

Chair Ron Lumbr called the meeting to order at 8:02 a.m. and introduced a new item of business based on the committee's executive session discussion on Friday morning. During that session, the administration briefed the committee on the status of discussions with the City of Burlington regarding student housing. He introduced the following resolution to formally approve authorizing the administration to proceed with discussions with the City under those terms:

Resolution Approving Memorandum of Understanding with the City of Burlington

BE IT RESOLVED, that the Board of Trustees authorizes the administration to negotiate and finalize a memorandum of understanding regarding student housing on the material terms reported on October 20, 2023.

A motion was made and seconded, and the resolution was unanimously approved.

Executive session

At 8:03 a.m., Chair Lumbra entertained a motion to enter into executive session for the purpose of discussing the evaluation of a public officer. He noted the session was anticipated to last 90 minutes with action following.

At 8:32 a.m., Vice President for Legal Affairs and General Counsel Trent Klingerman was invited to join the session.

At 9:27 a.m., the meeting was re-opened to the public. Chair Lumbra presented the following resolutions for approval:

Resolution regarding FY 2023 presidential evaluation and compensation

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

BE IT RESOLVED, that the Board of Trustees hereby authorizes the Board Chair to finalize the President’s annual FY 2023 performance evaluation and compensation following such additional consultation with the Subcommittee as he deems necessary or desirable.

Resolution approving appointments to the *ad hoc* Presidential Comprehensive Review Committee

RESOLVED, that the Board approves the appointment of Trustees Ron Lumbra (chair), Cynthia Barnhart, Katelynn Briere, Jodi Goldstein, Kristina Pisanelli, and Catherine Toll to the *ad hoc* Presidential Comprehensive Review Committee.

A motion was made, seconded and it was unanimously voted to approve both resolutions.

Other business

There being no further business, the meeting adjourned at 9:29 a.m.

Respectfully submitted,

Ron Lumbra, Chair

Ron E. Lumbra
UVM Board of Trustees Chair's Report
October 20, 2023

Good morning and welcome to the fall 2023 meeting of the University of Vermont Board of Trustees. We have important business to conduct today on behalf of the University, our campus, and community. However, the challenges before us today pale in comparison to the crisis being faced by innocent people in Israel and Gaza. We are horrified at the loss of innocent lives in the barbaric terrorist attack by Hamas on the people of Israel, and the subsequent harm to innocent civilians resulting from the corresponding military operation. I would like to open this meeting with a moment of silence in respect and honor of the people of Israel and Gaza.....

As we turn our attention to today's agenda, I would like to thank the administration for its attention to the safety, care, and well-being of our campus community. So many have been impacted directly and indirectly by the tragedy. We appreciate the keen focus on caring for our community and being respectful of the circumstances we are all facing, both individually and collectively.

Today's agenda will cover a number of important topics. We will learn about our on-going efforts around inclusive excellence and continuing on our journey of building a culture of respect and inclusion so critical to our mission and our values. This is a particularly important time to engage on this topic given questions emanating from the recent Supreme Court decision and associated societal pressures impacting academia across the nation. Our Budget, Finance and Investment Committee will consider the topic of tuition, room and board, and fees for the next academic year. We are proud of our effort to rein-in the escalating cost of higher education over the past several years. We now find ourselves in an inflationary environment that will force the committee and board to make some difficult decisions to strike the right balance to fund operations while continuing our commitment to improve affordability. We look forward to an update from the Multipurpose Center Work Group to debrief on their efforts regarding fundraising and the need to close a significant financial gap in order to complete that project as originally envisioned. Lots of work has gone into fundraising over the past several months and we look forward to learning the results of those efforts and to determining the right path forward.

I would like to thank and acknowledge all of our governance leaders for the written informational reports that are included for your review. In particular, I would point you to the Provost's report, which includes updates on a variety of timely campus issues including our fall 2023 census data. We are pleased to see another strong incoming class of new Catamounts. Additionally, you will see the annual report from the office of the Vice President for Research which includes impressive accomplishments as the research team works to promote a campus-wide culture of creativity, innovation, and excellence in research and scholarships. The enterprise risk management report provides an update on plans for potential risks and opportunities that we continue to carefully monitor and assess.

I am pleased that we continue to do our part to help address the housing shortage in the region, most recently by authorizing an increase in the investment in the Catamount Run project in South Burlington initially approved by the board in August 2022 that will effectively allow for

total capacity of 620 beds. Phase 1 of that project is anticipated to be ready next summer with the remainder ready for occupancy in the fall of 2025. Additionally, we approved a new undergraduate student housing development, Catamount Woods, to be located on the peripheral of campus that will provide housing for approximately 540 advanced undergraduate students and further relieve pressure in the local housing market. Completion of Catamount Woods is anticipated for the fall of 2026. We look forward to receiving an update on the progress of those projects later this morning.

The annual presidential review process for the prior academic year is wrapping up and we will soon initiate the five-year comprehensive presidential review process. This process will launch later this year and will seek feedback from a large representative portion of the campus community. The process is expected to be completed during the spring semester and the board will receive a report on the outcome of the comprehensive review at the May board meeting.

We live in challenging and complicated times. It is our job to get the balance right to protect, preserve, and propel the university for the long term. The Board of Trustees is committed to achieving that balance by helping to carefully guide the institution by taking prudent strategic decisions with the long-term health and sustainability of the institution at the core. We are committed to achieving that objective.

That concludes my remarks.